REACTION TO RESEARCH REVIEW

LEIDEN UNIVERSITY CENTRE FOR LINGUISTICS

LEIDEN UNIVERSITY

REACTION TO THE REPORT ON THE RESEARCH REVIEW OF LEIDEN UNIVERSITY CENTRE FOR LINGUISTICS

1. Introduction by Academic Director
The evaluation process that culminated in the Report on the Research Review of Leiden University Centre for Linguistics has enabled us as an institute to reflect on our strengths - of which we are deservedly vocal and proud - but also to identify how we can continue to produce world-leading research, and world-leading researchers, in an increasingly challenging and competitive scientific environment. To this end, I (on behalf of the management team and institute as a whole) would like to thank the committee for its careful reading of the self-assessment report supplied prior to the site visit, as well as for their pertinent and far-reaching questions. The insight we have gained from this process will help to shape the institute's strategy for the coming review period.

2. Reaction to Recommendations for Leiden University Centre for Linguistics
In this section we react to the general recommendations for LUCL put forward in Section 6 of the research review report, offering our vision for the coming evaluation period in as SMART a manner as possible. Each recommendation is reiterated and reacted to individually.

- *Make sure that LUCL's voice keeps being heard in neighbouring disciplines and publication venues of general interest.*
  The institute will raise greater awareness amongst employees of publishing in broader, open access journals, e.g. Frontiers, PLoS One, through well-established internal communication channels, such as the weekly newsletter and biannual institute council meetings.

- *Closely monitor the area of modern data science, including statistical methods, across all subdisciplines, in order to find sustainable ways for keeping up with this highly dynamic field and how it's impacting linguistics.*
  Through the existing tight links to the Digital Humanities (particularly through Prof. Sjef Barbiers and his work with CLARIAH - Common Lab Research Infrastructure for the Arts and Humanities, and Dr. Paul Vierthaler), this area will continue to be monitored. Continued teaching of statistical and quantitative methods in the BA and MA Linguistics programmes, as well as statistics training for ResMA students and PhD candidates at LOT schools will further extend the link between new developments in the field and research within the institute.

- *Continue the policy of involving specialists in lesser studied languages in instruction in general linguistics as a means of allowing LUCL to continue its broad profile even in the face of relatively little instructional demand directly connected to lesser studied languages.*
  As indicated in Section 7.3.4 of the committee's report, DCL members in particular play a critical role in delivering popular undergraduate programmes in Leiden. Therefore, LUCL will continue to ensure such specialised expertise continues to contribute to the wider mission of the institute. Involvement in teaching in The Hague in, e.g., International Studies, reinforces the crucial role of minority language specialists.

- *Track whether and how products intended for use by peers or by the general public are used and how popular they are. The range of uses is too diverse to do this in a uniform way, which means different metrics would need to be used to gauge the products' use and impact over time.*
  The Management Team, Grant Officer and Communications Officer will work together to monitor better the use of products intended for peers or the general public and how popular they are, with a view of putting a monitoring system in place by the end of 2019. We would however also like to refer to the Quality and Relevance in the Humanities (QRiH) instrument. With this instrument the deans of the different Humanities faculties in the Netherlands have agreed that it is often difficult to 'measure' the usage of research within the Humanities in a quantitative way. Therefore the monitoring of usage of Humanities research is primarily done through narratives, supported by data and categorized using specific indicators.

- *Continue to monitor the time to degree of PhD students and further improve the monitoring system of PhD students.*
  The PhD Coach will continue to have regular meetings with PhD candidates to discuss progress, as well as any professional or personal issues. The new ECTS requirement for PhD candidates in Humanities will also provide more structure to the programme, including support in key areas, such as time management and academic English. LUCL will continue to monitor completion rates, in light of these new developments.

- *Track PhD candidates' career trajectory for a longer time and more systematically after they have finished their PhD.*
  The PhD Coach will continue to contact graduates from the previous six years every year, in order to gain an overview of their careers post-PhD. It should be borne in mind, however, that a complete picture may be impossible to form as former employees are not obliged to reply to such requests.

- *Determine whether the existing general training in research integrity and ethics for PhD students (and all others) is meeting the needs of linguists, or whether more specialized training is needed that is more clearly tailored to the language sciences and covering both experiments and fieldwork.*
  A Humanities-wide ethics committee will be established, to monitor and evaluate experimental and fieldwork investigation. Once operational, its role and workflow will be disseminated through the institute via the newsletter and placed on the website. The Ethics Code for linguistic research in the faculty of Humanities at Leiden University: Leiden University Centre for Linguistics (LUCL) can be found here: https://intranet.universiteitleiden.nl/sites/lucl/Pages/LUCL-Ethics-and-Data-Management.aspx. Furthermore, a PhD course on research integrity is currently being developed. This will consist of a lecture on faculty level by prof. dr. Maghiel van Crevel, complemented by a working group session on institute level in which specific cases, relevant to the institute's research, will be discussed using a 'dilemma game'.
  Individual advice and guidance is given to PhD candidates embarking on experimental or fieldwork research by the supervisors, who have a more nuanced understanding of the context and specific expectations of the target population or community.

- *Continue positive efforts to approach a more balanced distribution of gender at LUCL.*
  LUCL will continue its recent successful efforts to improve the representation of women, particularly at full professor level, in future hiring processes.

3. Reaction to Assessment of LUCL - Group Level

In this section we react to the recommendations laid out for each Research Programme at LUCL.

3.1. Theoretical and Experimental Linguistics (TEL)

- *Collaborate with LUCL FGW and LEI to set up structural funding for the laboratories.*
  The Management Team will continue discussions with the Faculty and University Boards regarding the possibility of obtaining "Beta financing" to fund the linguistics laboratories in the longer term. This funding is already awarded to the Science and Social Sciences Faculties, to financially support their experimental equipment. LUCL will continue to argue that Linguistics requires similar support.

- *Continue the policy of ensuring a strong theoretical base for the institute as a whole, providing for faculty expertise in the core areas of linguistics.*
  LUCL will continue to hire staff in the core fields of linguistics, to further bolster its existing "formidable" expertise and talent (p. 21).

3.2. Language Use in Past and Present (LUPP)

- *Devise a strategy and a social infra-structure for the systematic pursuit of grant funds to support more research time for programme staff.*
  The MT will conduct a survey of staff teaching loads, identifying potential imbalances and correcting them in order to ensure sufficient research time for all programme staff. Support for grant writing will be offered in 2019 through the "profilieringsgebied", largely in the form of teaching time buy-out. Teaching reliefs and sabbaticals will be considered in upcoming annual performance and evaluation interviews. Grant deadlines, as well as LUCL and Faculty-level help with grant writing, will continue to be advertised in the newsletter and in communal spaces in the institute.

- *Work to increase the group's profile and impact on the international linguistics community via targeting higher impact publication venues and greater participation in international conferences.*
  Following a discussion between the MT and professors within LUPP, the latter will encourage other members to take a more international perspective, through submission of abstracts to international conferences and of articles to international journals. The availability of a research travel budget to all staff will be reiterated.

- *Pursue additional hires of linguists working in cognitive, functional, and usage-based frameworks on the sociolinguistic and historical topics of interest to extant LUPP staff.*
  Retirees will be appropriately replaced, bearing this recommendation in mind. A balance will be sought between the different frameworks and the synchronic vs. diachronic leaning of new and existing staff.

- *Pursue additional hires in the area of computational linguistics and data-intensive analysis that could foster increased collaboration with staff in the other two institute research programmes.*
  In collaboration with TNO - Innovation for Life, an independent research organisation, LUCL is in the process of establishing a Special Professorship in Communicative Artificial Intelligence. This chair will be taken up in the first half of 2019, and will foster the increased collaboration recommended here, as well as providing greater expertise in quantitative methods.

3.3. Descriptive and Comparative Linguistics (DCL)

- *Monitor the developments in quantitative approaches in its focus areas very closely and to formulate a clear strategy of how they want to position themselves in the international scene in the long run.*
  The "excellent qualitative" work (p. 26) conducted by members of this group forms the backbone for much existing quantitative research, especially in historical-comparative linguistics. Such detailed, necessarily non-computational research is, and will continue to be, vital to any methodologically sound quantitative study. LUCL members have obtained grants combining quantitative and qualitative research from both the NWO (notably Prof. Klamer) and ERC (Prof. Adelaar and Dr. Wichmann) to address both synchronic and diachronic questions. Indeed, Dr. Erik van Gijn (currently at Zurich University) will begin an ERC Consolidator grant project at LUCL in September 2019 combining linguistics, genetics and archaeology to address questions of population history and language change in the Upper Amazon. Nonetheless, the group will continue to carefully monitor developments, and bear them in mind when recruiting new staff or submitting grant applications.

- *Continue the policy of involving specialists in lesser-studied languages in instruction in general linguistics as a means of allowing LUCL to continue its broad profile even in the face of relatively little instructional demand directly connected to lesser studied languages.*
  As indicated in Section 2, DCL members in particular play a critical role in delivering popular undergraduate programmes in Leiden. Therefore, LUCL will continue to ensure such specialised expertise continues to contribute to the wider mission of the institute. Involvement in teaching in The Hague in, e.g., International Studies, reinforces the crucial role of these minority language specialists.