

# Work plan 2023-2024: Summary

“Bringing the DYA to the next level : Expanding membership and consolidating the DYA's position as a trusted discussion partner on early career academics' issues ”

## Vision and mission of the Delft Young Academy

The Delft Young Academy envisions supporting TU Delft to be an inspiring, safe, and inclusive environment for early career academics. The DYA has three strategic goals that inform the workplan 2023-2024:

- SG1: Community of early career academics
- SG2: Visibility and trusted discussion partner
- SG3: Positioning and long-term initiatives

In the first year, the DYA took important steps to raise visibility and engagement. This year, the ambition is to increase cross-faculty visibility, and the visibility of DYA as a trusted discussion partner. This includes the ambition to pro-actively position DYA on topics relevant to early-career academics, based on member input via position-paper writing committees. Furthermore, the DYA will be more ambitious in the activities that are organised, expanding our event portfolio with several larger initiatives for community creation, to discuss topics relevant to the career development of early-career academics, and academic scene in general.

## Proposed activities by strategic goal:

- Monthly lunch lectures (SG1): continuation of last year. Relevant academic development topics are discussed with participants during lunch meetings. [*open for non-members*]
- Sub-community events (SG1 & 3): Larger activities targeting specific demographics. The successful post-doc (collaboration with postdoc network) event of last year will be repeated. New event planned for education-oriented staff members, with partner organisations. [*open for non-members*]
- Gala Dinner (SG1): community event in a special setting, with a world-class speaker. New event in 2023-2024, prospective date: March 21.
- Writing retreats (SG1): New activity, collective 3-day retreat providing space for DYA-members to focus on writing (papers, grants, ...). Participation on a first-come, first-serve basis, first-time participants take precedence.
- Internal discussion and external discussion partner (SG2): The DYA is an invited discussion partner in several internal affairs (e.g. ACT, starter- and stimulus grants) to provide input from an early-career researcher viewpoint, and external affairs (e.g. language policy, 'iedereen professor'), to connect the Delft early career researcher community with national initiatives.
- Position papers and member committees (SG2): Related to the above, the DYA has the ambition to be more pro-active in positioning on themes relevant to early-career academics. These positions should reflect the opinions of the DYA member community. All members are invited to contribute themes that they are worried or excited about, and of which they feel the DYA should speak up. Members are also invited to contribute to position papers via topical writing committees.
- Special technology fellowship (SG3): The idea of financial support to reduce barriers for researchers with disabilities will be further explored in a series of interviews and focus groups. The goal is to develop a proposal for a 'special technology fellowship' or other support measure that will be presented to and discussed with the D&I office and other relevant partners.
- Interfaculty collaboration (SG3): To foster collaborations between researchers from different faculties, an early-career researcher day is planned as a kick-off of the new academic year, providing a platform to pitch research plans and seek cross-faculty collaborators.