

Regulations Governing the Utrecht Young Academy

Article 1. Terms

1. Member(s): Members of the Utrecht Young Academy within the meaning of Article 5 of the present Regulations.
2. General Assembly: the General Assembly is the decision-making body of the UYA as further defined in Article 8 of the present Regulations.
3. Board: the Board of the Utrecht Young Academy within the meaning of Article 9 of the present Regulations.
4. Chairperson: the Chairperson of the Board within the meaning of Article 9(5) of the present Regulations.
5. Vice-Chairperson: the Vice-Chairperson of the Board within the meaning of Article 9(5)(d) of the present Regulations.
6. Board of the University: the Board of Utrecht University.
7. Diversity candidate: diversity has a number of dimensions including, but not limited to, race, ethnicity, national origins, gender identity, sexuality, class, and religion.
8. Organizational Committee: a committee, most often of a more permanent nature, which takes care of matters regarding the organization of the Utrecht Young Academy.
9. Project Committee: a committee established for the duration of a specific Utrecht Young Academy project, which develops and organizes the activities for this project.

Article 2. Establishment and Operation

1. There shall be a Utrecht Young Academy (UYA), consisting of young scholars who have been selected within Utrecht University, representing a diverse sample of the population of Utrecht scholars.
2. The UYA values diversity in its operation and strives for its Committees and Board to reflect the diversity of its Members.

Article 3. Mission Statement

1. The UYA brings together a diverse group of young academics for the purpose of openly exchanging critical perspectives on academia, policy, and society in Utrecht and beyond.
2. The UYA is a collaboration platform and network for the exchange and generation of ideas among young academics in Utrecht, the Netherlands, and the world. The UYA is committed to multidisciplinary and inclusivity in research and education. The UYA further promotes open science within academia.
3. The UYA contributes actively to evidence-based policy on all levels of government both in and outside the university. The UYA also gives a voice to young academics by reaching out to policy-makers in order to influence science and education policy in and outside Utrecht.
4. The UYA engages with the public in order to make science and scholarship accessible to everyone and promotes open science, promotes critical thinking in society, and stimulates an open discussion about the role of the university in society.

Article 4. Tasks

The UYA shall perform all tasks that may contribute to achieving said mission statement. Persons who are not themselves Members of the UYA may also be involved in the performance of said tasks.

Article 5. Membership

1. There are twenty-four (24) Founding Members of the UYA. Each year after the founding year, eight (8) Members will be added. After March 2022, there shall be around forty (40) Members. Each year, should there be interim vacancies, these will be filled together with the yearly selection. The Board together with the Selection Committee shall decide on the filling of the interim vacancies, taking into account the total number of forty (40) in the long term.

2. Young scholars who qualify for membership must have obtained their doctorate less than eight (8) years from the date of application and must work at a scholarly research institution of Utrecht University. In individual cases, an extension to the eight-year period can be granted in accordance with Article 1(4) of the Rules Concerning the Selection of New Members of the UYA.
3. The UYA shall consist of a diverse selection of Members based on discipline, gender, and according to what is set out in Article 1(7) of the present Regulations.

Article 6. Selection of New Members

1. For odd years of selection (appointed following year), the Board shall request nominations from the following individuals or groups from within Utrecht University:
 - a. faculty deans;
 - b. program directors of strategic research themes;
 - c. education vice deans; and
 - d. the various PhD councils.

Individuals or groups falling under sub-paragraphs (a–d) may nominate one male candidate, one female candidate, and one diversity candidate.

2. For odd years of selection (appointed following year), the Board may also receive nominations from:
 - a. current and past members of the *De Jonge Akademie* of the KNAW; and
 - b. past Members of UYA.

Individuals falling under sub-paragraphs 2(a) and (b) may only nominate candidates while employed at Utrecht University, with a maximum of two (2) nominations in total.

3. For even years of selection (appointed following year), scholars at Utrecht University will be able to self-nominate for selection into the UYA.
4. The Selection Committee shall be made up of three (3) Members of the UYA, including one male, one female, and one diversity member who represent three (3) different faculties, as well as a non-voting secretary.
5. The Selection Committee shall ask an external advisor, being for example a past Member of the UYA or a Utrecht past member of *De Jonge Akademie* of the KNAW, to join them in the selection procedure.
6. Selection of new Members shall be in accordance with the selection procedures adopted by the General Assembly.

Article 7. Appointment, Suspension, and Dismissal

1. After the selection committee has selected the new Members, following the procedure set out in the Rules Concerning the Selection of New Members, they send the names to the Chairperson. The Chairperson shall appoint the new members.
2. Appointment shall be for a term of five (5) years with effect from the day of the *Dies* each year; reappointment shall not be possible.
3. Members must be employed at Utrecht University. Should employment cease at any time during the five-year appointment, membership of the UYA will also cease.
4. Members may be dismissed at their own request prior to the end of their period of appointment pursuant to a written request to that effect submitted by the Member concerned to the Board.
5. The Board, within the meaning of Article 9 and formally carried out by the Chairperson, may of its own accord proceed to suspend a Member for the following reasons:
 - a. the person concerned is formally under the suspicion of incapability of performing juristic acts due to a mental disorder;
 - b. the person concerned is formally under the suspicion of a crime of a gravity that the Member can be deprived of its liberty by a court ruling; or
 - c. the person concerned is under the suspicion of severe misconduct to such an extent that the reputation of the UYA can no longer be preserved by awaiting decision making by the employer, a court, a disciplinary tribunal, or a comparable institution with decision making power. The Board shall

make its decision in accordance with the applicable national and Utrecht University codes of conduct.

6. The decision to suspend a member pursuant to Article 7 paragraph (5)(c) can only be taken after the person concerned has been offered the opportunity to have a hearing on the matter. The written decision will hold the grounds for this decision.
7. The UYA Board, within the meaning of Article 9 and formally carried out by the Chairperson, may of its own accord proceed to dismiss a Member prior to the end of their period of appointment, for the following reasons:
 - a. the person concerned has been declared by a court ruling not open to appeal to be incapable of performing juristic acts due to a mental disorder;
 - b. the person concerned has been deprived of their liberty by a court ruling not open to appeal due to their having committed a crime; or
 - c. the person concerned has through their acts or statements committed severe misconduct or has damaged the reputation of the UYA to such an extent that the UYA can no longer reasonably be required to allow this person to continue as a Member. The Board shall make its decision in accordance with the applicable national and Utrecht University codes of conduct.
8. The decision to dismiss a Member pursuant to Article 7 paragraph (7)(c) can only be taken after the person concerned has been offered the opportunity to have a hearing on the matter. The written decision will hold the grounds for this decision.
9. Decisions regarding suspension and dismissal shall be taken by all members of the Board by supermajority.

Article 8. General Assembly

1. The General Assembly consists of all current Members.
2. The General Assembly has decision making power on the adoption and amendment of the UYA Regulations and Standing Rules;
3. The General Assembly has decision making power on:
 - a. the internal governance and mission;
 - b. the approval of the annual report on the previous year and the annual programme of action for the following year;
 - c. the approval of the general financial plan for the coming year; and
 - d. the selection of Members for the following permanent committees: governance and finance.
4. The General Assembly has decision making power on the approval of public standpoints on behalf of the UYA.
5. Individual or groups of Members may ask the General Assembly to decide on other matters.
6. For decisions to be taken in accordance with powers under Article 8(2) and Article 8(3), decisions will need to be taken at a General Assembly meeting, either in person or electronically beforehand.
7. For decisions to be taken in accordance with powers under Article 8(4) and Article 8(5), decisions can be taken electronically.

Article 9. Board

1. The Board will consist of one Member from each Organizational Committee. Each Organizational Committee will select their Board representative. The Board will strive for diversity in its composition.
2. Board members will serve for a maximum of two (2) years. Their term of office starts on the *Dies* and ends on the day prior to the *Dies*.
3. The General Assembly will, by majority vote of those present, and in accordance with quorum rules, as detailed in Article 6(3) of the Standing Rules, select one of these Board representatives to become the Chairperson and another to become Vice-Chairperson. The Board representative from the Selection Committee is excluded from being a candidate for either of these positions due to this representative's shorter tenure of one (1) year. Members of the Board may indicate

before the vote that they do not wish to be a candidate for Chairperson. Should all candidates indicate that they do not wish to be a Chairperson, selection of the Chairperson will be done by a drawing of lots.

4. Tasks of the Board include:
 - a. organization of General Assembly meetings (agenda, documents);
 - b. preparation of the annual report and work plan for the next year;
 - c. overview of the functioning of groups;
 - d. mediation of disputes; and
 - e. discussions regarding UYA with key figures at the UU.
5. The Chairperson:
 - a. represents the Board and voices the decisions and views of the Board and of the General Assembly;
 - b. moderates discussions in the Board and General Assembly, but, in the interest of transparency and neutrality, has no voting power; and
 - c. attends meetings as mentioned under subparagraph 4(f);
 - d. is substituted by the Vice-Chairperson if unable to attend;
 - e. gives instructions to and has assessment interviews with UYA's support staff;
 - f. shall receive compensation paid out of the funds of UYA.

Article 10. Committees

1. The UYA is organized into Organizational and Project Committees.
2. There shall be at least the following Organizational Committees: governance, finance, selection, teaching, research, communication, and social. The composition of these Organizational Committees, and the establishment and composition of other Organizational Committees, shall take place according to the procedure set out in the Standing Rules. Every Organizational and Project Committee shall appoint a leader. The leaders of Organizational Committees become members of the Board for two years, except the leader of the Selection Committee, who sits in the Board for one year only and is ineligible for Chairperson or Vice-Chairperson. The leaders of Project Committees shall meet regularly with the Board and are responsible for keeping their project going. The leader ensures the participation of all members of a committee. When a leader of an Organizational Committee becomes chair of the UYA, another leader will be appointed.
3. Project Committees shall be established and composed according to the procedure set out in the Standing Rules.

Article 11. Programme of Action and General Financial Plan

1. The Board shall annually request for financial resources and staff support from the Board of the University, for the purpose of the UYA performing its tasks.
2. To that end, the Board shall submit an annual programme of action and a general financial plan for the coming year to the Board of the University for its approval, doing so before 1 October of each year.
3. The Board shall submit an annual report on the previous year to the Board of the University for its approval, doing so before 1 April of each year. Said annual report shall account for the use of the financial resources.

Article 12. Standing Rules

The UYA shall draw up a set of Standing Rules containing, in any case, provisions regarding the meetings of Members, the selection of the Board, the meetings of the Board, and the appointment of Committees.

Article 13. Final Provision

1. The Members of the UYA shall be entitled to amend these regulations.
2. To that end, the Member(s) shall submit a written document to the Board detailing the planned amendments. The Board shall request the Governance Committee to advise on the matter. Both the amendment request and the advice of the Governance Committee shall be discussed at the first upcoming General Assembly meeting.

3. For a requested amendment to be accepted, at least two-thirds of the Members must vote in its favour. Votes may be cast in person when the General Assembly convenes, or electronically before the Meeting.
4. These Regulations shall take effect on 27 March 2017.

Utrecht, 27 March 2017

The Founding Members of the Utrecht Young Academy

As accepted by the General Assembly on the 27th of March 2017 and amended by the General Assembly on the 26th of June 2018 and the 19th of December 2019.

Explanatory Note

Article 6(5) allows the selection committee to ask an external advisor to join them in the selection procedure. The purpose of this provision is to ensure that sufficient expertise for the selection is available, for example from a Utrecht past member of *De Jonge Akademie* of the KNAW. Current Members of UYA are excluded from fulfilling this role, as the external advisor should not have a (perceived) interest in the outcome of the selection procedure. When selecting new Members in accordance with the procedure referred to in Article 6(6), the selection committee should keep in mind the diversity goals set out in Article 2 of the present Regulations. This implies that, besides diversity in general, the selection committee should take into account the diversity of disciplines represented in UYA as a guiding principle in the selection of new Members.

Articles 7(5)(c) and 7(7)(c) entail the authority of the Board to suspend and dismiss a Member, respectively, in case of severe misconduct and/or damage to reputation of the UYA. The Board shall make its decisions in accordance with the applicable national and Utrecht University codes of conduct, which are available at <http://www.uu.nl/en/organisation/profile/codes-of-conduct>.

In law, the terms “severe misconduct” and “damage to reputation” are so-called open norms. The Governance Committee finds it justified to use an open norm for suspension and/or dismissal for the following reasons:

Firstly, open norms are used in order to authorize institutions to react and act when unforeseen circumstances occur that are damaging to society, people, or property. It is humanly impossible to summarize every wrongful situation for which suspension or dismissal may be warranted. The open norm as stated in Articles 7(5)(c) and 7(7)(c) functions as a safety net in case of severe misconduct of Members, not being incapability or criminal behaviour.

Secondly, suspension and dismissal are actions of last resort and should be well-founded with objective legal arguments, originating from written law (e.g., labour law or tort law), case law or relevant ethical codes (e.g., integrity rules). The Governance Committee, or any other legal expert, can be asked by the Board to advise on the matter, but only from a neutral perspective.

Article 7(9) entails decision making on suspension and dismissal. As stated, a supermajority vote is requested. That means that if the Board consists of seven (7) Members, five (5) votes can turn down the suspension or dismissal. As stated in Article 7(6 and 8) the written decision will hold the legal grounds for this decision. The internal version of this decision, including the concurring and dissenting opinions of Board members, will stay confidential amongst Members. External communication will be with one voice, following the leading opinion, and respecting the private life of the Member concerned.

Article 9(1) of the Regulations entails that only Members who are involved in an Organizational Committee can become members of the Board. Members who are not involved in an Organizational Committee are not eligible for membership of the Board. The Governance Committee considers that this rule is acceptable for the following reasons:

Firstly, the composition of the Board connects with the idea of a “small committee,” to which each Organizational Committee sends a representative. Allowing other Members to join the Board as “independent” members would not fit with this purpose of representation.

Secondly, the Board can only operate effectively if the number of Board members is not too high. Currently, Article 10(2) of the Regulations provides that at least seven (7)

Organizational Committees shall be established: governance, finance, selection, teaching, research, communication, and social. This number may be increased, for example, by adding a committee for the evaluation of UYA after one (1) year or an IT committee. This means that the Board will consist of at least seven (7) members, and possibly eight (8), nine (9), or even more. Allowing other Members to join the Board as “independent” members would lead to an even larger, and therefore less effective, Board.

Thirdly, Members who are interested in joining the Board can relatively easily ensure their eligibility by first becoming a member of one of the Organizational Committees. Articles 8(1) and 8(2) of the Standing Rules provide for a procedure in which membership of an Organizational Committee is well accessible for all Members.

Finally, in order to ensure that the Board has the “full picture” of what is going on in UYA, the Board can at any time invite Members—either members of Organizational or Project Committees—to join a Board meeting for the discussion of specific items on the agenda (e.g., an update on the activities of a specific Project Committee).

The Chairperson will receive compensation, to be determined in consultation with the General Assembly, paid out of the funds of UYA, to perform the tasks indicated in Article 9(5) of the present Regulations. Board members who want to present themselves as a candidate for this position are advised to discuss in their department first whether they will be relieved from part of their departmental tasks when elected Chairperson. The first elected chairperson of UYA will receive compensation of 0.1 fte, as agreed upon by the General Assembly on 26 June 2018.

An organizational committee in the meaning of 10(2) ideally has 5 Members.