Regulations Governing Selection of New Members of The Young Academy

As adopted at the meeting of members of The Young Academy on 25 November 2010.

Article 1. Terms

a. KNAW: The Royal Netherlands Academy of Arts and Sciences [Koninklijke Nederlandse Akademie van Wetenschappen, KNAW];
b. TYA: The Young Academy [De Jonge Akademie];
c. Regulations governing the KNAW: the Regulations [Reglement] for the KNAW;
d. TYA Regulations: the Regulations [Reglement] for The Young Academy;
e. Standing Rules for TYA: the Standing Rules [Huishoudelijk Reglement] for The Young Academy;
f. Executive Board of the KNAW: the Executive Board [dagelijks bestuur] within the meaning of Article 5 of the Regulations governing the KNAW;
g. Ordinary Members of the KNAW: ordinary members within the meaning of Article 4 of the Regulations governing the KNAW;
h. Members: members of The Young Academy within the meaning of Article 4 of the TYA Regulations;
i. Board: the Board [bestuur] of The Young Academy within the meaning of Article 7 of the TYA Regulations;
j. General Meeting of TYA: the general meeting of The Young Academy within the meaning of Article 7 of the Standing Rules for TYA.

Article 2. Procedure for Recommendations for Membership

1. The following parties shall be entitled to make recommendations for membership of TYA: vice-chancellors [rectores magnifici] of the universities, directors of research schools, directors of non-university research institutes, chairpersons of divisions of the Netherlands Organisation for Scientific Research (NWO), chairpersons of divisions of the KNAW, deans of arts and humanities faculties, the members of TYA jointly, and the chairperson of the Dutch Network of Women Professors [Stichting Landelijk Netwerk Vrouwelijke Hoogleraren].

2. With the exception of the chairperson of the Dutch Network of Women Professors, those entitled pursuant to the previous paragraph of this article may each make a single recommendation for membership of TYA in respect of one (1) male candidate and a single recommendation in respect of one (1) female candidate.

3. Should they be unable to propose a male or a female candidate, as the case may be, those entitled pursuant to the first paragraph of this article, with the exception of the chairperson of the Dutch Network of Women Professors, may only recommend a single candidate.

4. Instead of making a single recommendation in respect of one (1) male candidate and a single recommendation in respect of one (1) female candidate, the chairperson of the Dutch Network of Women Professors may make two recommendations in respect of female candidates.

5. The recommendation must consist of a curriculum vitae, a motivation letter (max. 500 words) written by the candidate, a description of the candidate’s scientific/scholarly productivity, a list of his/her ten best/most important publications, information about his/her doctoral dissertation and core publications, information about the extent of his/her research appointment, and reasons for the recommendation by the party concerned, including such things as exceptional scientific/scholarly performance, collaboration with other disciplines/sub-disciplines, and the candidate’s broad interest in science/scholarship and science/scholarship policy. The proposal must specifically deal with
the relationship between the candidate's scientific/scholarly activities and what is normal in
the discipline concerned. The recommendation must observe the requirements of Article 4
of the TYA Regulations.
6. Recommendations must be submitted in writing before 1 July to the office of TYA using the
membership recommendation form. That form will be made available in April in a letter sent
to the parties entitled to make recommendations and published on the KNAW website.

**Article 3. Internal Procedure within TYA for Recommendations for Membership**

1. With a view to recommendations for membership by TYA itself, TYA's office shall send an
e-mail to the members, no later than in April, requesting them to nominate candidates. The
members of the Selection Committee and the chairperson of TYA are excluded from making
recommendations.
2. To make recommendations, the members of TYA must use the abbreviated version of the
membership recommendation form, which must be filled in (in full) before 1 May.
3. By no later than 1 June, TYA's office shall circulate the recommendations by e-mail,
requesting the membership to vote on the recommendations by e-mail within two (2) weeks.
The members of the Selection Committee and the chairperson of TYA are excluded from
voting.
4. The two recommendations (one man and one woman) that receive the most votes shall be
the candidates recommended for membership by TYA. A completed copy of the full
membership recommendation form for these recommendations must then be submitted by
the party/parties that submitted the original recommendation.
5. If the voting is tied and there are more than two recommendations for candidates that have
received the same number of votes, a second round of voting shall take place among the
members of TYA during which it will only be possible to vote, within two weeks, for the
candidates who received most votes in the first round.
6. TYA's office shall inform the members of TYA before 1 July of the recommendations that will
be made via TYA.

**Article 4. Composition of Selection Committee**

1. The Selection Committee shall consist of two (2) members of the KNAW designated by the
Executive Board of the KNAW in accordance with Article 6 of the TYA Regulations and two
(2) members designated by the meeting of members of The Young Academy.
2. The Selection Committee will be chaired by the chairperson of TYA. The chairperson may not
be a member of the Selection Committee. The role of the chairperson shall be solely to
facilitate matters and to monitor the procedure.
3. The Selection Committee shall consist of two (2) women and two (2) men.

**Article 5. Tasks and Powers of the Selection Committee**

Based on nominations drawn up on the basis of recommendations by representatives of the
scientific/scholarly world, the Selection Committee shall make a proposal for appointments to
the Executive Board of the KNAW, in accordance with Article 6 of the TYA Regulations.

**Article 6. Selection criteria**

1. During the first round of selection, points will be allocated on the basis of the content of the
recommendations, with the following criteria being taken into account:
   - Appointment at a Dutch university or scientific/scholarly research institution;
   - Quality of publications, including as appears from the journals concerned, the impact
     score, the publisher, and reviews;
   - External recognition, as shown by invitations to lecture, membership of
     scientific/scholarly committees, editorial boards etc., taking into account what is normal
     in the discipline concerned;
   - External recognition, as shown by prizes, NWO grants, KNAW fellowships etc., taking
     into account what is possible and normal in the discipline concerned;
The innovativeness of the candidate’s research and its social and scientific/scholarly importance;

Scientific/scholarly independence, development of the candidate’s own research line;

Dissemination of scientific/scholarly ideas and work after the candidate has taken his/her doctorate, not restricted to a single topic;

International orientation, as shown by periods spent abroad during or after doctorate work, taking into account what is possible and normal in the discipline concerned;

The interdisciplinary or multidisciplinary nature of the research;

Dissemination of scientific/scholarly ideas and work after the candidate has taken his/her doctorate, not restricted to a single topic;

International orientation, as shown by periods spent abroad during or after doctorate work, taking into account what is possible and normal in the discipline concerned;

The interdisciplinary or multidisciplinary nature of the research;

Outreach (spin-off, small businesses, popularisation activities, valorisation (both economic and social or cultural));

Memberships of administrative boards;

Effectiveness of the scientific/scholarly work, taking account of such things as the extent of the research appointment, the teaching load, the candidate’s being a parent, and other factors that may explain a lower level of scientific/scholarly productivity;

Passive command of the Dutch language (Dutch is the working language within The Young Academy).

During the second round of selection, selection will be on the basis of the following criteria that are of specific importance for TYA:

- Fascination with and passion for scientific/scholarly research;
- Wish to be active on behalf of The Young Academy, and interesting ideas for being so;
- Enthusiasm for such matters as science/scholarship policy, science/scholarship and society, and interdisciplinary collaboration.

The Selection Committee shall strive to make a proposal with proportional representation of the natural sciences, humanities, and social sciences; men and women; and ethnic and national minorities.

**Article 7. Selection Procedure**

1. The selection procedure shall consist of two rounds, one written and one oral.

2. During the written round of selection, all the members of the Selection Committee shall award points individually and in writing to each recommendation. They may only award a mark of 1, 2 or 3, with the mark of 1 being given only a maximum of 5 times and the mark of 2 a maximum of 15 times.

   The lower the score, the higher the recommendation will be ranked. The members of the Selection Committee shall base the marks they award on the content of the recommendation as referred to in Article 2(3). They shall assess the candidates on the basis of the criteria listed in Article 6 of these Regulations.

3. The marks awarded by the individual members of the Selection Committee will be added up and listed. A meeting of the Selection Committee will then be held at which those candidate will be discussed for whom there are major differences in the marks awarded or for whom there are other reasons for discussion.

4. Based on the marks awarded and the discussions, the Selection Committee shall draw up a list of at least twenty (20) candidates; these candidates will be invited to participate in the oral round of selection. The Selection Committee shall if necessary vote on the composition of the list of candidates.

5. The candidates who have been recommended but who have not been placed on the list shall be notified in writing by the chairperson of the Selection Committee within one (1) month of the list being drawn up.

6. The oral round of selection shall consist of individual interviews with all the candidates on the list; each interview will take a maximum of twenty (20) minutes per candidate. The interviews will focus primarily on the aspects referred to in Article 6(2).

7. After all the interviews have been held, the individual members of the Selection Committee, acting independently of one another, shall 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 7. A final ranking shall be drawn up on the basis of that discussion. In arriving at the final ranking, the Selection Committee may take account of the balanced relationships within the entire selection as referred to in Article 6(3).

8. Based on the final ranking and within one (1) month after the selection interviews, the Selection Committee shall recommend candidates for appointment to the Executive Board of the KNAW.

9. Appointment is a decision by the Executive Board of the KNAW; it is not open to objection or appeal within the meaning of the General Administrative Law Act [Algemene Wet Bestuursrecht].

10. The candidates who have been appointed to membership of TYA shall be notified, in writing, to that effect within one (1) month of the Executive Board of the KNAW reaching its decision. Within one (1) month after said notification, a press release shall be issued making the appointments public.

11. The candidates who took part in the oral round of selection but who have not been appointed shall be notified in writing by the chairperson of the Selection Committee within one (1) month of the Executive Board of the KNAW reaching its decision.

**Article 8. Final Provision**

1. These Regulations may only be amended pursuant to a resolution adopted by the General Meeting.

2. In any cases not provided for in these Regulations or in the event of any doubt arising regarding the interpretation of the provisions of these Regulations, the Board shall decide. The Board shall account for such decision at the next General Meeting.