



Regulations on the selection and appointment of members of The Young Academy

The members' meeting of The Young Academy of the Royal Netherlands Academy of Arts and Sciences, in view of the provisions of Article 3, paragraph 2, of the Regulations of the Royal Netherlands Academy of Arts and Sciences,

on the proposal of the Board of The Young Academy,

has resolved to adopt the following Regulations.

Article 1 Definitions

- 1 The definitions in these Regulations that also occur in the Regulations of The Young Academy have the same meaning as in the latter Regulations.

Article 2 Members of The Young Academy

- 1 The appointment of members of The Young Academy, as arranged in Article 3 of the Regulations of The Young Academy, takes place in accordance with the procedure laid down in these Regulations.

Article 3 Nomination

- 1 Scientific researchers who obtained their doctorate less than ten years ago when their membership commences (on 1 April of the year in question) and who mainly perform their work at a scientific research institute in the Kingdom of the Netherlands may be appointed to The Young Academy. The extension regulation of the Academy applies to this provision: <https://www.knaw.nl/en/reglementen-fondsen-en-prijzen/academy-extension-arrangement>.
- 2 The following persons and institutes may submit nominations for the annual positions to be filled for members of The Young Academy at the invitation of the Board of the Academy and the Board of The Young Academy:
 - a. rectores magnifici of Dutch universities;
 - b. domain boards of the Academy;
 - c. directors of Academy and NWO research institutes;
 - d. members of The Young Academy jointly;
 - e. the chair of the Dutch Network of Women Professors;
 - f. directors of other institutes (with the exception of university medical centres) that fall under the [NWO grant rules](#).
- 3 The following applies to those eligible to nominate members as referred to in paragraph 2 of this article:
 - a. The university rectors referred to in the second paragraph, under a, of this article may nominate three duos (one woman and one man), spread over the disciplines and incorporating diversity as far as possible;
 - b. The Academy's domain boards referred to in the second paragraph, under b, of this article may nominate one duo (one woman and one man), incorporating diversity as far as possible;
 - c. The directors and members of The Young Academy referred to in the second paragraph, under c, d and f, of this article are each jointly entitled to make one nomination for a female candidate and one nomination for a male candidate. In the absence of either a female or a male candidate, they may nominate only one candidate;



- d. Instead of making one nomination for a female candidate and one nomination for a male candidate, the chair of the Dutch Network of Women Professors referred to in the second paragraph, under e, may make two nominations for female candidates.

Wherever the third paragraph of this article refers to duos, this means one woman and one man or a combination with someone who cannot identify with one of these two categories.

- 4 Nominations must be submitted in Dutch by e-mail using the nomination form provided for that purpose with the requested attachments. A nomination is considered to have been submitted if the person submitting the nomination receives confirmation of receipt from The Young Academy.
- 5 The nomination form will be made available to the parties entitled to make nominations in April. This form together with the requested attachments must be sent to dja@knaw.nl before the deadline imposed by The Young Academy. Nominations that have not been submitted by this date will not be considered.
- 6 A candidate may be nominated for membership in a maximum of two rounds regardless of the party entitled to nominate.

Article 4 Composition and working methods of the selection committee

- 1 The selection committee is charged with assessing nominations for new members and draws up a proposal for appointment for the Academy Board.
- 2 The selection committee consists of four members, namely two members of the Academy, appointed for the duration of two selection rounds by the Academy Board, and two members of The Young Academy, appointed for the duration of two selection rounds by the members' meeting of The Young Academy. Of these four members, two are women and two are men.
- 3 Selection committee members must adhere to the Academy Code of conduct governing conflicts of interest for prizes, memberships and subsidies.
- 4 Being a member of the selection committee is incompatible with being a member of the Board of The Young Academy or the Academy Board.
- 5 The selection committee will be technically chaired by the chair of the Board of The Young Academy. The chair may not be a member of the selection committee. The role of the chair will be solely to facilitate and monitor the procedure.
- 6 The procedure-monitoring role referred to in the fifth paragraph of this article relates to:
 - a. monitoring the proper conduct of the selection process;
 - b. monitoring the impact of the selection process on the extent to which The Young Academy represents the breadth of science. This means that the chair can advise the selection committee to refrain from making choices that, in the chair's view, would excessively disrupt the balance between disciplines in The Young Academy;
 - c. monitoring the impact of the selection process on the diversity of The Young Academy. The selection committee will aim for diversity in view of the provisions of Article 5, paragraph 3, of these Regulations.

Article 5 Selection criteria

- 1 The assessment will take place on the basis of the nomination, the CV and the motivation of the candidate based on the following selection criteria:
 - a. the scientific quality of the candidate;
 - b. the fascination with and passion for scientific research and education;
 - c. the desire to be active in The Young Academy, for which a presence in the Netherlands is required, and having interesting ideas for being so;
 - d. enthusiasm for topics such as science policy, science and society, interdisciplinary cooperation or internationalisation, with multi-disciplinary thinking being demonstrated.
- 2 The following elements¹ play a role in assessing the selection criteria referred to in the first paragraph, under a to d, of this article.

¹ Not all elements have to be met. In line with the principles of the [Recognition and Rewarding position paper](#), The Young Academy welcomes candidates with diverse careers.



- a. Quality and originality of publications and other scientific output, as evidenced by journals, publisher and review articles;²
 - b. Quality of education, as evidenced by educational assessments, initiatives for educational innovation or educational awards;
 - c. Public relevance of research, as evidenced by the candidate's description of the connection between his or her research and public issues where relevant, the ways in which the candidate has sought to involve wider, non-scientific audiences in his or her research, and the outreach activities the candidate has undertaken and is undertaking (spin-off, business ventures, popularisation activities, valorisation, both economic and social or cultural and policy-related, external management positions);
 - d. External recognition, as evidenced by invitations to lecture, membership of scientific committees, editorial boards etc., as well as fellowships, prizes, grants, taking into account what is normal in the discipline in question;
 - e. Scientific independence, development of the candidate's own research line;
 - f. Broadening of scientific ideas and work after the candidate has gained his or her doctorate, not restricted to a single topic;
 - g. International orientation, as evidenced by periods spent abroad during or after doctorate work, taking into account what is possible and normal in the discipline in question;
 - h. The interdisciplinary or multidisciplinary nature of the research;
 - i. Management or other social or cultural activities;
 - j. Effectiveness of the scientific work, taking account of such things as the extent of the research appointment, the teaching load, the candidate being a parent, and other factors that may explain a lower level of scientific productivity;
 - k. At least a good passive command of the Dutch language.³
- 3 The selection committee strives for a nomination with a balanced representation of disciplines, gender and other relevant dimensions of diversity, and command of the Dutch language among the members.

Article 6 Selection procedure

- 1 The selection procedure will consist of two rounds, one written and one oral.
- 2 In the written selection round, all members of the selection committee will individually and in writing award points to each nomination on the basis of the selection criteria listed in Article 5 of these Regulations. They may award a mark of only 1, 2 or 3, with the mark of 1 being the best score and allowed to be given a maximum of five times and the mark of 2 a maximum of 15 times.
- 3 The marks awarded by the individual members of the selection committee will be added up and ranked. The lower the score, the higher the nomination will be ranked. The marks awarded by the individual members of the selection committee will be added up, ranked and discussed by the selection committee.
- 4 Based on the ranking and the discussions, the selection committee will draw up a longlist of 20 candidates; these candidates will be invited to participate in the oral selection round.
- 5 The candidates who have been nominated but who have not been invited for the oral selection round will be notified in writing by the chair of the selection committee within one month of the longlist referred to in the fourth paragraph of this article being drawn up.
- 6 The oral round of selection will consist of individual interviews with all the candidates on the longlist; each interview will take a maximum of 20 minutes per candidate.
- 7 After the oral selection round, the individual members of the selection committee, acting independently of one another, will draw up a ranking for the candidates. The rankings will then be added up and a provisional ranking drawn up on the basis of the totals. The provisional ranking will be discussed again on the basis of the selection criteria referred to in Article 5. A final ranking will be

² The Young Academy follows the guidelines of the San Francisco Declaration on Research Assessment (DORA): see more information on this Academy webpage: https://knaw.nl/en/news/news/knaw-nwo-and-zonmw-to-sign-dora-declaration?set_language=en.

³ Good passive command of the Dutch language means being able to understand written texts and conversations at an academic level in Dutch. A language other than Dutch may be spoken during meetings or gatherings of The Young Academy, provided that this language is understood by the other persons present. In general, Dutch is the working language within The Young Academy.



drawn up on the basis of that discussion. In arriving at the final ranking, the selection committee will take account of the balanced representation within the entire selection as referred to in Article 5, paragraph 3.

- 8 Based on the final ranking and within one month after the selection interviews, the selection committee will nominate candidates for appointment to the Academy Board.
- 9 Appointment is a decision by the Academy Board; it is not open to objection or appeal within the meaning of the Dutch General Administrative Law Act (*Algemene Wet Bestuursrecht*).
- 10 The nominated candidates who took part in the oral round of selection but who have not been appointed, will be notified in writing by the chair of the selection committee within one month of the Academy Board reaching its decision. No objection or appeal within the meaning of the General Administrative Law Act is possible against this rejection.

Article 7 Announcement and inauguration

- 1 The candidates who have been appointed to membership will be notified in writing to that effect within one month of the Academy Board reaching its decision.
- 2 The announcement of the newly elected members will take place one month later.
- 3 The newly elected members will be inaugurated during a public meeting of The Young Academy.

Article 8 Unforeseen cases

- 1 In cases not covered by these Regulations or in case of doubt about the interpretation of the provisions of these Regulations, the Board of the Young Academy will have the power to decide. The Board will account for this decision at the next members' meeting.

Article 9 Amendments

- 1 These Regulations may be amended by the members' meeting on the proposal of the Board of The Young Academy.
- 2 The following articles of these Regulations can be amended only with the consent of the Academy Board: Article 3, paragraphs 1, 2 and 3, Article 4, paragraphs 1, 2, 3 and 4, Article 6, paragraphs 8, 9 and 10, Article 7, paragraph 1 and Article 9, paragraph 2.

Article 10 Final provisions

- 1 These Regulations may be cited as the 'Regulations on the selection and appointment of members of The Young Academy'.
- 2 These Regulations will take effect on 1 February 2022 and replace the 'Regulations governing the selection of new members of The Young Academy' as adopted on 15 April 2020.

These Regulations were adopted by the members' meeting of The Young Academy on 8 October 2021 on the proposal of the Board of The Young Academy. The articles referred to in the second paragraph of Article 9 were adopted for the first time by the Academy Board on 25 January 2022.

The Dutch-language version of these Regulations will prevail over any translations thereof.