



Call for proposals

Mozaïek

Subsidy Round 2012

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1 Introduction

1.1 Background

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 2010 NWO received more than 900 applications of which 153 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 2012 Mozaïek will be evaluated for the second time, and a decision to continue the programme will be taken. The first evaluation, which was done in 2008, showed that Mozaïek is widely appreciated and that it has contributed to the promotion of diversity. You can download the evaluation 2008 via the website www.nwo.nl/kleurrijktalent.

1.2 Available budget

For the 2011 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

1.3 Validity of the call for proposals

This call for proposals is valid until the closing date 22-05-2012.

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.

3 Guidelines for applicants

3.1 Who can apply

Applicants must comply with the following three criteria:

1. Both their parents must have been born in one of the target countries (see list at the back of the brochure)

or:

both the candidate and at least one of his/her parents must have been born in one of these countries.

2. The candidate must have graduated from or be a final year student¹ at a Dutch university and have completed the entire university degree in the Netherlands.

There are a number of possible exceptions to this criterion:

2a. Applicants who do not have a Dutch BA degree but do have an MA degree awarded by a Dutch university must also be able to show that they have lived in the Netherlands for at least five years on 31 January 2012.

2b. If an applicant has no Dutch university degree (or only a Dutch BA), NWO will ask Nuffic to assess their foreign MA degree, which must be found by Nuffic to be at least equivalent to an MA awarded by a Dutch university. Again, applicants must be able to show that they have lived in the Netherlands for at least five years on 31 January 2012.

3. Only graduates who have not accepted a position to study for a PhD at the time of the awarding of the grant may submit an application.

Candidates who attended Mozaïek workshops may once again submit an outline application, to reach NWO by 31 January 2012, 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 22 May 2012 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 € 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.

¹ Students must be due to graduate before the end of 2011.

3.3 When can applications be submitted

The closing date for the submission of preproposals is **31-01-2012**, 23:59 hours.
 The closing date for the submission of proposals is **22-05-2012**, 23:59 hours.
 Detailed proposals will be accepted only from candidates invited to submit them on the basis of their outline applications.

3.3.1 Drawing up an application

Your grant application has two parts: a fact sheet and the application form.

- You complete the fact sheet directly in NWO's electronic application system Iris.
- The application form is on the grant page for this programme on the NWO website. As soon as you have completed it you can add this form to the Iris fact sheet as a PDF file.

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)
- 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 letter can be in English or in Dutch. The supervisor must be a full professor at one of the Dutch universities whose terms of reference include the conduct of scientific research.

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 mentor² 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.

3.3.2 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.

² Professor and mentor may also be the same person.

3.3.3 Submitting an application

Application forms are available on the Mosaic page of the NWO subsidy guide (www.nwo.nl/mozaiek). An application can only be submitted to NWO via the electronic application system Iris. To do this, you must first create your own account via www.iris.nwo.nl. You may not submit your application using your PhD sponsor's ('promotor's') account. If you need help dealing with Iris, use the link on the same page to contact the Iris helpdesk. Applications not submitted via Iris will not be admitted to the selection procedure.

When you set up your Iris account, the system will ask you to state what organisation you work for. Choose the institute where you wish to conduct your PhD research. You will then be asked for a contact address. Please enter your home address here, so that we can use it for correspondence

If the main applicant does not have an Iris account yet then this should be created at least one day before the submission. Then any possible registration problems can still be solved on time. If the main applicant already has an Iris account then he/she does not need to create a new account to submit a new application.

For technical questions, please contact the Iris helpdesk.

4 Assessment procedure

4.1 Procedure

The various stages of the assessment procedure are outlined below.

4.1.1 Compliance with formal requirements

The first step in the assessment procedure is to determine the admissibility of the application. This is done using the conditions stated in Chapter 3 of this call for proposals. Only those which do so will qualify for further consideration.

Confirmations of receipt will be sent out in early February.

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.

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 4 April and 7 May 2012. They will be composed of presentations and discussions designed to help candidates develop their outline research ideas into detailed research proposals. Promotors/mentors are also invited for the morning of 4 April.

4.1.4 Assessment of detailed research proposals

The final detailed proposal must be submitted to NWO ultimately on 22 May 2012 (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 in July 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 (*AIO*) appointment as soon as possible (in any event

by 1 January 2013) and arrangements will be agreed for the submission of progress and final reports and for funding.

Timetable

31 January 2012	→ deadline for submission of outline applications
Early March	→ results + invitations to workshops
April – Mid-May	→ workshop preparation + attendance (4 April and 7 May)
22 May 2012	→ deadline for submission of detailed applications
12 - 21 June 2012	→ interviews
July 2012	→ decision by Governing Board
End of July 2012	→ notification of outcome to candidates and universities

4.2 Criteria

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:
 - scientific innovation. Creative and original.
 - an effective approach
 - 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 Contact details and other information

5.1 Contact

5.1.1 Specific questions

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

Netherlands Organisation for Scientific Research (NWO)
BOO / Mozaïek
P.O. Box 93138
2509 AC The Hague

Programme coordinator Mozaïek
Tel. +31 (0)70 344 07 11
e-mail: mozaiek@nwo.nl
website: www.nwo.nl/mozaiek

5.1.2 Technical questions about the electronic application system Iris

For technical questions about the use of Iris please contact the Iris helpdesk. Please read the Iris manual before consulting the helpdesk.

The Iris helpdesk is available from Monday to Friday from 11.00 to 17.00 hours on +31 900 696 4747. Unfortunately not all foreign phone companies allow you to phone to a 0900 number in the Netherlands. You can also send your question by e-mail to iris@nwo.nl.

5.1.3 Other information

There is no other information.

6 Annexe(s): Countries specified for participation

Afghanistan	Ecuador	Malaysia	St Pierre and Miq.
Albania	Egypt	Maldives	St Vincent/Gr
Algeria	Eritrea	Mali	Samoa
American Samoa	El Salvador	Marshall Islands	San Marino
	Dominican		
Angola	Republic	Malawi	St Maarten
Anguilla	Estonia	Martinique	Sao Tome
Antigua and			
Barbuda	Ethiopia	Mauritania	Saudi Arabia
Argentina	Falkland Islands	Mauritius	Senegal
			Serbia-
Armenia	Fiji	Mayotte	Montenegro
Aruba	French Guyana	Mexico	Seychelles
Azerbaijan	French-Polynesia	Micronesia	Sierra Leone
Bahama's	Gabon	Moldova	Singapore
Bahrein	Gambia	Mongolia	Slovak Republic
Bangladesh	Georgia	Montserrat	Slovenia
Barbados	Ghana	Morocco	Solomon Islands
Belarus	Grenada	Mozambique	South Africa
Belize	Guadeloupe	Myanmar	South Korea
Benin	Guam	Namibia	Somalia
Bermuda	Guatemala	Nauru	Sri Lanka
		Netherlands	
Bhutan	Guinea-Equatorial	Antilles	Sudan
Bolivia	Guinea-Equatorial	Nepal	Suriname
Bosnia&Herzegovina	Guinea-Bissau	New Caledonia	Swaziland
Botswana	Guyana	Nicaragua	Syria
Brazil	Haiti	Niger	Taiwan
British Indian	Honduras	Nigeria	Tajikistan
Ocean Territory	Hong Kong	Niue	Tanzania
Brunei	Hungary	North-Korea	Thailand
Bulgaria	India	Northern Mariana	Timor Leste
Burkina Faso	Indonesia	Islands	Togo
Burundi	Irak	Norfolk	Tokelau
Cambodia	Iran	Oman	Tonga
Cameroon	Israel	Pakistan	Trinidad&Tobago
Cape Verde	Ivory Coast	Palau	Tunisia
		Palestinian	
Central African	Jamaica	Territories	Turkmenistan
Republic	Jordan	Panama	Turkey
			Turks&Caicos
Chad	Kazakhstan	Papua New Guinea	Islands
Chile	Kenya	Paraguay	Tuvalu
China	Kiribati	Peru	Uganda
Colombia	Kosovo	Philippines	Ukraine

Comores	Kuwait	Pitcairn Islands	United Arab Emirates
Congo	Kyrgyzstan	Poland	Uruguay
Congo (DR)	Laos	Puerto Rico	Uzbekistan
Cook Islands	Latvia	Qatar	Vanuatu
Costa Rica	Lebanon	Réunion	Venezuela
Croatia	Lesotho	Romania	Vietnam
Cuba	Liberia	Russia	Wallis and Futuna
Curacao	Libia	Rwanda	Yemen
Czech Republic	Macau	St Kitts/Nevis	Zambia
Djibouti	Macedonia/FYROM	St Helena	Zimbabwe
Dominica	Madagaskar	St Lucia	

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