Mozaïek 2.0

Call for proposals

2022 2nd round
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1 Introduction

In this Call for proposals, information is provided about the application procedure for the ‘Mosaic 2.0 2022 (2nd round)’ funding round. This Call for proposals falls under the responsibility of the Dutch Research Council (NWO).

In this Call for proposals, you will find information about the aim of this programme (Chapter 2), the conditions for the grant application (Chapter 3) and how your proposal will be assessed (Chapter 4). This is the information you need to submit a grant application. Chapter 5 states the obligations for grant recipients in the event you are awarded funding, Chapter 6 contains the contact details and Chapter 7 the annexes.

1.1 Background

Diversity and inclusion are themes high on NWO’s agenda and are explicitly included in the NWO strategy 2023-2026. NWO strives to realise an inclusive academic culture in both its own organisation and institutes and for Dutch science in general. In doing this, NWO focuses on inclusive procedures and encouraging groups of researchers that are numerically underrepresented.

In September 2020, the ‘National action plan for greater diversity and inclusion in higher education and research’ was presented by the Dutch Ministry of Education, Culture and Science. The action plan recognises the limited influx into the Dutch academic world of migrants and children of migrants from Africa, Asia, the Caribbean region, Central and South America and Turkey. Consequently, a new NWO funding instrument was mentioned in the plan by way of a short-term action to increase the proportion of migrants and children from migrants in Dutch academia.

In collaboration with ECHO (Expertise Centre for Diversity Policy) and LanDO (National Dialogue Network of Diversity Officers), NWO therefore developed the Impulse programme for Inclusion in Academia (IIA). NWO and these partners jointly carried out an initial exploration into the barriers migrants and children of migrants experience in Dutch academia and the needs of this group. The programme developed on the basis of these findings consists of various instruments aimed at encouraging the influx and further progression of migrants and children of migrants in the academic world. Mosaic 2.0 is one aspect of the programme and is aimed at encouraging the influx of this group by funding PhD positions.

1.2 Available budget

The available budget for this Call for proposals is €4,000,000. It is expected that a maximum of 12 proposals will be awarded funding within this Call for proposals.

3 Since 2022, the term (western and non-western) migration background is no longer used by Statistics Netherlands. Unlike in Mosaic 2.0 2021 (1st round), this term is therefore no longer used in this brochure but instead the terms migrants and children of migrants. The term ‘migration background’ refers to a migration background from Africa, Asia, the Caribbean region, Central and South America and Turkey. With effect from 2022, Statistics Netherlands has developed a new migration background classification for migrants and their children that replaces the former western and non-western migration background. This new migration background classification has two parts: born in the Netherlands and born in land of origin. In this system, the country of origin of migrants and their children is divided into different levels based on world regions and highly prevalent immigration countries. In this Call for proposals for Mosaic 2.0 2022 (2nd round), NWO has tried to stay as close as possible to the target group description and to translate this based on the new description.
4 With Dutch nationality and a permanent residence permit.
5 https://www.nwo.nl/onderzoeksprogrammas/impulsprogramma-voor-inclusie-de-wetenschap.
1.3 Submission deadline(s)

The Mosaic 2.0 2022 (2nd round) has two phases:
1. Submitting a concise application (pre-proposal);
2. Submitting a full proposal.

Without submitting a pre-proposal, it will not be possible to submit a full proposal.

The deadline for submitting pre-proposals is **7 February 2023**, at 14:00:00 hours CET.
The deadline for submitting full proposals is **11 July 2023**, at 14:00:00 hours CEST.

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

This chapter describes the aim of the programme and the societal impact.

2.1 Aim of the programme

Mosaic 2.0 aims to encourage the influx of a numerically underrepresented group of graduates in the Netherlands who were not born in this country (migrants); or who were born in the Netherlands and where one or both parents of the graduate lives/live or was/were born in another country (children of migrants).

Mosaic 2.0 is intended to promote the further development of an inclusive working environment within Dutch universities: a working environment in which a diverse composition is actively pursued, in which equal opportunities are created and differences within the working environment are valued.

NWO organises network meetings for Mosaic laureates and, in so doing, intends to expand the development of a further career in the academic world for these laureates. With this, NWO and the Ministry of Education, Culture and Science strive to make more visible the scientific potential of researchers who are migrants or the children of migrants.

2.2 Societal impact

New knowledge and insights from scientific research can make an important contribution to solutions for societal challenges of today and tomorrow. Examples are the energy transition, health and care, or climate change. Knowledge utilisation increases the chances of research having a societal impact and is therefore an important part of the NWO strategy for 2023-2026.

2.2.1 Knowledge utilisation

NWO defines knowledge utilisation as an iterative process aimed at achieving societal impact. The coordination of researchers and potential knowledge users increases the chance of knowledge utilisation. And with that the chance of social impact. Through its knowledge utilisation policy, NWO promotes the possible contribution from research to social issues by stimulating productive interactions with social stakeholders. Both during the development and in the execution of the research. NWO does this in a manner appropriate to the aim of the funding instrument.

2.2.2 Customised approach to knowledge utilisation

Depending on the aim of the funding instrument, NWO will select the approach that has the greatest chance of achieving societal impact. The primary aim of the funding instrument determines the method NWO deploys to facilitate knowledge utilisation in various phases of the project (proposal, realisation, after project completion) and the effort required from the applicant(s) and partner(s).

In this programme, the Impact Outlook approach is used. With this approach, NWO encourages applicants to pay more attention to discovering and exploring opportunities for societal impact. NWO offers an e-learning module that introduces interested applicants to the Impact Outlook approach. For more information, see the NWO website impact.nwo.nl https://impact.nwo.nl/

For more information about the NWO knowledge utilisation policy, see the website: www.nwo.nl/en/knowledge-utilisation.
3 Conditions for applicants

This chapter contains the conditions relevant to your grant application. Firstly, it describes who can apply for funding (Section 3.1) and what you can request funding for (Section 3.2). Subsequently, the conditions for preparing and submitting the application are detailed (Sections 3.3 and 3.4) and the specific funding conditions (Section 3.5).

3.1 Who can apply

PhD candidates themselves act as applicants and submit their own pre-proposal or full proposal in consultation with the intended supervising professor and the day-to-day supervisor.

The following conditions apply to applicants:

- Applicants hold an academic master’s degree and have obtained either a bachelor’s degree or a master’s degree in the Kingdom of the Netherlands.
- An application can only be submitted by one applicant (not for another applicant, pairs of applicants or (research) groups).
- The applicant is a migrant and was born in one of the level 2 countries of origin: Outside Europe (specifically: Turkey, Morocco, Suriname and Indonesia); level 3: Other Outside Europe (specifically, countries of origin located in the Rest of Africa and Rest of Asia). Countries of origin in the Rest of America and Oceania are excluded, with the exception of Central and South America, the Caribbean region and indigenous populations from the Rest of America and Oceania. and/or: The applicant is a child of migrants where at least one of the parents of the applicant was born in one of the countries of origin stated above.
- The applicant has the Dutch nationality or a valid residence permit (type II or IV) at the moment that a full proposal is submitted. This is a strict requirement and cannot be deviated from.

Additionally the following conditions apply:

- Persons who are external PhD candidates can submit an application in case they satisfy the conditions stated above. External PhD candidates are understood to be PhD candidates who fund their research with their own funding.6 Prior to submitting the application, the applicant contacts the secretary of Mosaic 2.0 (see Contact Chapter 6) and explains the status of the research.
- Together with the applicant, the intended supervising professor and day-to-day supervisor (if applicable) both sign the application form of both the pre-proposal and the full proposal on the last page.
- The intended supervising professor/day-to-day supervisor should submit a signed statement (see Section 3.3.2) with the pre-proposal.
- If necessary, a signed financial overshoot guarantee statement is submitted at the time of the submission of the full proposal by the intended institute/university. In this statement, the intended organisation declares that it will cover any costs above the maximum amount of €330,000 to be funded by NWO.

The following are excluded from submitting:

- Applicants who have already obtained a PhD.
- Applicants who, at the moment of submission, have already obtained funding to do their PhD research or already have a PhD appointment at a university, irrespective of the subject of the research.

6 In this Call for proposals, external PhD candidates are understood to be PhD candidates who fund their PhD research entirely with their own funding and do not receive any external funding for this. For the detailed definition please see: https://www.universiteitenvannederland.nl/files/documenten/Feiten_en_Cijfers/Typering_promovendi_2019.pdf
3.2 What can be applied for

For an application in this Call for proposals, a maximum of €330,000 can be applied for. The maximum duration of the proposed project is between 48 months (1 fte) or equivalents thereof, up to a maximum of 96 months (0.5fte). The budget modules (including the maximum amounts) available for this Call for proposals are listed in the table below. Please apply only for funding that is vital to realise the project. In exceptional cases, the costs for the project can be higher than the amount that NWO makes available. In those cases, knowledge institutions will complete a financial overshot guarantee statement. A more detailed explanation of the budget modules can be found in the annex to this Call for proposals (7.1).

<table>
<thead>
<tr>
<th>Budget module</th>
<th>Maximum amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD</td>
<td>1 position, according to VSNU or NFU rates</td>
</tr>
<tr>
<td>Material costs</td>
<td>€15,000 per year per FTE scientific position</td>
</tr>
</tbody>
</table>

3.3 Preparing and submitting an application

The steps involved in writing your application are:
- download the application form from the NWO grant application system ISAAC or from the NWO web page (on the grant page of the funding instrument concerned);
- complete the application form;
- save the application form in ISAAC as a PDF file and upload it with any compulsory annexes;
- fill in the requested information online in ISAAC.

Compulsory annex pre-proposal: statement intended supervising professor /day-to-day supervisor.
Compulsory annex full proposal: budget.
Optional annex: financial overshot guarantee statement.

If NWO has made a template available, then the annex must be drawn up in accordance with the NWO template. Annexes must be uploaded in ISAAC separately from the application. All of the annexes, except for the budget, must be submitted as PDF files (without encryption). The budget must be submitted in ISAAC as an Excel file. Any annexes other than those above-mentioned are not permitted.

You must write your application in English.

An application can only be submitted via the web application ISAAC. Applications that are not submitted via ISAAC will not be taken into consideration.
As the applicant, you are required to submit the application via your own personal ISAAC account.

It is important to start with your application in ISAAC on time:
- if you do not yet have an ISAAC account, then you should create this on time to prevent any possible registration problems.
- any new organisations must also be added to ISAAC by NWO.
- you also need to submit other details online.

Applications submitted after the deadline will not be taken into consideration by NWO.

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7 For personnel at the universities of Aruba, Curaçao and Sint Maarten the local rates are reimbursed. However, a maximum applies that is based on the UNL or NFU rates and adjusted with the values from the NWO Country correction coefficients (CCC) table, see https://www.nwo.nl/en/money-follows-cooperation https://www.nwo.nl/money-follows-cooperation
For technical questions, please contact the ISAAC helpdesk, see contact (Chapter 6).

Will the main and/or co-applicant work at an organisation that is not included in the ISAAC database? You can report this via relatiebeheer@nwo.nl so that the organisation can be added. This will take several days. Therefore, you must report this at least one week before the deadline. mailto:relatiebeheer@nwo.nl

Applicants must inform the organisation where they will work about the submission of the application, and the organisation must accept the granting conditions of this Call for proposals.

3.3.1 Application form

Pre-proposal

The application form for both the pre-proposal and the full proposal is available in English. The English application form can be downloaded from both the Dutch and English versions of the NWO website.

For the pre-proposal, the submitted application form (shorter application) contains, for example:
- a description of the applicant’s profile (narrative CV) (maximum 1200 words)*;
- a description of the research idea (maximum 100 words).

*The narrative CV consists of a narrative description of the applicant’s profile. This allows applicants to decide for themselves what they consider relevant to mention in their CV.

In the narrative CV, applicants can include all the information that demonstrates their personal qualities and competencies, especially concerning the discipline and the specific application. Academic activities (such as experience with scientific research, publications, attending and/or presenting at a scientific congress) but also internships and other (international) activities relevant for the proposed research can be included in the applicant’s profile. For example, acquiring a grant or receiving a prize may be stated, but not in the form of a summary: with such a mention, applicants are requested to state what they did with the opportunities that the grant or prize offered. More examples of output are included in the application form.

In all cases, a context for the information should always be given. Finally, this part contains a motivation for doing PhD research and space to explain the suitability of the applicant for this PhD research.

Full proposal

The application form submitted for the full proposal contains, among other things:
- a clear description of the proposed research in no more than 3000 words, including footnotes, literature references and text in illustrations and/or tables. These sections of the application form also contain separate word limits that you must adhere to;
- a completed data management section;
- a budget estimate.

Please note! The (associate) supervising professor(s) /day-to-day supervisor(s) and the applicant (intended PhD candidate) all sign the last page of the application form (for both the pre-proposal and the full proposal).

3.3.2 Statement intended supervising professor/day-to-day supervisor

A mandatory annex for the pre-proposal is a statement from the intended supervising professor/day-to-day supervisor. The intended supervising professor of the applicant works at one of the following universities/institutes in the Kingdom of the Netherlands:
* Universities located in the Kingdom of the Netherlands;
* University medical centres;
* KNAW and NWO institutes;
* the Netherlands Cancer Institute;
* the Max Planck Institute for Psycholinguistics in Nijmegen;
* NCB Naturalis;
* Advanced Research Centre for NanoLithography (ARCNL);
* Prinses Máxima Center.

Furthermore, the intended supervising professor has a contract (appointment period) for at least the duration of the PhD research for which the funding is requested. Persons with a zero-hours contract or with a contract for a fixed period (other than a tenure track) cannot act as an intended supervising professor.

It could be the case that the tenure track agreement of the intended supervising professor terminates before the intended completion date of the project for which funding is requested, or that the tenured contract of the intended supervising professor is terminated before that date when the retirement age has been reached. In that case, the supervising professor adds a statement from their employer in which the organisation concerned guarantees that the project and all persons working on it will be satisfactorily supervised for the entire duration of the project. In addition, the retirement date is mentioned in this statement, as well as who will assume responsibility for supervising the applicant.

The supervisor must hold the right to award PhDs (ius promovendi) at the time of the deadline for submitting pre-proposals and declares this in the statement. The supervising professor may cooperate with research proposals from more than one applicant as long as this does not concern the same project.

If the professor will not, or will not entirely, assume responsibility for the day-to-day supervision, then the statement from the supervising professor will be drawn up by the day-to-day supervisor/associate supervising professor in consultation with the supervising professor.

The statement also describes the quality and motivation of the applicant (intended PhD candidate) for the proposed research, how the pre-proposal came about, the quality and relevance of the proposed research (including the added value of the research line of the supervising professor and/or other supervisors), and how the supervision (composition supervisory committee) and training of the applicant will be given form.

### 3.4 Conditions for submission

#### 3.4.1 Formal conditions for submission

NWO will assess your application against the conditions listed below. Your application will only be admitted to the assessment procedure if it meets these conditions. After submitting your application, we request you to be available to implement any possible administrative corrections so that you can (still) meet the conditions for submission.

These conditions are:
- the applicant meets the conditions stated in Section 3.1;
- the application form, after a possible request to make additions or changes, is correct, complete and filled out according to the instructions;
- the application is submitted via the applicant’s ISAAC account;
- the application is received at or before the deadline set;
- the application is written in English;
- the application budget is drawn up in accordance with the conditions for this Call for proposals;
- the proposed project has a duration of at least 48 and at most 96 months;
- all required annexes, after a possible request for additions or amendments, are complete and have been filled in and submitted according to the conditions of this Call for proposals.
3.4.2 Parental leave

For instruments in which no co-applicants can be entered, NWO offers the possibility to make use of the Compensation scheme for parental leave to applicants who are on leave during the assessment period because of the arrival of a child (parental leave), which applies to this Call for proposals. For more information, see www.nwo.nl/en/compensation-scheme-parental-leave.

If an applicant wishes to use this scheme, a written request providing reasons for this should be submitted to NWO via the contact person of this funding round (see 6.1). With this request, the applicant provides all of the information that NWO needs to be able to make a decision, including information from which it is apparent that the applicant is not available to provide input due to parental leave.

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. https://www.nwo.nl/financiering/hoe-werkt-dat/subsidieregeling

3.5.1 Data management

The results of scientific research must be replicable, verifiable and falsifiable. In the digital age, this means that, in addition to publications, research data must also be freely accessible. NWO expects that research data resulting from NWO-funded projects will, as much as possible, be made publicly available for reuse by other researchers. “As open as possible, as closed as necessary” is the guiding principle in this respect. As a minimum, NWO requires that the data and/or non-numerical results underpinning research papers published within the project should be made available at the time of the final publication of the research results. The costs for doing so are eligible for funding and can be included in the project budget. In the data management section in the application, researchers explain how they plan to manage the data expected to be generated by the project. Once the project has been awarded funding, this also needs to be done in the data management plan.

Data management section

The data management section is part of the research proposal. Researchers are asked to prospectively consider how they will manage the data the project will generate and plan how the collected data will be ordered and categorised so that they can be made publicly available. Even before the production and analysis of the data, measures will often need to be taken to facilitate the later storage and dissemination of the data. If not all data resulting from the project can be made publicly available, the reasons for not doing so must be explained in the data management section.

The data management section in the proposal is not evaluated and will therefore not be weighed in the decision on whether to award funding. However, both the referees and the committee can issue advice with respect to the data management section.

3.5.2 Scientific integrity

In accordance with the NWO Grant Rules 2017, the project that NWO 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 the proposal, the applicant commits to this code. In the case of a (possible) violation of these standards during a project funded by NWO, the applicant should immediately inform NWO of this and should submit all relevant documents to NWO. More information about the code of conduct and the policy regarding research integrity can be found on the website: www.nwo.nl/en/scientific-integrity https://www.nwo.nl/integriteit
3.5.3 Ethical statement or licence
The applicant is responsible for determining whether an ethical statement or licence is needed for the realisation of the proposed project. The applicant should ensure that this is obtained from the relevant institution or ethics committee on time. If the project is awarded funding, then the grant is issued under the condition that the necessary ethical statement or licence is obtained before the latest start date for the project. The project cannot start until NWO has received a copy of the ethical statement or licence.

3.5.4 Nagoya Protocol
The Nagoya Protocol 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 in or from foreign countries 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. http://www.absfocalpoint.nl/
4 Assessment procedure

This chapter first of all describes the trajectory of the assessment procedure (Section 4.2). It then states the criteria that the assessment committee will use to assess your application (Section 4.3).


NWO strives to achieve an inclusive culture in which there is no place for conscious or unconscious barriers due to cultural, ethnic or religious background, gender, sexual orientation, health or age (www.nwo.nl/en/diversity-and-inclusion). NWO actively encourages referees and members of an assessment committee or jury to become aware of implicit associations and to try to minimise these. NWO provides them with information about concrete ways of improving the assessment of an application. http://www.nwo.nl/diversiteit-en-inclusie

4.1 The San Francisco Declaration (DORA)

NWO is a signatory to the San Francisco Declaration on Research Assessment (DORA). DORA is a worldwide initiative that aims to improve the way research and researchers are assessed. DORA contains recommendations for research funders, research institutions, scientific journals and other parties.

DORA aims to reduce the uncritical use of bibliometric indicators and obviate unconscious bias in the assessment of research and researchers. The overarching philosophy of DORA is that research should be evaluated on its own merits rather than on the basis of indirect indicators, such as the journal in which the research is published.

When assessing the scientific track record of applicants, NWO makes use of a broad definition of scientific output.

NWO requests committee members and referees not to rely on indicators such as the Journal Impact Factor or the h-index when assessing applications. Applicants are not allowed to mention these in their applications. You are, however, allowed to list other scientific products besides publications, such as datasets, patents, software and code, et cetera.

For more information on the implementation of the principles of DORA by NWO, see www.nwo.nl/en/dora. http://www.nwo.nl/dora

4.2 Procedure

The application procedure consists of the following steps:
- Submission of the pre-proposal
- Consideration of the pre-proposal
- Pre-advice assessment committee
- Advice and decision pre-proposal
- Submission of a full proposal
- Consideration of the full proposal
- Pre-advice assessment committee
- Interview
- Meeting of the assessment committee
- Decision-making
Due to the expertise present in the assessment committee, NWO has decided to assess the applications by making use of the possibility given in Article 2.2.4, paragraph 2, of the NWO Grant Rules 2017, to realise the assessment procedure without involving referees.

4.2.1 Submission of the pre-proposal
The submission of a pre-proposal is compulsory for this Call for proposals. The pre-proposal is a concise proposal. For the pre-proposal submission, a standard form is available on the funding page of this Call for proposals on the NWO website. Your completed pre-proposal form must have been received before the deadline via ISAAC (see Section 1.3). After submitting the pre-proposal, the applicant will receive a confirmation of receipt.

4.2.2 Consideration of the pre-proposal
As soon as possible after you have submitted your pre-proposal, you will hear from NWO whether or not it will be taken into consideration. NWO will determine this based on several administrative-technical criteria (see the formal conditions for submission, Section 3.4). NWO can only take your pre-proposal into consideration if it meets these conditions.

Please bear in mind that within two weeks after the submission deadline, we may approach you with any possible administrative corrections that need to be made so that your pre-proposal can (still) meet the conditions for submission. You will be given one opportunity to make the corrections, and you will be given five working days to do this.

4.2.3 Pre-advice assessment committee
After this, your proposal will be submitted for comments to several assessment committee members (the pre-advisers). The science-wide assessment committee is made up of various members from different disciplines (from social sciences to technical and applied sciences). When you write the pre-proposal, you should bear in mind that it must also be accessible for committee members from disciplines other than your own. The proposal will receive a substantive and reasoned response in writing from the pre-advisers. They will formulate these comments based on the substantive assessment criteria (see Section 4.3.1) and give the proposal a numerical score per assessment criterion. For this, the NWO score table is used (on a scale of 1 to 9, where ‘1’ is excellent and ‘9’ is poor).

The applicants for which the pre-proposals are assessed as least promising by the committee will receive an email with the committee’s advice that their proposals should not be selected for further consideration. If applicants have a well-founded reason to counter this advice of the committee, then they can email their rebuttal to NWO within 5 working days. This rebuttal will be submitted to the pre-advisers of the proposal, who will ascertain whether the comments they initially formulated based on the assessment criteria and the numerical score should be adjusted. In response to the rejoinder, the committee could accordingly advise that the applicant should be selected for the elaboration of a full proposal after all.

4.2.4 Advice and decision pre-proposal
The assessment of the pre-proposals by the assessment committee results in an advice to the NWO Executive Board. The NWO Executive Board assesses the procedure followed and the advice of the assessment committee and decides whether or not to invite applicants to submit a full proposal. Applicants who are not invited to submit a full proposal will receive a rejection decision regarding the proposal. Applicants who are invited to submit a full proposal will receive their invitation by email and post.
4.2.5 Submission of a full proposal

For the submission of the full proposal, a standard form is available on the funding page of this Call for proposals on the NWO website. When you write your full proposal, you must adhere to the questions stated on this form and the procedure given in the explanatory notes. You are also required to adhere to the conditions for the maximum number of words and pages.

Your complete application form must have been received via ISAAC before the deadline (see Section 1.3). After this deadline, you can no longer submit a proposal. The applicant will receive a confirmation of receipt after submitting the proposal.

4.2.6 Consideration of the full proposal

As soon as possible after you have submitted your proposal, you will hear from NWO whether or not your proposal will be taken into consideration. NWO will determine this based on several administrative-technical criteria (see the formal conditions for submission, Section 3.4). NWO can only take your proposal into consideration if it meets these conditions.

Please ensure that you will be available during the two-week period after submitting your proposal to enter any possible administrative corrections so that your proposal can (still) meet the conditions for submission. You will be given one opportunity to make the corrections, and you will be given five working days to do this.

4.2.7 Pre-advice assessment committee

After this, your proposal will be submitted for comments to several assessment committee members (the pre-advisers). When you write the full proposal, you should bear in mind that it must also be accessible for committee members from disciplines other than your own. The proposal will receive a substantive and reasoned response in writing from the pre-advisers. They will formulate these comments based on the substantive assessment criteria (see Section 4.3.1). These comments will be sent to the applicants so that they can prepare for the interview.

4.2.8 Interview

All applicants who may submit a full proposal will be invited for an interview with a science-wide assessment committee.

The applications will present their elaborated research project to the assessment committee. During the interview, the assessment committee has the opportunity to pose questions in response to the application and presentation. They can, moreover, ask questions other than the questions that the applicants received prior to the interview. During the interview, applicants can respond to these during the discussion with the committee. In this manner, the principle of hearing and rebuttal is applied. The interview is an important part of the assessment and can lead to an adjustment of the assessment up until that moment. The assessment committee will give the application a numerical score for each assessment criterion. For this, the NWO score table is used (on a scale of 1 to 9 where ‘1’ is excellent and ‘9’ is poor).

4.2.9 Meeting of the assessment committee

The pre-advice for each proposal is the starting point for the assessment committee’s plenary discussion of the proposals. The assessment committee makes its own assessment based on the proposal and the interview. The committee considers the arguments of the committee members (also among themselves) and examines whether, during the interview, the committee’s questions were adequately answered. Furthermore, the committee has insight into the quality of the other proposals.
Following the discussion, the committee draws up a written recommendation addressed to the NWO Executive Board about the quality and ranking of the proposals. This recommendation is based on the assessment criteria. The proposal must receive an overall qualification of at least “very good” to be eligible for the funding. The proposal must also receive at least the qualification “good” for each of the separate assessment criteria.

For more information about the qualifications, see www.nwo.nl/en/apply-funding-how-does-it-work, https://www.nwo.nl/kwalificaties

If, after the discussion of the proposals, it transpires that two or more of the proposals based on their weighted total score cannot be distinguished from each other, then there is an ex aequo situation (see the paragraph about ex aequo).

4.2.10 Ex aequo

NWO understands ex aequo to be a situation in which two or more proposals based on their weighted score cannot be distinguished from each other. An ex aequo situation is relevant with respect to the limit of the available budget or the selection boundary. The existence of an ex aequo situation is determined as follows. The starting point is the ranking arrived at by the assessment committee, with the final scores rounded down to two decimal points. The reference score is the score of the lowest-ranked proposal within the limit of the available budget or the selection boundary. All proposals with a score that is within 0.05 or less of the reference score will be considered. Subsequently, the proposals that are equal within a score of 0.1 will be selected. If an ex aequo situation occurs at the limit of the available budget or the selection boundary, then to encourage the proportion of women in science, the proposal from a female applicant with a higher score pertaining to the criterion ‘Research design, research approach and methodology’ will end as the highest. If the proposals subsequently ends in a tie, the assessment committee, with the help of an (anonymous) majority vote, will determine the ranking (in accordance with Article 2.2.7, third paragraph, sub a, part iv of the NWO Grant Rules 2017). If this vote provides no resolution either, or if it is not desirable to vote, the ex aequo situation will be sent on to the decision-making body. The decision-making body will subsequently determine the final qualifications and take a decision about awarding or rejecting the proposals.

4.2.11 Decision-making

Finally, the NWO Executive Board will assess the procedure followed and the advice from the assessment committee. It will subsequently determine the final qualifications and take a decision about awarding or rejecting the proposals.

4.2.12 Timetable

Below, you will find the timetable for this Call for proposals. During the current procedure, NWO might consider it necessary to make further changes to the timetable for this Call for proposals. You will, of course, be informed about this in time.

<table>
<thead>
<tr>
<th>Pre-proposals</th>
<th>Deadline pre-proposals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday 7 February 2023, 14:00:00 CET</td>
<td></td>
</tr>
<tr>
<td>February to April 2023</td>
<td>Assessment committee assesses pre-proposals</td>
</tr>
<tr>
<td>Mid-May 2023</td>
<td>Applicants receive advice about whether or not to elaborate the pre-proposal into a proposal</td>
</tr>
<tr>
<td>Mid-May 2023</td>
<td>Decision NWO Executive Board about whether or not a full proposal can be submitted</td>
</tr>
<tr>
<td>Full proposals</td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Tuesday 11 July 2023, 14:00:00 CEST</td>
<td>Deadline full proposals</td>
</tr>
<tr>
<td>Mid-October 2023</td>
<td>Interviews</td>
</tr>
<tr>
<td>Mid-October 2023</td>
<td>Meeting assessment committee</td>
</tr>
<tr>
<td>End November 2023</td>
<td>Decision NWO Executive Board</td>
</tr>
</tbody>
</table>

### 4.3 Criteria

#### 4.3.1 Substantive assessment criteria for pre-proposals

The pre-proposals submitted within this Call for proposals will be substantively assessed by means of the profile of the applicant. In this assessment, the narrative CV will be examined in relation to the research idea.

**Profile of the applicant**

- Prior university education: preferably connected with the subject of the research. Applicants whose prior education does not connect with the subject of the research can also submit an application, but in the training plan, they should ideally devote extra attention to the skills that still need to be acquired (20%).
- Research experience: any research experience, for example, in the form of work as a research assistant, carrying out a pilot study, scientific publication(s), journalistic research, experience with archival research, or the attendance of congresses are all recommended. These examples are not exhaustive (20%).
- Motivation for PhD research: a clear affinity with the subject of the research is a minimal condition. In addition, applicants should argue why they want to carry out PhD research (20%).
- Embedding of the research: applicants should be supervised by a satisfactory supervisory team that contains the relevant expertise and with which there is regular contact (20%).
- Training plan: description of any gaps in the applicant’s knowledge or skills, and it is stated how these will be remedied (20%).

#### 4.3.2 Substantive assessment criteria for full proposals

The full proposals submitted within this Call for proposals will be substantively assessed using the profile of the applicant.

1. Potential contribution to science (30%)
2. Research design, research approach and methodology (50%)
3. Potential contribution to society (20%)

**Potential contribution to science**

- Theoretical embedding (positioning/embedding in scientific theory and/or debates) (10%).
- Scientific importance (contribution to scientific theory, potential innovative value) (10%).
- Scientific problem (clear, relevant and well-defined discussion and problem posed) (10%).

**Research design, research approach and methodology**

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8 In the Mosaic 2.0 2022 (2nd round) the ‘research idea’ is no longer an independent criterion like it was in Mosaic 1.0 2021. Based on the experiences in the first round, we expect that this will increase the assessibility of the pre-proposals and that it will also save time during the assessment process.
- Research design appropriate to the question posed (20%).
- Effectiveness and clarity of the approach and methodology (20%).
- Feasibility in the light of: work plan, research time available, suitable infrastructure and supervision and quality of the research group (10%).

**Potential contribution to society**

- The ability to place the research in a broader context: the potential to contribute to society in a broader sense (20%).
5  Obligations for grant recipients

In addition to the conditions stated in Section 3.5, this chapter details the various obligations that apply after funding has been awarded.

5.1.1 Data management

After a proposal has been awarded funding, the researcher should elaborate the data management section into a data management plan. For this, applicants can make use of the advice from the referees and committee. The applicant describes in the plan whether use will be made of existing data, whether new data will be collected or generated, and how the data will be made FAIR: Findable, Accessible, Interoperable and Reusable. Before submission, the data management plan should be checked by a data steward or similar officer of the organisation where the project will be realised. The plan should be submitted to NWO via ISAAC within 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 the disbursement of the funding. The plan can be adjusted during the research.

More information about the data management protocol of NWO can be found at: www.nwo.nl/en/research-data-management https://www.nwo.nl/research-datamanagement

A completed data management section is also part of the full proposal. However, this is not evaluated and will therefore not be weighed in the decision on whether 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 researcher should elaborate the data management section into a data management plan. For this, the applicant can make use of the advice from the committee. The project can start as soon as NWO has approved the data management plan.

5.1.2 Intellectual property

With respect to intellectual property (IP), the NWO IP policy applies. This can be found in Chapter 4 of the NWO Grant Rules 2017.

Applicants must carry out a project funded by NWO during the time that they work for the knowledge institution. If an applicant or a researcher funded by NWO is appointed by more than one employer, then the other employer should relinquish for the benefit of the applicant any possible IP rights that emerge from the project.

5.1.3 Socially responsible licensing

The knowledge that emerges from the project could be suitable for use in society. When agreements about licensing and/or the transfer of research results developed under this Call for proposals are made, due consideration should be given to the ten principles for socially responsible licensing, as stated in the NFU factsheet ‘Socially Responsible Licensing Toolkit for knowledge institutions’ (www.nfu.nl/sites/default/files/2020-09/200902-NFU%20Factsheet%20Toolkit%20SRL.pdf) https://www.rijksoverheid.nl/documenten/rapporten/2019/05/29/tien-principes-voor-maatschappelijk-verantwoord-licentieren

5.1.4 Open Access

As a signatory to the Berlin Declaration (2003) and a member of cOAlition S (2018), NWO is committed to making the results of the research it funds openly accessible via the internet (Open Access). By doing this, NWO gives substance to the ambitions of the Dutch government to make all publicly funded research available in Open Access form. Scientific publications arising from projects awarded on the basis of this Call for proposals must therefore be made available in Open Access form in accordance with the Open Access Policy.
Scientific articles
Scientific articles must be made available in Open Access form immediately at the time of publication (without embargo) via one of the following routes:

- publication in a fully Open Access journal or platform registered in the DOAJ;
- publication in a subscription journal and the immediate deposition of at least the author-accepted manuscript of the article in an Open Access repository registered in Open DOAR;
- publication in a journal for which a transformative Open Access agreement exists between VSNU and a publisher. For further information, see www.openaccess.nl.

Books

CC BY licence
To ensure the widest possible dissemination of publications, at least a Creative Commons (CC BY) licence must be applied. Alternatively – in case of substantial interest – the author may request to publish under a CC BY-ND licence. For books, book chapters and collected volumes, all CC BY licence options are allowed.

Costs
Costs for publication in fully Open Access journals can be budgeted in the application using the budget module for “material costs”. Costs for publications in hybrid journals are not eligible for reimbursement by NWO. For Open Access books, a separate NWO Open Access Books Fund is available.

For more detailed information about the NWO Open Access policy, see www.nwo.nl/en/open-science.

5.1.5 Completion and reporting
After the decision of the NWO Executive Board, the trajectory to award or reject the proposal will be completed.

If a grant is awarded, then the applicant will start no later than six months after the date on which the research project was awarded funding. The award decision will include conditions about meetings in relation to progress and final reports, and the disbursement of the grant.

The employer of PhD candidates whose proposal is awarded funding will receive the funding to enable the PhD candidates to realise the intended PhD project. The employer of the PhD candidates is responsible for the financial management of the grant and gives account for this to NWO. As soon as the PhD project has been completed, the PhD grant will stop.

At the moment the PhD research starts, the applicant has 48 months with a 1.0 FTE appointment or a (differing) equivalent thereof to complete the PhD project. After the grant has been awarded, NWO will use interim reporting to monitor whether the applicant and supervising professor consider it possible to complete the PhD programme within this timeframe. If the timetable is not feasible or no longer seems feasible, then NWO will contact the applicant and the supervising professor involved to determine whether the research needs to be prematurely terminated or whether a budget-neutral, NWO-approved extension of the project is necessary to support its successful completion.

5.1.6 Meetings
After the grant has been awarded, NWO will monitor to what extent progress is made in realising the objectives of this programme. To this end, NWO intends to regularly organise meetings to which will be invited applicants, supervising professors and day-to-day supervisors. These meetings will also facilitate the creation of a network for applicants and allow them to meet other laureates, both of which will increase their chances of developing a further career in the academic world.
6 Contact and other information

6.1 Contact

6.1.1 Specific questions
For specific questions about this Call for proposals please contact:
Dr Azadeh Firouzian

email: mozaiek@nwo.nl

6.1.2 Technical questions about the web application 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 on +31 (0)70 344 0600. However, you can also submit your question by email to isaac.helpdesk@nwo.nl. You will then receive an answer within two working days.

6.2 Other information

The most recent information can be found on the programme page (www.nwo.nl/en/researchprogrammes/mosaic). Via this page, you can also click through to the funding page, where you will find the documentation for a pre-proposal and a full proposal.


NWO might approach applicants for an evaluation of the procedure and/or research programme.
7 Annexe(s)

7.1 Explanation of budget modules

It is possible to apply for the funding of the salary costs of personnel who make a substantial contribution to the research. Funding of these salary costs depends on the type of appointment and the organisation where the personnel are/will be appointed.

- For university appointments, the salary costs are funded in accordance with the VSNU salary tables applicable at the moment the grant is awarded (www.nwo.nl/en/salary-tables). http://www.nwo.nl/salaristabellen
- For university medical centres, the salary costs are funded in accordance with the NFU salary tables applicable at the moment the grant is awarded (www.nwo.nl/en/salary-tables). http://www.nwo.nl/salaristabellen
- For personnel from universities of applied sciences and other organisations, the salary costs are funded on the basis of the collective labour agreement salary scale of the employee concerned, in accordance with table 2.2 of the 2021 manual for Dutch government rates (Handleiding Overheidstarieven – HOT 2021) (www.nwo.nl/en/salary-tables). http://www.nwo.nl/salaristabellen
- For the Caribbean Netherlands, the Dutch government employs civil servants on Bonaire, Sint Eustatius and Saba under different conditions than in the European part of the Netherlands. www.rijksdienstcn.com/werken-bij-rijksdienst-caribisch-nederland/arbeidsvoorwaarden.

NWO will apply a one-off automatic indexing of the salary costs with respect to:
- UNL rates: on applications submitted before 1 July that are awarded funding after 1 July;
- NFU rates: on applications submitted before 1 August that are awarded funding after 1 August;
- HOT rates: on applications submitted before 1 January that are awarded funding after 1 January.

Official indexing will not have any effect on the total budget for the call or the maximum grant size per proposal. The total budget for the call and the maximum grant size will remain unchanged during the assessment procedure. The official indexing will be applied after the decision-taking process about awarding or rejecting proposals has been completed.

If co-funding is required or permitted then the automatic indexing will have no consequences for the co-funding requirement nor for the IP rights that can emerge from the co-funding.

The rates for all budget modules are incorporated in the budget template that accompanies the application form. For the budget modules “PhD student”, “PDEng” and “Postdoc”, a one-off individual bench fee of €5,000 is added on top of the salary costs to encourage the scientific career of the project employee funded by NWO. Remunerations for PhD scholarship students (‘beursalen’) at a Dutch university are not eligible for funding from NWO.

The available budget modules are explained below.

**PhD student (including MD-PhD student)**

A PhD student is appointed for 1.0 FTE for a duration of 48 months. The equivalent of 48 full-time months, for example an appointment of 60 months for 0.8 FTE, is also possible. If a different duration of appointment is considered necessary for the realisation of the proposed research, then the standard time can be deviated from as long as this is properly justified. However, the duration of the appointment must always be at least 48 months.
Explanation of budget module Material

For each applied for FTE scientific position (PhD student, Postdoc, PDEng), a maximum of €15,000 material budget can be applied for per year of the appointment. Material budget for smaller appointments can be applied for on a proportionate basis and will be made available by NWO accordingly. Per 0.2 FTE scientific employee applied for at a university of applied sciences, educational institution or other organisation (with a minimum appointment of 0.2 FTE for 12 months) a maximum of €15,000 in material budget can be applied for per year.

The applicant is responsible for distributing the total amount of material budget across the NWO-funded personnel positions. The material budget that can be applied for is specified according to the three categories below:

**Project-related goods/services**
- consumables (e.g. glassware, chemicals, cryogenic fluids, etc.)
- measurement and calculation time (e.g. access to supercomputer, etc.)
- costs for acquiring or using data collections (e.g. from Statistics Netherlands [CBS]), for which the total amount may not be more than €25,000 per proposal
- access to large national and international facilities (e.g. cleanroom, synchrotron, etc.)
- work by third parties (e.g. laboratory analyses, data collection, citizen science, remuneration for a focus group, such as travel costs and or an attendance fee for participation in meetings, etc.)
- personnel costs for the appointment of a Postdoc and/or non-scientific personnel for a smaller appointment size than those offered in the personnel budget modules

**Travel and accommodation costs for the personnel positions applied for**
- travel and accommodation costs
- conference attendance (maximum of 2 per year per applicant)
- fieldwork
- work visit

**Implementation costs**
- national symposium/conference/workshop organised by the project researchers
- costs for Open Access publishing (solely in full gold Open Access journals, registered in the “Directory of Open Access Journals” [https://doaj.org/]
- costs of data management
- costs involved in applying for licences (e.g. for animal experiments)
- audit costs (only for institutions that are not subject to the education accountants protocol of the Ministry of Education, Culture and Science), maximum €5,000 per proposal

Costs that cannot be applied for are:
- basic facilities within the institution (e.g. laptops, office furniture, etc.)
- maintenance and insurance costs

If the maximum amount is not sufficient for realising the research, then this amount may be deviated from if a clear justification is provided in the proposal.

**Citizen science**

Involving citizens (citizen science) can contribute to the quality of the research. With the help of citizens, data and insights can be acquired that would not otherwise be available for research. NWO also funds citizen science. Applicants can use the budget module “material, project-related goods/services, work by third parties” to request remuneration for the involvement of citizens in projects. The budget module offers a possibility and is not a requirement. Applicants are free to decide whether it is worthwhile involving citizens in the project and what exactly they use this budget for (for example, reimbursement of the citizens’ expenses, skills training for citizens, or technical devices for the participating citizen).