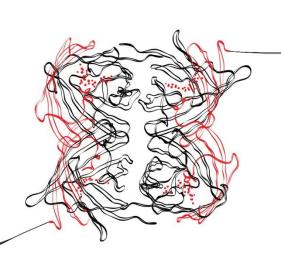




2012

# P NUT. ANNUAL REPORT





P-NUT

PhD Network University of Twente

## Introduction

The year 2012 has been exciting for the PhD Network University of Twente (P-NUT). With the professionalization of P-NUT just finished in 2011, last year was characterized by the consolidation of the professional status of P-NUT. This was achieved in several ways, that are discussed in this annual report 2012.

First of all, the number of P-NUT members more than doubled from 89 (December 2011) to 184 (December 2012). With this great number of paying members, we can represent the PhD candidates of the University of Twente better than ever.

In 2012, the Twente Graduate School organized several working groups, all preparing PhD related policy. Representatives of the P-NUT board were part of four of these groups. We felt that by participating in the policy creation process very early on, we could contribute our vision well. Our suggestions were welcomed. In addition, our board member Victor de Graaff was elected into the university council.

The annual PhD Day had the theme 'Dare to Share your Research'. With four keynote speakers, 8 PhD Candidates giving an elevator pitch on their research, 5 professionally created movies of these pitches, and a great turnout of our members, this years' PhD Day was a great success.

This year, we have started working according the organizational structure developed when P-NUT registered as an official association. This means that we started having distinct meetings with board members and with commission members, as well as joint ones. This has improved the efficiency of our organization. In addition, this new structure allows for a larger number of people contributing to P-NUT by organizing activities. Whereas some board members have left or are about to leave, a good number of new (candidate) board members and commission members have joined us, leaving P-NUT with strong team willing for 2013.

These activities, and many more, are detailed in this annual report. In addition, we present the board members, the organizational structure of P-NUT, our financial report of 2012, and our plans and associated budget for 2013. This annual report clearly shows that P-NUT is confident to start a great 2013, in which we will continue to represent, inform, and connect all PhD candidates of the University of Twente.

Rense Nieuwenhuis, President

# **Table of Contents**

Introduction	3
An Overview of 2012	7
Internal Affairs	7
Membership	7
Sponsoring	7
Board Structure	7
Vision on doing a good PhD	8
Represent	8
Twente Graduate School	8
University Council	9
Inform	10
Connect	11
UT News	12
PhD Day	13
Financial report for 2012	14
Plans for 2013	17
Budget for 2013	18
Main aspects	18
Expenses	18
Income	19
A P-NUT vision on doing a good PhD	20
An Overview of P-NUT	22
Roles and descriptions	23
President	24
Secretary	24
Treasurer	25
Head of commissions	25
Commissions	26
Inform	26
Represent	26
Connect	27
IPC	28

Board and Commission Members       29         Rense Nieuwenhuis       29         Ioana-Mariuca Ilie       29         Harmen Mulder       29         Burcu Çelikkol       29         Adithya Sridhar       30         Janne Mewes       30         Mihaela Mitici       30         David Barata       30         Anja Niedermeier       31         Joana Romão       31         Victor de Graaff       31         Juan Carlos Roman Casado       31		Accounting	28
Ioana-Mariuca Ilie       29         Harmen Mulder       29         Burcu Çelikkol       29         Adithya Sridhar       30         Janne Mewes       30         Mihaela Mitici       30         David Barata       30         Anja Niedermeier       31         Joana Romão       31         Victor de Graaff       31         Juan Carlos Roman Casado       31	В		
Harmen Mulder       29         Burcu Çelikkol       29         Adithya Sridhar       30         Janne Mewes       30         Mihaela Mitici       30         David Barata       30         Anja Niedermeier       31         Joana Romão       31         Victor de Graaff       31         Juan Carlos Roman Casado       31		Rense Nieuwenhuis	29
Burcu Çelikkol       29         Adithya Sridhar       30         Janne Mewes       30         Mihaela Mitici       30         David Barata       30         Anja Niedermeier       31         Joana Romão       31         Victor de Graaff       31         Juan Carlos Roman Casado       31		Ioana-Mariuca Ilie	29
Adithya Sridhar       30         Janne Mewes       30         Mihaela Mitici       30         David Barata       30         Anja Niedermeier       31         Joana Romão       31         Victor de Graaff       31         Juan Carlos Roman Casado       31		Harmen Mulder	29
Janne Mewes30Mihaela Mitici30David Barata30Anja Niedermeier31Joana Romão31Victor de Graaff31Juan Carlos Roman Casado31		Burcu Çelikkol	29
Mihaela Mitici30David Barata30Anja Niedermeier31Joana Romão31Victor de Graaff31Juan Carlos Roman Casado31		Adithya Sridhar	30
David Barata30Anja Niedermeier31Joana Romão31Victor de Graaff31Juan Carlos Roman Casado31		Janne Mewes	30
Anja Niedermeier		Mihaela Mitici	30
Joana Romão		David Barata	30
Victor de Graaff		Anja Niedermeier	31
Juan Carlos Roman Casado		Joana Romão	31
		Victor de Graaff	31
Former Board Members (2012)		Juan Carlos Roman Casado	31
		Former Board Members (2012)	32

#### An Overview of 2012

#### **Internal Affairs**

#### **Membership**

P-NUT has become a member-driven organization. A large share of members indicates that PhDs at the University of Twente recognize P-NUT as their representative body at the university, and that the activities organized by P-NUT cater the needs and interests of these PhDs. The membership fee introduced in 2011 does not appear to be a barrier for this membership, as the membership more than doubled from 89 at the end of 2011, to 184 at the end of 2012.

#### **Sponsoring**

In 2012 P-NUT has, carefully, increased the amount of income obtained from sponsors outside the university. This was in addition to the annual thesis printing market, which in recent years resulted in the printers paying a sizeable contribution to P-NUT. With P-NUT now a professional organization, sponsors frequently contacted us in the last year. In all cases when P-NUT agreed with sponsoring, the board had to agree that the service or product delivered by the sponsor could benefit a large group of PhD candidates.

#### **Board Structure**

Although decided upon when P-NUT registered as a formal association, during the last months of 2012 P-NUT started having meetings according to the new board structure, differentiating between board members and commission members. Initial experiences seem positive, and the transition will be evaluated in 2013.

P-NUT is currently organized by the board members and the commission members, in close collaboration. The board members are the President, Secretary, Treasurer, and Head of Commissions. These positions are held by four (different) individuals, but preferably each role has an assigned backup. All other people that are active in the organization of P-NUT activities are commission members. These commission members are part of one or more of the P-NUT commissions. Currently, P-NUT has four commissions: Represent, Inform, Connect, and IPC.

Every month, two board meetings are organized, to which at least all four board members attend. The meetings are organized by the President. Once a month only the board members join in a board meeting, and once a month also the commission members are invited. In addition, the Head of commissions organizes a commission meeting once a month, to discuss the details of current activities.

#### Vision on doing a good PhD

Responding to a request of one of our members (and former president) during the General Members meeting of January 2012, P-NUT has made more clear what we think is important for PhD candidates. Representation means direction, and the direction suggested by the P-NUT board is now written down in the P-NUT a vision on doing a good PhD. This vision was added to this Annual Report as a separate chapter.

#### Represent

#### **Twente Graduate School**

In 2012, the Twente Graduate School (TGS) organized several working groups, all preparing PhD related policy. Representatives of the P-NUT board were part of four of these groups. We felt that by participating in the policy creation process very early on, we could contribute our vision well. Our suggestions were welcomed.

The good collaboration with the Twente Graduate School does not mean that we do not have concerns regarding how several developments in the (TGS) will work out for current and future PhD candidates. We highlight three of these concerns here.

First, we notice that PhD candidates are increasingly often referred to as 'students'. We refer to PhD candidates as highly qualified professionals, that should be treated as employees. The official translation of the Dutch 'promovendus', according to the university, is PhD Candidate, not PhD Student. This, however, is much more than just semantics. The Twente Graduate school plans to incorporate both (research) master students and PhD candidates, in integrated programs. Our concern is that in these programs PhD candidates will increasingly be treated as students, which will greatly reduce the quality and skills of graduating PhD candidates.

In spring 2012, the Twente Graduate School organized a symposium introducing the goals of the TGS to all those involved. P-NUT was invited to give a brief presentation. We introduced our network, and took the opportunity to make a political argument. The 'Key Performance Indicator' of the Twente Graduate school is efficiency. We argued that efficiency does not make for a good organizational goal, as it is easy to become very efficient in something that is no longer relevant. Instead, we proposed to evaluate the success of the Twente Graduate School based on the positions (jobs, grants, publications) PhD candidates end up after completing their dissertation.

Our final concern is with the plans of the Twente Graduate School to require PhD candidates to follow a training program of 30 credits (about half a year). Every PhD will benefit from training, but should be able to design this training program him/herself in collaboration with his/her supervisor. Half a year of training out of 4 years to complete the PhD is a lot. With PhD projects increasingly often only funded for 3 years, the requirement of half a year of training will become increasingly problematic.

#### **University Council**

With former P-NUT board member Björn Harink leaving the university council in September of 2012, there was the need for a new PhD candidate in the university council. Since it is important to the P-NUT board to have close ties to the university council, we decided to support the candidacy of P-NUT secretary Victor de Graaff. Thanks to this support of P-NUT, which took shape in the form of an e-mail and a Facebook post, Victor received 126 votes. This was enough to tie for the second place in the elections, right behind the 15-year university council veteran Herbert Wormeester. This has been a proof of the importance of PhDs in the university, and the representative importance of P-NUT.

Once elected into the university council, Victor has put the issue of the 30% ruling on the desk of Kees van Ast, the vice-president of the board of governors of the UT. After 4 years of P-NUT asking the university to support PhD's in their 30% ruling requests, we have finally been able to convince the university to change their policy on this issue. The reason for the university to change their mind on this was the change of this ruling at the start of 2012, and will be effective from the start of 2013 on.

Thanks to the close collaboration with the university council, we know that in the next year the PhD charter designed by TGS, will be the hot PhD issue in the university council. Even though the P-NUT board has provided some input to this charter, not all of our wishes have been heard. P-NUT will also be asked for an official statement regarding this charter.

#### **Inform**

P-NUT has been working closely with the International office to create a handy booklet for all PhD candidates. We published this booklet officially on the 11th of October, 2012 during PhD day. This booklet is was made to inform PhD candidates before and after their arrival in University of Twente, during their PhD as well as helping them finish their PhD. We also have our annual thesis printing market to provide finishing PhD candidates a selection of different printing companies and examples of theses.

As another part of the inform task, P-NUT organised 7 lunch meetings in 2011 covering topics from tax declarations to career opportunities after your PhD. Free lunch was provided to all registered PhD candidate during lunch meetings. Some lunches were sponsored by the host of the lunch meeting, e.g. Taxes lunch meeting. All other lunch meetings were paid by P-NUT.

The table below shows all informative events that P-NUT organised and the number of people that registered for them.

Date	Name of Activity	People registered			
January 24th	anuary 24th Thesis Printing Market				
February 9th	Taxes lunch meeting	38			
March 9th	arch 9th Housing lunch meeting				
April 10th	April 10th Career Lunch meeting				
May 10th	Optional Model lunch meeting	28			
August 28th	Join P-Nut Board & Organize Activities	13			
September 19th	Last minute: Optional Model lunch meeting	26			
November 14th	LaTeX and TikZ	25			

#### **Connect**

Every first Thursday of every month, P-NUT organise monthly drinks for all PhD candidates of the University of Twente. This event, previously named "Borrel" was changed to "Get-together" to attract more international PhD candidates and to re-state its focus from having free drinks, to meeting PhD candidates from other departments. During the "Get-togethers", PNUT informs the PhD community about issues that are playing a crucial role in PhDs on campus and national level, developments within P-NUT, and are available to receive feedback from the PhD community. We also continue having social drinks in the city, in different bars throughout the year, as a seasonal bar-hopping with your fellow PhDs and friends sharing a good Friday night.

The following social activities were also organised in 2012 and number of people registered:

Date	Name of Activity	People registered		
March 15th	Climbing activity	13		
June 8th	PhD comics screen and Summer BBQ	76		
June 17th	June 17th Bike Tour			
August 16th	Summer Party	51		
September 30th	Paintball	31		
October 11th	October 11th PhDay 2012			
November 22nd	Dutch dinner & Ice Skating	34		
December 12th Christmas Lunch		47		

#### **UT News**

In 2012, we contacted the UT-News, arguing that PhD candidates were underrepresented in the newspaper of the UTwente. UT-News responded favourably, and since then has covered PhD candidates and P-NUT more frequently. This resulted in UT news now publishing a monthly interview with a PhD candidate. In addition, they printed the P-NUT vision on doing a good PhD.

On their website, UT News frequently covered P-NUT activities and our position on several issues, including:

- P-NUT: Promotieplechtigheid niet veranderen <a href="http://www.utnieuws.nl/opinie/p-nut-promotieplechtigheid-niet-veranderen">http://www.utnieuws.nl/opinie/p-nut-promotieplechtigheid-niet-veranderen</a>
- Commissie pleit voor afleggen eed <a href="http://www.utnieuws.nl/nieuws/commissie-pleit-voor-afleggen-eed">http://www.utnieuws.nl/nieuws/commissie-pleit-voor-afleggen-eed</a>
- Extra lezercommissie voor beoordeling proefschrift
   http://www.utnieuws.nl/opinie/extra-lezerscommissie-voor-beoordeling-proefschrift
- PhD Day: Dare to Share your Research <a href="http://www.utnieuws.nl/nieuws/phd-day-dare-share-your-research">http://www.utnieuws.nl/nieuws/phd-day-dare-share-your-research</a>
- Het gaat vandaag niet om jou http://www.utnieuws.nl/nieuws/het-gaat-vandaagniet-om-jou

#### **PhD Day**

The annual PhD Day had the theme 'Dare to Share your Research'. With four keynote speakers, 8 PhD Candidates giving an elevator pitch on their research, 5 professionally created movies of these pitches, and a great turnout of our members, this years' PhD Day was a great success.

The PhD Day was advertised with the following text:

Your PhD will represent four years of academic work. You already invested a lot of time and energy, talked with colleagues, presented on a conference, and perhaps published some papers. But have you ever noticed how difficult it is to properly explain what you have been doing to people outside your own academic bubble? Do you succeed in this without simplifying your work to dull truisms?

P-NUT organizes a PhD Day on the public understanding of science, because we believe it is important that scientists can reach a wide audience. We invite speakers to talk about why scientists should share their findings with a general audience, and how they should do this.

We even trained some PhDs who dare to share their research to you, in just three minutes!

In addition to the great academic program, we organized an evening program. We were able to offer our members drinks and dinner, and entertain them with a research and campus themed pub-quiz.

## Financial report for 2012

In the next paragraph the finances of 2012 are amplified. At the end of last year a budget was made for this year which was presented in the yearly report of P-NUT 2011. This budget was used as a guideline for the finances of this year. The budget is presented in the table below and next to it you can find the actual expenses/income.

Description	Budget 2012	2012	Description	Budget 2012	2012
General expenses	710	713	General income	4,390	4,426
PNN contribution	125	125		,	,
ING	150	132	Membership contribution	1440	1476
Traveling	50	83	UT contribution Patron contribution	2950	2950
Kamer van Koophandel	35	24	ING interest	0	0
Faculty club contribution	350	350	ing interest	U	U
Professionalization	0	0			
GMM			Consumerium	0.000	4.250
Merchandising (PR)			Sponsoring	2,600	4,350
			Yearly contribution	0	0
Activities	6,280	6,995	Professionalization	0	0
Lunchmeetings	2500	1848	Services	300	300
Social activities	1500	1539	Lunchmeetings	300	250
Yearly BBQ	240 240	523	Printing market	1000	1450
Get-togethers Printing market	240	235 319	PhDay	1000	1850
PhD Day	1600	2532	Social activities	0	500
PID Day	1600	2532			
			Activities	600	644
Savings	500	2,500	Contribution participants PhDay	600	20
		,	Contribution participants Climbing event	0	36
			Contribution participants BBQ + PhD movie	0	344
Unexpected	100	149	Contribution participants Bike tour + diner	0	73
Gifts for leaving board members		49	Contribution participants Ice skating & Dutch dinner	0	171
Gifts defences old board members		54			
Gift Petra de Weerd		45			
			Unexpected	0	0
Total	€ 7 500	€ 10,358	Total	€ 7,590	€ 9,420
TOTAL	<u>v 1,090</u>	<u>C 10,000</u>	1 V IMI	<u>4 1,030</u>	U 0,720

The main difference between the budget and the actual expenses is mainly due to the fact that we put extra money to the savings account of P-NUT. There was no benefit of keeping the money on the business account and in this way we could receive interest over the money.

Furthermore, there was less money spend on lunchmeetings. A reason was that some of the lunches were bought directly at canteen, which was much cheaper than the lunch delivered by Sodexo. Also the other costs of the lunchmeetings were less than expected.

Because the expenses of the lunchmeetings were less, some extra money could be spend on PhD day. Parts of the extra costs of the PhD day are spend durable merchandising (two flags and roll-up banners). The extra costs of the PhD day were also made possible by the active sponsor recruitment. TGS and IGS together sponsored us for €1850.

The costs of the yearly BBQ were also higher than expected. These extra costs were compensated by the contribution of participants.

Also the costs of the printing market were higher than the budget, but also here this was made possible by extra sponsoring money. €1450 of sponsoring was received of which €250 is already for the printing market of 2013.

The general expenses were approximately the same as expected. Only the traveling costs were higher, because we also went to the Eurodoc meeting, representing PNN (Promovendi Netwerk Nederland).

For the unexpected costs €100 was reserved. The actual unexpected costs were €149, consisting of gifts for defences of old board members gifts for leaving board members, and flowers for Petra de Weerd, because of the decease of her daughter.

The general income was approximately as expected. In 2012 P-NUT had 123 members which paid a yearly contribution of €12 making a total amount of €1476. Because of the professionalization of P-NUT we also received a yearly contribution of €2950 from the UT. The interest we received over 2012 was €40.89. This is not included in the table above, because the money was received in 2013.

The sponsoring which was received by P-NUT was much higher than expected. Active recruitment made it possible to receive €300 for services in our Newsletter (ZinInZIn & Ipskamp Drukkers), €500 for sponsoring the PhD movie by TGS, €1450 for the printing market (Ipskamp Drukkers, Gildeprint Enschede, Wohrmann Print Service, Ridderprint B.V., Print Service Ede B.V.) and €1850 for the PhD Day by TGS and IGS.

Some of the social activities were partly paid by P-NUT. A small amount of money was asked to the participants to pay themselves.

At the end there is a difference is expenses and income of approximately €913. However €2500 of the expenses were a money transfer to our savings account, so is still ownership of P-NUT. This was done to create a buffer to be prepared against big unexpected costs as last year (notary costs).

Description	on 01-01-2012	on 01-01-2013	Description	on 01-01-2012	on 01-01-2013
Giro account	5424	1230	Personal capital	1284	3217
Savings account	0	2503	Creditors	4140	516
			OFI number (events 4th quarter 2011)	740	0
Debtors	0	0	UT contribution paid twice	3400	0
			Christmas lunch 2012 decoration/sweets		44
			Christmas lunch 2012 lunch		447
			Get-together December		25
<u>Total</u>	€ 5,424	<b>€ 3,733</b>	<u>Total</u>	<b>€</b> 5,424	€ 3,733

The balance of 2011 is given above. The personal capital of P-NUT is approximately back at the personal capital of two years ago. The extra income of sponsoring is decided put on our saving account to create safety buffer.

Some costs were already made this year, but not paid. Therefore, we have three creditors which consist of costs the Christmas lunch and the Get-together in December 2012. These are included as costs of 2012, so arise on the balance as creditors. The creditors of 2011, the OFI number costs of 4 quarter 2011 and the UT contribution that was paid twice, were paid last year so are removed from the creditor list.

## Plans for 2013

The coming year will bring novelties and continue with the good work that has already been done.

Regarding "Represent" we shall keep a close collaboration with TGS, ITC and the Twente Young Academy in order to finalize TGS policy documents, keep the current status of PhDs as employees, integrate ITC candidates in the regular PhD environment and open new doors to future collaborations.

Informing PhDs will continue being one of our major concerns. As the 30% ruling has become a viable option for PhD candidates it is only acceptable that we inform them on this and try to give the best advice. 2013 shall bring feedback from our members regarding our activities and also help integration of new PhD candidates by a continuous collaboration with international office. We shall create a booklet that each PhD candidate joining the "UT – team" shall receive with the welcome package as well as a welcome e-mail on behalf of P-NUT and a "Welcome lunch meeting".

We plan on reaching 250 members by the end of the year and integrating ITC properly.

Regarding the internal structure we shall continue with the 'layered' structure which has proven to be very constructive in the previous year. We shall define the P-NUT identity by answering simple questions as: "Who are we?", "What do we do?", "Why should you become a member?", "Why is our presence good for PhD?" etc. We shall bring innovations to our P-NUT calendar and do some branding as part of our continuous professionalization progress and integrate these in the University's Identity.

## **Budget for 2013**

For the year 2013 a budget is made based on the finances of last year and on the increased income due to memberships and the UT contribution. Therefore P-NUT can provide you with more lunch meetings and social events. The budget is presented here:

Description	Budget 2013	Description	Budget 2013
General expenses	1300	General income	6,000
PNN contribution	125	Membership contribution	3000
ING	150	UT contribution	2950
Traveling	100	Patron contribution	2550
Chamber of Commerce	25	ING interest	50
Faculty club contribution	350	INO IIIterest	30
Merchandising (PR)	400		
- · · · ·		Changaring	2.050
GMM	150	Sponsoring	3,850
		Yearly contribution	U
Activities	8,050	Social activities	250
Lunchmeetings	2200	Services	300
Social activities	2200	Lunchmeetings	300
Yearly BBQ	550	Printing market	1500
Get-togethers	250	PhDay	1500
Printing market	350		
PhD Day	2500		
		Activities	0
Savings	0	Contribution participants	0
Unexpected	500	Unexpected	0
<u>Total</u>	€ 9,850	<u>Total</u>	€ 9,850

### **Main aspects**

#### **Expenses**

The budget is based on the costs we made last year. There are no big changes in general expenses compared to last year. Only, some budget is created for the General Members Meeting (GMM) and PR merchandising.

For the next year the idea is to stop asking people to pay contribution for the activities and to pay it completely ourselves this year. Therefore we created extra budget for the social activities and also the budget for lunchmeetings is raised. Based on the costs of last year, the budget for the printing market and the yearly BBQ is raised a bit. The budget for the PhD day is based on the costs of the PhD day from last year. No money will be put on our savings account, because this

year already €2500 was put on this account. For the unexpected costs we reserved €500, to be approximately at 5% of the yearly costs.

#### **Income**

We expect to have at least 250 members in 2013 which means an income of 250 \* €12 = €3000. Furthermore we will get the yearly contribution from the UT of €2950. The expected sponsor income is roughly the same as last year. Active sponsor recruitment should give us €250 and €300 for the social activities and lunchmeetings respectively. From services, by means of advertisement in our newsletter we expect to get €300. For the printing market 6 companies confirmed their presence of which one will give a presentation. Both a stand on the printing market and the presentation costs them €250. In total this will make €1500 ( €1750 minus €250 which is already paid this year). We expect that we can pay the activities ourselves, which means that the income from contribution from member is zero.

## A P-NUT vision on doing a good PhD

Doing a PhD represents several years of supervised training, developing oneself to become a researcher capable of independently contributing to, and participating in, a scientific discipline with the skills needed for a further career.

Contributing to a scientific discipline means that a PhD candidate is supervised to create scientific products of the highest possible quality, and does so in an increasingly independent manner. Participating in a scientific discipline entails presenting these scientific products to others, frequently discussing these with colleagues, and collaborating with representatives of that discipline. Participation also means enculturation in the norms and values of a discipline. In addition, society increasingly expects scientists to be able to explain the relevance of their work to an audience outside their own discipline. A scientific discipline is not limited to a single department, nor to a single university or even to a single country. Phd candidates should operate in an internationally oriented community.

Doing your PhD is and should be a demanding challenge. Important skills are learned from dealing with this challenge; it is easy to make mistakes, but challenging to learn to recognize ones' own mistakes. A good supervisor allows PhD candidates to independently develop and try their own solutions to problems, while reflecting on that process. A fine balance should be found between safeguarding the candidate from endangering progress and completion of the project in time, without predefining all the decisions that need to be made.

In addition to the academic development, which should be prioritized, PhD candidates and their supervisors should identify personal training needs to be inleuded in the training and supervision plan. Participation in projects besides the thesis, in teaching, and in administrative tasks, invest in training young academics the skills required for their future careers. Phd candidates play a crucial role in university,

The scientific progress, as well as in teaching, and should therefore be regarded employees of a university. Integration into the scientific community contributes to the professional development of PhD candidates.

Skills that all PhD graduates have in common include research- and analytical skills, the conception, planning, and management of a large and long-term project, the organization and presentation of complex information, and perseverance. All PhDs are about scientific research, but the developed skills can be applied in future careers in academia, as well as in business. With PhD candidates working on fixed term projects, they should be stimulated to anticipate their future career already at early stages during the PhD. By realizing how to apply their general skills to future plans, PhD candidates should be fully prepared for the next step in their careers.

## An Overview of P-NUT

The PhD network of University of Twente (P-NUT) is a non-profit association established to represent, inform, and connect the PhD candidates at the University of Twente (UT). Starting from being a rich source of specific information on various facets of a PhD's career at the UT, P-NUT also acts as a representative platform and functions as a spokesperson for all PhD-related issues. We work closely together on various issues with the Human Resources (HR) department of the UT, the Twente Graduate School, the University board and others.

Since its inception, P-NUT has been active in representing and supporting the PhD community by organizing informative sessions on a whole spectrum of topics and social activities. During the last years P-NUT has observed a growing interest in the activities organised.

Why is it important that you become a member of P-NUT?

The University listens very carefully to what we have to say. P-NUT has successful and continuing conversations on PhD policy with the rector, Twente Graduate School, and HR, about for example the structure of courses or the introduction of a qualifier after 6 month. We are also involved in PhD issues on the national level. The more people we represent, the more influence we can have. If you are a member, this contributes to representing you.

What does P-NUT do with my one euro per month?

We reinvest your money in the PhD community. We invite people to contribute interesting information and skills. We use the money to keep our organization running, cover the costs of representation (traveling expenses for example), to pay for rooms, to be able to take the financial risk of organizing events and to keep the prices of these events low for our members.

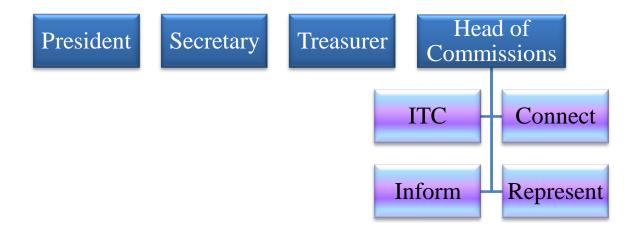
What's in it for you?

Apart from being represented (which also means we will help you with any issues you might

encounter in your PhD), there are many informational and social events that you can benefit from when you are a member of P-NUT. Think about printing your thesis, how to do your taxes and how to use the optional model.

## **Roles and descriptions**

As part of the professionalization process a new board structure was developed and agreed upon. The new board structure consists of clearly identified roles and responsibilities. In this section we describe these roles and their associated tasks:



#### **President**

- Meeting agenda and chairing.
- Keep track of policies.
- Responsible for consistency in communication.
- Final decision responsibility.
- Represents the board and P-NUT at the university bodies (TGS, PhD council,

#### Rector, GMA)

- Organising and chairing of the GMA.
- Oversees board recruitment.
- Oversees committee creation. (Accounting, activities)

#### **Secretary**

- Responsible for P-NUT Inbox
  - o Handles or forwards e-mails
  - o Can delegate contents of lists (ALV, UNITE, Linked in, ..)
- Manages mailing list.
- Membership administrator:
  - o Ownership of paper forms.
  - o Responsibility for member Database
    - Input
    - Update (correction, end of membership, ...)
  - Welcome e-mails
  - Generates list for recurrent payments.
  - Acting president (if needed)
- Organisation of meetings with university bodies/ other associations.
- Responsible for backup of google docs data.
- Communication with chamber of commerce (Kamer van Koophandel (KvK)).
- Minutes taking during board meetings.

#### Treasurer

- Ownership of accounts.
- Makes financial report for the GMA.
- Makes budget for the GMA.
- Responsible for the approval of the budget.
- Keep track of receipts.
- Generates, sends and tracks invoices.
- Processes claim forms.
- Pays OFI number and invoices.
- Supplies financial overview at each board meeting.
- Deposits cash from activities into bank account.

#### **Head of commissions**

- Responds to board on progress and issues.
- Can be joined in board meeting by one or two committee members on occasion.
  - Decides which and how often they join commission meetings.
  - Organises and manages agenda of commission meetings.
  - First contact in case of conflict inside commission.
  - Responsible of presenting commission report at the GMA
  - Responsible for setting up the activities agenda by the different commissions.
  - Negotiates with the board the number and frequency of activities.
  - Oversees activities of commissions.

## **Commissions**

P-NUT has five autonomous commissions: Inform, Represent, Connect, ITC, and Accounting. Commissions are autonomous in all aspects excepting budget.

Below is a list of responsibilities and duties for each commission. Members of the commission can be board members with exception of the accounting commission.

#### Inform

- Manage website content.
- Sends newsletters and reminders.
- Prepares and presents slides at the get together.
- Liaise with
  - Treasurer > for Sponsoring.
  - Politics -> PNN, TGS, and IPC updates and actions.
  - Head of commission to report.
  - $\,\circ\,$  UTnieuws and communication commissions to the different faculties.
  - o Other organisations and international office to avoid conflicting events with other associations.

#### Represent

- Keeps up to date with political developments TGS, PNN, ...
- Members sit in the TGS PhD council.
- Liaise with:
  - Inform -> makes texts to update members on issues
  - University body representatives (Rector, Uraad, UniTe,...)

#### **Connect**

- Responsible for monthly:
  - Social events.
  - Lunch meetings.
  - Get together.
  - o P-NUT @ San Remo.
- Responsible yearly for:
  - o PhD Day.
  - Summer BBQ.
  - o General Members assembly.
  - Printing market.
- For each event responsible for:
  - o Define content.
  - o Participant management.
  - o Registration form.
  - o Event participant list.
  - Sending confirmation e-mails.
  - Manage third parties (Speakers, suppliers, entertainment...)
  - Makes texts to advertise.
  - Manages participants.
  - o Books:
- Room.
- Food.
- $\circ$  Check compliance with T&C (i.e. Opening and closing of registration)
- Liaise with
  - o treasurer for budget.

## **IPC**

- Deals with IPC/ITC problems.
- Reports to head of commissions.
- Liaise with: (Through the head of commissions)
  - o Represents
  - o Inform
  - Connect

## **Accounting**

- Oversees accounts and budget before GMA.
- Prepares accounting report for GMA.

## **Board and Commission Members**

#### **Rense Nieuwenhuis**

Rense Nieuwenhuis (31) is a Dutch PhD Candidate. He obtained his Bachelor degree in Sociology and his (research) Master degree in Social and Cultural Sciences, in Nijmegen (the Netherlands). His research is on institutional and demographic explanations of women's employment, at the Institute for Innovation and Governance Studies (IGS). He joined the P-NUT board in April 2011, focusing on the political representation of PhD candidates. In 2012 he was the President of P-NUT.

#### **Ioana-Mariuca Ilie**

Ioana-Mariuca Ilie (25) comes from Sibiu (Hermannstadt), Romania. After obtaining Bachelor and Master's degrees in Physics and Business Administration she started her PhD in the Computational Biophysics group at the Twente University in October 2011. Her research focuses on simulations of protein aggregates, in particular alpha-synuclein which is strongly related to Parkinson's disease. She joined the P-NUT board in December 2011 and has been mainly busy with representing and connecting PhDs. Currently she is running for President of P-NUT.

#### **Harmen Mulder**

Harmen Mulder is 27 years old and comes from the Netherlands. He did his bachelor and master of Applied physics at the University of Twente. After he finished his master, he started his PhD in the Nanobiophysics group of the TNW faculty in Januari 2011. In April 2011 he joined P-NUT as a (backup) treasurer and this is still his main role in P-NUT. Next to this he also organized the Printing market in January 2012 together with Juan Carlos Roman Casado and he did some sponsor recruitment for P-NUT.

#### Burcu Çelikkol

Burcu was born in Istanbul, Turkey in 1986. She received her Materials Science and Engineering degree in Istanbul Technical University. During her master's studies Ecole Polytechnique Federale de Lausanne, Switzerland, she specialized in Materials for Biotechnological Applications. In July 2010 she joined Nanobiophysics group in University of Twente as a PhD

Candidate to work on biophysical approaches to induce receptor clustering in cells using magnetic nanoparticles. Since beginning of 2013 she is active in P-NUT Connect.

#### Adithya Sridhar

Adithya joined the UT as a PhD candidate in October 2010 and has been a PNUT member since April 2011. Originally from Chennai, India where he obtained his undergraduate degree from SRM University. He received his MSc in 2009 from University of Oxford, UK following which he moved to Enschede to pursue a PhD. He has and continues to contribute to various aspects of the PNUT.

#### **Janne Mewes**

Janne Charlotte Mewes is 26 years old and comes from Hamburg, Germany. She has a bachelor's degree in Health Sciences from the University of Twente, and a master's degree in Health Systems and Public Policy from the University of Edinburgh. Afterwards she returned to Enschede and joined the department of Health Technology and Services Research in March 2011 to start her PhD in Health Economics on the cost-effectiveness of cancer rehabilitation. Since the beginning of 2013 she is active in P-NUT, mostly in representing.

#### Mihaela Mitici

Mihaela Mitici is 24 years old and comes from Ploiesti, Romania. She is currently a PhD candidate in the Stochastic Operations Research group (EWI), after receiving a MSC degree in Operations Research from University of Amsterdam. Her research is on distributed data storage and compression for wireless sensor networks. Mihaela was a member of 'Business Organization for Students' (BOS)student organization during her bachelor and of 'Global Romanian Society of Young Professionals' (GRASP) during her master. Since October 2012, she has joined P-NUT board, where she contributes to the organization of social activities and lunch meetings.

#### **David Barata**

David Barata is 28 years old and is working at the Tissue Regeneration Department. He is from the beautiful Portuguese city named Castelo Branco, Portugal, where he grew up and finished the high-school. Later he graduated in Cellular and Molecular Biology and got his Master in Biotechnology at the New University of Lisbon. Some of his main interests are related with

technology, volunteer programs and modern society. He is enrolled for long time in Rotaract Club organization.

#### **Anja Niedermeier**

Anja Niedermeier (30) is currently doing her PhD in the CAES group at the EWI faculty since November 2009. She began her studies in Electrial Engineering in Karlsruhe/Germany and finished with a MSc. degree from the University in Trondheim, Norway. She joined the board of P-NUT in April 2011 and has been mainly busy with information and connect.

#### Joana Romão

Joana Romão is 25 years old and comes from Lisbon, Portugal. She did her bachelor and master in Organic Chemistry at the Faculdade de Ciências e Tecnologia - Universidade Nova de Lisboa. Joana is currently doing her PhD in the Photocatalytic Synthesis (PCS) group at the TNW faculty since October 2011. She joined the P-NUT Board in December 2011.

#### Victor de Graaff

Victor de Graaff is 27 years old, born and raised in Rotterdam, now living in Heek, Germany. He did his Bachelor in Electrical Engineering at the University of Delft, followed by a Master in Computer Science at the University of Twente. After 1,5 years in the industry, he decided to do a PhD in the Database group of EEMCS. He joined the P-NUT board in December 2011, and was Secretary in 2012.

#### Juan Carlos Roman Casado

Juan Carlos Roman Casado is 29 years old and comes from the city of Valladolid, Spain. He got a master's degree in Mechanical Engineering by the University of Valladolid, but he spent 9 months writing his master's thesis at San Diego State University. He joined the University of Twente as a PhD candidate in the framework of the European project LIMOUSINE, for research in gas turbine combustors. His is P-NUT's treasurer and he is also responsible for certain social activities.

## Former Board Members (2012)

Giovane César Moreira Moura

Silja Mareike Eckartz

Juan Amiguet Vercher

Bijoyendra Bera

