

Climate Changes in Science

3^e Young Faculty Network
Symposium

What's changing?

- Pressure to publish
- Pressure to obtain third party funding
- Translational versus basic (biomedical) science
- Valorization and patents
- Societal relevance and “top down” themes
(NWA, Top Sector, EU H2020)

Why is it changing?

- Available budgets limited
- Government/EU policy on priority for research
- (Too?) many PhD students (not sure they want to be researchers)

Issues raised by YFN

- **Authorship of articles:** when and how to discuss? What's reasonable to expect? First, last, always in the middle? How do you get proper credit?
- **Grant applications:** write one for your boss or not? Who benefits? Will there be resources for you? Is there more than credit?
- **Role and recognition of co-promoter:** visibility and credit

Issues raised by YFN

- **Large scientific networks:** how do you get to join? What's the best place to start?
- **How do you bridge the gap between being a good junior researcher/PI and a recognized expert?**

Making your name

- People need to know who you are and what you do
- What's the label on your forehead?
- Polish and practice your presentations: they should be consistently good
- Be positive and enthusiastic about (bio)medical research; don't "winge"
- Always meet your deadlines or decline upfront

Picking your battles

- Decide what is worth protesting about and what not: always being critical, doesn't get heard
- Will winning make a real difference? To whom?
- Earning credit works better than demanding it
- Get your arguments right and be well prepared: keep cool, avoid getting abusive or emotional
- Decide carefully when to escalate a problem (going to your boss's boss) and use sparingly

What can be done?

Training and experience

- Offer professional training for (ERC, Marie Curie, VIDI) grant applications eg Yellow Research Amsterdam info@yellowresearch.nl
- Create networks around successful grant applicants (i) to share experience, (ii)(re)present interview presentation and (iii) make (hard copies) of applications available for reading

What can be done?

Breaking a lance for young talent

- Create tenure track positions in UMCs, not just in institutes
- Offer tenure track positions to ERC and VIDI laureates from central, rather than department, funds
- Re-introduce recognition of the role of co-promoter in the LUMC

What can be done?

Be open to other career options

- Biotech
- Publishing (Elsevier, Nature, Cell Press, EMBO...)
- Grant organizations and charities (ERC, NWO, KWF, NHS, Longfonds....)
- Pharmaceutical research, sales, information
- Clinical diagnostics, clinical chemist
- Secretariaat GezondheidsRaad, KNAW, CCMO, GGO....
- EU and consortium grant management
- Teaching HO, HBO...

What can be done?

- YFN suggestions and discussions?
- YFN solutions?
- ?