



## Tilburg Young Academy – Annual Report 2021

Tilburg Young Academy (TYA) was officially installed at the start of 2021 and used its first official year to become an established, self-governing body of twelve talented early career researchers from the different Schools at Tilburg University. We formulated and refined our aims, gained visibility through contributions to ongoing local and national debates, prepared a campus-wide event for young academics, and established online presence via our website and social media channels.

### **Our mission**

At the start of the TYA, a mission statement was formulated. The overall aims of the TYA are to:

1. Establish and promote ways of working that ensure the credibility of science as an independent and invaluable source of knowledge;
2. Develop and critically reflect upon research and education policies in Tilburg, the Netherlands, and beyond;
3. Safeguard and improve the well-being and personal development of young academics, including international faculty;
4. Contribute to a better connection between the schools of Tilburg University and encourage multidisciplinary and inclusivity in research and education.

### **Board members and support staff**

Over the course of 2021, the TYA board has undergone two changes. In September 2021, Esther Keymolen was succeeded by David Peeters as president of the TYA. Keymolen stepped down as president due to accepting a new position as vice-dean of research at TLS. Peeters was appointed unanimously as the new president during the TYA's Sixth General Assembly. The second change in the composition of the board was the creation of a vice-president position and the appointment of Anne Lafarre to fulfil this role as of November 2021. Anton ten Klooster stayed in his position as secretary of the TYA board throughout the year.

At the start of the academic year 2021-2022, the TYA also welcomed two part-time support staff members. Martijn Stoutjesdijk started supporting the TYA as a policy advisor, helping TYA to establish regulations and providing the TYA with policy insights and documents. Eva Helena Nederkoorn was appointed as a student assistant to support the TYA in the organization of campus-wide activities, taking notes during meetings, and fulfilling other administrative and organizational tasks.

## **Projects and activities of the TYA**

Tilburg Young Academy is committed to regularly organizing university-wide events to reach its overall aims and mission. In 2021, a first campus-wide event was scheduled to take place: the Prizeless Ideas event. The goal of the event was to celebrate all aspects of being a young academic at Tilburg University and support young academics in their daily work and life. The event would include workshops centered around stress management, dealing with rejection, and advances in open research and open education. Due to an unfortunate increase in Covid-19 restrictions in the weeks leading up to the event, the decision was made to postpone the event until spring/summer 2022.

Furthermore, TYA collaborated with Grant Support to find and introduce alternative ways of research funding for academics at Tilburg University. Unfortunately, in the current highly competitive environment academics are exposed to, many excellent research proposals written by young academics end up being rejected. Christof van Mol and Martijn Stoutjesdijk have worked and will continue to work together with Grant Support to look into options beyond the regular funding opportunities that NWO and ERC offer.

A concern of the TYA in 2021 was the new Collective Labour Agreement (CLA), which was finalized over the summer of 2021. In a statement written by the TYA, we invited the Executive Board and the Faculty Boards to show courage and empathy in implementing the new CLA and to be generous with the granting of permanent contracts, now and in the future, in the knowledge that more continuity and peace in the workplace is not only good for employees, but also for the attractiveness of the university as an employer.

## **Contributions by TYA members**

TYA members have been active within the university, for instance by taking on an active role during the strategy formation process of Tilburg University, and taking place in the various deliberation tables that provided input for the new strategic vision. In addition, members have made significant contributions to other university-wide steering groups. Some of these steering groups and other activities are still ongoing, whilst others have since been finalized. An overview:

- David Peeters is a member of the Recognition and Rewards steering group (active).
- David Peeters took over Esther Keymolen's role as chair of the "Central Committee delay due to Covid-19" (Centrale commissie vertraging door Corona) (active).
- Anton ten Klooster participated in the deliberation table Catholic Identity (active).
- Lien Denoo participated in the deliberation table Ecosystems (finalized).
- Hannes Datta participated in the deliberation table Education (finalized).
- Sander Verhaegh and Christof van Mol participated in the deliberation table Research Profile UvT (finalized).
- Tine Buyl participated in the deliberation table Recognition and Rewards (finalized).
- Esther Keymolen participated in the deliberation table Digital Sciences (finalized).
- All TYA members participated in bi-annual meetings with the Executive Board of Tilburg University.
- The president and secretary participated in the joint meetings of all Dutch local Young Academies.
- The president and secretary participated in the meetings with the national Jonge Akademie together with representatives of the other local Young Academies.

## Media and Visibility

The TYA has worked on increasing its visibility within and outside the University. Enhanced visibility was achieved through development of the TYA-website, two articles in Univers, as well as the establishment of social media presence on Twitter and LinkedIn. Martijn Stoutjesdijk and David Peeters had a meeting with the Communication and Marketing department, during which it was decided that at least twice a year there will be attention devoted to the TYA and its members via the official Tilburg University channels, starting in 2022.

## Selection procedure

Election of the twelve current members of the TYA was based on nominations made by the Boards of the different Schools. At the launch of the TYA, it was established that the TYA should grow and over time reach its full capacity of a minimum of twenty members. In 2021, the TYA has worked on a selection procedure to elect eight new members independently. All early career researchers with a PhD working at Tilburg University have been invited to self-nominate by submitting a two-page document containing a brief CV and a written motivation letter. Eight new members will be selected in January 2022 following a round of interviews between a selection of candidates and the Selection Committee (Anne Lafarre, David Peeters, and Harm Schütt) in consultation with the other members of the TYA. We are particularly dedicated to increasing the diversity of the TYA.

## Financial report

Expenses made in 2021 were mainly tied to the organization of the Prizeless Ideas event and one face-to-face activity for all members. Due to restrictions related to the ongoing Covid-19 pandemic, the event unfortunately could not take place and was postponed to 2022. Some of the costs will be recuperated during the organization of the event on a new date in 2022, in agreement with the parties involved.

Expenses:

Event organization costs (location, promotion, catering & workshops)	€3.545,48
Administrative costs	€16,58
Total	€3.562,06

## Looking forward to 2022

The TYA is looking forward to new activities and opportunities in 2022. We look forward to our monthly General Assemblies, hopefully taking place offline on the Tilburg University campus. We look forward to welcoming a new batch of enthusiastic TYA members in February 2022, for which the selection procedures are currently ongoing, and to jointly developing new projects and events. And we look forward to meeting many of Tilburg University's young academics at the Prizeless Ideas event, which will hopefully take place in spring/summer 2022.

In 2022, the TYA will continue to invest time and efforts towards reaching its goals, increase its visibility, and contribute to making Tilburg University a place to flourish.

## Appendix I. Members of TYA 2021

Current members	Department
David Peeters (President)	TSHD – Department of Communication and Cognition
Anton ten Klooster (Secretary)	TST – Department of Systematic Theology and Philosophy
Anne Lafarre (Vice-President)	TLS – Department Private, Business and Labour Law
Tine Buyl	TSB – Department of Organization Studies
Hannes Datta	TiSEM – Department Marketing
Lien Denoo	TiSEM – Department Management
Floor Fleurke	TLS – Department Public Law and Governance
Christof van Mol	TSB – Department of Sociology
Harm Schütt	TiSEM – Department Accountancy
Inge van de Ven	TSHD – Department of Culture Studies
Sander Verhaegh	TSHD – Department of Philosophy
Paul Verbruggen	TLS – Department Private, Business and Labour Law
Former members	
Esther Keymolen	TYA president till September 2021
Support Staff	
Martijn Stoutjesdijk	Policy advisor
Eva Helena Nederkoorn	Student Assistant