

Mozaïek

Programme brochure round 2010



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Netherlands Organisation for Scientific Research

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1 Introduction

Ethnic minorities are currently under-represented in Dutch academic research. The Netherlands Organisation for Scientific Research (NWO) and the Ministry of Education, Culture and Science are keen to promote diversity and are concerned about the present loss of talent to the academic world.

In 2002, NWO commissioned an investigation into the causes of under-representation by gathering information on the number of ethnic minority researchers working in the Dutch universities and their experiences in the universities. A survey showed that almost none of the universities' academic staff were drawn from the Netherlands' main immigrant communities (Turkish, Moroccan, Surinam and Antillean). On the other hand, both the number of students from these minorities enrolling at universities and the proportion of them successfully completing their degree courses had increased. Clearly, something kept these graduates from moving on into doctoral research. The problem appeared to be twofold: academic institutions did not identify well potential doctoral students from the minorities, persuading them to stay on, and potential doctoral students were often unaware of the opportunities and lack of the right network.

In 2004 NWO and the Ministry launched a new programme, Mozaïek, to attract more ethnic minority graduates into academic research. From 2004 till 2009 NWO received more than 750 applications of which 132 were awarded. In addition the universities themselves awarded at least 25 doctoral research posts to Mozaïek candidates who NWO could not award due to the limited budget. In 2008 the first Mozaïek laureate received his post doctoral degree cum laude. In light of the great interest in the programme and the high quality of the applications it was decided to continue Mozaïek.

In 2008 Mozaïek was evaluated. The evaluation showed that Mozaïek is widely appreciated and that it has contributed to the promotion of diversity. You can download the evaluation via the website www.nwo.nl/kleurrijktalent.

2 Aim

Mozaïek aims at attracting more ethnic minority graduates into academic research. NWO and the Ministry hope that successful candidates will continue to work in academic research in the Netherlands and will act as role models.

For the 2010 round, NWO and the ministry will each make EUR 2 million available. This will be sufficient to fund about 20 new doctoral research posts. In addition, it is expected that the universities will themselves offer extra posts to outstanding candidates.

3 Guidelines for applicants

The terms and conditions of Mozaïek differ at some points from the NWO standard. If different, the Mozaïek terms and conditions prevail over the NWO standard terms and conditions.

3.1 Who can apply?

Applicants must be: graduates from or final-year students¹ at a Dutch university who have received their entire university education in the Netherlands, or – if they have taken only their university Master's degree (and not their Bachelor's) here – have been resident in the Netherlands for at least 5 years². In addition, both of the applicant's parents – or the applicant and minimally one parent – must have been born in one of the specified countries (see list at back of brochure).

Graduates who have already obtained a doctoral research post may not apply.

Candidates who attended Mozaïek workshops may once again submit an outline application, to reach NWO by 14 January 2010, provided that they satisfy the formal requirements specified above. If they are once again selected to draft a detailed proposal, they may not attend the workshops in this round; however, they do have to submit a new research plan by the closing date of 6 May 2010 and present this before the assessment committee.

3.2 What can be applied for?

Subsidies will be awarded in the form of a lump sum for a doctoral research post (personal grant). For a four-year period of doctoral research, the maximum amount will be EUR 200.000 (in total for staff costs and associated research costs). NWO will provide the subsidies, while the Dutch universities will guarantee the provision of support services and supervision/mentoring.

3.3 When can applications be submitted?

The deadline for outline applications to reach NWO is midnight (23.59) on 14 January 2010. The deadline for detailed proposals is midnight (23.59) on 6 May 2010. Detailed proposals will be accepted only from candidates invited to submit them on the basis of their outline applications.

3.4 Drawing up an application

Applications must be written in English. The application must consist of the application form and a maximum of two letters of recommendation. No other annexes or enclosures will be taken into consideration.

Application form

The application form is available at www.nwo.nl/mozaiek. The form includes:
– the candidate's curriculum vitae (CV)

¹ Students must be due to graduate before the end of 2010.

² The 5-year period will be calculated from the closing date for submissions (14 January 2010).

- a brief, clear description of a single research idea (maximum 500 words, not including references!)

Letters of recommendation

The application must be accompanied by at least one letter of recommendation: this must be a signed letter (in PDF) from the proposed supervisor (your proposed 'promotor'). The supervisor must be a full professor at one of the 13 Dutch universities whose terms of reference include the conduct of research (Erasmus University Rotterdam, University of Tilburg, Radboud University Nijmegen, University of Groningen, Delft University of Technology, Eindhoven University of Technology, Wageningen University and Research Centre, University of Twente, University of Leiden, University of Maastricht, University of Utrecht, University of Amsterdam and Free University of Amsterdam).

In addition to the letter from the supervisor, a maximum of one additional letter of recommendation may be included. This may be a letter from the proposed mentor or, if the supervisor and the mentor are the same person, a letter from e.g. a thesis mentor.

In the signed letter(s) of recommendation, the professor and mentor³ must recommend the candidate for consideration by NWO. This recommendation should specify the merits of the candidate and will be used as a factor in NWO's assessment of the candidate. The professor and mentor must commit themselves to assist the candidate in preparing, drafting and presenting the detailed research proposal during the workshop period. They must also commit themselves to act respectively as supervisor and as mentor throughout the whole period of research, assuming that a subsidy is awarded.

3.5 Specific conditions

Compliance with formal requirements

To qualify for consideration, each application must comply with the requirements set out in the brochure. Applications which do not comply with them will not be considered. It is extremely important, therefore, to read this brochure and the explanatory notes on the application form with great care.

3.6 Submitting an application

Application forms are available on the Mosaic page of the NWO subsidy guide (www.nwo.nl/mozaiek). Applications must invariably be submitted using the Iris electronic application system. To do this, you must first create your own account via www.iris.nwo.nl. If you need help dealing with Iris, use the link on the same page to contact the Iris helpdesk.

³ Professor and mentor may also be the same person.

4 Assessment procedure

4.1 Procedure

The various stages of the assessment procedure are outlined below.

4.1.1 Compliance with formal requirements

First of all, NWO screens the applications to ensure that they comply with the formal requirements of the Mosaic programme (see section 3). Only those which do so will qualify for further consideration. Confirmations of receipt will be sent out in early February.

4.1.2 Assessment of outline applications

An assessment committee representing a wide range of disciplines will compare and discuss all the applications, before ranking them on the basis of the merit of the candidate. The CV and the outlined research plan are an indication of the merit of the candidate and both are part of the evaluation (see also the assessment criteria listed under 4.2).

In early March the most promising candidates will be notified of their selection to attend the workshops in the beginning of March; the remaining candidates will be informed that they have not been selected for further participation. A maximum of 40 candidates will be selected to attend the workshops.

4.1.3 Workshops

The selected candidates are required to participate in the workshops. These will take place on 18 March and 15 April. They will be composed of presentations and discussions designed to help candidates develop their outline research ideas into detailed research proposals. Mentors will also receive an invitation for the morning of 18 March.

4.1.4 Assessment of detailed research proposals

The final detailed proposal must be submitted to NWO ultimately on 6 May 2010 (23:59). The research proposals must cover the entire period of 4 years (or up to 5 years part-time). The candidate will present the final research proposal before the assessment committee. This interview, the detailed research proposal and the CV determine the merit of the candidate and all three components are part of the evaluation (see also the assessment criteria listed under 4.2). The assessment committee will evaluate the candidates and formulate its final advice to the NWO Governing Board.

4.1.5 Decision

The NWO Governing Board will make its final decision by early August 2010 and the results will subsequently be communicated to candidates.

4.1.6 Follow-up action

If a subsidy is awarded, the institute (University Board/ Faculty) will offer the candidate a trainee researcher (*A/O*) appointment as soon as possible (in any event by 1 January 2011) and arrangements will be agreed for the submission of progress and final reports and for funding.

4.1.7 Timetable

14 January 2010	→	deadline for submission of outline applications
end of February	→	results + invitations to workshops
mid-March – end of April	→	workshop preparation + attendance (18 March and 15 April)
6 May 2010	→	deadline for submission of detailed applications
31 May-11 June 2010	→	interviews
July 2010	→	decision by Governing Board
August 2010	→	notification of outcome to candidates and universities

4.2 Criteria

The merits of the candidate and the research proposal

The merit of the candidate and the research proposal will be assessed on the basis of three criteria. These criteria are equally assessed. The criteria are:

1. good performance as an undergraduate (grades, awards, publications etc.) and any relevant academic experience (internships, international experience, student societies etc.) – **CV**
2. Motivation and persuasiveness. Indication of a talent for academic research – **CV and interview**
3. A clearly written research proposal with innovative elements, an effectiveness of the chosen method and a clear framework and perspective. Creative and original. Potential to make a significant contribution either to society or to the advancement of science or technology. Feasible in the light of: available research time, availability and adequacy of the research infrastructure and merit of the research unit. – **interview and research plan**

5 Other information

5.1 Contact

If you have any further questions regarding the information in this brochure, please contact drs. Mirjam Rigterink, programme coordinator for Mozaïek. You can find her contact information below. The latest information about Mozaïek can be found on the website.

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6 Annexe: Countries specified for participation

Afghanistan	Filipijnen	Madagaskar	St Vincent/Gr
Albanië	Frans Guyana	Malawi	Salomonseilanden
Algerije	Frans Polynesië	Malediven	Samoa
Angola	Gabon	Maleisië	San Marino
Ant/Barbados	Gambia	Mali	Sao Tome
Argentinië	Georgië	Marokko	Saoudi-Arabië
Armenië	Ghana	Marshalleilanden	Senegal
Aruba	Grenada	Martinique	Servië-Montenegro
Azerbeidjaan	Guadeloupe	Mauretania	Seychellen
Bahamas	Guam	Mauritius	Sierra Leone
Bangladesh	Guatemala	Mexico	Slovenië
Barbados	Guinee-Equatoriaal	Micronesië	Slowakije
Belize	Guinea Rep.	Moldavië	Somalië
Benin	Guinee Bissau	Mongolië	Sri Lanka
Bhutan	Guyana	Mozambique	Sudan
Bolivia	Haiti	Myanmar	Suriname
Bosnië-Herzegovina	Honduras	Namibië	Swaziland
Botswana	India	Nederlandse Antillen	Syrië
Brazilië	Indonesië	Nepal	Tajikistan
Brunei	Irak	Nicaragua	Thailand
Burkina Faso	Iran	Nieuw Caledonië	Togo
Burundi	Israël	Nieuw-Zeeland	Tokelau
Cambodia	Ivoorkust	Niger	Tonga
Kaaimaneilanden	Jamaica	Nigeria	Trinidad & Tobago
Centr. Afr. Republiek	Jemen	Noord-Korea	Tsjaad
Chili	Jordanië	Oekraïne	Tsjechië
China	Kaapverdië	Oezbekistan	Tunesië
Colombia	Kameroen	Oman	Turkmenistan
Comoren	Kazakstan	Pakistan	Turkije
CongoR	Kenia	Palau	Tuvalu
CongoDR	Kiribati	Palestijnse Gebieden	Uganda
Costa Rica	Koeweit	Panama	Uruguay
Cuba	Kroatië	Papua-Nieuwguinea	Vanuatu
Djibouti	Kirgizië	Paraguay	Venezuela
Dominica	Laos	Peru	Vietnam
Dominicaanse Rep.	Lesotho	Qatar	Ver. Ar. Emiraten
Ecuador	Letland	Reunion	Wit-Rusland
Egypte	Libanon	Rusland	Zambia
Eritrea	Liberia	Rwanda	Zimbabwe
El Salvador	Libië	St Kitts/Nevis	Zuid-Afrika
Estland	Litouwen	Tanzania	Zuid-Korea
Ethiopië	Macedonië	St Lucia	