

RESEARCH ASSESSMENT

Amsterdam Research Institute for Legal Studies

2016 - 2021



UNIVERSITY OF AMSTERDAM
Amsterdam Law School

HUISJES&CO

Meer waarde uit wetenschap

Co-ordinator and editor:

Mariette Huisjes

www.mariettehuisjes.nl

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The bottom half of the page contains extensive handwritten mathematical notes and formulas. Key elements include:

- Trigonometric identities and derivatives:**
 - $\frac{d}{dx} \sin x = \cos x$, $\frac{d}{dx} \cos x = -\sin x$
 - $\frac{d}{dx} \tan x = \sec^2 x$
 - $\frac{d}{dx} \arcsin x = \frac{1}{\sqrt{1-x^2}}$
 - $\frac{d}{dx} \arccos x = \frac{-1}{\sqrt{1-x^2}}$
 - $\frac{d}{dx} \arctan x = \frac{1}{1+x^2}$
 - $\frac{d}{dx} \ln x = \frac{1}{x}$
- Calculus and limits:**
 - $\lim_{x \rightarrow \infty} \frac{1}{x} = 0$
 - $\lim_{x \rightarrow 0} \frac{\sin x}{x} = 1$
 - $\lim_{x \rightarrow 0} \frac{e^x - 1}{x} = 1$
 - $\lim_{x \rightarrow \infty} \frac{2^n \cdot x^n}{\sqrt{(2\pi - 1)^n}}$
- Algebra and equations:**
 - $\sin(ax+b) = m$, $\cos(ax+b) = m$
 - $\tan x = 1 \Rightarrow x = \frac{\pi}{4} + \pi n$
 - $\tan x = -1 \Rightarrow x = -\frac{\pi}{4} + \pi n$
 - $\sin x = \frac{\sqrt{3}}{2} \Rightarrow x = \frac{\pi}{3} + 2\pi n$ or $x = \frac{2\pi}{3} + 2\pi n$
- Other mathematical expressions:**
 - $r = M_0 M = \frac{r-r_0}{\cos \omega} t_p$
 - $\Delta \text{NOT } |an+1|$
 - $S = \cos \omega$
 - $\frac{1}{\cos \omega}$
 - $\frac{1}{\cos \omega} = \sec \omega$

Preface

With this report we hope to provide you with a useful assessment of research and research management at the Amsterdam Research Institute for Legal Studies (ARILS). We hope the 'outsider' perspective will help you in further strengthening the research within the institute.

On behalf of the other members of the committee, I would like to thank all those who contributed to the organisation of this peer review. Many thanks for compiling the self-evaluation report and for representing either a research centre or for participating as PhD representative and/or research staff during committee meetings. We appreciated and enjoyed the insightful and frank conversations. They took place in an open, relaxed atmosphere and provided the extra information we needed to write up the assessment report. From an operational point of view, the committee would like to express special gratitude to Susanne de Gooijer who on behalf of the University of Amsterdam was of great assistance before and during the evaluation procedure. The programme was well prepared and the technical support flawless.

Chairing this committee has been a real pleasure. I want to thank my fellow committee members for their active participation in preparing and conducting the interviews and for their active involvement in drawing up the final report. The collegiate way in which we conducted the assessment made the task as chair a pleasant and easy one.

Last but not least, I would like to thank Mariette Huisjes, our secretary, who so efficiently guided us through the whole evaluation and whose help was extremely valuable in preparing and conducting the assessment and writing the report.

Elies van Sliedregt

Chair

Executive summary

Mission, structure and strategy

Findings

- ALS has a clear, engaged and commendable mission.
- The research centres and platforms have good profiles and they are effectively used.
- The Faculty Strategic Plan 2021-2026 is well balanced and in line with the identified strengths and challenges of ARILS. The committee fully supports the overarching strategic aim of fostering an ARILS-wide research community with a diverse set of methodologies and shared quality of culture.
- The committee welcomes the termination of the research priority areas. A level playing field has now been created, enabling a broader range of researchers to participate and collaborate in a shared effort to reach excellence.
- The flip side of the new allocation arrangement seems to be an increase in bureaucracy. One of the greatest challenges for ALS in the next few years will be to maintain the advantages of the new research allocation system, while at the same time creating an infrastructure that is leaner, and maintaining a collegiate atmosphere.
- The committee is satisfied with the purposeful investment in the revitalisation of the core areas of Dutch law. They form a cornerstone for both education and research within ALS, and enrich the entire palette of its research.
- The committee supports the management in its view on the importance of the interplay between - on the one hand - monodisciplinary and national law research and - on the other hand - multidisciplinary and international (incl. European) law research.
- The committee did not perceive a deep divide between internationally and nationally oriented research within ARILS, as the previous assessment committee did. This seems to have been improved.

Recommendations

- In time, all research projects should belong to at least one research centre. For certain domestic law areas that use the legal-doctrinal research method, it might not always be the best option to integrate them into existing centres. They may thrive more in newly created centres.
- The current structure of distribution of funds comes across as bureaucratic and unnecessarily competitive; the committee recommends rethinking its effectiveness.

- The competition between domestic and international research should not be overstressed. Instead, focus on how the two fields can supplement and reinforce each other within an overall plan.

Research quality

Findings

- The scope of ARILS research is broad and the way the self-evaluation was structured did not allow the committee to conduct an across the board assessment of the quality of output. Instead, the committee has assessed those aspects of the research that can be generalised, on a meta-level. Moreover, the committee members - each in their own area of expertise - assessed output quality via random selection of researchers and their work.
- ALS knows how to recruit the right people and trains them well. This is a good base for excellent research.
- The committee commends ALS for the way it has explicated its indicators for research quality.
- The committee supports the initiative to create a shared set of methodologies by providing funds to develop them, but it queries the need to distribute these funds in a competitive fashion.
- The weakness ARILS perceives in the implementation of research integrity is primarily related to external sources of research funding. The committee welcomes the new policy on research integrity, but it found that the debate on this topic seems to have stalled.

Recommendations

- The anchoring of a shared and transparent culture around research integrity should be a priority for ARILS.
- A common understanding is needed of the role that contract research or endowment of chairs can have, and the conditions under which scientific freedom and integrity are safeguarded. It is therefore necessary to reinvigorate a continuing debate, that should involve all members of the research community and respect dissenting voices.
- Key performance indicators can be helpful in determining whether a culture of scientific integrity has been realised.

Societal relevance of the research

Findings

- ARILS presents some impressive examples of different kinds of impact. However, through lack of clear indicators the committee finds it hard to assess to what extent exactly ARILS lives up to its ideals.
- The research lines chosen by ARILS of digital legal studies and transformative effects of globalization in law are undoubtedly of significant

societal relevance. ARILS's participation in the AI, Media and Democracy Lab is another example of highly relevant, audacious and future-proof research activity.

- Research conducted at the Amsterdam Centre for International Law and the Amsterdam Centre for European Law and Governance centers on some of the most pressing societal changes, including sustainability, global economic challenges, inequalities, cyber warfare, and inequality in the digital economy. In these field, ARILS addresses fundamental topics and has achieved notable recognition.
- The Law Hub is a promising and important strategic asset in realising societal impact.
- If issues of integrity, scientific independence and academic freedom are managed well, contract research with private parties could create space for some high quality research, while at the same time generating societal impact.
- The new university-wide research topics 'Decolonial futures' and 'Trust in the digital society' that ALS currently helps to develop seem promising focus points to maintain the societal relevance of ARILS at a high level.

Recommendations

- The committee recommends the introduction of articulate impact indicators to more concretely assess societal relevance. ARILS is encouraged to take the lead in the quest for such indicators, by supporting a bottom-up approach and capitalising on its ample experience with realising societal impact.
- It may be a good option to consider balancing collaborations with large private companies with collaborations with NGOs or other non-profit organisation.

Viability

Findings

- The move to the new Roeterseiland Campus is a stimulus for realising ARILS' strategic goal of engaging in interdisciplinary research.
- Real improvements have been made on the aspect of open access publishing, even though further steps can still be taken.
- The committee has a good impression of the new framework for appointments and career.
- The committee was impressed by the talent management policies of ALS and by the attention that is paid to the wellbeing of junior staff.
- Some commendable steps have been taken to improve the training and research environment for PhD candidates.

- The workshops organised by the Law Hub are a valuable complement to the training organised by ALS. The Talent Factory is another great initiative to help PhD researchers in the final years of their programme.
- The 27% PhD drop-out rate remains disappointing, but it is not anomalous compared to equivalent institutions in the Netherlands.
- While the committee is pleased with the well drafted Diversity Agenda, it observed a glaring glass ceiling for female academics. At the level of full professor, the imbalance has actually worsened since 2017.

Recommendations

- Continue on the road to increased open access.
- A good ambition would be that eventually *all* staff members can spend at least 40 percent of their time on research.
- Collecting data on the reasons or causes why PhD candidates abandon the programme may help to decrease the drop-out rate.
- Create a more institutionalised forum for PhD candidates to present their ideas to the whole faculty.
- Consider the creation of a PhD programme independent of external funding
- The proposed 33% target for female professors for 2025 appears rather under-ambitious. The committee strongly recommends adopting a target of *at least* 50% female professors.
- To achieve a better gender balance and culture of inclusion, the committee recommends ARILS to consider diversity and inclusion training to be made mandatory.
- Social safety – in connection with research integrity – should be considered a key factor for ARILS to deliver on its strategic aims.

I. Introduction

2.1. Context and aims of the assessment

The dean of the Faculty of Law at the University of Amsterdam asked a committee of peers to perform an assessment of the Amsterdam Research Institute for Legal Studies (ARILS) over the period of 2016-2021. The basis of the assessment is the Strategy Evaluation Protocol 2021-2027 as determined by the Dutch academic organisations UNL, KNAW and NWO. According to this protocol, the main goal of a research assessment is to evaluate the research unit in light of its own aims and strategy, and to provide recommendations for what a unit could do to become more successful in gaining these aims.

The dean asked the committee to assess the quality of research conducted by ARILS for the period 2016-2022 as well as to offer recommendations to improve its strategy.

Specifically, the committee was requested to look into the following main assessment criteria of the Strategy Evaluation Protocol:

- Research quality
- Societal relevance of the research
- Viability of the research unit

While evaluating these three main criteria, the committee was asked to incorporate four specific aspects relating to the organisation and performance of ARILS. These aspects are:

- Open science
- PhD policy and training
- Academic culture
- Human resources policy

The dean asked no additional question on top of the SEP-categories, but in personal conversations it was underscored that an evaluation of Amsterdam Law School's relatively new strategy, organisational structure and funding scheme would be highly appreciated.

2.2. Composition of the evaluation committee

The evaluation committee consisted of:

- Prof. Elies van Sliedregt, professor of criminal law, Tilburg University (chair)

- Prof. Alessandra Arcuri, professor of International Economic Law, Erasmus University Rotterdam
- Ana Luísa Rocha Bernardino, PhD researcher, Graduate Institute of International and Development Studies, Geneva
- Prof. Irene Calboli, professor of law, Texas A&M University
- Prof. Raymond Schlössels, professor of administrative law, Radboud University
- Prof. Bruno de Witte, professor emeritus of European Union Law, Maastricht University
- Prof. Paul Verbruggen, professor of private law, Tilburg University

The committee was supported by Mariette Huisjes MA, who acted as secretary.

All members of the committee signed a statement of independence to guarantee an unbiased and independent assessment of the quality of the research performed by ARILS. Personal or professional relationships between committee members and the research unit under review were reported and discussed before the onsite visit. The committee concluded that no specific risk in terms of bias or undue influence existed and that all members were sufficiently independent.

2.3. The assessment process

The committee first met online on 5 September 2022 to be introduced to each other, the Strategy Evaluation Protocol and the context of ARILS.

Prior to the site visit, all committee members read the self-evaluation report provided by ARILS and formulated preliminary findings and questions. These were discussed the afternoon before the site visit, which took place on 11 October 2022. For a full programme of the site visit, see annex 6.1.

This assessment report is based on both the documentation provided by ARILS and the information gathered from the interviews during the site visit. The committee members each contributed to the writing of the assessment report. The criteria and categories of the Strategy Evaluation Protocol 2021-2027 were used as structuring principles. The first draft of the report was written by the secretary and all committee members offered feedback, which was processed before a new draft was sent to ARILS. The members and management of ARILS then offered factual corrections and comments. In close consultation with the chair, the secretary reviewed the comments to create the final report.

This was presented to the board of the Faculty of Law at the University of Amsterdam.

2.4. Quality of the information

Before, during and after the site visit, the committee received the following documents:

- the Strategy Evaluation Protocol 2021 – 2027
- the terms of reference drawn up by the dean of the Faculty of Law at the University of Amsterdam
- the self-assessment report of ARILS
- 24 annexes on policies, frameworks and guidelines
- some newspaper clippings concerning Amsterdam Law School
- online information concerning focus and main publications of the research centres
- additional information on the research output concerning Dutch private law, administrative law and criminal law
- additional information on the Law Hub

2. Mission, structure and strategy

2.1. Mission

The Amsterdam Research Institute for Legal Studies (henceforth: ARILS) comprises the research activities of Amsterdam Law School (henceforth: ALS), one of the seven faculties of the University of Amsterdam.

The mission for ALS and therefore for ARILS is to contribute to knowledge enhancement and scientific solutions to societal problems, driven by commitment and responsibility. Challenges such as the climate crisis, global health threats, social inequality, and the transformations resulting from digitalisation urgently require solutions. ALS researchers aim to contribute to these solutions, striving for innovation in legal knowledge on the basis of fundamental research, often in connection with other disciplines.

The committee finds the ALS mission clear, engaged and commendable. It is not very distinctive, but neither does it need to be, for a large classic university such as the University of Amsterdam.

2.2. Structure

ALS is organised in a matrix structure. Six departments are the key elements, where all administrative matters are organised; each staff member is employed by one of the departments. From this base, education is coordinated in colleges. Most of the research is coordinated in eight research centres that also monitor research quality. Each staff member may take part in one or more research centres. The research centres are:

- Amsterdam Centre for European Law and Governance
- Amsterdam Centre for International Law
- Amsterdam Centre for Law and Economics
- Amsterdam Centre for Transformational Private Law
- Amsterdam Centre for Tax Law
- Amsterdam Centre for Advanced Labour Studies/Hugo Sinzheimer Institute
- Institute for Information Law
- Paul Scholten Centre for Jurisprudence

At the time of the site visit, not all of the research within ARILS was part of a research centre. Legal research concentrating on Dutch law was only organised in the departments.

On top of this matrix structure, five research platforms bring together researchers from different research centres for flexible topic-driven cooperation. Their additional aim is to increase internal and external visibility of the research. The research platforms are:

- Amsterdam Centre on the Legal Professions and Access to Justice

- Amsterdam Centre for Criminal Justice
- Center for Law and Behavior
- Law Centre for Health and Life
- Law of Armed Conflict and Military Operations

It is the committee's impression that the research centres and platforms have good profiles and that they are effectively used as vehicles to participate in consortia, organise research activities that enable cross-fertilization.

The committee finds it important that all research projects belong to at least one centre, since this is where quality control is supposed to take place. For certain domestic law areas, using the traditional legal-doctrinal research method, it is in the committee's view not necessarily the best option to integrate it into existing centres, where – as past experience has taught us – they might be overshadowed by the research conducted in those centres. These fields – and researchers working in these fields - may thrive more if there is space for them to create their own centres. The committee understands that such a development is imminent in the field of constitutional and administrative law, and it welcomes this development.

2.3. Governance

The dean is the head of ALS and has final responsibility. The research programming and quality assurance is delegated to the director of ARILS. Each of the research centres is in turn headed by a director. The director reports on the functioning of staff members to the heads of departments, who are responsible for personnel management.

The research directors (of both the centres and of ARILS) meet in the Research Council, in which the director of the PhD programme in law and a PhD representative also take part. The Research Council discusses all relevant matters concerning ARILS.

2.4. Strategy

ARILS has translated the mission of ALS into five strategic aims for research, formulated in its strategic plan for 2021-2026:

- maintaining and supporting the high quality of its leading research centres,
- expanding the high quality of that research, and the academic culture that is part of it, throughout the entire faculty,
- engaging in interdisciplinary research where relevant, to enhance the knowledge needed to understand and resolve complex problems,
- expanding the financial base for conducting fundamental research,
- ensuring impactful solutions for societal issues.

The background of the strategy is that parts of the ARILS research (in particular that in European/international law and information law) already have an

outstanding reputation internationally. The faculty now wants to spread this success more evenly across all its research groups.

The committee finds the Faculty Strategic Plan 2021-2026 well balanced. The plan takes into account suggestions made by the previous assessment committee (2016) and the mid-term assessment (2019). The five strategic aims are in line with the identified strengths and challenges of ARILS. The committee fully supports the overarching strategic aim of fostering an ARILS-wide research community with a diverse set of methodologies and shared quality of culture, by stimulating the communication between research centres.

2.5. Allocation of funds

Termination of research priority areas

From 2010 through 2021 the most successful research fields within ARILS received extra funding, as ‘research priority areas’. As a consequence of this, other research fields were less well-endowed and had less chances to flourish. As part of its new strategy, ALS terminated the research priority areas per 2022. The new allocation model funds all research equally, and grants an extra 10 per cent of research time (on top of the 30 per cent which is standard) for ‘the best’ researchers across ALS. All researchers from the level of assistant professor and upwards with a contract of at least 0,6 fte can apply for this top-up. In 2021, 34 researchers applied, and all were successful.

In addition, ALS provides seed money to facilitate participation in externally funded projects and projects to improve research methodology. Researchers may also acquire funding from the University of Amsterdam through its six priority areas (at the university level they still exist), four research themes or one Institute for Advanced Studies. At the national level they may acquire funding from the two research lines in the Sector Plan for legal research or from the national funding organisation NWO.

The committee welcomes the termination of the research priority areas, which facilitated a ‘the best and the rest’ culture and was not conducive to overall research quality within ARILS. As of 2022 a clearer picture and a level playing field has been created, enabling a broader range of researchers to participate and collaborate in a shared effort to reach excellence. The new allocation scheme therefore fits well with ARILS’ strategic aims and offers the opportunity to lift up the potential of the whole of ARILS.

Encroaching bureaucracy

From the data gathered by the committee, it seems that the flip side of the new allocation arrangement is an increase in bureaucracy. Some researchers complained of having to constantly fill out forms to tap into all of the different internal and external funding opportunities. They also said this frantic individual search for funds may threaten a sense of community. The committee encourages ALS to rethink the competitive structure of distribution of funds. Certainly when it concerns smaller pots of money it can be onerous to have to compete for them. When it concerns strategic aims, like inter-centre

collaboration there is a good reason to organise a competitive procedure. This is less so for funding with regard to methodology, which after all is a basic tool in a researcher's toolkit. For the distribution of internal funds, relatively simple procedures could probably be designed. One of the greatest challenges for ALS in the next few years will be to maintain the advantages of the new research allocation system, while at the same time creating an infrastructure that is leaner and maintaining a collegiate atmosphere that is premised on collaboration.

Obviously, the new scheme is a gain for some researchers and a loss for others. Some researchers used to profit from the research priority areas, which automatically granted them funds for which they now have to jump through a lot of hoops. The committee was therefore impressed to hear that some members of the latter group took their loss well, showing solidarity towards ALS as a group. This attitude deserves a compliment.

2.6. Revitalisation of research in Dutch law

Research relating to the core areas of Dutch law within ARILS (constitutional and administrative law, criminal law and private law) suffered from lack of funding in the past, due to the research priority areas. The committee was satisfied to find that as of 2021, ALS has been purposefully investing in the revitalisation of these fields, that are predominantly monodisciplinary and doctrinal in character. This revitalisation is done not only by targeted funding, but also by seeking methodological renewal that will position this research better for collaborations with other disciplines. The ALS management supports high quality monodisciplinary research, the committee found, but thinks a variety of disciplines and methodologies is needed to tackle important societal questions. Therefore, it stimulates cooperation between disciplines and teaches young researchers interdisciplinary methods.

The committee supports the management in its view on the importance of the interplay between - on the one hand - monodisciplinary and national law research and - on the other hand - multidisciplinary and international (incl. European) law research. It emphasises that legal-doctrinal research focused on national law remains financially vulnerable, since external funders such as NWO are less willing to finance it. Because of this bias, there should be a more nuanced approach towards recognising quality; external funding and grant capture should be regarded as one indicator of research quality. There are other indicators that indicate quality, such as societal relevance and impact on legal practice. A more 'diverse' appreciation of research quality aligns with the recent SEP quality criteria. Research into national law is a cornerstone for both education and research within ALS, and generally makes a major societal contribution. The unique nature of this type of work enriches the entire palette of research at ARILS. Conversely, it can be enriched itself, by supplementing it with other methods if this serves a purpose. The committee appreciates the new strategic vision and policy concerning research in Dutch law. It sees this as an important precondition for strengthening these fields, and with them the full ARILS palette.

National cooperation

National cooperation within doctrinal research in Dutch law will further strengthen the field, feed into Dutch legal practice and strengthen the Dutch law bachelor and master programmes at the University of Amsterdam. The committee is therefore pleased to see that ARILS researchers play an active role in it.

Synergy between internationally and nationally oriented research

The previous assessment committee was concerned by the gap between internationally and nationally oriented research within ARILS. Now, six years later, this situation seems to have improved. Although the committee did not have an opportunity to speak with researchers who operate at the heart of Dutch law, in the interviews it did not perceive a deep divide. Quite some progress seems to have been made, following up from the previous committee's findings. The committee was pleased to find that a lot of attention is paid to the interrelations between national, European and international law, and positive synergies have been found. Most groups publish bilingually. Some of the researchers who have strong international profiles publish in Dutch to bring their research to the national debates. Conversely, nationally oriented researchers sometimes publish in English, to inform an international (incl. European) audience about the Dutch situation.

Where the self-assessment of ARILS still refers to a divide between internationally and nationally oriented research as a risk, the committee would label the differences between these fields it as an opportunity. The two fields can complement and reinforce each other. While subsections of ARILS may compete for resources, the focus should not be on one *or* the other: international *or* domestic. Too much competition can be divisive and this may become an obstacle for ARILS in reaching its strategic goals. Rather than focusing on the divide, the focus should be on the overall plan – which needs both fields – and on how each part can help the other to grow and flourish.

The committee sees numerous opportunities for a fruitful, future-oriented collaboration and cross-fertilisation between international and domestic law research, based on mutual respect for the different methods of research, the language of publications (English or Dutch) and the success in acquiring external funds. Yet, this will be challenging and it will require positive and inclusive leadership by the ARILS management.

3. Research quality

3.1. General findings on research quality

In 2019 ALS performed a midterm research assessment which focussed in-depth on the research quality of the then still existing 6 research priority areas. For this 2022 assessment, the focus is on the research quality of ARILS as a whole. The scope of ARILS research is broad and the way the self-evaluation was structured did not allow the committee to conduct an across the board assessment of the quality of output. Instead, the committee has assessed those aspects of the research that can be generalised, on a meta-level. Moreover, the panel members, each in their own area of expertise, assessed output quality via random selection of researchers and their work. A consequence of this is that only a selection of research groups is discussed - namely those within the expertise of the committee members - whereas others that lie outside of the committee's expertise are not.

What can be said about research quality in general at ARILS is that ALS knows how to recruit the right people and trains them well. During its visit, the committee encountered many enthusiastic, capable and dedicated researchers. This is a good base for excellent research. Furthermore, the committee finds the information and narratives given in the self-assessment report convincing.

Monitoring of research quality

Research of individual staff members within ARILS is subject to annual appraisals. These are conducted by the heads of department, who are informed by the directors of the research centers. Quality assurance is integrated within a broader picture of individual career development balanced with the interest of the institute. The appraisals are based on relatively new faculty wide criteria for research output. In 2019 ALS set these faculty wide standards, thus stimulating a shared understanding of what it means to have a good academic output. In doing so, it acted upon the recommendations of the previous assessment committee.

The quality indicators function as proxies for those charged with decisions on performance by individual researchers, who cannot familiarise themselves with the content of all scholarly work done by these researchers. The indicators state that it is expected from researchers with a 0,3 fte research appointment – since each academic staff member has 30 per cent research time, this amounts to 1 fte appointment – to publish at least four academic peer-reviewed articles every three years. Of these at least three are as a rule published in English. The latter choice is based on the consideration that legal research involves research questions that are comparable across national legal systems. For this reason, researchers are encouraged to engage in international academic debates. At the same time, researchers who work in fields where English is the norm are stimulated to publish also in Dutch, with a view of having impact on discussions in the Netherlands. Formerly the requirement of three English publications also applied to fields where the subject matter of research is closely related to Dutch

law and discussions are exclusively in Dutch. In the new indicators for research quality, this requirement has been dropped.

The committee commends ALS for the way it has explicated its quality indicators. It appreciates that they set a shared minimum standard, while they are at the same time flexible and take into account the different contexts of research fields. Bibliometric indicators are not taken into account for instance, since these differ between subdisciplines. The language requirements as well are flexible, while at the same time setting out a recommended path. The committee endorses that Dutch law fields are no longer obligated to publish mostly in English, since this decision expresses respect for the character and value of the Dutch law fields. The four-year period over which publications are counted allows staff members to spread their efforts. In all these aspects the indicators are well thought through.

Methodology

ALS reinforces its ambition to create a shared set of methodologies by providing funds for projects that strengthen and/or expand methods for legal (interdisciplinary) research. These funds can be used for training courses, workshops, conferences, software, research on methods or support staff.

The committee supports this initiative wholeheartedly, since it makes the strategic ambitions of ARILS tangible. It does however query the need to distribute these funds in a competitive fashion (see earlier comment under 2.5)

3.2. Research integrity

Research integrity as an aspect of research quality deserves attention. While ALS recognises scientific integrity as one of its core values, in its SWOT analysis it also considers as one of its weaknesses that the implementation of standards for research integrity is still work in progress.

New policy

The committee found that the perceived weakness is primarily related to external sources of research funding and their potential to create biased and non-critical research outcomes. The background to this is the uncovering of untransparent commercial funding structures for professorial chairs in the Tax Law department, in the spring of 2022. As the committee observed in its interviews, this incident – and the attention it attracted in national media news outlets – has led to unease and discomfort amongst ARILS research staff.

In reaction to the Tax Law incident, in June 2022 the dean launched a supplementary policy on integrity, in addition to the Netherlands Code of Conduct for Research Integrity which ARILS endorses and the paragraph on integrity in the Faculty Strategic Plan 2021-2026. The aim of the new policy is to implement national and university-level integrity standards and create a shared and well-engrained culture of research integrity. The committee welcomes this initiative. However, it found that while ALS management has

sought to engage in a debate ('dilemma discussion') with staff members faculty-wide as instigated under the new policy framework, that debate appears to have stalled.

The committee also found that research staff have rather different understandings about the benefits and risks involved in contract research or endowed chairs, in particular when the funding is provided by a commercial third party. It acknowledges that different ARILS research units have a different degree of dependence on external private funding. However, the committee views that a common understanding is needed about the role that contract research or endowment can have within ARILS, and the conditions under which scientific freedom and integrity are safeguarded. ALS management is well-positioned to foster such common understanding, together with the ARILS research units. It would be helpful, in the committee's view, to get a clearer idea of the conditions under which the new policy framework is successful. As of yet, the June 2022 framework does not define key performance indicators to measure both compliance and progress with the scientific integrity policies.

Reviving of the debate

In order not to lose momentum, the committee recommends ALS management to reinvigorate the debate on research integrity. All members of the community should be engaged in this debate: PhDs, young and early-career scholars, as well as professors and those in management positions. For this to happen, it is important that the debate takes place in a safe environment and that dissenting voices are given space and respected.

On the whole, the committee encourages ALS management to keep a close rapport with its research units and staff to foster the culture of research integrity that it strives for. An open and continuous dialogue is necessary to (re)establish trust and create a joint understanding of the benefits and risks around commercial funding of academic research.

For ARILS to determine any success in creating a culture of scientific integrity over time, the committee considers key performance indicators to be helpful. In these indicators, not only commercial dependency could be taken into account as a risk undermining scientific integrity. There are additional risks, such as issues of plagiarism, misuse of data and other manifestations of academic fraud. For a fully-fledged policy for research integrity, these risks should be countered as well. On the whole, the anchoring of a shared and transparent culture around research integrity – closely related to social safety (see section 5.7) – should in the committee's view be a priority for ARILS.

3.3. Findings for specific research fields

Criminal law

ALS and ARILS have a very good reputation in the area of international criminal law. It is world-leading with a strong group of researchers who conduct innovative and rigorous research, and who are at the forefront of debates in this area of law. It has made the University of Amsterdam a magnet for talent from all over the world. Increasingly, transnational criminal law has been added to

the research agenda. This has been strengthened with a recent focus, and a big grant on organised crime. International criminal law has overshadowed Dutch criminal law; the latter seems to have been somewhat ‘hollowed out’ and has struggled to gain a clear profile and reputation. The initiative to set up the Amsterdam Centre for Criminal Justice sounds promising and it is expected that Dutch criminal law as a research area at the University of Amsterdam will benefit from the faculty’s policy choice to distribute research funds more evenly. Dutch criminal law is an important component of the Dutch law programme. In its ambition to offer research-led teaching, the strengthening of research in this area is important.

Dutch constitutional and administrative law

The research in the field of Dutch constitutional and administrative law at the ARILS is very good; it belongs to the most thorough research within the field. There is sufficient substantive cohesion and clear spearheads are recognisable: European administrative law, the relationship between citizens and government administration, and law concerning grants and subsidies. The researchers pay ample attention to foundations and principles, theoretical conceptualisation, general doctrines and Europeanisation.

A great asset of the research is that it engages with topical and complex social issues and developments. Recent publications concern for instance legal aspects of combatting COVID, and the Dutch scandal around the faulty revocation of tax benefits (‘toeslagenaffaire’). Both of these affairs stirred up heated debates in the Netherlands, and touched the heart of the democratic constitutional state.

The research in administrative law is closely connected with legal practice. The researchers involved are clearly visible in relevant research networks, research projects and professional organisations, such as the Dutch association for administrative law.

Dutch private law

The research in the field of Dutch private law at ARILS is of a good standard and publications are published in a wide variety of journals. Research fans out in many directions, as can be expected given the wide scope of the field. A challenge for the next few years will be establishing and maintaining focus. The researchers are already working on this, and the strategic memorandum *Future-proof private law* offers important starting points.

The committee finds the intensification and strengthening of national, doctrinal private law research at ARILS of great value. In particular, it appreciates the emphasis placed on the societal impact of private law, the safeguarding of the scientific character of education, and the pursuit of excellence in the form of high-quality publications. The committee also welcomes the intention to study private law as a coherent system, with attention to transcending perspectives and foundations.

In this context, however, the committee is somewhat puzzled by the choice to focus attention on: (i) actors; (ii) relationships and (iii) collective action. These

appear very general categories. Their relationship is not clear, and their relation to the various subdomains of private law is yet to be developed. The emphasis on intra-disciplinarity appears to disguise the question of what methodologies will be used and how they reinforce and innovate the doctrinal study of private law. The committee recommends to be more articulate and make clear choices in these respects.

The committee applauds the ambition to integrate the ARILS research into Dutch private law in the Amsterdam Centre for Transformative Private Law. Both research fields can fruitfully complement each other. The committee foresees plenty of opportunities for vital research, provided that the focus is well established and monitored.

The Amsterdam Centre for Transformative Private Law

The Amsterdam Centre for Transformative Private Law (ACT) engages with highly relevant societal issues, such as climate change, the housing crisis, human rights, global economic unfairness, and changing labour markets. ACT research has resulted in various high-end academic publications. The centre has also attracted major grants in an extremely competitive environment. This attests to the innovative nature of the research conducted at ACT. The centre is also innovative qua methods, drawing for example on participatory action research. How this research impacts the practice of rule-makers, rule-takers or the legal profession is not clear from the work cited in the self-assessment report. The extent to which the research impacts various societal actors could be clarified. The committee suggests to explore further how ACT research can generate social impact for (local) actors. The further integration of Dutch private law researchers into ACT could be helpful in achieving this.

The Amsterdam Centre for European Law and Governance

The Amsterdam Centre for European Law and Governance (ACELG), though not very large, is large enough to cover a broad range of topics in the field of European law. This is one of the fields in which ARILS excels: ACELG researchers are international leaders in the field of EU law. In the period under review, they have produced astounding publications on a wide range of topical themes, from risk regulation to EU external policy and sustainability. They have organised high-profile seminar series and conferences. The centre has also been successful in project funding, as noted in the self-evaluation report. It is to be commended for its societal outreach. ACELG researchers have regularly published opinion pieces in important Dutch newspapers. Finally, it is worth mentioning how the centre has combined research and teaching with extremely impactful Law Clinics.

Institute for Information law

The Institute for Information Law (IViR) has an impressive record of contributions to lawmaking both at the national and European levels. A few particularly strong aspects of IViR's approach in the period under examination deserve to be mentioned.

IViR uses a combination of public and private law in the formulation of research approaches, the analysis of legal problems and the exploration of the spectrum

of legal solutions. The application of a broad spectrum of methodologies - such as combinations of legal-doctrinal and comparative work with empirical studies and discourse analyses - is a key success factor. The inclusion of fundamental rights perspectives can serve as a prime example. The creation of strong and diverse networks around research projects is another key to IViR's success. They include not only other research institutions in the Netherlands and abroad, but also public bodies, such as the European Commission, Dutch ministries and municipalities, cultural heritage institutions, broadcasting organisations, consumer organisations and various NGOs.

IViR's public and societal impact ranges from important policy recommendations and law assessments to advice for central institutions, such as the Council of Europe, the European Commission, and Dutch ministries.

Amsterdam Center for International Law

The international reputation of ARILS in the field of international law is unquestionable. Its leadership is well-known and well respected in Europe and further afield. The Amsterdam Center for International Law (ACIL) is especially well known for international legal theory, history of international law, international economic law, international criminal law, international organisations and core subjects of 'general international law', such as international responsibility. The research produced at ACIL is agenda-setting in the discipline. In addition, various members of ACIL hold or have held editorial roles in leading journals.

ARILS' scientific contributions to the field of international law are excellent. ACIL produces some of the most enduring and influential works in international law, and is associated with impactful, significant, and innovative research. Noteworthy publications in the period under review include works on contingency in international law; illegality of unilateral humanitarian intervention; the history of the first bilateral investment treaty; inequality and the global economy; and reference edited volumes such as *International Law and Cities* (recipient of the 2022 ESIL Collaborative Book Prize) and the *Grotius Companion to International Law*.

Amsterdam Centre for Law and Economics

Researchers working at the Amsterdam Centre for Law and Economics (ACLE) are among the best Law and Economics and Law and Finance scholars in Dutch academia. Despite its relatively small size, ACLE has international visibility and the scholarship produced has significant outreach.

The seminar series and conferences organised by ACLE attract well-known scholars from across the world and generate fresh insights for both scholarly and policy debates. In the period under review, the centre has published on cutting edge topics, from sustainable corporate governance to digital democracy. While producing at times highly technical research, researchers at ACLE have managed to engage meaningfully with colleagues in the different groups of ARILS, forging a fertile interdisciplinary research environment. These types of cooperation are to be praised and further encouraged.

4. Societal relevance of the research

4.1. Examples of impact

Strategic aims and their realisation

Ensuring impactful solutions for societal issues is one of ALS' strategic aims; indeed contributing to scientific solutions to societal problems is part of its mission. In its self-evaluation report, ARILS states that the excellent reputation and network of its research centres enable the research results to be translated into national, European and international legal practices by policy makers, thus creating societal impact.

Through lack of clear indicators for societal impact (see section 4.3), the committee finds it hard to assess to what extent ARILS lives up to its ideals. Nevertheless, in its self-evaluation report, the institute presents some impressive examples of different kinds of impact. In section 3.3 on research quality, the committee highlighted some more examples of societal relevance that it was impressed with. In addition, it is a fact that ARILS researchers are regularly involved in specialised commissioned reports for institutional actors political parties or NGOs. They also frequently participate in committees, expert groups or supervisory boards, actively disseminate their research through online media and take part in public debates.

Highlights

The research lines chosen by ARILS of digital legal studies and transformative effects of globalization in law are undoubtedly of significant societal relevance. ARILS's participation in the AI, Media and Democracy Lab – a consortium with both theoretical and practical expertise from various disciplines and practices – is another example of highly relevant audacious and future-proof research activity.

Research conducted at the Amsterdam Centre for International Law and the Amsterdam Centre for European Law and Governance centers on some of the most pressing societal changes, including sustainability, global economic challenges, inequalities, cyber warfare, and inequality in the digital economy. In these field, ARILS addresses fundamental topics and has achieved notable recognition, with its representation in the UN Human Rights Committee, the *Institut de Droit International*, and the UN Economic and Social Council, to name a few.

Amsterdam Law Hub

The Amsterdam Law Hub was opened in February 2019 and is partly funded by ALS. Through this hub, students and staff can collaborate with governments, NGOs, legal entrepreneurs and citizens to develop legal solutions and innovation. The aim is to help bridge the gap between research, education and society. The Law Hub offers pro bono legal advice for citizens and strategic litigation for NGOs involved in human rights. It also offers physical space for

workshops, masterclasses, meetings and events, and flexible workspaces for those conducting research in the legal or justice sector.

One of the Law Hub's activities is 'supporting academic talent with making their legal research more impactful in society'. To this aim, it provides training in science communication, so that academic staff can improve their communication about their work outside of their own peer groups. It seems to the committee that the Law Hub does a very good job at helping ARILS to reach societal impact. This makes the Law Hub a promising and important strategic asset. The committee recommends ARILS using the Law Hub also as an instrument to involve different stakeholders in defining research questions.

4.2. Contract research

30 per cent of ARILS research is funded by external parties. ARILS researchers work with Microsoft and Netflix on a structural basis.. The committee found that these contracts with private parties could create space for some high quality research at ARILS, and could generate societal impact as well.

At the same time, contract research raises issues of integrity, scientific independence and academic freedom. The committee found that researchers reflect and act on some of these issues. However, each group or centre does this in its own way. Obviously, contract research should be the object of the policy and practices concerning research integrity as described in section 3.2.

4.3. Plans for the future

The research themes highlighted in the 2021-2026 Faculty Strategic Plan are well-attuned to current demands, in the committee's view. The committee applauds the new research topics 'Decolonial Futures' and 'Trust in the digital society' that ARILS currently helps to develop as interdisciplinary research priority areas within the university. They seem promising focus points to maintain the societal relevance of ARILS at a high level.

Impact indicators

In its indicators for research quality from April 2019 (see section 3.1) the ALS management states that researchers are expected to work towards creating societal impact with their academic research as part of an integrated research strategy. This explicit mentioning of the desirability of societal impact is progress. Nevertheless, the committee sees some imbalance between the operationalisation of scientific quality on the one hand – which is well worked out – and the operationalization of societal impact on the other hand, which is limited to one generic indicator.

The self-evaluation report states that 'societal impact of research forms part of the quality criteria for assessing academic staff and should thus be a part of the annual appraisals.' The use of the word 'should' suggests that examining the societal relevance of research during those annual appraisals has yet to be taken up. If this is the case, it would be good to spell out the format of such

assessments, for example (1) whether *all* researchers are expected to show *every single year* how their research is societally relevant and (2) which kinds of things count as ‘impact’.

Articulating more refined indicators for societal impact is a difficult task, indeed a struggle nationwide. Law schools have traditionally not paid much attention to operationalising their impact, partly because of the fact that legal research and writing were always very much practice-oriented, so that societal relevance and impact (at least within the ‘legal world’) may have seemed rather obvious and straightforward. However, in the Netherlands and beyond, law schools are now asked to be more explicit about this.

The committee recommends ARILS to consider the introduction of articulate impact indicators to more concretely assess societal relevance. These will ensure that everybody is on the same page about what is considered to be valuable impact, and that impact can be properly monitored. While the process of defining impact indicators for legal research is still in its early stages across the board, it would fit ARILS to be ahead of the game. The committee recommends the institute to take the lead in the quest for impact indicators, by supporting a bottom-up approach and capitalising on its ample experience with realising societal impact. In addition, ARILS could look at how British law schools are defining and measuring impact, since they operate at the forefront.

5. Viability

5.1. Financial viability

In the period under review, ARILS carried out a reorganisation to address an annual deficit, primarily resulting from declining student numbers.

In recent years the number of students has increased, and as a consequence the research budget has risen steadily: to 9.1M€ in 2020, to 10.5M€ in 2021 and 12.2M€ in 2022. In addition, ALS will receive M€ 0,7 per year in additional funding from the Sector Plan until 2025. Even though the committee did not discuss the financial situation in detail, it seems fair to say that this is now stable. It struck the committee that the share of overhead and material costs has decreased over the years, leaving more budget for academic staff. This is a good trend, and should be pushed further if possible.

5.2. Housing

In 2017 ALS moved to a new building at the university's Roeterseiland Campus. All research centres have now been brought together in one building, and the legal researchers find themselves in the heart of a multidisciplinary ecosystem, sharing a building with economists, business scientists and social and behavioural scientists. A new large seminar room now creates options for faculty-wide research meetings. All in all, the move is therefore a great improvement and a stimulus for realising ARILS' strategic goal of engaging in interdisciplinary research.

5.3. Open science

Open access publishing

In the period under review, the percentage of 'gold' open access refereed articles has increased from 4% in 2017 to 15% in 2021. At the other end of the spectrum, the percentage of refereed articles that are not available under any form of open access has decreased from 49% in 2017 to 26% in 2021. ARILS has been successful in shifting to open access as the default practice, with a marked increase in open-access refereed articles that are publicly available. Also, some noteworthy editorial initiatives have been taken by ALS researchers, such as kickstarting a new open access journal of high quality like *European Law Open*.

Even though further steps can still be taken – there is for instance a decline in 'green' open access publishing over the period under review – the committee concludes that on the whole real improvements have been made on the aspect of open access publishing. It encourages ALS to continue on this road.

Open data

ALS has formulated its own additional guidelines for research data management, as a specification of the university's guidelines. These documents state that all researchers must draw up a data management plan for new research

projects, and that data should be ‘as open as possible, as closed as necessary’. This seems a good base for developing a data policy that not only respects the privacy of those involved in the research, but also pays attention to making as many data, methods and materials as possible available for reuse. It was not discussed during the site visit, but as yet the committee has seen no evidence of such a policy.

5.4. Human resources policy

Appointment and promotions

In 2019 ALS adopted a new framework for appointment and career policy. The committee has a good impression of this framework. It pays due attention to transparency in terms of criteria for appointment and promotion and maps out career paths for all individual staff members. The additional criteria for the different scales are detailed and clear.

Allocation of research time

Since ALS has a high teaching load, it can grant its staff of assistant, associate and full professors no more than the university’s minimum of 30% research time, with the option of a 10% top-up (see section 2.5)

The committee discussed with the management of ALS that in order to realise its ambitions of high-quality research, it would be highly recommendable if *all* staff members could spend at least 40 percent of their time on research. The management does share this ambition, but as yet this jump is not possible. The management will strive to improve this, by acquiring extra funding from second and third streams. Maybe the starters’ grants that the minister of education is preparing will help.

Support for junior researchers

The committee was impressed by ARILS’ talent management policies, particularly the protection of 50% research time for three years for newly hired assistant professors and the practice of annual consultations with employees to track career advancement objectives. There is a community of assistant professors and a training programme targeted to early career researchers will be launched very soon. The committee found that early-career researchers are very happy with this opportunity. The committee welcomes ARILS’ attention to the wellbeing of its junior staff. It congratulates the faculty with its course for professors on how to supervise PhD researchers. PhD researchers are the lifeblood and future of any academic institution and they should be looked after well.

5.5. PhD policy and training

Improvements

Following the recommendations of the previous assessment committee, ARILS made a number of improvements to its PhD policy. There is now a new PhD framework that structures the entire PhD trajectory. *All* PhD candidates enrol in the PhD programme, which includes courses about research design and

methods, interdisciplinary collaboration, scientific integrity and academic writing. Equally, all PhD supervisors are obliged to follow a training course.

Next to the four-year PhD trajectory for PhD candidates, ARILS created a six-year PhD trajectory for PhD fellows. The PhD fellows fill in the gaps that are left by a shortage of teaching staff, mainly in the areas of Dutch law. Like PhD candidates, they combine teaching and research tasks, but take on relatively more teaching and are allowed a longer trajectory. After six years, they acquire a PhD degree, and they then have good chances on the labour market.

During its site visit, the committee met with three PhD researchers and one PhD fellow, all of whom were happy with the training, support, and general research environment at ARILS. Some of the PhD candidates had already published peer-reviewed journal articles and contributed to edited volumes on significant and socially relevant themes. This seems a good sign of the quality assurance system functioning as intended, as well as a sign of a positive research environment and quality supervision. The interviews confirmed that PhD candidates meet with their supervisors on a regular basis, are encouraged to diversify their profiles, do research stays abroad, and apply for NWO Veni funding when they approach the completion of their dissertations. The PhDs also seem to receive adequate support in designing their career paths. This is on the agenda as part of the annual assessment meeting with the head of their department.

Training and supervision

The committee concludes that ARILS has taken some commendable steps to improve the training and research environment for PhD candidates. Some highlights include the requirement of at least two PhD supervisors to limit situations of dependency, the introduction of a mandatory training programme and mentoring by a more advanced PhD candidate, the institution of a limit of 90,000 words for PhD dissertations, and the possibility of acquiring a PhD degree by writing a series of academic articles.

The training programme for first-year PhD students provides a well-rounded introduction to academic writing and research, methodologies, time management, publishing and citation management, the committee found. Where possible, the number of contact hours for first year training could be increased to allow for a deeper engagement with and discussion on these topics.

The non-mandatory workshops organised by the Law Hub are a valuable complement to the training organised by ALS, especially in terms of strengthening outreach and communication skills and pitching one's research to expert and non-expert audiences. The Talent Factory is another great initiative to help PhD researchers in the final years of their programme to develop their career goals, navigate the job market, practice grant writing and receive advice from peers and senior researchers.

Mentoring

Like the training programme, the well-being policies for PhD candidates seem to be equally well designed. ARILS has devised a care plan for PhD candidates to support their mental health throughout their trajectory. The PhD candidates interviewed by the committee were unanimous in their high praise for the PhD counsellor. They found her support extremely helpful and felt comfortable voicing concerns in conversations with the counsellor. The compulsory nature of the biannual meetings with the PhD counsellor was said to facilitate other discussions on any issues that required special attention.

Drop-out rate

Despite the improvements made, the 27% the PhD drop-out rate remains disappointing. However, it is not anomalous compared to equivalent institutions in the Netherlands. The committee recommends that ARILS collect data on the reasons or causes why PhD candidates abandon the programme. ARILS should also continue its efforts in mentoring, and in protecting research time from teaching obligations. The fact that PhD candidates have no teaching commitments in the first and fourth years and that PhD fellows benefit from a full semester of no teaching are good steps in this direction.

Faculty-wide presentation seminars

Some interviewees mentioned the possibility of presenting their work-in-progress during luncheons organised by their respective research centres. In addition to this, the committee recommends that ARILS create a more institutionalised forum for PhD candidates to present their ideas to the whole faculty. Such seminars would allow PhD candidates to present their research to colleagues and staff in a supportive environment. This would help to foster a sense of community within the programme, and at the same time assist PhD candidates in providing and receiving constructive feedback on their work. In addition, such seminars would serve ARILS' strategic aim to stimulate communication between the centres.

Independent research programme

Finally, the committee recommends that ARILS to consider the creation of a PhD programme independent of external funding. Such a programme could issue an annual open call for PhD candidates, who apply on the basis of their own personal research proposal. This will offer more opportunities to strengthen mono-disciplinary and Dutch law research while still leaving open the possibility of innovative and multi-disciplinary research.

5.6. Diversity and inclusion

Female/male ratio

The committee found that ARILS is committed to diversity and inclusion. In the period under review, investments have been made in this respect. Some women now hold leadership positions, partly as a consequence of separate tracks for three female professors. ARILS has also adopted an *Agenda for equality, diversity and inclusion*.

While the committee is pleased with the measure that have been taken and with the efforts outlined in the well drafted Diversity Agenda, it also observed several deficiencies in realising diversity policy at ARILS. The data reported in the self-assessment report reveal a glaring glass ceiling: with 13 female and 28 male professors in 2021, the female/male ratio at the level of full professors remains highly imbalanced.

Looking at career progression, the committee observes a crossing of the curves between female/male employees. At the beginning of the career, an overwhelming majority of women is employed, whereas the highest positions are held by an overwhelming majority of men. More specifically, the male/female ratio is ca. 0.5 at the PhD level. At the post-doc and assistant professor levels, there is still a majority of women. The ratio changes when moving to associate professors, where the majority of associate professors are men. When turning to full professors, the ratios get dramatically inverted with almost 70% of full professors being men. This glass ceiling has not significantly changed over time. If in 2017, the male/female ratio at the level of full professor was 2,11, in 2021, the male/female ratio was 2,15. So at this level, the situation has actually worsened.

The self-evaluation report states that ALS has committed itself to achieving 33% of female full professors by 2025. In relation to representation of women it aims at ‘a target of 40% across all recruitment, hiring, promotion, and retention policy, to be achieved within an ambitious and reasonable period.’ However, with an almost 70% PhD population composed of female scholars, a similar ratio at the professorial level would be desirable. The proposed 40% and 33% targets appear rather under-ambitious to the committee. It strongly recommends adopting a target of *at least* 50% female professors. To achieve this target, several of the policies identified in the Diversity Agenda could help, such as the new diversity and inclusion training (see also section 5.7).

The Diversity Agenda does not deal with measures for young mothers. The committee understood that as of today, there are no sabbaticals or teaching-free timeframes for researchers returning from maternity leave. For retention and career progression policies, it appears crucial to adopt such schemes.

Ethnic and cultural diversity

The Mozaïek position for PhDs is a concrete example of how to stimulate a more ethnically diverse community. A point of concern for the committee is that in the process of evaluating PhD candidates, no specific procedures are envisaged for candidates coming from non-EU countries. In fact, these candidates may experience high stress levels when confronted with the possibility of losing their visa. To respect diversity, it is key to guarantee that in the evaluation procedures for PhD candidates coming from non-EU countries, attention is paid to issues relating to the renewal of their visas. The committee therefore recommends ARILS to look into the question of first-year evaluation procedures for PhDs, and the possible complications related to the visa renewals for the PhD candidates from non-EU countries.

Intersectionality

The committee is pleased to note that there is attention for intersectionality or different aspects of diversity. A number of interviewed employees have shown great sensibility and deep understanding towards intersectionality, including issues such as first-generation students, which are not mentioned in the self-assessment report, nor in the Diversity Agenda. The committee strongly encourages ARILS to listen carefully to employees with these competences and, more generally, to further strengthen its diversity policies.

Language

Finally, and maybe as an aside, the committee notes that the language of ‘excellence’, is entrenched in many documents that rotate within ARILS. It can have the effect of marginalising certain research groups, which may hamper collaboration and undermine team spirit. The committee has no particular recommendation on this point apart from encouraging the board to rethink its choice of words; terms such as ‘excellence’ could be used more sparingly. In policy documents there could be more focus on enthusiasm, eagerness to learn and collaboration.

5.7. Social safety

Relation with research integrity

The committee has not explicitly investigated the matter of social safety, nor has it received any indications of unsafe social practices at ALS at this moment. The committee does want to highlight, however, that the issue of social safety and scientific integrity can be interlinked. Distrust around integrity can translate into feelings and practices of social unsafety and vice versa. This link is as such recognised in the 2019 Supplementary Social Policy. As said in that policy, measures taken to prevent undesirable behaviour must be taken in conjunction with those regarding academic integrity. The committee confirms the view that both policies on scientific integrity and of social safety may strengthen each other.

Cultural aspects

In March 2019 a new supplementary policy framework was adopted to complement the measures ALS had in place to guarantee social safety. An impression that the committee has with regards to social safety is that there may be general pattern of a masculine culture at ARILS. Such a culture – which implicitly stresses different rights and expectations for men and women – may be persistent and difficult to deal with, in spite of all good intentions and frameworks. It would be problematic both in terms of diversity (which ALS strongly commits to) and social safety. The committee therefore recommends ARILS to address it in a thorough and engaged way.

As the data mentioned in section 5.6 testify, the female/male ratio at the top level of ALS has not improved. The new diversity and inclusion training is a welcome development towards social safety. However, the committee understood that only women participated in the first edition of this training. This is concerning and reminiscent of a masculine culture. The Diversity Agenda mentions the aim to make these trainings mandatory. The committee

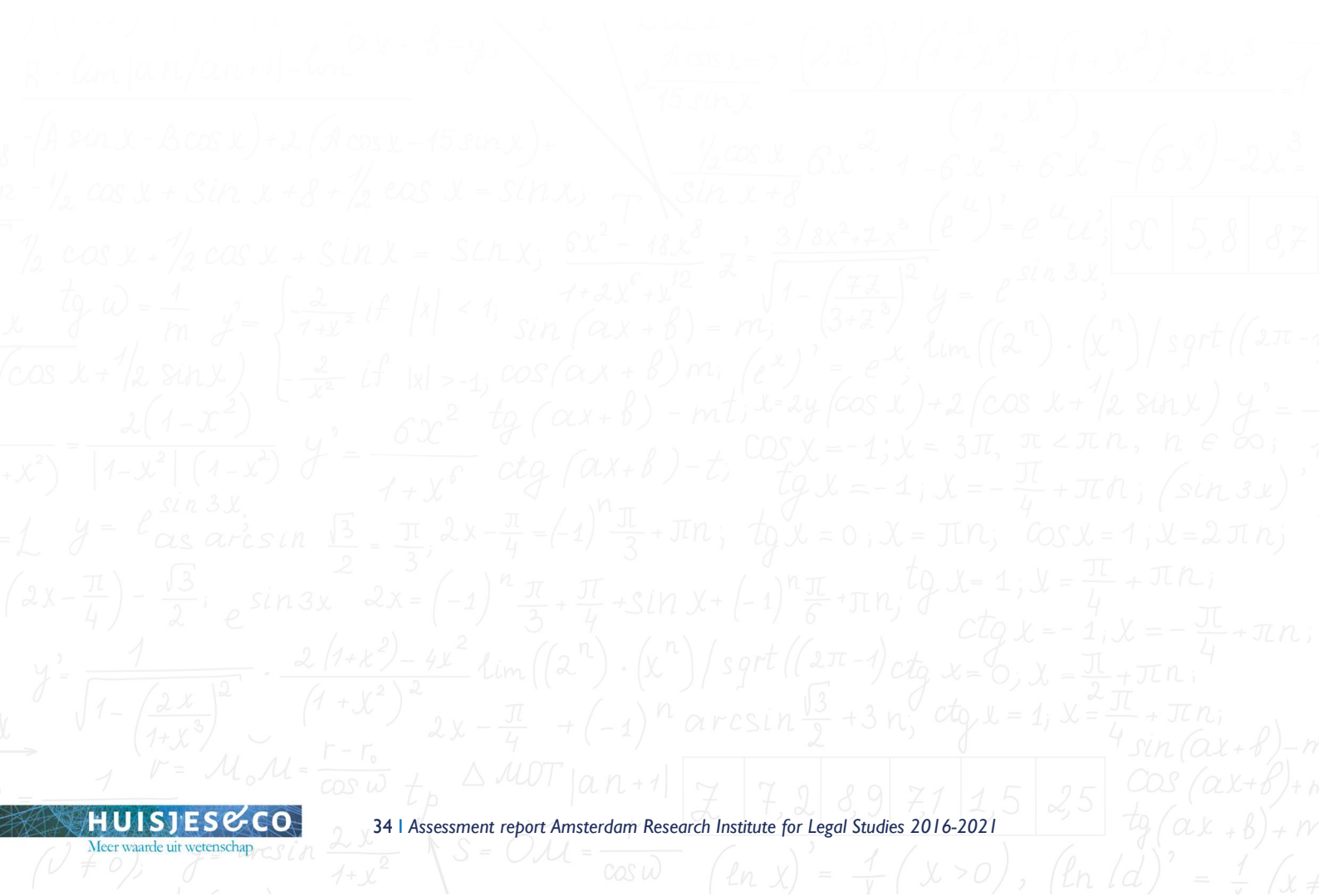
strongly recommends this: diversity and inclusion trainings should be made mandatory for all professors in leadership positions and on selection committees.

The committee also suggests that the faculty participates in unconscious bias-training, maybe on an annual basis. These trainings are quite common in many universities and other public/private sector entities.

Critical voices

On the whole the committee recommends the management team of ALS to ensure a safe environment for critical voices. They are essential to safeguard research integrity, and to create an academic culture in which talent can flourish and innovative research may prosper. Possibly, inviting and protecting critical voices needs more specific policies, and/or a reassessment whether the academic environment within ALS is perhaps too hierarchical and could be made more democratic.

Like scientific integrity – and in connection with this – the committee considers social safety a core factor for ARILS to deliver on its strategic aims.



6. Annexes

6.1. Programme for the site visit

Programme part I preparation and welcome dinner

Date: Monday 10 October 2022

Arrival committee members at Roeterseilandcampus - building A
Address: Nieuwe Achtergracht 166, 1018 WV Amsterdam.

Time	Activity	Location
16.00 – 18.15	Meeting of the full committee to prepare for the site visit	REC-A 7.23
18.15 – 18.30	Short walk to Hotel Arena	
18.30 – 20.30	Dinner of the assessment committee	Hotel Arena 's-Gravesandestraat 55 1092 AA Amsterdam

Programme part II site visit

Date: Tuesday 11 October 2022

Time: 09.00 – 18.00

Location: Roeterseilandcampus - building A

Nieuwe Achtergracht 166
1018 WV Amsterdam

Time		Activity	Location
09.00 – 09.30	60	Welcome with coffee and tea Preparations	A3.15
09.30 – 10.30	60	Meeting with the ALS management <ul style="list-style-type: none"> • Prof. mr. Andre Nollkaemper • Prof. dr. Göran Sluiter • Prof. dr. Benjamin van Rooij • Drs. Jan Dijk 	A3.15
10.30 – 11.00	30	Reflections of the committee	A3.15
11.00 – 12.00	60	Dutch law – research staff: <ul style="list-style-type: none"> • Mr. dr. Anna van Duin 	A3.15

		<ul style="list-style-type: none"> • Dr. mr. Aniek de Ruijter • Prof. dr. Dennis Weber • Dr. Hadassa Noorda • Prof. dr. Jerfi Uzman • Prof. dr. Martin Senftleben 	
12.00 – 12.45	45	Private lunch assessment committee	A3.16
12.45 – 13.45	60	International law – research staff: <ul style="list-style-type: none"> • Prof. dr. Alessio Paccès • Prof. dr. Christina Eckes • Prof. dr. Ingo Venzke • Dr. Jef Ausloos • Prof. dr. Marija Bartl • Dr. Tamar de Waal 	A3.15
13.45 – 14.15	30	Reflections of the committee	A3.15
14.15 – 15.15	60	PhD Programme in Law, the Graduate Studies Committee and junior staff <ul style="list-style-type: none"> • Mr. dr. Catherine Brölmann • Debadatta Bose, PhD researcher • Eva van der Graaf, PhD researcher • Hannah van Kolschooten, PhD-fellow • Joëlle Trampert, PhD researcher • Dr. Klaas Eller • Mr. dr. Natasa Nedeski 	A3.15
15.15 – 15.45	30	Reflections of the committee and preparing questions management	A3.15
15.45 – 16.15	30	Meeting with the ALS management <ul style="list-style-type: none"> • Prof. mr. Andre Nollkaemper • Prof. dr. Göran Sluiter 	A3.15
16.15 – 17.15	60	Concluding meeting assessment committee	A3.15
17.15 – 18.00		Presentation of the preliminary findings of the assessment committee and drinks	A3.16

6.3. Research staff

ARILS	Year 5		Year 4		Year 3		Year 2		Year 1		Current year	
	2016		2017		2018		2019		2020		2021	
Scientific staff ¹	#	fte	#	fte	#	fte	#	fte	#	fte	#	fte
Full professor	53	15,5	53	14,49	49	14,52	47	14,85	45	13,30	41	12,33
Associate professor	28	9,99	26	9,20	22	12,52	22	8,97	27	11,24	26	11,12
Assistant professor	31	9,35	30	9,04	26	9,58	25	8,68	28	8,32	39	10,98
Postdocs ²	46	17,9	35	18,01	37	17,86	39	22,58	36	19,60	44	26,20
PhD candidates ³	45		32		41		42		37		36	
Total research staff	122		97		104		106		101		119	
Support staff	-		-		-		-		-		-	
Visiting fellows	-		-		-		-		-		-	
Total staff	#	FTE	#	FTE	#	FTE	#	FTE	#	FTE	#	FTE

Source: UvA Data, 18 Febr. 2022

¹ Comparable with WOPI categories HGL, UHD and UD; tenured and non-tenured staff.

² Comparable with WOPI category Onderzoeker.

³ Only Employee PhD candidates and Staff PhD Candidate (PID).

6.4. Gender diversity

ARILS	Year 5				Year 4				Year 3				Year 2				Year 1				Current year			
	2016				2017				2018				2019				2020				2021			
	m		f		m		f		m		f		m		f		m		f		m		f	
	#	FTE	#	FTE	#	FTE	#	FTE	#	FTE	#	FTE	#	FTE	#	FTE	#	FTE	#	FTE	#	FTE	#	FTE
staff ⁴																								
Full professor	36	9,55	17	5,98	36	9,20	17	5,29	34	9,65	15	4,86	34	10	13	4,84	31	8,96	14	4,34	28	7,74	13	4,59
Associate professor	18	6,14	10	3,85	17	7,33	9	2,87	14	9,14	8	3,37	12	5,19	10	3,78	16	7,01	11	4,23	15	6,65	11	4,46
Assistant professor	13	3,51	18	5,84	11	3,62	19	5,43	11	4,66	15	4,93	13	4,12	12	4,56	11	4,05	17	4,27	19	6,19	20	4,79
Postdocs ⁵	21	9,11	25	8,77	12	8,63	23	9,39	15	7,45	22	10,4	16	9,17	23	13,4	16	10,1	20	9,55	20	13,7	24	12,5
PhD candidates ⁶	15	-	30	-	10	-	22	-	13	-	28	-	12	-	30	-	13	-	24	-	13	-	23	-
Total research staff	49		73		33		64		39		65		41		65		40		61		52		67	

Source: UvA Data, 18 Febr. 2022

⁴ Comparable with WOPI categories HGL, UHD and UD; tenured and non-tenured staff.

⁵ Comparable with WOPI category Onderzoeker.

⁶ Only Employee PhD candidates and Staff PhD Candidate (PID)

6.5. Funding

	2016			2017			2018			2019			2020			2021		
ARILS	K€	%	FTE	K€	%	FTE	K€	%	FTE	K€	%	FTE	K€	%	FTE	K€	%	FTE
<i>Funding:</i>																		
Direct funding ⁷		60%	59,2		54%	45,1		56%	49,1		57%	55,7		58%	61,3		57%	65,9
Research grants ⁸		11%	10,3		13%	10,6		15%	13,3		15%	14,6		13%	13,2		12%	13,9
Contract research ⁹		29%	28,7		33%	27,7		28%	24,7		28%	28,0		29%	30,6		31%	35,8
Other ¹⁰		0%	0		0%	0		0%	0		0%	0		0%	0		0%	0
Total funding		100%	98,2		100%	83,4		100%	87,1		100%	98,2		100%	105,0		100%	115,5
<i>Expenditure:</i>																		
Personnel costs ¹¹	7.571	55%		6.670	59%		7.439	62%		7.663	64%		8.462	64%		9.913	67%	
Material costs	1.871	13%		1.011	9%		1.003	8%		726	6%		953	7%		655	4%	
Other costs ¹²	4.419	32%		3.586	32%		3.483	29%		3.633	30%		3.782	29%		4.158	28%	
Total expenditure	13.861	100%	98,2	11.267	100%	83,4	11.925	100%	87,1	12.023	100%	98,2	13.197	100%	105,0	14.726	100%	115,5

⁷ Direct funding (*rijksbesteding via UnA*).

⁸ Research grants obtained in national scientific competition (e.g., grants from NWO and KNAW).

⁹ Research contracts for specific research projects obtained from external organisations, such as industry, government ministries, European organisations and charitable organisations.

¹⁰ Funds that do not fit into the other categories.

¹¹ Bron: inzetplanning onderzoek.

¹² Toegerekende kosten voor overhead op basis van FTE x overhead WP

6.6. PhD candidates

Table E4: PhD candidates - category 1a and 2b (cumulative)

Enrolment				Success rates													
Starting year		Type of contract	Enrolment		Total (M+F)	Graduated in year 4 or earlier		Graduated in year 5 or earlier		Graduated in year 6 or earlier		Graduated in year 7 or earlier		Not yet finished		Discontinued	
			Mal	Female		#	%	#	%	#	%	#	%	#	%	#	%
T-8	2013	PhD - 3 yr.	0	3	3	0	0,0	0	0,0	2	66,7	2	66,7	0	0,0	1	33,3
		PhD - 4 yr.	4	3	7	0	0,0	0	0,0	2	28,6	4	57,1	1	14,3	2	28,6
		PhD - 6 yr.	0	1	1	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0
T-7	2014	PhD - 3 yr.	1	2	3	1	33,3	1	33,3	1	33,3	3	100,0	0	0,0	0	0,0
		PhD - 4 yr.	1	4	5	1	20,0	2	40,0	3	60,0	3	60,0	1	20,0	1	20,0
		PhD - 6 yr.	0	1	1	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0
T-6	2015	PhD - 3 yr.	1	1	2	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	0	0,0
		PhD - 4 yr.	0	2	2	0	0,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0
		PhD - 6 yr.	0	0	0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0
T-5	2016	PhD - 3 yr.	0	4	4	0	0,0	2	50,0	3	75,0	3	75,0	1	25,0	0	0,0
		PhD - 4 yr.	3	4	7	0	0,0	4	57,1	5	71,4	5	71,4	1	14,3	1	14,3
		PhD - 6 yr.	0	0	0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0
T-4	2017	PhD - 3 yr.	2	1	3	0	0,0	0	0,0	0	0,0	0	0,0	3	100,0	0	0,0
		PhD - 4 yr.	4	3	7	0	0,0	0	0,0	0	0,0	0	0,0	5	71,4	2	28,6
		PhD - 6 yr.	0	0	0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0
T-3	2018	PhD - 3 yr.	1	3	4	0	0,0	0	0,0	0	0,0	0	0,0	1	25,0	3	75,0
Total			17	32	49	2	4,1	9	18,4	16	32,7	20	40,8	16	32,7	13	26,5

Table E4: PhD candidates - category 1a and 2b (not cumulative)

Enrolment		Success rates															
Starting year	Type of contract	Enrolment		Total (M+F)	Graduated in year 4 or earlier		Graduated in year 5 or earlier		Graduated in year 6 or earlier		Graduated in year 7 or earlier		Not yet finished		Discontinued		
		Male	Female	#	%	#	%	#	%	#	%	#	%	#	%		
T-8	2013	PhD - 3 yr.	0	3	3	0	0,0	0	0,0	2	66,7	0	0,0	0	0,0	1	33,3
		PhD - 4 yr.	4	3	7	0	0,0	0	0,0	2	28,6	2	28,6	1	14,3	2	28,6
		PhD - 6 yr.	0	1	1	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0
T-7	2014	PhD - 3 yr.	1	2	3	1	33,3	0	0,0	0	0,0	2	66,7	0	0,0	0	0,0
		PhD - 4 yr.	1	4	5	1	20,0	1	20,0	1	20,0	0	0,0	1	20,0	1	20,0
		PhD - 6 yr.	0	1	1	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	1	100,0
T-6	2015	PhD - 3 yr.	1	1	2	0	0,0	0	0,0	0	0,0	0	0,0	2	100,0	0	0,0
		PhD - 4 yr.	0	2	2	0	0,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0
		PhD - 6 yr.	0	0	0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0
T-5	2016	PhD - 3 yr.	0	4	4	0	0,0	2	50,0	1	25,0	0	0,0	1	25,0	0	0,0
		PhD - 4 yr.	3	4	7	0	0,0	4	57,1	1	14,3	0	0,0	1	14,3	1	14,3
		PhD - 6 yr.	0	0	0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0
T-4	2017	PhD - 3 yr.	2	1	3	0	0,0	0	0,0	0	0,0	0	0,0	3	100,0	0	0,0
		PhD - 4 yr.	4	3	7	0	0,0	0	0,0	0	0,0	0	0,0	5	71,4	2	28,6
		PhD - 6 yr.	0	0	0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0
T-3	2018	PhD - 3 yr.	1	3	4	0	0,0	0	0,0	0	0,0	0	0,0	1	25,0	3	75,0
Total			17	32	49	2	4,1	7	14,3	7	14,3	4	8,2	16	32,7	13	26,5

Handwritten mathematical work including:

- Trigonometric identities: $(A \sin x - B \cos x) + 2(A \cos x - 15 \sin x) = \dots$
- Integration: $\int \frac{1}{\sin x + 8} dx$
- Calculus: $(e^a)' = e^a a'$
- Algebra: $\frac{6x^2 - 18x^3}{2} = \frac{3(8x^2 + 7x^3)}{2}$
- Complex numbers: $z = \sqrt{1 - \left(\frac{7z}{3+z^3}\right)^2}$
- Other expressions: $\frac{1}{m} \int \dots$, $\sin(ax+b) = m$, $y = e^{\sin 3x}$

Table E4: PhD candidates - all VSNU categories (cumulative)

Enrolment		Success rates															
Starting year	Type of contract	Enrolment		Total (M+F)	Graduated in year 4 or earlier		Graduated in year 5 or earlier		Graduated in year 6 or earlier		Graduated in year 7 or earlier		Not yet finished		Discontinued		
		Male	Female		#	%	#	%	#	%	#	%	#	%	#	%	
T-8	2013	PhD - 3 yr.	0	3	3	0	0,0	0	0,0	2	66,7	2	66,7	0	0,0	1	33,3
		PhD - 4 yr.	4	3	7	0	0,0	0	0,0	2	28,6	4	57,1	1	14,3	2	28,6
		PhD - 6 yr. ¹³	8	6	14	1	7,1	3	21,4	5	35,7	5	35,7	4	28,6	4	28,6
T-7	2014	PhD - 3 yr.	1	2	3	1	33,3	1	33,3	1	33,3	3	100,0	0	0,0	0	0,0
		PhD - 4 yr.	1	4	5	1	20,0	2	40,0	3	60,0	3	60,0	1	20,0	1	20,0
		PhD - 6 yr.	7	5	12	0	0,0	0	0,0	2	16,7	3	25,0	4	33,3	5	41,7
T-6	2015	PhD - 3 yr.	2	2	4	1	25,0	1	25,0	1	25,0	1	25,0	3	75,0	0	0,0
		PhD - 4 yr.	0	2	2	0	0,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0
		PhD - 6 yr.	5	4	9	0	0,0	0	0,0	0	0,0	0	0,0	5	55,6	4	44,4
T-5	2016	PhD - 3 yr.	0	4	4	0	0,0	2	50,0	3	75,0	3	75,0	1	25,0	0	0,0
		PhD - 4 yr.	3	4	7	0	0,0	4	57,1	5	71,4	5	71,4	1	14,3	1	14,3
		PhD - 6 yr.	7	4	11	0	0,0	0	0,0	0	0,0	0	0,0	9	81,8	2	18,2
T-4	2017	PhD - 3 yr.	2	1	3	0	0,0	0	0,0	0	0,0	0	0,0	3	100,0	0	0,0
		PhD - 4 yr.	4	3	7	0	0,0	0	0,0	0	0,0	0	0,0	5	71,4	2	28,6
		PhD - 6 yr.	6	4	10	1	10,0	1	10,0	1	10,0	1	10,0	7	70,0	2	20,0
T-3	2018	PhD - 3 yr.	1	3	4	0	0,0	0	0,0	0	0,0	0	0,0	1	25,0	3	75,0
Total			51	54	105	5	4,8	14	13,3	25	23,8	30	28,6	46	43,8	28	26,7

¹³ In this specific category, the percentages have a small deviation. This is caused by one PhD candidate which started in 2013 on a 6-year trajectory and he/she graduated in 8 years or less, namely in 2021 (so still within the period under review).

Table E4: PhD candidates - all VSNU categories (not cumulative)

Enrolment				Success rates													
Starting year		Type of contract	Enrolment		Total (M+F)	Graduated in year 4 or earlier		Graduated in year 5 or earlier		Graduated in year 6 or earlier		Graduated in year 7 or earlier		Not yet finished		Discontinued	
			Male	Female		#	%	#	%	#	%	#	%	#	%	#	%
T-8	2013	PhD - 3 yr.	0	3	3	0	0,0	0	0,0	2	66,7	0	0,0	0	0,0	1	33,3
		PhD - 4 yr.	4	3	7	0	0,0	0	0,0	2	28,6	2	28,6	1	14,3	2	28,6
		PhD - 6 yr.	8	6	14	1	7,1	2	14,3	2	14,3	0	0,0	4	28,6	4	28,6
T-7	2014	PhD - 3 yr.	1	2	3	1	33,3	0	0,0	0	0,0	2	66,7	0	0,0	0	0,0
		PhD - 4 yr.	1	4	5	1	20,0	1	20,0	1	20,0	0	0,0	1	20,0	1	20,0
		PhD - 6 yr.	7	5	12	0	0,0	0	0,0	2	16,7	1	8,3	4	33,3	5	41,7
T-6	2015	PhD - 3 yr.	2	2	4	1	25,0	0	0,0	0	0,0	0	0,0	3	75,0	0	0,0
		PhD - 4 yr.	0	2	2	0	0,0	0	0,0	0	0,0	0	0,0	1	50,0	1	50,0
		PhD - 6 yr.	5	4	9	0	0,0	0	0,0	0	0,0	0	0,0	5	55,6	4	44,4
T-5	2016	PhD - 3 yr.	0	4	4	0	0,0	2	50,0	1	25,0	0	0,0	1	25,0	0	0,0
		PhD - 4 yr.	3	4	7	0	0,0	4	57,1	1	14,3	0	0,0	1	14,3	1	14,3
		PhD - 6 yr.	7	4	11	0	0,0	0	0,0	0	0,0	0	0,0	9	81,8	2	18,2
T-4	2017	PhD - 3 yr.	2	1	3	0	0,0	0	0,0	0	0,0	0	0,0	3	100,0	0	0,0
		PhD - 4 yr.	4	3	7	0	0,0	0	0,0	0	0,0	0	0,0	5	71,4	2	28,6
		PhD - 6 yr.	6	4	10	1	10,0	0	0,0	0	0,0	0	0,0	7	70,0	2	20,0
T-3	2018	PhD - 3 yr.	1	3	4	0	0,0	0	0,0	0	0,0	0	0,0	1	25,0	3	75,0
Total			51	54	105	5	4,8	9	8,6	11	10,5	5	4,8	46	43,8	28	26,7

Handwritten mathematical notes and calculations, including trigonometric identities and algebraic expressions, are visible in the background of the page.