

Radboud Young Academy- Annual report 2025

In 2025, Radboud Young Academy (RYA) continued the ongoing projects and developed new ideas, based on insights gained from the self-reflection conducted at the end of 2024. We worked according to our two main pillars: academic culture and interdisciplinarity. The open science, internationalisation, recognition and rewards, social safety, diversity and inclusion teams continued their work and positively contributed to the academic culture on Radboud University and beyond. Furthermore, we strongly focused on boosting interdisciplinarity.

We continued the successful interdisciplinary initiatives from previous year. We awarded the Cross-Faculty Catapult Grants and organised Serendipity Sessions. An important research project aimed at uncovering the enablers and barriers of interdisciplinary cross-faculty collaboration is nearing completion, and our evidence-based advice will be brought to the Executive Board and to the implementation teams for the new Radboud Strategy.

In addition, we launched two new interdisciplinary initiatives. The first project is developing the “Student think-tank”, a new format where students from different faculties join forces to address scientific and societal challenges in a one-day sprint (under guidance of researchers and teachers). In the second project – the “Persistence project” – researchers from five faculties intertwine their expertise to explain how people decide to persist or give up. By joining complementary views that normally remain in their disciplinary silos, these researchers are developing a new interdisciplinary theoretical model of persistence. Importantly, this model will be published in a scientific journal, but will also directly guide implementation of a practical workshop on how we can guide people in their very own decisions to persist. We will test this for coaching students and staff in their career decisions, and subsequently expand the application to other domains. These initiatives showcase the power of interdisciplinary inquiry, theoretical reflection, collaboration (for both students and researchers) and implementation.

1. Organization

1.1 Board and supporting staff

In January 2025, Femke Bekius started as co-chair and took over this role from Frederik van Dam, who had served for the maximum of two years. Eliana Vassena (who started in May 2024) and Femke led RYA and represented RYA at events, such as the Radboud Dinner Senate of Professors and the InScience film festival, chaired general assembly meetings and meetings with Executive Board members, developed new initiatives and took (financial) decisions.

Until September 2025, RYA was supported by coordinator Moniek Riemersma (0.6 FTE, Research & Impact, Academic Affairs). Moniek provided broad organisational support to the co-chairs and other RYA members by, for example, organising RYA initiatives such as the Cross-Faculty Catapult Grants and Recognition and Rewards Prize, increasing RYA’s visibility by sharing news items, scheduling and preparing general meetings and writing meeting notes, keeping the financial overview, and organising the selection and installation of new members.

The Executive Board decided that Moniek’s supportive hours had to be decreased strongly from September 2025 onwards, because of budget cuts. Together with Moniek we made a plan for

reorganising RYA support. We carefully listed the tasks performed by Moniek and made a selection of tasks she could still do and which ones could be taken over. The only tasks Moniek was able to continue include publishing items on the website, maintaining contact between RYA and the Executive Board, keeping the financial overview and organising the selection of new members. During this process we were in good contact with Gertjan Bögels (Department Head Research & Impact, Academic Affairs,) and the Rector.

RYA decided to allocate a part of the 2025 budget to hire a student assistant to take over the remaining supportive tasks. From September onwards Mart Schuttinga was hired via Campus Detachering for about 16 hours per week and he supported RYA by assisting with initiatives, scheduling and preparing general meetings and team meetings, writing notes of general meetings, managing the general RYA email address and more. Although we were very worried about the cuts and the reduction of supportive hours, we were happy about the process in which we together with Academic Affairs worked towards a solution.

We remain worried about the new situation. Our main concern is the lack of overview of all projects and history of the RYA. Another point of concern is the fact that for future years the support can no longer be 16 hours per week because of the budget of the RYA. There is only room for 8 hours a week. Moreover, at this moment RYA has a student assistant who can stay for 1-2 years, but thereafter we need to find another student. This will take a lot of time, mainly because of a new hiring process.

1.2 Meetings

In 2025, we organised six general assembly meetings of 1.5 hours. During these meetings, RYA members discussed a variety of topics, such as the RYA self-reflection (see paragraph 1.3 RYA self-reflection), the new Radboud Strategy, protests, budget cuts, and academic freedom. Project teams gave updates about their work, and members gave pitches about their daily work to get to know each other a bit better. Most members joined at least three of the general assemblies. During each meeting about 15 attendees were present.

In 2025, we continued the informal monthly lunch meetings. Because of the budget cuts, we organised half of the lunches as provided lunches. During the other half of the lunches members brought their own food. Typically, a group of about six to twelve members joined these lunches. During these meetings members discussed various relevant topics, such as the protests, academic freedom and the budgetary cuts. The lunches gave members an opportunity to get to know each other better, exchange ideas and learn about different policies within the faculties as well as share research interests.

To say goodbye to the members that left RYA after finishing their four-year membership and welcoming the new members, we organised a social gathering in Huize Heyendaal in October. About 20 members joined this pleasant meeting, which gave them a nice opportunity to network with each other.

In 2025, the co-chairs met Rector Magnificus José Sanders twice. In February, we discussed about the budgetary cuts, the ius promovendi policy, the composition of the Partnerships Advisory Committee and the RYA self-reflection. In November, the co-chairs updated the Rector on their most recent interdisciplinary activities and shared their concerns regarding the budget cuts and academic freedom.

Additionally, in May 2025 all RYA members were invited to a meeting with the Rector. During this meeting we discussed the advice of the Partnerships Advisory Committee and various aspects of academic freedom, in particular the influence of the current political situation in the USA on researchers here. Members presented the first results of the interdisciplinary research project on the enablers and barriers of cross-faculty interdisciplinary collaboration.

In September 2025, we met Alexandra van Huffelen, who is the President of the Executive board since February 2025. We introduced RYA and discussed about the new Radboud University strategy.

RYA members organised meetings with their respective faculty boards to discuss policies relevant to RYA. Topics addressed during these meetings include ius promovendi policy, budget cuts, recognition and rewards, protests, formations plans and student evaluations.

In November a national meeting of the Young Academies was organised. Stéfanie André attended this meeting on behalf of RYA. Members of different local young academies in the Netherlands and the Dutch Young Academy discussed about various topics including the budgetary cuts and recognition and rewards. An opinion article was published from the local Young Academies based on this meeting ([Appendix I](#)) and the *Financieel Dagblad* published a follow-up article ("*Opluchting bij academici over regeerakkoord, maar bezuinigingen hebben wel wat gekost*", 8 februari 2026).

1.3 RYA self reflection

In 2025, RYA members discussed with the Rector about the RYA self-reflection that was conducted at the end of 2024. She highly appreciated the contribution of RYA members to a various amount of topics. The Rector advised RYA to invest in interdisciplinary collaborations in both research and education. In the near future, interdisciplinarity will become increasingly important within academia, and RYA could serve as an exemplary model within the university.

In 2025, the Rector discussed the RYA self-reflection with the other members of the Executive Board as well. The Executive Board decided to ask a midterm review from RYA at the beginning of 2027, followed by a new self-reflection document in the autumn of 2028. In the midterm review, RYA members could provide a summary of their recent activities and look forward to their plans for 2027 and 2028.

1.4 RYA visibility

The RYA self-reflection showed that further improvement of RYA visibility is an important topic for the members. In 2025, the RYA [webpage](#) was renewed. In collaboration with a colleague

from Marketing and Communication and with input from the co-chairs and the coordinator, the new page was developed. In addition, RYA launched a [LinkedIn](#) page at the beginning of 2025. This page was actively used to announce RYA activities and to promote RYA's positions on relevant topics, for example academic freedom and the new ius promovendi policy. By the end of 2025, the page had attracted more than 250 followers. Additionally, discussions with faculty board and other representative bodies helped in gaining more visibility within the university.

1.5 Selection procedure, new members and alumni

In 2025, the selection procedure started with the publication of the call ([Appendix II](#)) at the end of February. This year, the call was promoted by the university newsletter, as well as faculty and institutional newsletters. In addition, faculty boards, research directors and policy advisors were asked to encourage potential candidates to apply. RYA members were also asked to encourage enthusiastic colleagues to submit an application.

In April, an informal session was organised, giving potential candidates the opportunity to ask questions to the RYA co-chairs, the coordinator and a few members. Approximately ten candidates attended this session, most of whom subsequently applied.

The selection committee received 16 applications and invited 11 candidates for a 15-minute interview. After the interviews, seven candidates were selected by the committee and subsequently approved by the general assembly. The new members started their four-year membership in September 2025 and were welcomed during a general assembly meeting. A complete overview of all members is provided in [Appendix III](#).

In October 2025, the second generation of RYA members, who started in October 2021 completed their membership and became RYA alumni. To stay connected, RYA alumni will be invited to RYA lunches and the RYA book club.

2. Activities and publications

2.1 Interdisciplinarity

One main point raised in the RYA self-reflection was the opportunity to strengthen interdisciplinary research within RYA. To explore possibilities for new collaborations, an RYA retreat was organised in June 2025. During the retreat, two interdisciplinary teams of about five members each, were formed. One team will focus on the development of an RYA student think tank (see paragraph 2.1.1). The other team will work on the topic 'persistence in decision making' (see paragraph 2.1.2). In addition, RYA continued last year's interdisciplinary initiatives, including the research project about cross-faculty interdisciplinary collaborations, the Cross-Faculty Catapult Grants, a Serendipity Session and the book club.

2.1.1 Student think tank

One team aims to develop the RYA student think tank. During a one-day meeting facilitated by multiple RYA members and including expert input as well as longer group work sessions, selected students from across the university will work independently in small groups on a societal issue relevant to the work of one or more RYA members or wider stakeholders. The student work is guided by a clear focus on tangible and policy-relevant output, e.g. a short report, blogpost or other publishable work. Early 2026, the team will organise the first session about Generative AI and its impact on education. RYA is in contact with the Radboud AI Act project team and involves this team in their project and results.

2.1.2 Persistence in decision making

This team initiated a project on the topic persistence in decision-making. The main research question concerns why people decide to persist when they are in an uncertain situation. The project has been divided into two subprojects. The first subproject is developing a novel theoretical framework from multiple scientific perspectives, including, but not limited to psychology, law and management, and will be followed by empirical research leading to a joint publication. The second subproject will translate the theoretical insights into practical application. We will develop a workshop on career development and how to make more informed and deliberate choices.

2.1.3 Research project about interdisciplinary collaborations

This team continued the research project on the enablers and barriers of cross-faculty interdisciplinary collaboration within Radboud University. In May, they presented the first results to the Rector. The team aims to write a scientific paper and to present the completed research project in form of an advisory report to the Executive Board at a later stage. To accelerate the project, a student assistant supported the team during from the end of 2025 onwards.

2.1.4 Cross-Faculty Catapult Grants

In 2025, we organised the second round of the RYA Cross-Faculty Catapult Grants. Each year, RYA aims to allocate € 5.000 to two one-year interdisciplinary research initiatives conducted by colleagues from at least two different faculties and institutes (see [Appendix IV](#) for the call). During



the second round, we received 19 applications. A selection committee composed of four RYA members reviewed all submissions and determined that four applications did not meet the eligibility criteria. Consequently, 15 proposals entered the lottery from which two winning projects were selected. The first winning proposal was written by Irene Göttgens (Radboudumc) and Annelies Kleinherenbrink (Faculty of Social Sciences). Together they will explore the term “vrouwenhart” (women’s heart) as a model for understanding the role of strategic essentialism in medical communication and its impact on advancing sex- and gender-sensitive cardiovascular research. The

second team consists of Roshan Cools, Rogier Kievit, Hanneke den Ouden, Janna Vrijsen and Michelle Schmitter (Radboudumc and Faculty of Social Sciences). They will foster interdisciplinary exchange between the Computational Neuropsychiatry (CNP) and the Radboud Ecological Momentary Assessment Center (REMAC). During an RYA lunch meeting, the applicants were awarded and gave a short talk about their research plans.



2.1.5 Serendipity Sessions



On Thursday 15 May, we organised a Serendipity Session on interdisciplinarity and collaboration. During this session, the winners of the Cross-Faculty Catapult Grants 2024 presented the outcome of their projects. Juliette Alenda-Demoutiez (Nijmegen School of Management) and Karolien van Teijlingen (Faculty of Social Sciences) presented the results of their project about degrowth and challenges faced

by small-scale, bottom-up initiatives when they try to scale up. Marene Dimmendaal (Faculty of Sciences) presented the results of their project, which aims to improve decision-making in the healthcare system by ‘Self Reflection Machines’. Marene gave this presentation on behalf of the team that consists of Marene, Marieke de Vries (Faculty of Sciences), Pim Haselager (Faculty of Social Sciences/Donders Institute), Hanna Schraffenberger (Faculty of Sciences/iHub) and Simon Fisher (Donders Institute). After the presentations, RYA member Irma Arts moderated a meaningful discussion with Juliette, Karolien, Marene en Pim. They discussed about important aspects to make interdisciplinary



collaborations successful, their experiences and advices for colleagues who are interested to initiate interdisciplinary collaborations.

Initially, RYA aimed to organise a Serendipity Session during the InScience Film Festival in March 2025, as it had previously in 2024. Unfortunately, there was no timeslot available during the festival. Instead, RYA organised two presentations, from Esther Aarts and Silvia Papalini, during the Stand-up Science program on the opening day of the festival.

2.1.6 Book club

In 2025, we organised two book club sessions. In April, members discussed about the book *Ultra-processed people* from Chris van Tulleken. In June, the book club discussed on a fiction book for the first time. Members shared their thoughts about *The left hand of darkness* from Ursula Le Guin. Members highly appreciated the sessions and aim to organise about three book club meetings throughout the year.

2.2 Academic culture

In addition to the interdisciplinary pillar, we continued the work on initiatives that positively contribute to academic culture. To efficiently work on a variety of topics, RYA members organised themselves into several teams. Additionally, the co-chairs and several members worked on ad-hoc projects and initiatives. An overview of the projects and initiatives developed in 2025 is given below.

2.2.1 General and ad-hoc initiatives

In 2025, colleagues from Radboud University regularly invited RYA members to join groups or meetings about specific topics. For example, RYA members contributed to discussions about research assessment, the university vision on societal impact and science communication. In collaboration with Radboudumc, RYA member Honghong Bai contributed to the Postdoc Appreciation Week by publishing a [series of interviews](#) about the position of postdocs.

In addition, members were actively involved in the development of the new Radboud University strategy. We participated in several sessions on the different ambitions, spoke with the director responsible for the new strategy, and joined a work session on the implementation. RYA members were also regularly updated, and in turn provided advice, on the Nijmegen School of Management's strategic process (NSM for SURE).

In May, RYA co-chairs and members sent a letter to the Executive Board regarding the advice of the Partnerships Advisory Committee ([Appendix V](#)).

2.2.2 Internationalisation

On 12 March, we organised a session during the InScience Film Festival titled *Science & Society: The Power of Internationalisation*. During this session leading scientists and industry experts explored the impact of internationalisation on research and business. Former RYA member Jorge Domínguez Andrés moderated a discussion with panel members Heino Falcke (winner of the

Spinoza prize, Radboud University), Caroline Rowland (Max Planck Institute for Psycholinguistics), Claudia Jansen-Meeuwssen (Kraft Heinz) and Guilherme Cardoso Medeiros (NXP Semiconductors).

Additionally, the internationalisation team initiated discussions with the HR department about adding specific questions about internationalisation to the biannual Staff Survey. As a result, HR added a couple of the proposed questions to the main part of the Staff Survey of 2026. An optional appendix with specific questions for internationals was added to the Staff Survey as well.

2.2.3 Open science

The open science team regularly met with Radboud University's open science officer Dirk Van Gorp (Information and Library Services), to discuss open science policies within the university and beyond. Members also participated in sessions on the I-strategy of Radboud University and on open access policies in the Netherlands.

In March 2025, the open science team wrote an open letter to the Executive Board with recommendations for a new CRIS system. The steering committee responsible for the replacement of the current CRIS system Metis, invited one member to join as RYA representative. RYA actively contributed to the development of the tender and provided advice on public values for the CRIS tender.

Jeanette Mostert was interviewed in the series [Radboud Open Science Inspirator](#).

2.2.4 Recognition and rewards

The RYA recognition and rewards team organised the RYA Recognition and Rewards Prize. For this prize, every employee of Radboud University and Radboudumc can nominate a colleague or colleagues who contribute to a healthy and effective work environment – in whatever way. RYA received more than 30 nominations. This year, the lottery that determined the winners was held during the Serendipity Session on interdisciplinary collaboration. During the second part of this meeting, RYA member Daniela Patru asked attention for the valuable contributions of all nominees and the efforts of the colleagues who nominated them. The lottery selected six winners/winning teams, who received a gift certificate of € 500.



In addition, the RYA recognition and rewards team regularly met with Jacqueline Drost, program manager recognition and rewards of Radboud University, and team members joined work sessions and provided feedback about the development of new career paths (*Profielengids Wetenschappelijk personeel*). Moreover, members of the team contribute to the development of criteria for promotion policies at faculty level. The team contributed to the definition of *team science* at Radboud University. It has also been in contact with Sanli Faez, the program manager recognition and rewards at UNL.

The team also regularly discussed about the ius promovendi policies within the university. From 1 October the policies were renewed, making it easier for associate professors to apply for the ius promovendi. An interview with Suzanne van de Liefvoort about this development and the efforts of RYA was published in Vox.

In the beginning of 2025, Eliana Vassena gave an interview about hierarchy, which was published in Vox.

2.2.5 Social safety, diversity and inclusion

RYA members of the social safety, diversity and inclusion team participated in discussions about the Code of Conduct, as part of the Prevent Care Cure project of Radboud University. Additionally, members joined meetings with HR colleagues of Radboud University to discuss the annual appraisal cycle.

The team wrote a letter to the Executive Board about the influence of the US politics on researchers here (Appendix VI).

2.2.6 Pilot smarter academic year

A new group that started this year is the workgroup on the pilot smarter academic year. As RYA member Stéfanie André attended the *Nationale Kennisdelingsdag* from the pilot smarter academic year. We are part of the Radboud workgroup *Herziening Academisch Jaarrooster* where we advocate to take into account space (*rust en ruimte*) for teachers, especially since the teaching load is often highest for young academics. We advocate for a shorter academic year with a longer summer period in which academics can work on research, develop education, go to conferences and have their summer break.

3. Looking forward to 2026

In 2026, we aim to continue the work on internationalisation, open science, recognition and rewards and social safety, diversity and inclusion. The internationalisation team aims to contact the work council of Radboud University to explore potential collaboration. The other teams will maintain their regular contact with colleagues from Radboud University, for example to discuss about policies regarding open science, recognition and rewards and the Prevent Care Cure project. In addition, members aim to be actively involved in the implementation of the new Radboud University strategy. Moreover, early a few members will organise a workshop aimed for peer academic to discuss about day-to-day workflows and prioritization.

Besides the work on academic culture, we will further develop our interdisciplinary activities. We will continue the (research) projects about the enablers and barriers of interdisciplinary research at Radboud University and persistence in decision making. In addition we will further develop the interdisciplinary student think-tank. Moreover, we will organise the next round of the Cross-Faculty Catapult Grants. The call for new proposals was published in December 2025, and the winners of the Cross-Faculty Catapult Grants 2025 will present their projects during a Serendipity Session in 2026. We also aims to organise a retreat again, to further stimulate the development of interdisciplinary activities.

Although we as RYA members have many aims and ideas on which we would like to work on, making choices and setting priorities will be necessary due to time limitations. Many members experience a high workload, which has further increased as a result of the budget cuts. Because of time limitations members could commit less to RYA activities. In addition to the increased workload, RYA receives fewer support hours from Academic Affairs (Research & Impact) than in previous years. RYA decided to hire a student assistant for supportive tasks, but that will not completely compensate for the reduction in supportive hours. In the final months of 2025 enough of the RYA budget was left to hire the student for 16 hours per week, but in 2026 the student assistant can be hired for only 8 hours per week .

We need to make strategic choices and think critically about the priorities in 2026. At the end of 2025, members decided that RYA will not be actively involved in the InScience Film Festival in 2026, because no members are available to contribute to the development of a program. In 2027, RYA may reconsider the involvement in the InScience Film Festival. Likely more decisions about new and ongoing initiatives need to be made throughout 2026. We will continue to focus on making relevant contributions to the academic culture and on developing interdisciplinary initiatives.

Appendices

Appendix I: Letter local young academics

Call for action:

Keer het tij: stop de sloop van onze universiteiten

Onze universiteiten ondergaan geen crisis, maar een kaalslag. Als gevolg van de voorgenomen bezuinigingen van 1,3 miljard euro verliezen we kennis. Volledige onderwijsprogramma's worden geschrapt en toponderzoekers vertrekken. Als jonge academici vanuit heel Nederland slaan we alarm. Dit raakt iedereen in Nederland. Nu, maar vooral in de toekomst.

Wij zien in de collegezalen en onze onderzoeksinstituten wat Den Haag niet lijkt te zien: we zijn onze voorsprong aan het weggooiden. Terwijl sommige landen om ons heen miljarden extra investeren in kennis en innovatie, kiest Nederland voor stilstand. We verliezen de slag om talent. Een toponderzoeker kiest nu voor Londen of Zürich, niet meer voor Leiden of Groningen.

Voor de toekomst van Nederland is een structurele economische groei van 1,5 tot 2 procent nodig, zoals ook beschreven in het rapport Wennink. Om dat te bereiken, moeten we investeren in innovatie. De roep om technologische doorbraken en expertise is luider is dan ooit, maar deze ontwikkelingen dreigen door de politiek gesmoord te worden. Daarbij zijn sociale- en geesteswetenschappen cruciaal om te begrijpen hoe we omgaan met ontwrichtende AI, desinformatie en polarisatie. Door de diversiteit aan onderzoeksvelden zijn Nederlandse universiteiten nu nog gepositioneerd om maatschappelijke problemen op te lossen.

Het idee dat universiteiten 'bedrijven' zijn die winst moeten maken, is een denkfout. Universiteiten zijn een kritische vrijplaats en een onvervangbare bron van kennisgedreven onderzoek, dat de bouwstenen oplevert voor toekomstige innovaties. Hiermee zijn universiteiten onmisbaar voor onze samenleving. De waarde daarvan is het langetermijnperspectief, waarbij het onmogelijk is vooraf te voorspellen wat waardevol is.

Denk aan de virologen die jarenlang onderzoek deden naar een obscuur virus bij huiskatten, dat daarna cruciaal bleek bij de ontwikkeling van het corona-vaccin. Denk aan de fundamentele natuurkunde achter de quantumcomputer. Als wij dat hier niet onderzoeken, kopen we die technologie straks voor de hoofdprijs uit China of de VS. Of denk aan de kleine Slavistiek- en Midden-Oostenstudies die in de jaren 90 slechts Tientallen studenten per jaar trokken, maar wier expertise sinds 2001 onmisbaar blijkt voor hedendaagse internationale betrekkingen. Dit zijn de experts die Saudi-Arabië, Poetin en het Kremlin begrijpen. Het is onmogelijk te weten welke expertise in de toekomst onmisbaar is, maar het is zeker dat bezuinigen op fundamentele kennis tot onomkeerbare problemen leidt.

Het nieuwe kabinet heeft de sleutel in handen. In veel landen wordt bezuinigd en dat heeft desastreuze gevolgen; laten we niet dezelfde fout maken. Investeren in kennis is geen luxe, maar noodzaak voor onze toekomstige welvaart. Als jonge academici roepen wij de aankomende regering op te investeren in de belangrijkste grondstof die Nederland nog heeft: kennis. Stop de sloop, kies voor de toekomst.

Young Academy Groningen
Amsterdam Young Academy
De Jonge Akademie- KNAW
Delft Young Academy
Eindhoven Young Academy of Engineering
Radboud Young Academy
Utrecht Young Academy
Young Academy Leiden
Young Academy Twente
Young Erasmus Academy

Appendix II: Call new members

Radboud Young Academy has open membership positions

A unique opportunity for Radboud University and Radboudumc employees, holding a PhD, with or without a research position

Are you a talented academic with leadership ambitions? Would you like to team up with enthusiastic colleagues from different faculties, departments and institutes? Are you keen to engage in interdisciplinary research and education? Would you like to contribute to the academic culture and give advice to university board members? Then you might want to consider Radboud Young Academy membership!

Interdisciplinarity

As a member of the Radboud Young Academy (RYA) you will have a unique opportunity to meet colleagues with different backgrounds. Members present and discuss their respective expertise and field of interest to stimulate outside-the-box academic collaborations. You could join the RYA's book club or contribute to the organization of our Serendipity Sessions and Cross-Faculty Catapult Grants.

Academic culture

RYA members explore how different faculties and departments deal with shared challenges and opportunities in terms of, for instance, open science, recognition and rewards, internationalisation, social safety, diversity and inclusion. By joining one or more of our project teams you can voice your opinion and influence university policies. We work closely together with the university's teams on recognition and rewards and on open science, we give our opinion in position papers, statements and letters, and we have regular discussions with faculty boards, the Rector Magnificus, and the President of the Executive Board. In addition, you could contribute to several initiatives such as the Societal Fans and the RYA Recognises and Rewards prize.

As a member, you are expected to regularly join the bimonthly RYA meetings. During these meetings members discuss plans and ideas, and socialise while sharing a drink or having lunch. You can also network with the other members during our informal lunch meetings. The average time investment will be about 2 hour per week.

Profile

We are looking for academics from the Radboud University or Radboudumc who:

- At 1 September 2025 have obtained a PhD between 2 and 10 years ago¹ A current research position is **not** needed. We encourage academics without a research position to apply.
- Would like to contribute to the initiatives of RYA and have ideas to stimulate interdisciplinarity and contribute to the academic culture.
- Have obtained successful academic results in science, education, management, impact and/or patient care and have academic leadership ambitions.

¹ *In line with the Extension regulations of the KNAW, this period may be extended by a maximum of five years due to a new child (biological mothers 18 months per child; other parents 6 months per child), illness, care for loved ones or medical specialist training (total time spent on training).*

We are

The RYA was founded in October 2020 to build bridges between Radboud's future academic leaders and give (un)solicited advice to the university boards and managers. We are a diverse group of young, talented and ambitious staff, working in different positions and representing all faculties, the Radboud Teachers Academy and Radboud Services. A membership takes four years and is open to everyone who is strongly motivated to develop their academic field, engage in interdisciplinary collaborations, and to contribute to the academic culture of the Radboud University, Radboudumc and beyond. New members join RYA yearly and the total amount of members is 32. Radboud Young Academy receives an annual budget from the Executive Board of the Radboud University and is supported by a coordinator from Academic Affairs (Radboud Services).

We offer

An RYA membership broadens both your academic view and network, due to intensive collaboration and social interaction with colleagues from various disciplines, who are in similar phases of their career. You are in a privileged position to contribute to academic culture. In addition, RYA membership prepares you for membership of The Young Academy and other national and international organizations. In general members are appointed for 4 years, but this can be shorter in case of a temporary contract with the Radboud University or Radboudumc.

Would you like more information?

Come and drink a coffee with us! We are happy to meet you and answer your questions.

When: Thursday 10 April 2025, between 12:45 and 13:30

Where: 20th floor of the Erasmus building, room 20.27.

It is also possible to ask your questions via email. Please contact Moniek Riemersma, coordinator RYA, youngacademy@ru.nl.

Apply directly

If you would like to become a member, please apply and send us the following two documents:

- A letter of motivation, explaining (500 words maximum):
 - o Why you would like to become a member of the RYA.
 - o How you would like to contribute to the RYA.
- A CV (narrative or classic), including (500 words maximum):
 - o Academic profile (in a broad sense) and most successful results in research, education, management, impact and/or patient care.
 - o Most important experience concerning science policy, societal impact, interdisciplinarity, and/or science communication.

Please send your application (in English) by email, at latest 30 April 2025, to youngacademy@ru.nl.

We are strongly committed to diversity and take diversity aspects in a broad sense into account during the selection. In addition, we select candidates on basis of the potential contribution to the RYA as a collective. Besides disabled people are very welcome to apply.

As soon as possible we will inform you if you will be invited for an interview. We invite a maximum of 14 candidates for an interview of 15 minutes with our selection committee. During this interview we would like to hear from you why you would like to become a member and with which ideas you would like to contribute to the RYA. Selected candidates will start officially in the autumn of 2025.

Appendix III: Overview members

Members, started in Autumn 2025		
Stéfanie André	Associate professor	Nijmegen School of Management
Guido van Mierlo	Assistant professor	Radboudumc
Tim Pelle	Researcher	Radboudumc
Dominika Radziun	Postdoc	Donders Institute for Brain, Cognition and Behaviour
Tim Riswick	Assistant professor	Faculty of Arts
Danique Smeijers	Assistant professor	Faculty of Social Science
Maartje Zijlmans	Programme manager	Faculty of Social Science
Members, started in Autumn 2024		
Irma Arts	Postdoc	Faculty of Science
Honghong Bai	Postdoc	Faculty of Social Sciences
Frank van Caspel	Teacher and programme coordinator	Faculty of Philosophy, Theology and Religious Studies
Raphaël Gellert	Assistant professor	Faculty of Law
Felix Hol	Assistant professor	Radboudumc
Bareerah Hafeez Hoorani	Assistant professor	Nijmegen School of Management
Florian Krause	Postdoc	Donders Institute for Brain, Cognition and Behaviour / Radboudumc
Suzanne van de Liefvoort	Graduate school coordinator	Faculty of Arts
Francie Manhardt	Data steward	Nijmegen School of Management
Melanie Schiller	Professor	Faculty of Arts
Laura Speed	Assistant professor	Faculty of Arts
Members, started in Autumn 2023:		
Carolina Andrade	Postdoc	Radboudumc
Riccardo Cristoferi	Assistant professor	Faculty of Science
Mani Diba	Assistant professor	Radboudumc
Bas Hofstra	Assistant professor	Faculty of Social Sciences
Annick Pijnenburg	Assistant professor	Faculty of Law

Eliana Vassena	Assistant professor	Faculty of Social Sciences	<i>Chair from May 2024</i>
Britta Westner	Teaching fellow (Tenure Track)	Radboudumc	
Tamara van Woezik	Assistant professor	Radboud Teachers Academy	
Members, started in Autumn 2022:			
Femke Bekius	Assistant professor	Nijmegen School of Management	<i>Chair from January 2025</i>
Gustav Meibauer	Assistant professor	Nijmegen School of Management	
Jeanette Mostert	Science communication and associate principal lecturer	Radboudumc	
Daniela Patru	Operations manager	Nijmegen School of Management	
Marleen Termeer	Assistant professor	Faculty of Arts	
Member, started in March 2022:			
Sanne Dekker	Head Science Education Hub Radboud University	Radboud Services	
Members, started in October 2021, membership ended October 2025, now RYA alumni:			
Béatrice Bonga	Assistant professor	Faculty of Science	
Gaby Contreras	Assistant professor	Nijmegen School of Management	
Bryan Da Costa Souza	Postdoc	Donders Institute for Brain, Cognition and Behaviour and the Faculty of Science	
Frederik van Dam	Assistant professor	Faculty of Arts	<i>Chair from Jan 2023</i>
Jeroen Dera	Assistant professor	Faculty of Arts	
Rogier Kievit	Professor	Donders Institute for Brain, Cognition and Behaviour and Radboudumc	<i>Member of Dutch Young Academy</i>
Supporting staff:			
Moniek Riemersma	Coordinator RYA	Academic Affairs, Research & Impact Strategy	
Mart Schuttinga	Support RYA	Student via Campus Detachering	

Appendix IV: Call RYA Cross-Faculty Catapult Grants 2025

One of the aims of the Radboud Young Academy (RYA) is to unlock the huge potential of interdisciplinary research and to increase cross-faculty interdisciplinary collaborations within the Radboud University and Radboudumc. Since fruitful partnerships across disciplines, fields of study and faculties often start with relatively small initiatives or modest exchanges, the RYA presents the annual RYA Cross-Faculty Catapult Grants: **2 grants of € 5K each for a 1-year interdisciplinary initiative**. With this grant, RYA wants to provide an incentive for academics to initiate a collaborative initiative across the borders of their own faculty and institute.

Requirements

- The initiative can be anything in the area of research (e.g., expert meeting, field research, resource gathering), education (e.g., a collaborative course inside or outside a curriculum, training, workshops), or outreach (e.g., a series of lectures, the translation of research into other media);
- The initiative must be feasible, innovative, and show potential to lead to longer-term collaboration;
- The initiative must present a new collaboration: the applicants have not received previous joint funding and have not yet published together;
- The organisers present the insights of their initiative at one of the RYA Serendipity Sessions.

Practical requirements

- The organisers need to be affiliated with Radboud University and/or Radboudumc;
- The initiative must include researchers from at least two different faculties and from different institutes;
- Only one application per person per year is allowed;
- It is allowed to apply with an unselected application from last year;
- Persons who were awarded with the RYA cross-faculty catapult grants are no longer eligible.
- RYA members are not allowed to apply, though they could form part of a team.

Timeline

- Deadline submission: 31 January 2025
- Announcement of results: End of February 2025
- Duration of the project: March – December 2025

Submission

- Names and affiliations of applicants
- Email addresses of applicants
- Description of the initiative
Give a brief description of your collaboration (max. 500 words) in which you show that your initiative meets the above requirements. Please pay attention the initiative's aim, significance, activities, timeline, and include a budget.
- Biography
For each applicant, please give a brief biography (max 50 words), including your field of expertise and a link to your Radboud University or Radboudumc personal profiles, personal website or relevant social media profile.

Assessment

- We will assess whether your proposal meets the requirements (see above);
- Among all proposals that meet the requirements, a lottery selects 2 initiatives that will receive the grant.

Datum: 5 juni 2025

Aan: Prof. dr. Sanders, mevr. Alexandra van Huffelen en Drs. Muskens, College van Bestuur
Radboud Universiteit

Betreft: **advies van de adviescommissie internationale samenwerkingsverbanden**

Geacht College van Bestuur,

Eind januari heeft een kleine afvaardiging van de Radboud Jonge Akademie met de Rector gesproken over het werk van de adviescommissie internationale samenwerkingsverbanden. Wij zijn positief onder de indruk van hun advies dat op 1 april openbaar gemaakt is. Uiteraard hebben wij binnen de Radboud Jonge Akademie dit advies ook besproken. RJA-lid Annick Pijnenburg, een expert op het gebied van internationaal recht, heeft ook ons uitgelegd hoe zij en haar collega's het advies ontvangen hebben en waarom zij volledig achter dit advies staan. Annick gaf aan dat zij hun ideeën hebben gedeeld met u via een onlangs verstuurd brief. Wij hechten er veel waarde aan dat in deze zeer gevoelige situatie een beslissing wordt gemaakt waarin feiten en wetenschappelijke expertise in grote mate worden meegenomen. Wij steunen zowel het advies van de adviescommissie als de brief van de experts op het gebied van internationaal recht volledig en wij hopen dat deze brief sterk zal meewegen in uw overweging bij het maken van een beslissing aangaande het advies van de adviescommissie.

Hoogachtend,

Radboud Jonge Akademie

Femke Bekius (co-voorzitter RJA)
Eliana Vassena (co-voorzitter RJA)
Gabriela Contreras (RJA-lid)
Béatrice Bonga (RJA-lid)
Jeroen Dera (RJA-lid)
Frank van Caspel (RJA-lid)
Jeanette Mostert (RJA-lid)
Tamara van Woezik (RJA-lid)
Irma Arts (RJA-lid)
Marleen Termeer (RJA-lid)
Melanie Schiller (RJA-lid)
Riccardo Cristoferi (RJA-lid)
Sanne Dekker (RJA-lid)

Date: 20 August 2025

To:

Prof. dr. José Sanders, Rector Magnificus

Alexandra van Huffelen, Voorzitter CvB

Drs. Agnes Muskens, Vicevoorzitter CvB

Executive Board Radboud University

Concerns: The impact of US politics on diversity, equity, and inclusion at Radboud University

Dear Executive Board,

As the Radboud Young Academy, we are concerned about the threats the recent developments in US politics pose for diversity, equity and inclusion (DEI) in academia. This topic recently gained attention within and outside Dutch universities. For example, US-based organizations probed Dutch academics about local DEI practices in March and April of this year¹ and US-based accreditation bodies (e.g., AACSB²) changed their guiding principles on “Diversity and Inclusion” to diluted versions such as “Community and Connectedness”,³ changes which also affect Dutch universities. This form of quiet quitting of DEI prompted Dutch universities to jointly discuss how to address these quick and concerning developments.

We welcome the Statement of Academic Freedom by the rectors of all Dutch universities,⁴ which relates closely to this topic and mentions inclusion specifically under the headline “A place for everyone”. We are happy to answer their call to engage in a “national dialogue” by shining a spotlight on especially vulnerable groups.

We see two groups who are especially vulnerable: (1) people whom the US administration is targeting (e.g. people from the LGBTQIA+ community, people with specific passports, and activists) and (2) people whose research topic is targeted (e.g. climate researchers and gender

¹ <https://www.nrc.nl/nieuws/2025/03/14/nederlandse-wetenschappers-ontvangen-per-e-mail-indringende-vragenlijst-van-amerikaanse-overheid-a4886450>

² <https://www.aacsb.edu/media-center/news/2025/05/open-letter>

³ <https://www.ft.com/content/55517f63-c3a4-408d-84f1-cb6d670aa7ed>

⁴ <https://www.ru.nl/en/about-us/news/statement-on-academic-freedom>

study scholars). We are concerned that these groups might suffer negative consequences and might be disproportionately impacted – even here at Radboud University.

Researchers might not be comfortable anymore to travel to the USA to attend conferences or to meet with collaborators. In addition, researchers might also be losing US-based collaboration networks as well as access to critical experiments and/or research data as US research institutions and individuals become unfunded.⁵ Therefore, we **urge the university to formulate guidelines for researchers negatively impacted by developments in the USA**, formalizing that foregone travels (even when national travel advice is still positive) and lost data, experiments, or collaborations cannot have negative impacts on promotion.

Furthermore, the shift in the US climate towards these groups can filtrate into our Dutch campuses, slowly increasing the acceptance of transgressive speech and behavior towards vulnerable groups. We therefore ask the university, also in light of the efforts of Prevent-Care-Cure, to **make a statement in support of the two vulnerable groups identified above**, ensuring them that they are welcome here and supported. Making it known that underrepresented and vulnerable groups are *explicitly* welcome sends a strong signal to not only these groups but also everyone else.

We are looking forward to your reaction and are of course available to discuss this further with you at a time of your convenience.

On behalf of Radboud Young Academy,

Sincerely,

The Radboud Young Academy Social Safety workgroup

⁵ <https://www.groene.nl/artikel/wetenschappers-in-heel-nederland-geraakt-door-beleid-trump>