Doctoral Grant for Teachers

Call for proposals

2020 1st round
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Chapter 1: Introduction / Doctoral Grant for Teachers

1 Introduction

1.1 Background

Since 2011 the Ministry of Education, Culture and Science has made a Doctoral Grant available for teachers in primary, secondary, further professional, higher professional and special education. With this initiative the Ministry aims to increase the number of teachers with a doctorate in the classroom. This will contribute to improving the quality of education and will strengthen the connection between universities and schools. They can use this grant to do PhD research. Selected teachers are exempted from their teaching-related tasks for a maximum of 0.4 fte over a period of maximum 5 years. Teaching-related tasks are: teaching in front of a class and tasks directly related to it: preparation, correction, consultation, supervision of practical training and/or thesis. Doctoral Grants for Teachers is one of the measures from the Teachers Action Plan 2007 and is being realised by NWO.

1.2 Available budget

The available budget for two rounds is 9 million euros. For the first round of 2020 the available budget is 4.5 million euros. About 25 grants can be awarded in total.

1.3 Validity of the call for proposals

This call for proposals is valid until the closing date January 14, 2020, 14:00 hours CE(S)T.
2 Aim

Doctoral Grant for Teachers aims to increase the number of teachers in front of a class holding a doctorate. It is open to teachers in primary, secondary, further professional, higher professional and special education. Increasing the number of teachers holding a doctorate who are employed in the classroom increases the quality of education and strengthens the ties between universities and schools. A separate aim of the programme is that the acquired expertise and research skills will be of direct benefit to the educational practice.
Chapter 3: Guidelines for applicants / Doctoral Grant for Teachers

3 Guidelines for applicants

3.1 Who can apply

Applicants should comply with the following conditions:

- Teachers working in primary, secondary, further professional, higher professional and special education;
- Applicants working within primary, secondary, further professional, or special education must have a teaching qualification;
- Applicants hold a permanent appointment at one or more recognised educational establishments funded by the Dutch government for at least 0.4 fte (possibly expanded with a contemporary contract); Applicants must spend at least half of their contracted time on teaching-related task. Teaching-related tasks are: teaching in front of a class and tasks directly related to it: preparation, correction, consultation, supervision of practical training and/or thesis. Research tasks are not considered teaching-related. NWO may obtain more information about the appointment of the applicant if the information mentioned on the application form is insufficient.
- Applications must be submitted by individual researchers and not by pairs or teams of researchers.

3.1.1 Additional conditions

Teachers who hold appointments across several educational establishments can submit an application, as long as at least one of the appointments satisfy the conditions of a permanent contract of 0.4 fte or more.

Teachers who already have a PhD cannot apply.
Teachers who have already started a doctoral research project and who don’t need the whole 5 years can also submit an application. The grant will be permitted for 5 years, but will end after the defence of the PhD.

Teachers who have in the last 5 years already received 1.5 fte public funding (including exemption for teaching duties) for PhD research (for example via a regulation from school (for example promotion-voucher) or as a PhD-student at the university) will not be considered for this grant, regardless the subject of research.

A candidate whose application has not been awarded is allowed to submit a new application. One application may be submitted each year in either the first or the second funding round: A candidate whose application has not been awarded has to skip the next application round.

Female teachers are particularly encouraged to submit proposals.

Teachers working in primary, secondary, further professional, and special education are especially encouraged to submit proposals.

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1 Teachers working in higher professional education are not obligated to have a teaching qualification.
3.2 What can be applied for

Teachers apply for five years exemption for a part of their teaching-related tasks to do research during that period, resulting in a PhD. The exemption to be applied for is half of the contract size (including temporary extensions at the time of submission). The maximum number of fte exemption is 0,4 fte. Therefore, with a contract size of more than 0,8 fte, a maximum exemption of 0,4 fte applies. Teachers with a contract size of less than 0,8 fte apply for half of the contract size as applicable at the time of submission. In order the gained experience are of immediate benefit to the educational practice, the applicant must spend at least half of the non-exempt part of the contract on teaching-related tasks. For example, if the applicant has a contract of 1,0 fte, then the exemption is 0,4 fte. Of the remaining 0,6 fte, at least half, and therefore 0,3 fte, should be spend on lesson-related tasks.

The employer of the selected teacher will receive a grant to second the researching teacher for a period of maximum 5 years for at least half of their contract, with a maximum of 0.4 fte exemption. Standard amounts, based on an average salary for 0.4 fte, are:

- for teachers in primary education: 26,700 euros per year
- for teachers in special (secondary) education: 28,400 euros per year
- for teachers in secondary education: 30,300 euros per year
- for teachers in further professional education: 31,100 euros per year
- for teachers in higher professional education: 34,600 euros per year

The amounts for smaller contracts are pro rata. In addition to this, the selected teachers will receive a budget for travel and training costs; 3.350 euros per year. This budget can be used for courses, visiting symposia and purchasing any literature required, or any other expenses directly related to the research.

3.3 When can applications be submitted

The deadline for the submission of proposals is January 14, 2020, 14:00 hours CE(S)T.

When you submit your application to ISAAC you will also need to enter additional details online. You should therefore start submitting your application at least one day before the deadline of this call for proposals. Applications submitted after the deadline will not be taken into consideration.

3.4 Preparing an application

- Download the application form and the declaration from the employer via the online application system ISAAC or from the website;
- Fill in the application form;
- Save the application form and the attachment as pdf and upload via ISAAC.

Applicants are entirely free to choose the subject of their research; every research subject can be eligible. However, every applicant is requested to reflect on the impact of the research on the educational practice of the teacher, or on education in general. The application will be assessed on the basis of four criteria, outlined in 4.2. The application consists of:

- the application form (including a recommendation of the supervisors);
- attachment: the declaration from the employer (see below).
Chapter 3: Guidelines for applicants / Doctoral Grant for Teachers

3.4.1 Application form

The English application form is available at www.nwo.nl/teachers. The application form consists of:

- a curriculum vitae (CV) of the candidate;
- a clear description of a research proposal in a maximum of 3000 words, including footnotes, literature references and words in illustrations;
- a recommendation from the intended supervisors (the responsible supervisor as well as the daily supervisor).

Please note! The supervisors and the applicant must all sign the last page of the application form.

3.4.2 Recommendation of the supervisors

The responsible supervisor must be a professor with research responsibilities at one of the following Dutch universities/institutes: EUR, RUG, RUN, TUD, TUE, OU, UL, UM, UT, UU, UVA, UvH, UvT, VU, WUR, PThU, TUA, TU, Nyenrode of Naturalis. The responsible supervisor may also be an associate professor only if granted the ius promovendi before the deadline of this call. If the responsible supervisor is not the daily supervisor, the recommendation is preferably drawn up by both supervisors. For the recommendation, the supervisor nominates the applicant and the research project to NWO. The recommendation details the quality and relevance of the proposed research, the quality and motivation of the applicant, and how the doctoral candidate will be supervised and trained. In case the responsible supervisor is not the person who will provide the daily supervision, the recommendation has to be signed by the responsible supervisor as well as the daily supervisor(s).

3.4.3 Employer’s declaration

A second compulsory part of the application is a declaration from the employer. In this declaration the employer states that the applicant holds a permanent appointment, has been working at the school as a teacher for at least one year and has teaching-related tasks as defined in paragraph 3.1 for at least half of the appointment. The employer also states that he/she is familiar with the scheme and, in the event that the application is approved, that he/she is willing to grant study leave for a period of maximum five years for half of the contract, with a maximum of 0.4 fte exemption, to the teacher. The school also declares that the teacher will spend the part of the contract which is not exempted primarily on teaching-related tasks, as defined in paragraph 3.1. The employer must use a template for this declaration, which can be downloaded via www.nwo.nl/teachers. NWO will only consider declarations that have been signed by the authorised representative of the school board.

If a teacher is employed at several schools then the school where the teacher has the largest contract, should submit a declaration. This contract should comply with the conditions stated under 3.1. If the study leave is split over several schools then it is up to the schools and the teacher to make agreements about this. NWO shall pay the amount to the employer who submitted the declaration. However in such a case, the school concerned shall state in its declaration that several employers are prepared to grant study leave. All employers involved have to sign the declaration.

3.5 Conditions on granting

The NWO Grant Rules 2017 and the Agreement on the Payment of Costs for Scientific Research apply to all applications.
3.5.1 General information
The research project must start within one year after the awarding of the grant. The teacher who receives a grant has a maximum of six years after the starting date in which to complete the doctoral research. Maximal the first five years will be funded. If the thesis is still not completed within this period of time then the teacher has a further year to complete the thesis without any further funding. From the award of the grant onwards, NWO shall monitor each year whether the progress made in the research project is such that both the teacher and the supervisor believe that a doctorate will be conferred within this timeframe. If it appears that this timeframe is no longer feasible, then NWO will contact the teacher and the supervisor concerned. Should this contact reveal it is unlikely that a doctorate will be conferred within this timeframe, then NWO will stop the grant.

In line with the aim of the programme, NWO stimulates teachers who receive a grant to commit themselves to spending at least another two years working at an educational institute funded by the Dutch government.

3.5.2 Open Access
All scientific publications resulting from research that is funded by grants derived from this call for proposals are to be immediately (at the time of publication) freely accessible worldwide (Open Access). There are several ways for researchers to publish Open Access. A detailed explanation regarding Open Access can be found on www.nwo.nl/openscience-en.

3.5.3 Data management
Responsible data management is part of good research. NWO wants research data that emerge from publicly funded research to become freely and sustainably available, as much as possible, for reuse by other researchers. Furthermore NWO wants to raise awareness among researchers about the importance of responsible data management. Proposals should therefore satisfy the data management protocol of NWO. This protocol consists of two steps:

1. Data management section
The data management section is part of the research proposal. Researchers should answer four questions about data management within their intended research project. Therefore before the research starts the researcher will be asked to think about how the data collected must be ordered and categorised so that it can be made freely available. Measures will often need to be taken during the production and analysis of the data to make their later storage and dissemination possible. Researchers can state which research data they consider to be relevant for storage and reuse.

2. Data management plan
After a proposal has been awarded funding the researcher should elaborate the data management section into a data management plan. The data management plan is a concrete elaboration of the data management section. In the plan the researcher describes whether use will be made of existing data or a new data collection and how the data collection will be made FAIR: Findable, Accessible, Interoperable, Reusable. The plan should be submitted to NWO via ISAAC within a maximum of 4 months after the proposal has been awarded funding. NWO will approve the plan as quickly as possible. Approval of the data management plan by NWO is a condition for disbursement of the funding. The plan can be adjusted during the research.

Further information about the data management protocol of NWO can be found at www.nwo.nl/datamanagement.

3.5.4 Nagoya Protocol
The Nagoya Protocol became effective on 12 October 2014 and ensures an honest and reasonable distribution of benefits emerging from the use of genetic resources (Access and Benefit Sharing; ABS). Researchers who make use of genetic sources from the Netherlands or abroad for their research should familiarise themselves with the Nagoya Protocol (www.absfocalpoint.nl). NWO assumes that researchers will take all necessary actions with respect to the Nagoya Protocol.
3.5.5 Ethical Aspects

Any research proposals that raise ethical questions must be carefully considered before the scientific research is carried out. Certain research require a statement of approval from a recognised medical ethics review committee or an animal experiments committee. For some research proposals a licence in accordance with the Population Screening Act (WBO) is required. More information on METCs is available at the Central Committee On Research Involving Human Subjects (CCMO), on DECs the Dutch Association for Institutional Animal Care and Use Committees provides information and for the WBO The Health Council of the Netherlands can provide information.

An applicant is responsible for determining whether his/her research proposal might raise ethical questions and for obtaining a statement of approval from the correct ethics review committee and/or obtaining a licence on the basis of the Population Screening Act, if necessary.

NWO subscribes to the Openheid Dierproeven (Freedom of Information on Animal Experiments) and the Biosecurity Code. Rubicon applicants must subscribe to and comply with the prevailing codes.

A research project can only start when NWO (if applicable) has received a copy of the approving ethical statement and/or Population Screening Act licence. NWO also expects that the candidates pay due consideration to the timetable of the evaluation and the time needed for the assessment by the ethics review committee or the application for a Population Screening Act licence. For complex questions related to ethical issues, NWO reserves the right to consult an external adviser.

If after consulting the applicant, NWO is of the opinion that an ethical assessment is needed for an application then the applicant is obliged to take the necessary measures for such an assessment. If the applicant fails to obtain the necessary statement of approval from an ethics review committee then the grant shall be immediately withdrawn.

3.5.6 Research integrity

In the NWO Regulation on Granting, NWO states that all research it funds must be carried out in accordance with the nationally and internationally accepted standards for scientific conduct as stated in the Netherlands Code of Conduct for Research Integrity (2018). By submitting this application the main applicant declares that he/she satisfies the aforementioned code of conduct. Any actual or suspected breach of these standards in the course of the project must be reported to NWO immediately and all documents relevant to the breach must be handed over to NWO by the main applicant. More information about the code of conduct and the policy of NWO on research integrity can be found on the website: www.nwo.nl/integrity.

3.6 Submitting an application

An application can only be submitted to NWO via the online application system ISAAC. Applications not submitted via ISAAC will not be taken into consideration.

A principal applicant must submit his/her application via his/her own ISAAC account. If the principal applicant does not have an ISAAC account yet, then this should be created at least one day before the application is submitted to ensure that any registration problems can be resolved on time. If the principal applicant already has an NWO-account, then he/she does not need to create a new account to submit an application.

When you submit your application to ISAAC you will also need to enter additional details online. You should therefore start submitting your application at least one day before the deadline of this call for proposals. Applications submitted after the deadline will not be taken into consideration.
Chapter 3: Guidelines for applicants / Doctoral Grant for Teachers

For technical questions please contact the ISAAC helpdesk, see Section 5.1.2.
Chapter 4: Assessment procedure / Doctoral Grant for Teachers

4 Assessment procedure

4.1 Procedure

4.1.1 Admissibility

The first step in the assessment procedure is to determine the eligibility of the application. This is done using the conditions stated in Chapter 3 of this call for proposals. Applications that do not comply with these requirements will not be considered.

The first step in the assessment procedure is to test whether an application is admissible. Only those proposals that satisfy the criteria stated in Chapter 3 are admissible and will be taken into consideration.

Code of Conduct on Conflicts of Interest.

The NWO Code of Conduct on Conflicts of Interest applies to all persons and NWO staff involved in the assessment and/or decision-making process. See also: www.nwo.nl/en/documents/nwo/legal/nwo-code-of-conduct-on-conflicts-of-interest.

4.1.2 Assessment application

The NWO Code for Dealing with Personal Interests applies to all persons and NWO staff involved in the assessment and/or decision-making process. Because Doctoral grants are quite small with a modest budget, article 2.2.4 (2) of the NWO Grant rules 2017 applies, which means that for certain programmes no external reviews will be used. Therefore the views of external referees will not be sought. This makes the procedure as short as 5-6 months.

A science-wide assessment committee assesses the applications on the basis of the criteria (see Section 4.2) and subsequently ranks these according to their chances of being awarded funding. The candidates with the highest chance are invited to an interview to present their research.

The data management section in the application is not evaluated and hence not included in the decision about whether or not to award funding. However, both the referees and the committee can issue advice with respect to the data management section. After a proposal has been awarded funding, the applicant should elaborate the data management section into a data management plan. Applicants can make use of the advice from the referees and committee when they write the data management plan. The project can start as soon as the data management plan has been approved by NWO.

4.1.3 Interview

The candidate presents the research proposal to the assessment committee after which discussion takes place based on the application and the presentation. The interview can lead to a new evaluation of the written proposal and consequently its ranking.
4.1.4 Final judgement and qualification

The assessment committee ranks the applications based on the new scores given after the interview. NWO gives all of the applications a qualification, based on the final judgement. The following qualification scale is being used:

- 1,0 tot en met 1,4: excellent
- 1,5 tot en met 3,4: very good
- 3,5 tot en met 5,0: good
- 5,1 tot en met 9,0: unsatisfactory

NWO gives all full proposals a qualification. The applicant is informed of this qualification when the decision about whether or not to award funding is announced. Only proposals that receive at least the qualification excellent/very good/good will be eligible for funding, if the budget is sufficient. For further information about the qualifications see www.nwo.nl/kwalificaties.

Based on the criteria in section 4.2 the assessment committee then formulates an advice for the decision taking body of NWO.

4.1.5 Decision

The decision-making body of NWO takes the final decision. The candidates will then be informed of this as quickly as possible. The decision will be based on the criteria mentioned in 4.2.

If NWO awards a grant then the candidate must start within one year after the grant has been rewarded. Agreements are also made about the progress reports and final reports as well as the funding.

4.1.6 Time frame

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<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>14 January 2020, 14:00:00 hrs</td>
<td>Deadline submission of proposals</td>
</tr>
<tr>
<td>Second half of January 2020</td>
<td>NWO will inform the applicants on the eligibility of their proposal</td>
</tr>
<tr>
<td>First half of March 2020</td>
<td>Selected candidates will receive an invitation for an interview</td>
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<tr>
<td>Second half of April 2020</td>
<td>Interviews</td>
</tr>
<tr>
<td>End of May/beginning of June 2020</td>
<td>Decision NWO Board Social Sciences and Humanities</td>
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<tr>
<td>Beginning of June 2020</td>
<td>NWO will inform the applicants about the decision</td>
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4.2 Criteria

The candidate and the research proposal are assessed on the basis of four criteria. These criteria are:

1. Quality of the candidate, based on the application, CV, recommendation of the supervisor and a possible interview. This criterion carries a 25% weighting in the overall assessment and includes the following:
   - CV: ideally a candidate has a relevant academic degree for the proposed research. Candidates without a prior academic education can also submit an application, but should devote extra attention to the skills that must still be acquired in the workplan.
   - Experience scientific research: some academic experience in the form of scientific publication(s), attending congresses or a PhD programme already started, is recommended.
Chapter 4: Assessment procedure / Doctoral Grant for Teachers

- **Motivation for doctorate research**: A high affinity with the proposed research is a requirement. A candidate also needs to explain why he/she wants to conduct doctorate research.
- **Embedding of the research**: A candidate will have to be guided by an adequate research team, containing the relevant expertise, which will be frequently contacted.
- **Training programme**: The supervisor needs to give insight in the possible shortcomings in the background (knowledge and skills) of the candidate and will have to make clear how these shortcomings will be made good.

**2. Potential contribution of the research to science, apparent from the application and possible interview.** This criterion carries a 25% weighting in the overall assessment and includes the following:
- **Theoretical framework** (embedding in scientific theory and/ or scientific discussions).
- **Scientific relevance of the research** (contribution to scientific knowledge and/ or theory, potential innovative value);
- **Research questions**.

**3. Research design, research approach and methodology, apparent from the application and possible interview.** This criterion carries a 30% weighting in the overall assessment and includes the following:
- **Research design regarding to the research questions**.
- **Effectiveness of the research approach and methodology**.
- **Feasibility in terms of**: work plan, available research time (requested exemption and possible structural investment of own time), available infrastructure, supervision and quality of the research group.

**4. Potential contribution of the research to society in general and the contribution to education in particular.** This criterion carries a 20% weighting in the overall assessment and includes the following:
- **The ability to position the intended research in a wider context** (potential to contribute to society);
- **Candidates have to make clear what the benefits from the doctorate research are for the educational practice and/or school of the applicant or for the educational practice in general. What is the added value of doctorate research for his/her development as a teacher.**

**N.B.** candidates who have already done a significant part of the research and probably don’t need the full 5 years need to give enough information about the progress and the results until so far. They also need to make clear what part of the proposed research has to be financed and what has already been done; specifically the part that hasn’t been done yet will be assessed.
Chapter 5: Contact details and other information / Doctoral Grant for Teachers

5 Contact details and other information

5.1 Contact

5.1.1 Specific questions
For specific questions about Doctoral Grant for Teachers and this call for proposals please contact:

Natalie Maasse, MA
Tel. +31 70 344 0950
e-mail: leraren@nwo.nl

5.1.2 Technical questions about the electronic application system ISAAC
For technical questions about the use of ISAAC please contact the ISAAC helpdesk. Please read the manual first before consulting the helpdesk. The ISAAC helpdesk can be contacted from Monday to Friday between 10:00 and 17:00 hours CE(S)T on +31 (0)20 346 71 79. However, you can also submit your question by e-mail to isaac.helpdesk@nwo.nl. You will then receive an answer within two working days.

5.2 Other information

The latest information can be found on the website of Doctoral Grant for Teachers (www.nwo.nl/teachers).

Disclaimer
The Dutch text of this Call for Proposals is the authentic text and it prevails over any translations of them.