Center for Language and Cognition Groningen (CLCG) Annual Report 2019

FACT SHEET   31 April 2020

Factsheet CLCG Annual Report 2019

Content

1. Mission, Strategy & Policy

The mission of CLCG is to conduct and support high-quality linguistic research and disseminate the results of this research to the international scientific community and to society at large. From a variety of monodisciplinary and multidisciplinary perspectives, CLCG focuses on computational linguistics, discourse and communication, neurolinguistics and language development, and theoretical and empirical linguistics. CLCG sets the following priorities, contributing to the University of Groningen's societal research themes Healthy Ageing and Sustainable Society:

- CLCG contributes to the theme Healthy Ageing with its research on health communication, and with its research on typical and atypical language development and use across the lifespan.

- CLCG contributes to the theme Sustainable Society with its research on multilingualism, mutual understandability between languages, literacy development and language teaching.

- CLCG has a natural interest and special responsibility for the Dutch languages and dialects, especially those spoken in the northern Netherlands (Dutch, Frisian and Lower Saxon, including Grunnings).

2. Organisation

The organisational structure of CLCG did not change in comparison with the previous year. In the first quarter of 2020, there have been two changes within the Neurolinguistics group (NLD) and the Theoretical and Empirical Linguistics group (TEL). In both groups the group coordinators were replaced:

- Within NLD Ben Maassen and Wander Lowie were replaced by Merel Keijzer.
- Within TEL Mark de Vries was replaced by Jan-Wouter Zwart.

The newly appointed group coordinators provided the group information for the present Annual Report.

2.1 Composition staff CLCG

Composition staff	(#)	fte
1. Professor	15	5,3
2. Associate professor	13	4,5
3. Universitair docent	35	10,5
4. Onderzoeker	5	3,0
5. Promovendi		
a. Werknemer promovendi	23	16,9
b. Contractpromovendi	40	34,9
check: subtotaal 1 t/m 5a (ex. contract PhD)	**91**	**40,1**
totaal 1 t/m 5b (incl. contract PhD)	**131**	**75,0**

2.2 Size of the CLCG research groups

The tables below show the number and fte's of staff members and PhD's per CLCG research group in 2019.

2.2.1 Computational Linguistics

Source of funding (# / fte)	WP1	WP2	WP3 excl. ERC	ERC	Total
1. Professor	1 / 0,8	1 / 0,2			2 / 0,8
2. Associatie professor	1 / 1,1	1 / 0,0	1 / 0,1		3 / 1,2
3. Assistant professor	6 / 2,3	1 / 0,1			7 / 2,4
4. Researcher		1 / 0,9			1 / 1,1
Total staf (ex. PhD's)	**8 / 4,2**	**4 / 1,2**	**1 / 0,1**		**13 / 5,5**
5. PhD candidates					
a. Faculty appointed PhD	3 / 3,0	4 / 3,5	1 / 0,3		8 / 6,8
b. Contract PhD	2 / 2,0		1 / 1,0		3 / 3,0
total 1 t/m 5a (ex. contract PhD)	*13 / 9,2*	*8 / 4,7*	*2 / 0,4*	*0*	*21 / 12,3*
Total (incl. PhD's)	**13 / 9,2**	**8 / 4,7**	**3 / 1,4**	**0**	**24 / 15,4**

2.2.2 Discourse and Communication

Source of funding (# / fte)	WP1	WP2	WP3 excl. ERC	ERC	Total
1. Professor	4 / 1,3				4 / 1,3
2. Associatie professor	1 / 0,1				1 / 0,1
3. Assistant professor	7 / 2,2				7 / 2,2
4. Researcher		2 / 0,7			2 / 0,7
Total staf (ex. PhD's)	**12 / 3,6**	**2 / 0,7**			**14 / 4,1**
5. PhD candidates					
a. Faculty appointed PhD	1 / 0,2				1 / 0,2
b. Contract PhD	1 / 1,0	1 / 0,6	4 / 2,0		6 / 3,6
total 1 t/m 5a (ex. contract PhD)	*14 / 4,8*	*2 / 0,7*	*0*	*0*	*15 / 4,5*
Total (incl. PhD's)	**14 / 4,8**	**3 / 1,3**	**4 / 2,0**	**0**	**21 / 8,1**

2.2.3 Neurolinguistics and Language Development

Source of funding (# / fte)	WP1	WP2	WP3 excl. ERC	ERC	Total
1. Professor	4 / 1,5	1 / 0,2			5 / 1,7
2. Associatie professor	4 / 1,0				4 / 1,0
3. Assistant professor	6 / 2,7	2 / 0,2	2 / 0,0		10 / 2,9
4. Researcher	1 / 0,4	1 / 0,8			2 / 1,2
Total staf (ex. PhD's)	**15 / 5,6**	**4 / 1,2**	**2 / 0,0**		**21 / 6,8**
5. PhD candidates					
a. Faculty appointed PhD	4 / 2,0	7 / 6,0	1 / 1,0		12 / 9,0
b. Contract PhD	15 / 15,0	1 / 0,6	11 / 8,7		27 / 24,3
total 1 t/m 5a (ex. contract PhD)	*34 / 22,6*	*12 / 7,8*	*3 / 1,0*	*0*	*33 / 15,8*
Total (incl. PhD's)	**34 / 22,6**	**12 / 7,8**	**14 / 9,7**	**0**	**60 / 40,1**

Source of funding (# / fte)	WP1	WP2	WP3 excl. ERC	ERC	Total
1. Professor	4 / 1,5				4 / 1,5
2. Associatie professor	4 / 2,1		1 /0,1		5 / 2,2
3. Assistant professor	8 / 2,6	1 / 0,3	2 / 0,0		11 / 2,9
4. Researcher					0
Total staf (ex. PhD's)	**16 / 6,2**	**1 / 0,3**	**3 / 0,1**		**20 / 6,6**
5. PhD candidates					
a. Faculty appointed PhD	2 / 0,9				2 / 0,9
b. Contract PhD	2 / 2,0		2 / 2,0		4 / 4,0
total 1 t/m 5a (ex. contract PhD)	20 / 9,1	1	3 / 0,1	0	22
Total (incl. PhD's)	**20 / 9,1**	**1**	**5 / 2,1**	**0**	**26**

3. Academic research Output

The research output of CLCG shows an increase for particular output categories in 2019. The number of the total amount of output is steady in comparison to earlier years (ranging from 143 to 169 from 2016 to 2018).

It is nice to see that the increase is large increase (ranging from 61 to 78 from 2016 to 2018) in particular for journal publications. This increase may have been caused by the increased number of PhD students (thanks to the bursary experiment), although perhaps it is safer to wait and study the trends over a somewhat longer period.

CLCG research output	2019
Journal article	90
Book chapter	15
Conference proceeding	30
Book	6
Review	1
Edited book	2
Doctoral thesis	9
Professional publication	5
Total	**158**

4. Funding

Direct funding of CLCG research in 2019 contributed 61% of the total CLCG funding. This is a higher contribution than in earlier years (around 55% in the previous years). Perhaps this suggests that we have been less successful in obtaining research grants and contract research recently, although is too early to tell if this is a structural development or accidental.

Research unit	CLCG	
Funding:	*FTE*	*%*
Direct funding	45,7	61%
Research grants	14,1	19%
Contract research*	15,3	20%
Other		0%
Total funding	**75,1**	
Expenditure:	*€*	*%*
Personnel costs	2.392.467	66%
Other costs**	1.245.465	34%
Total expenditure	**3.637.932**	

* 33,9 fte Contract promovendi
**incl. 534k€ EMCL travel and accomodation costs

4.1 Research grants

Title	Principal Investigator	Start date	End date	Funding body	Amount in €
PaQuUd	Gertjan van Noord	1-1-2019	31-12-2023	Clariah-PLUS	36.000
VC Framing Situations	Johan Bos	1-8-2019	31-8-2023	NWO Vrije Competitie	741.089
PGW Speech planning	Martijn Wieling	1-9-2019	31-8-2024	NWO Promoties in de geesteswetenschappen	199.145
Connecting the Dots*	Arianna Bisazza	1-9-2019	1-3-2021	NWO Veni	249.742
Oud Geleerd	Mara van der Ploeg	2020		Gratama	12.850
Jong Geleerd	Simone Sprenger	2020		Gratama	10.066
VR project	Anja Schüppert	2020		Gratama	24.250
Locall	Joana Duarte	2020		EACEA	59.075
Total					**1.332.317**

*Bisazza became a VENI laureate in 2016 when she was Assistant professor at Leiden University. The amount presented in the table is the remaining amount of the grant.

5. PhD projects

5.1 Enrolement and Success rates

Starting year	Total (#)	Female (# / %)	Male (# / %)	D ≤ 4* (# / %)	D ≤ 5 (# / %)	D ≤ 6 (# / %)	D ≤ 7 (# / %)	Not yet finished	Rendement
2011	22	17 77%	5 23%	1 5%	14 64%	15 68%	16	5 23%	14 64%
2012	7	4 57%	3 43%	3 43%	4 57%	6 86%	7	0	4 57%
2013	9	6 67%	3 33%	5 56%	6 67%	7 78%	-	1 11%	6 67%
2014	9	4 44%	5 56%	-	6 67%	-	-	2 22%	6 67%
2015	7	5 71%	2 29%	-	2 29%	-	-	3 43%	2 29%
2016	12	9 75%	3 25%	1 8%	-	-	-	11 92%	-
2017	13	10 77%	3 23%	-	-	-	-	13 100%	-
2018	12	9 75%	3 25%	-	-	-	-	12 100%	-
2019	10	5 50%	5 50%	-	-	-	-	10 100%	-

*D ≤ 4: Graduated in year 4 or earlier

5.2 Funding PhD projects

Source of funding (fte / %)	2019	
Direct funding	22,5	41%
Research grants	8,7	16%
Contract research	15,8	29%
Other	8,2	15%
Total	**55,1**	**100%**

6. Top 10 CLCG key publications

Computational Linguistics
1. van Cranenburgh, Andreas; van Dalen-Oskam, Karina; van Zundert, Joris. / Vector space explorations of literary language. In: Language Resources and Evaluation. 2019 ; Vol. 53, No. 4. pp. 625-650.

2. Medvedeva, Masha ; Vols, Michel ; Wieling, Martijn. / Using machine learning to predict decisions of the European Court of Human Right. In: Artificial Intelligence and Law. 2019. https://doi.org/10.1007/s10506-019-09255-y

Discourse and Communication
3. Ongena, Yfke P. ; Haan, Marieke ; Yakar, Derya ; Kwee, Thomas C. / Patients' views on the implementation of artificial intelligence in radiology : Development and validation of a standardized questionnaire. In: European Radiology. 2019 ; pp. 1-8.

4. Ooms, Joëlle ; Hoeks, John ; Jansen, Carel. / "Hey, that could be me" : The role of similarity in narrative persuasion. In: PLOS-One. 2019 ; Vol. 14, No. 4.

5. Stukker, Ninke. / Genre as a factor determining the viewpoint-marking quality of verb tenses. In: Cognitive linguistics. 2019 ; Vol. 30, No. 2. pp. 305–325.

Theoretical and Empirical Linguistics

6. Griffiths, James ; Vries, de, Mark. / Parenthesis: syntactic integration or orphanage? A rejoinder to Ott 2016. In: Linguistic Inquiry. 2019 ; Vol. 50, No. 3. pp. 609-629.

7. Knooihuizen, Remco. / Accuracy and acceptability of second-dialect performance on American television. In: English Language and Linguistics. 2019 ; Vol. 23, No. 2. pp. 229-252.

Neurolinguistics and Language Development

8. den Hollander, Jakolien ; Jonkers, Roel ; Marien, Peter ; Bastiaanse, Roelien. / Identifying the Speech Production Stages in Early and Late Adulthood by Using Electroencephalography. In: Frontiers in Human Neuroscience. 2019 ; Vol. 13.

9. Sprenger, Simone A. ; la Roi, Amélie ; van Rij, Jacolien. / The Development of Idiom Knowledge Across the Lifespan. In: Frontiers in Communication. 2019 ; Vol. 4.

10. van Rij, Jacolien ; Hendriks, Petra ; van Rijn, Hedderik ; Baayen, R. Harald ; Wood, Simon N. / Analyzing the Time Course of Pupillometric Data. In: Trends in hearing. 2019 ; Vol. 23. pp. 1-22.

7. Top 10 most societally relevant publications and public engagement activities

The national citizen science project 'Maak dat de kat wijs' [item 6] about idioms generated 8 items of media coverage as well as a media appearance. Talks by top scientists at the *Universiteit van Nederland* (an initiative of the University of Amsterdam) reaches a young a broad audience, such did Malvina Nissim's talk about personal profiling on Twitter [item 3]. Both items show the relevance of CLCG's linguistic research to large cohorts of the general public.

Items [4], [5], [7] and [8] on the list below are research-based publications aimed at professionals and, moreover, reflect the joint work by many of the CLCG researchers (with Wander Lowie also acting as guest editor on the special issue of Levende Talen of item [7]).

The Midterm Review Committee in their report noted that the CLCG's visibility could be improved. For that reason, Marije Michel's hosting of the nationally widely read @NL_wetenschap Twitter account [item 9], Martijn Wieling's research about language evolution [item 1] involving Lowlands visitors (Lowlands Science), and the development of a digital education tool (language game) to let elementary school children get in contact with Grunnings [item 2] can be considered vital and important and give more prominence to CLCG research and researchers more generally.

1. Martijn Wieling: Een nieuwe taal creëren tijdens Lowlands (online), Kennislink, August 22, 2019.
2. Martijn Wieling: Techgigant Google helpt om de Groningse streektaal spelenderwijs Van Old noar Jong te brengen (online), Algemeen Dagblad, July 22, 2019.
3. Malvina Nissim: Can we use Artificial Intelligence to profile a person based on a Twitter text? Public talk at the Universiteit van Nederland, Club AIR Amsterdam, October 28, 2019. https://universiteitvannederland.nl/upcoming-college/university-netherlands
4. Nieboer, Patrick ; Huiskes, Mike ; Cnossen, Fokie ; Stevens, Martin ; Bulstra, Sjoerd K. ; Jaarsma, Debbie A D C. / Recruiting expertise : how surgical trainees engage supervisors for learning in the operating room. In: Medical Education. 2019 ; Vol. 53, No. 6. pp. 616-627
5. Willemsen, Annerose ; Gosen, Myrte N. ; Koole, Tom ; de Glopper, Kees. / Teachers' pass-on practices in whole-class discussions : How teachers return the floor to their students. In: Classroom Discourse. 2019.
6. National citizen science project 'Maak dat de kat wijs' for the Weekend of Science 2019 - Simone Sprenger & Jacolien Rij-Tange, van 04/10/2019 → 09/10/2019
7. Rousse-Malpat, A., Steinkrauss, R., Wieling, M., & Verspoor, M. (2019). Effecten van typen instructie en hoeveelheid doeltaal in de klas voor het vak Frans in de onderbouw. *Levende Talen Tijdschrift*, *20*(2), 16-26.
8. Overweg, Jessica ; Hartman, C.A. ; Hendriks, Petra. / Taalbegrip en theory of mind bij kinderen met autisme. In: Neuropraxis. 2019 ; Vol. 23, No. 5. pp. 107-112.
9. Hosting Twitter account @NL_wetenschap - Marije Michel 18/11/2019.

8. SWOT analysis

The SWOT analysis crucially depends on what is seen as the *goals* of the CLCG as a whole and of the research groups individually. One can think of:
- Number of academic publications (per research fte) and the quality of academic publications (number of citations or other indicators)
- Number of societally relevant activities (including publications) and the impact of these societally relevant activities
- Number of acquired grants
- Number of acquired (and completed) PhD projects (first, second, third stream) as well as the average duration of PhD project until completion
- Satisfaction of PhD students with supervision
- Satisfaction of all researchers with their work
- Satisfaction of all researchers with the research/teaching balance
- Satisfaction of all researchers with the research facilities

8.1 SWOT analysis of CLCG

Strengths:

• Very active group with many collaborations with other groups

(in Netherlands and internationally).

• Strong international connections and visibility.

• large variety of research topics and methods.

• Excellent new staff members have joined the group. Links to the Young Academy and other networks of these members provide a further opportunity to strengthen the group.

Weaknesses:

• large variety of research topics and methods.

• housing of PhD candidates.

• Current state of lab facilities and its housing.

Opportunities:

• University will start second part of bursary PhD experiment in 2020, which will increase number of PhD students.

• Teaching load reduction of 19% will free up research time of staff members.

• Plans for CLCG Research Lab. The creation of a physical research environment in the Harmony Building is very relevant for CLCG and a great opportunity to further professionalize experimental research. The proposed renovation of the Harmony building over the coming years, and the relocation of (most of) the Law faculty outside of the Harmony building provides a unique opportunity to create such a CLCG Research Lab.

• There will be opportunities to hire new staff members over the next few years, given the fact that several staff members are close to retirement age.

• New faculty policy that PhD students will participate in teaching.

Threats:

• COVID-19 pandemic is a threat in particular for research involving human subjects (lab facilities are closed etc)

• The financial situation of humanities poses a serious threat to the development of CLCG research. In particular, the recent Van Rijn committee report may have unfortunate consequences for research in the humanities.

• The strong focus on teaching in the faculty is a continuous threat for finding the time to conduct research and to promote high quality dissemination.

• A significant number of senior members have recently retired or are at the point of retirement. The contribution of (among others) Kees de Bot, Marjolijn Verspoor, Roelien Bastiaanse, Ben Maassen, John Nerbonne, Jack Hoeksema, Carel Jansen, Peter Houtzagers will be difficult to replace or make up for.

• New faculty policy that PhD students will participate in teaching

8.2 SWOT analysis of the Computational Linguistics research group

Strengths:

• CL group covers an increasing number of subfields in CL

and NLP.

• CL group is the reference group for Dutch language processing.

• Very good atmosphere in the group, strong peer-support, and strong curiosity-driven attitude.

Weaknesses:

• Understaffing. Staff is involved in various teaching programmes, and especially for the Digital Humanities track of the master we are the only referents for the "digital" side; this prompts requests for teaching and supervision that (might) outnumber our possibilities.

• Diversity: we do very well in geographical terms with a very mixed group, and also in terms of age, but we are still behind in terms of gender, as women are under-represented in the group (this is a general problem in the field).

Opportunities:

• industrial collaboration and knowledge transfer

• young field with increasing interest worldwide

• societal impact, both in terms of data (increasing amount of spontaneously generated data), and in terms of impact.

Threats:

• The field is evolving incredibly rapidly, and it takes quite some effort to stay up to date, especially given teaching duties.

• Industry jobs currently represent a serious competition to academia in terms of recruitment at all levels (from PhDs to professors).

8.3 SWOT analysis of the Discourse and Communication research group

Strengths:

• We publish much of our research in Q1 international journals

• Relatively large number of projects for and promotions of external PhD students

• Research is societally relevant. We investigate theoretical issues in applied contexts such as health care, sustainability and education

Weaknesses:

• Research time is under pressure due to illness, and extra work due to internationalisation of the curriculum

• Few regular PhD students, most projects will have been completed in 2019

• External PhD students produce high quality work, but do not publish in international journals

Opportunities:

• <mark>See above (waar bedoel je?)</mark>

Threats

• Expected increase in student numbers for 2020/2021 for CIS may lead to peak in teaching load if additional staff is not available

8.4 SWOT analysis of the Neurolinguistics and Language Development research group

Strengths:

• publications in high ranked international journals (Q1); presentations and keynotes at national and international conferences; guidelines and tools (tests and therapies); training of professionals and publications in professional journals

• involvement in national and international Research Networks and boards (including at the policy level: Petra Hendriks as KNAW member and Merel Keijzer as DJA board member) etc.

• group members work in highly interdisciplinary teams, collaborating in cross-faculty projects (e.g. UMCG). Many PIs and PhD candidates are affiliated with BCN.

• group members frequently engage in public outreach events such as public lectures, science fairs and citizen science projects;

Weaknesses:

• Lack of coherence: members typically belong to one of two research traditions (neurolinguistics/language pathology OR applied (psycho)linguistics)

• Relatively many PhD candidates lead to many fluctuations in the group

• Experimental work needs access to CNC (former NIC). Lab spaces are crowded, and coordination for use of lab space for REMA and PhD students is poor. The CNC support staff has indicated that they do not always know who is testing in their labs, which can be a safety hazard

Opportunities:

• The availability of a new portable eyetracker provides new research opportunities

Threats:

• The Covid-19 pandemic is a threat in particular for research in NLD group

8.5 SWOT analysis of the Theoretical and Empirical Linguistics research group

Strengths:

• quality of individual researchers

Weaknesses:

• the group is (too) diverse

Opportunities:

• there are plans for a new MA in linguistics

Threats:

• current MA programs do not provide for new research talents for TEL

9. Response to Midterm recommendations and future steps

9.1 CLCG Response to Midterm recommendations and future steps

The MTRC had the following recommendations and suggestions for improvement for CLCG in general. The recommendations and suggestions specific for the research groups are discussed below.

Viability:
- Impending retirements call for the development of a strong research hiring strategy.

- research on the Dutch language and on dialects is one of CLCG's strengths and could be highlighted more.

Organization:
- Coherence of CLCG has not increased. Suggestion for smaller thematic research groups to respond to new developments. Some current groups function very well - others should follow example.

- In addition to successful linguistic lunch, organize other cross-pollinating initiatives

- Balance of staff members (UD/UHD/prof).

Facilities:
- Housing and infrastructure of the labs are inadequate.

Vision/strategy:
- In addition to its strong focus on societal relevance, CLCG should also emphasize its theoretical underpinnings.

Funding:
- CLCG should also look at partnerships with industry and funding bodies outside NL.

Visibility:
- Although visibility has been improved, MTRC could benefit from expert advice of a research communication specialist.

Some of the suggestions refer to the presentation of CLCG research (self-study report) rather than the CLCG activities themselves. Those suggestions will of course be taken into account gratefully for the next evaluation campaign. In a response to the recommendations and suggestions that are more fundamental, CLCG is taking the following initiatives.

- Come up with a hiring strategy for the next five years. Hiring is usually initiated by cluster boards based on requirements for teaching. Therefore, such hiring strategy can be developed only together with the relevant cluster boards. CLCG will:

* formulate future vision on CLCG research, indicating current developments in linguistic research, and indicating what this implies for coming period, in terms of research area and expertise, also taking into account upcoming retirements.

* initiate discussions with relevant cluster board representatives on the one hand, and faculty board on the other hand, to design strategic hire plan, and ensure that such plan can be successful.

- Organization of CLCG is somewhat problematic. Two of its research groups work very well (CL, DISCO). NLD is very successful, but consists in practice of two separate groups. The TEL group does not function currently as a group. Before CLCG considers any changes in its organizational structure, it is perhaps wiser to wait for the evaluation of the new cluster structure, and the role of research in that cluster structure.

- Balance of staff members is already better by the last round of additional UHDs. In Cluster 3, a further UHD position has been announced, possibly (large proportion of Cluster 3 is in CLCG) improving the balance even more.

- CLCG supports the idea that the faculty should have a research communication specialist, and will continue to bring this up in meetings with FB.

9.2 Computational Linguistics Response to Midterm recommendations and future steps

Response to the Midterm review committee's recommendation:

The Committee had two recommendations:

1.   better communication of its value to 'real-world applications', with both fellow CLCG researchers and the outside world.

2.   to develop a strategy to cope with fast development in the field by listing the key areas CL wishes to concentrate on and a vision on desired partnerships with other groups/departments within and outside the Faculty of Arts.

Regarding (1), the group will develop stronger visibility strategies, also through direct collaboration with end users and with real world problems in mind. For example, as a group we have discussed how to contribute to society during the corona-times; first outcomes have been ideas over a collaboration with CLCG discourse analysts as well as starting a collection of tweets to automatically monitor emotions and reactions during these difficult times.

Regarding (2), we will make more explicit and reinforce existing links with other groups and Faculties (for instance the collaboration with media studies within Arts, and with the Faculty of Social and Behavioural Sciences), and also establish new ones, according to pressing developments in our and related fields. As an example of the latter, CL is represented in a University-wide executive group tasked with setting up a vision and a plan for an interfaculty Centre for Artificial Intelligence. This ensures being at the forefront of developments and close collaborations with relevant groups (AI, Law/Security, Philosophy, Social Sciences, UMCG). Other key areas will be highlighted so that both fundamental and more applied research are covered.

9.3 Discourse and Communication Response to Midterm recommendations and future steps

Response to recommendations Midterm Review Committee:

- "MTRC advises DISCO to also stress the theoretical underpinnings next time." (Midterm Report, p. 9:)

We address theoretical research questions in applied contexts, which may suggest that we are predominantly doing 'applied research'. Applied research is about answering a practical question or societal problem with scientific methods, without necessarily trying to find out *why* something is the case, or why "A" is better than "B". This is of course valuable in its own right, but this is not what we do. We agree with the MTRC that we should communicate this specific point more clearly.

- "The MTRC further advises DISCO to collaborate more with members from other research groups." (Midterm Report, p. 9:)

We encourage all of our staff to collaborate with members from other groups. At the same time, we plan to develop more collaboration within the DISCO research group by looking for large-scale interdisciplinary projects where all can take part

- "Since a large number of CLCG staff will retire in the near future, a strategic plan for new hires and their preparation is urgently needed." (Midterm Report, p. 9:)

This concerns DISCO too, as two of our three full professors will retire in a few years. In addition, one of our university teachers, responsible for Corporate and Marketing Communication will retire within five years. If he is succeeded by an assistant/associate professor with research time, this will cover the need for research in this area. We are currently in the process of formulating strategic plans for research and personnel on the level of the individual chair groups as well as on cluster-board level.

- "The MTRC feels that CLCG should devise a strategy for research funding, looking beyond the highly competitive NWO (and ERC) schemes. It advises CLCG to look at partnerships with the industry and funding bodies outside the Netherlands, which might offer numerous opportunities for their type of research." (Midterm Report, p. 9:)

We will take this suggestion to heart and systematically search for international academic and non-academic funding opportunities

Policy direction & Strategic goals

DISCO aims to produce high quality research on theoretical issues in societally relevant domains: health, education and sustainability. We want to acquire grants, attract excellent PhD candidates and other colleagues, publish high quality research articles in international journals and have a positive impact on society. To this end, we are considering to set up interdisciplinary collaborative projects within our research group in which other researchers are welcome to participate.

Importantly, a crucial prerequisite for these aims is that staff have enough time, resources and energy to do this kind of high quality research. That is why the first step should be to create a safe and open working environment, where at least 40% of working hours of each staff member can be spent on doing research. So the first strategic goal is to demand from the Cluster Board and the Faculty Board that they take their responsibility and ensure that staff can do research in 40% of their working hours.

9.4 Neurolinguistics and Language Development Response to Midterm recommendations and future steps

Response to the Midterm review committee's recommendation:

- "The MTRC clearly noted that there are two main streams within NLD; one is concerned with neurolinguistics and language pathology, the other with applied linguistics and psycholinguistics. The MTRC recommends that these two streams be made explicit, also in their communication with the outside world" (Midterm report, p. 9).

We recognize these two streams but do not necessarily view this as problematic, as both strands are strong pillars with internationally recognized research. We do feel that more cross-fertilization could be instantiated between the two subgroups with the NLD community. To this end, after the COVID-19 measures are lifted, regular lunch meetings and/or speed dates among NLD members can be organized. This will be organized by the NLD coordinator, Merel Keijzer.

- "The MTRC further advises NLD to invest (more) in joint teaching with members from the Behavioural and Cognitive Neurosciences (BCN) network" (Midterm report, p. 9).

Many, if not most, NLD members (including many PhD students) are in one form or another affiliated with BCN. Wander Lowie is on BCN's educational advisory board and Merel Keijzer is on the BCN Board. NLD group members are or have been involved in BCN courses as well, but the compensation for these courses is not coordinated well enough, essentially meaning that staff members teach these courses for free. This issue is currently being tackle by the BCN board.

- "The MTRC concluded that the housing and infrastructure for the labs are inadequate and agrees with the previous PRC that a structural solution should be found for the management of the labs. The planned rehousing of the Faculty of Arts should be regarded as an opportunity to ameliorate CLCG's research facilities" (…) (Midterm report, p. 9).

Although this comment concerned the CLCG as a whole, it does particularly pertain to the NLD group because of the experimental work of most of the research that is conducted within the group. This issue has already been amply discussed in the SWOT analysis above and suggestions as to the remodeling of the Harmonie building have been presented under 'opportunities'.

- "The PhD candidates were generally very pleased with their supervision and with CLCG as a whole. However, they would appreciate it if CLCG could create an overarching PhD community, which could also serve as a platform to discuss PhD-related problems" (Midterm report, p. 10).

PhD students make up an important portion of the NLD group. The students meet at BCN and Graduate School Humanities (GSH) events as well as being part of a mentor system that the GSH implemented last year. We feel that these measures are sufficient but it is a task for the NLD coordinator, Merel Keijzer, to continue to monitor this situation. An annual survey is to be sent out to NLD PhD candidates, as this would be a good way to signal any experienced hardships.

Policy directions and future goals

In the coming year, 2020, five policy-related facets are taken up by the NLD research group, initiated by Merel Keijzer as NLD coordinator:

1. While the aim is to continue to deliver high quality research, we do feel it is important to start the discussion on the topic of different ways of rewarding and recognition research output, moving away from mostly quality and re-evaluating quality indicators;

2. We continue to recognize the two streams of research within the NLD group, but at the same time will organize joint research meetings, for instance a speed date event where members from both subgroups will get a chance to interact;

3. The housing issue of both PhD students and lab facilities continue to feature on discussions with the CLCG and CLCG advisory board, as this is an issue that severely impacts the NLD group;

4. The NLD coordinator has initiated an inventory of delays in NLD projects due to the COVID-19 measures and will continue to monitor this situation;

5. The PhD cohort will be given a survey in the fall of 2020 to chart any experienced hardships by this important group of NLD members at a time where they are now asked to take up teaching tasks.