

## A. THE YOUNG ACADEMY TWENTE (YAT) REGULATIONS

### *Article 1. Description of the Terms used*

- a. **UT:** University of Twente
- b. **SB:** Strategic Board
- c. **PAC:** Prizes and Awards Committee
- d. **YAT:** Young Academy Twente
- e. **Members:** Members of the Young Academy Twente as referred to in article 4 of these regulations
- f. **Board:** YAT's board as referred to in article 6 of these regulations

### *Article 2. Organisation*

1. YAT comprises young academics who have:
  - a. excelled in their field and
  - c. shown clear motivation to actively contribute to the YAT mission and objectives regarding their own development and their contribution to the University and academia as a whole.
2. The intention of the YAT is to contribute towards a culture of excellence at the UT, that is, its members actively contribute to building conditions in which academic staff members of the UT can excel in research, education, and/or valorisation activities. When acting on behalf of the YAT, members pledge to behave with integrity, with the interest of their colleagues in mind, and in line with the core values of the UT.

### *Article 3. Mission and Objectives*

The objective of the YAT is to develop and undertake activities with the intention of achieving:

- a.

**Our mission:** to build a community of early career academics, facilitate a learning platform for academic leadership, and strengthen the societal impact of our university.

**As an advocate for the interests of early career academics, we:**

**Support.** We shape the future of our university, by supporting early career academics in their development as educators, scientists, leaders, and entrepreneurs within and beyond their own fields. We safeguard and promote well-being of early career academics and help to make our university an inclusive and attractive place to work.

**Advise.** We provide solicited and unsolicited advice to the UT community (including the Executive Board or Strategic Board of the UT) along the lines of research, education, and innovation.

**Connect.** We go beyond our daily business encouraging multi disciplinarity and connecting science and society, by expressing our passion to reach and inspire others.
- b. Supporting YAT members in their academic development;
- c. Introducing YAT members to excellent research both within and outside their own research field;
- d. Providing opportunities for YAT members to actively engage in multidisciplinary research.
- e. Actively engaging YAT members in (inter)national fora;
- f. Actively supporting YAT members in their development as educators, enabling them to create enthusiasm for scientific education and effectively disseminate knowledge;
- g. Actively engaging YAT members with entrepreneurial and other activities, facilitating the valorisation of their research.

#### *Article 4. Membership*

1. The YAT aims to comprise between twenty-five and thirty-five active members.
2. The YAT should be endowed with a diverse and balanced membership, with representatives from all faculties. If there exists an adequate number of suitable candidates, the YAT should include a minimum of three members from each faculty.
4. Candidates will be considered for membership of the YAT if,
  - a. The candidate has a primary appointment at the University of Twente
  - b. Upon commencement of their membership, the candidate has obtained the doctorate no more than 10 years ago (upon reasonable grounds this can in individual cases be extended), and
  - c. The candidate has demonstrable motivation to contribute to the YAT mission, They have demonstrated extraordinary academic performance. Examples of such extraordinary performance include being the main applicant and/or scientific manager of a prestigious (European) research project or personal grant, personally providing a visible and verifiable contribution to world-changing innovation, valorisation of academic research or prestigious memberships.
5. Applicants wishing to join the YAT based on the criteria mentioned in article 4, paragraph 4 will be screened and selected by the YAT board who may confidentially consult experts in the specific domain or the PAC in this process.
6. Members of The Young Academy (DJA) of the Royal Dutch Academy for Science (KNAW) and/or an equivalent international network, may also – during their membership of these networks – become a member of YAT.
7. An extension clause applies to article 4 paragraph 3, sub b. The mentioned term of 10 years can be extended by a maximum of 18 months if there has been a long leave of absence in connection with parenthood, pregnancy or for health reasons. Exemptions to the 10-year rule are also granted to applicants who spent extended periods of time after their PhD in corporate jobs before returning to an academic trajectory, and will be applied on a case-by-case basis.
8. Membership is voluntary, but members are obliged to be active on behalf of YAT. They must attend at least one plenary meeting per year and participate actively in YAT activities.
9. When employment ceases, the YAT membership will also cease automatically.
10. To realise article 4, both paragraph 1 and paragraph 2, Deans and Scientific Directors of underrepresented faculties are asked to suggest names of potential members. These can be academics who match the criteria of article 4, paragraph 4. Current YAT members may also suggest names. The board will ask applicants to give their motivation for becoming a member of the YAT.

#### *Article 5. Appointment and Discharge*

1. On the basis of the criteria mentioned in article 4, paragraphs 3 and 4 new members are recruited and appointed.
2. Members are appointed and discharged by the YAT's board, as detailed in article 6.
3. An appointment is for a four-year period, beginning on the date of the appointment by the YAT's board. Extension is possible under exceptional circumstances and can be granted by the board. Renomination is not possible.
4. Discharge upon one's own request can take place due to expiration of the terms of nomination in accordance with the member's written request to the YAT board.

#### *Article 6. YAT board*

1. The YAT board consists of a chair, a vice chair and other members with clearly defined roles such as recruitment and selection, communication and activities.. If there are vacancies, the remaining committee members form the board until the vacancies have been filled.

2. The board members are appointed in a members' meeting by all standing YAT members for a period of one year.

*Article 7. Budget*

1. The UT's Executive Board (CvB) makes funds and personnel available to the YAT annually, for the Young Academy to execute tasks.

*Article 8. Advice and Points of View*

1. The YAT board can independently publicise advice and the opinions of YAT both when solicited and unsolicited.

*Article 9. Internal regulations*

1. The YAT board will draw up regulations after consulting with the UT Executive Board, which in any case will include stipulations in regard to Young Academy member meetings, election of board members and the appointment of committees within the academy.

*Article 10. Final Provisions*

1. The YAT committee may amend these regulations after consulting with the UT Executive Board.
2. These regulations will become effective on XX-XX-2024.

Enschede, 08-02-2024