



Young Academy Leiden (YAL) is a group of early-career scholars at Leiden University. Founded in early 2019, it serves as a platform to bring enthusiastic and driven early-career (post-PhD) academics together. YAL members represent a variety of scientific and scholarly disciplines and come from all faculties of Leiden University. YAL's activities center around three pillars: science and education policy, interdisciplinarity, and outreach. Its mission is to work *with* early-career scholars and *for* early-career scholars at Leiden University. In 2022, an umbrella working group was added that addresses *Community & Communication* at Leiden University specifically.

In 2022, YAL continued to work in formats that worked well in the previous year and resonated with the early-career community. This includes the inter-faculty as well as faculty-lunches on a range of topics, such as mental health, social safety or inclusive language. The *Seasons of Interdisciplinarity* were continued and enabled different formats for YAL to connect with the community at Leiden University as well as for early-career researchers to connect among each other, including blog posts, podcasts and an Outreach Symposium.



Beyond these more structural initiatives, YAL offered Outreach grants to researchers that needed additional funding to realize outreach activities. In addition, based on input from YAL members and its community, we educated ourselves and sought conversations on diversity, inclusion and social safety. The



YAL leadership also facilitated more links with existing networks, such as De Jonge Academie (lunch meeting, June 2022, picture), the Leiden Teacher Academy and the LDE network. For the latter we gave input, together with the Young Academies from Rotterdam and Delft, on the evaluation of the LDE Centres. Finally, YAL members thought about a format that would serve as an academic year kick-off and down the line also as an Alumni event to get together and connect. In this context, we started the *Tea and Talk* in September 2022 with our first guest being Dr. Nadia Bouras (picture).

Membership and Organisation

Leadership

YAL has a simple governance structure with a chair and vice-chair and a project manager. To foster institutional continuity, the chair and vice-chair retire in alternating years, where one person is replaced during summer and the other person continues. As of 1 September 2022, Sarah Giest took over from Annemarie Samuels as YAL chair and Julia Cramer became vice-chair. Cathelijn Waijjer remained project manager and treasurer. Amber Rostamkhan assisted YAL as a student assistant to support administrative tasks. An interview with the outgoing chair and incoming chair and vice-chair can be found here: <https://www.universiteitleiden.nl/en/news/2022/09/young-academy-leiden-leadership-change>.

Inauguration of new members



In 2022 YAL welcomed six new members from four different faculties (see appendix A). The new members started their position on 1 September 2022 and were officially inaugurated on September 15th. In her speech, Hester Bijl praised YAL's efforts over the past years by contributing to outreach activities, interdisciplinary network building, and science and education policy. She especially lauded the YAL for managing to be a constant pillar for community-building by organizing faculty and inter-faculty events with current topics, such as social safety or mental health. These connections – both virtually and in-person – are important points of contact for early career researchers who want to get in touch with their peers in other faculties and institutes within Leiden University and the LUMC. Sarah Giest,

the new chair, highlighted that YAL's motto of 'shaping the future of academia' requires time that many early-career colleagues do not have while tackling new teaching and administrative tasks, writing grant applications and also are in a phase in their life where there might be big personal decisions around family or caretaking responsibilities. The YAL platform gives members the opportunity to be a representation and ear to this community by highlighting issues, connecting people and voicing concerns to the Leiden leadership. Sarah applauded the new members for taking on this responsibility and bringing their time and ideas to the different groups within the next five years, including community and communication, outreach, interdisciplinarity, and policy. A full summary of the event can be found here:

<https://www.universiteitleiden.nl/en/yal/members/inauguration-2022>.

YAL brainstorm day



On the 20th of October, YAL had its annual brainstorm day, which took place in The Hague in the Schouwburgstraat (Faculty of Governance and Global Affairs, The Hague). We started with a talk by and discussion with Aya Ezawa, Leiden University's D&I officer (picture). The day was used further to discuss how we as YAL can help facilitate a safe, inclusive and equal university community for ECR's (Early-Career Researchers). The

individual workgroups discussed their goals and activities for the coming year and members took time for informal discussions. Two themes that stood out from this day were the topic of *social safety* as well as the implementation of the *starting grants* within the universities and faculties. Both topics were followed up with a special working group on social safety and the policy group comparing practices of the implementation of the starting grants across faculties.

Social activities



Following a general members meeting in The Hague in May 2022 (at the Faculty of Governance and Global Affairs), where, among other things, the idea for the *Community and Communication* workgroup came about, YAL members met for lunch (picture). This was scheduled in lieu of a Christmas dinner.

Visibility and Communication



Our Twitter following (804) and those receiving the bulletin (218) is slowly increasing. And we see that colleagues are more aware of the Young Academy and the activities we offer. This also has to do with more representation across

Faculties and Departments/ Institutes as well as visibility work by members within their own faculty. Most popular and referred to events in conversations with colleagues as well as during the interviews for the new members were the (inter-)faculty lunches (list of all [lunches](#)) and the *Seasons of Interdisciplinarity*.

Meetings with university administrators & committee membership:

- We had a productive meeting with Anna-Terra Verhage & Johan Verweij (Policy advisors) on **innovation hubs** and around the plans of the university to fund and implement them. To deepen this discussion, there was a separate ID group meeting, which was followed up with YAL recommendations to Anna Terra and Johan. Michiel Veldhuis and Noel de Miranda are now part of a workgroup on further thinking about those hubs.
- The **social safety** group (Annemarie Samuels, Julia Henrich, Rachel Plak, Martin Lipman, and Michiel Veldhuis) wrote a memo and talked to the person responsible for prevention strategies around the topic. The memo has been published [here](#). At the same time, the leadership team had a meeting with Esther van Opstal (Head of HR) to talk about social safety as well as how this topic is also linked to rewards and recognitions and (permanent) contracts. Helen Pluut also had a conversation with Annetje Ottow and Martijn Ridderbos on the topic and will support the social safety group moving forward. This will be an ongoing conversation among Esther and us and the social safety group is now actively involved in the prevention part, and we hope to also engage in discussions around the reporting structure.
- The **starting grants** were discussed in the policy group on the brainstorm day and the policy group has been actively following up. Max van den Lent had a conversation with Janneke Vader and it

became clear that the actual implementation is happening at Faculty and even at Institute level. We are now pushing for more involvement at faculty level (also in the evaluation phase) and several members have had conversations about the grants with their Faculty or Institute already.

- Together with the Young Academies from Delft and Rotterdam, YAL gave input on the ***LDE center evaluation*** on the request of Wim van den Doel (LDE Dean). We look to further collaborate with the LDE network in the future.
- The Leadership team had a meeting with Cas Henckens and Karlijn Hermans to get to know the Academia in Motion team at Leiden University. Following this, YAL was invited to participate in the [Academia in Motion](#) Regiegroep. Sarah Giest (YAL Chair) is representing the early-career research community in the meetings. The first meeting took place on January 12th, 2023.

Activities

Most YAL activities are coordinated by our three workgroups: science and education policy, outreach, and interdisciplinarity. All workgroups have had regular meetings throughout the year. In 2021, YAL had introduced the [Seasons of Interdisciplinarity](#). Spearheaded by the workgroup Interdisciplinarity, the Seasons have become a regular series of activities throughout 2022 that often include topics related to outreach and policy as well.

2021/2022 Winter of Mental Health



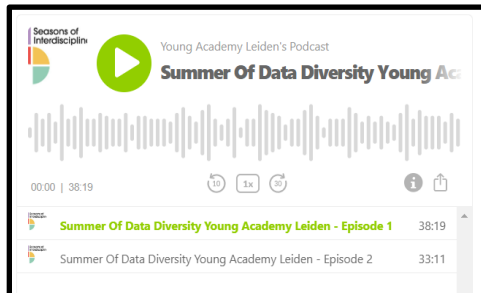
The Winter of Mental Health was accompanied by an inter-faculty lunch in March 2022 (picture) and also resulted in a [Blogpost](#) in April 2022, written by two YAL members (Helen Pluut and Eiko Fried).

2022 Spring of Innovation

During this Season, YAL members Sarah Giest, Michiel Veldhuis, and Zsuzsa Bakk spoke to innovators that used to be or are still at Leiden University about how they experienced launching their ideas into a company or product. In addition, we collected tips from Luris about their role in this process. The videos and tips can be found [here](#).



2022 Summer of Diversity of Data



What kinds of data do academics use? And what does the diversity of these forms of qualitative and quantitative data mean for discussions on Open Science and FAIR data? The Summer of Diversity of Data was marked by these questions, which were answered in [two podcasts](#). Invited guests included Anna van 't Veer, John Boy, and Barend Mons and the podcast was produced by Nap1.

2022 Fall of inequality

In the Fall of Inequality, two YAL members presented their interdisciplinary projects on social inequality in [short videos](#). In the first video, Max van Lent discusses his interdisciplinary project aimed at creating a module for first-generation students to feel at home at the university. In the second video Sarah Schrader explains her research project on health inequalities (picture), in which she studies the human remains in the ancient Kushite culture (2500-1500 BCE) to understand the role of state formation and social inequality on health, using a variety of methods.



2022/2023 Winter of Artificial intelligence

Planning for a community-event called the *Festival of AI* is currently underway and will take place in February 2023.

Pillars

Workgroup Interdisciplinarity

The Interdisciplinarity work group was involved in all of the *Seasons of Interdisciplinarity*. In addition, the group spearheaded the contribution and continued conversation on innovation hubs. Members of the group were also involved in the organization of the inter-faculty lunches - sometimes linked to a *Season*.

Workgroup Outreach



The Outreach workgroup was engaged with outreach events, such as the *Nacht van Ontdekkingen* where the group presented our own escape box based on the history of Leiden University (picture) and the *EuroScience Open Forum (ESOF)* where YAL chaired a panel on 'Career paths outside of academia'.



The group further established a grant scheme for a YAL *outreach grant*. The grant committee was delighted by the interesting proposals they received and awarded five proposals with funding. Those included:

- Marieke Bos & Lara Wierenga, Podcast "Rethinking sex in mental health";
- Thijs Porck, Jip Barreveld & Mette Langbroek, Podcast Medievalist Myth Busting with "Middeleeuwse toestanden";
- Maximilian Scheuplein, Sterre van Riel and Anne-Laura van Harmelen, "BrainTrain", a workshop for high-school students on how our brains can trick us into believing false information;
- Marit Ruitenbergh, Episode Nieuw Licht on common misconceptions about the brain;
- Sanne Willems, Promoting the high school teaching package "Misleading Statistics".

On Friday November 25th the YAL Outreach workgroup presented the [Outreach Grant Symposium 2022](#) linked to the awarded grants. The symposium that discussed barriers and opportunities for early career scholars to do outreach, was held at the Faculty club at the Academiegebouw. The grantees were invited to the symposium to share their outreach activities funded by their YAL outreach grant.



Workgroup Science and Education Policy

The policy workgroup wrote a position paper on *Outreach* in collaboration with the according workgroup. In this paper, the group defines outreach, discusses its importance, barriers for reaching out, and our view on how to break down these barriers. The paper will appear in Spring 2023. The group is also working on a position paper on research funding in academia. The group has also been involved in gaining insights into and advising - at faculty level - on the allocation of the *starting grants (starters beurzen)*.

Appendices

A. YAL membership changes – New Members

New member	Faculty	Field
Francesca Arici	Faculty of Science	Mathematics
Marcel van Daalen	Faculty of Science	Astronomy
Ahmed Mahfouz	LUMC	Human Genetics
Katharina Natter	Faculty of Social and Behavioural Sciences	Political Science
Sara Petrollino	Faculty of Humanities	Linguistics
Jan van Rijn	Faculty of Science	LIACS

B. Workgroups and committees

Leadership Team	Science and Education Policy	Interdisciplinarity	Outreach	Community & Communication
<ul style="list-style-type: none"> • <u>Chair</u>: Annemarie Samuels (until August 2022)/ Sarah Giest (from September 2022) • <u>Vice-Chair</u>: Sarah Giest (until August 2022)/ Julia Cramer (from September 2022) • <u>Project Manager</u>: Cathelijn Waaijer 	Max van Lent (coordinator)	Michiel Veldhuis (coordinator)	Lauren Fonteyn (until September)/ Rachel Plak (coordinator)	Martin Berger (coordinator, started Nov 1st, 2022)
	Anna van Duijvenvoorde	Annemarie Samuels	Andrew Gawthorpe	Julia Cramer
	Annemarie Samuels	Cristiana Strava	Francesca Arici	Sarah Giest
	Cristiana Strava	Helen Pluut	Jan van Rijn	Helen Pluut
	Eiko Fried	Julia Henrich	Katharina Natter	
	Helen Pluut	Martin Lipman	Martin Berger	
	Julia Henrich	Ahmed Mafouz	Noel de Miranda	
	Maaïke van Putten	Noel de Miranda	Yamila Miguel	
	Martin Lipman	Anna van Duijvenvoorde	Marcel van Daalen	
	Sarah Giest	Yamila Miguel	Sara Petrollino	
	Sarah Schrader	Zsuzsa Bakk		
	Zsuzsa Bakk	Julia Cramer		
	Katharina Natter	Sarah Schrader		
	Tom Louwerse	Eiko Fried		
	Michiel Veldhuis	Francesca Arici		
Joris Larik	Jan van Rijn			
	Sara Petrollino			

Selection and recruitment committee 2022: Cristiana Strava, Lauren Fonteyn, Cathelijn Waaijer, and Sarah Giest.

C. Financial Overview

YAL received an annual budget of €50,000. Cathelijn Waaijer served as treasurer of YAL. Again in 2022, we kept within budget very well. The largest part of our budget was spent on compensating the chair and vice-chair. The chair and vice-chair are compensated for 0.1 fte for their duties, of which 50% is paid from YAL's budget. In addition, the salary costs for our student assistant make up a significant part of our budget as well as the outreach grants that were handed out. Costs for the workgroups and events were relatively low this year, due to some COVID-related limitations in early 2022, but inter-faculty lunches and a symposium were possible again and realized throughout 2022.