

## Societal Relevance profile - Associate Professor2 (August 2022)

Engages in long-term interactions with societal parties, structurally embeds societal impact in research and teaching activities (profile adapted based on ISS framework on societal relevance for mid-term review research (final version August 2021))

Activities	Professional skills	Demonstrate achievements (possible)
<b>Collaboration and co-creation with societal parties</b> <ul style="list-style-type: none"> <li>Initiates, builds and sustains relationships with societal parties</li> <li>Dares to engage and involve others in new collaborations</li> <li>Involves external actors in agenda-setting, research design, data collection, dissemination and evaluation of research projects and long-term programs</li> <li>Is aware of and open to inter- and transdisciplinary opportunities</li> <li>Uses an active 'off-campus' presence and acts as mentor for less experienced colleagues</li> <li>Arranges opportunities for student internships and PhD projects at societal organizations</li> </ul>	<ul style="list-style-type: none"> <li>Vision</li> <li>Binding Leadership</li> <li>Environment Orientation</li> <li>Networking Skills</li> <li>Persuasiveness</li> <li>Monitoring progress</li> <li>Cooperating</li> <li>Oral communication</li> <li>Entrepreneurship</li> <li>Integrity</li> <li>Co-creation</li> </ul>	<p><i>Self-assessment:</i> Reflects in a narrative on how her/his/ their impact related strategies have structurally contributed to global societal challenges and new scientific research, as well as to a stimulating a social impact environment in the ISS community. The narrative can contain the following parts:</p> <ul style="list-style-type: none"> <li>Ambition for / goal of societal impact</li> <li>Productive interactions with societal parties as part of relevant pathways to social impact</li> <li>Involved team effort and support services</li> <li>Coupling to scientific research and merit</li> <li>Challenges following from social impact activities</li> </ul>
<b>Knowledge translation from and to society, co-creation with societal partners</b> <ul style="list-style-type: none"> <li>Anticipates problems of societal actors and co-translates these into research problems</li> <li>Involves other societal actors in design, data-gathering, analysis, validation; e.g. through participatory methods or citizens' science</li> <li>Co-translates new results from scientific research into co-created relevant advice/action/ policy</li> <li>Supervises or evaluates change processes and policy implementations in practice</li> </ul>	<b>Professional Attitude</b> <ul style="list-style-type: none"> <li>Pro-active and flexible</li> <li>Diplomatic and/or provocative</li> <li>Aware of cross-/ inter-discipline developments</li> <li>Focuses on and acts on the possibilities and opportunities arising from society</li> <li>Ensures continuous and open communication by setting a good example</li> <li>Demonstrates strategic and long-term impact orientation</li> <li>Effectively supporting early career researchers</li> </ul>	<p><i>Stakeholder assessment</i> Invites relevant stakeholders to participate in social impact strategy evaluation and/or self-assessment as part of structural and departmental learning process</p>
<b>Education and capacity building for impact</b> <ul style="list-style-type: none"> <li>Oversees implementation of societal challenges in education curricula (content and skills)</li> <li>Develops and monitors post-graduate training programs for professional audiences</li> <li>Conducts professional skills training for students, PhD researchers and other staff</li> </ul>		<p><i>Proxies for impact (non-exhaustive list of indicators; a relevant selection can support the narrative)</i></p> <ul style="list-style-type: none"> <li>Signs of societal recognition as shown by (recurring) presentations, (renewed) collaborations, etc.</li> <li>Quality and quantity of relations with non-academic partners and support services</li> <li>Establishment or direction of transdisciplinary cooperative initiatives e.g. knowledge labs</li> <li>Number of collaborative and consortia grants initiated, and contract research projects acquired</li> <li>Number of (partly) externally funded PhD's</li> <li>Quality and quantity of total amount of non-academic output (e.g. datasets/reports)</li> <li>Editor of practice-oriented special issues/books</li> <li>Public appearances (quantity and role) at non-academic events and in media</li> <li>Years of extra-academic experience</li> </ul>
<b>Public engagement</b> <ul style="list-style-type: none"> <li>Uses long-standing relations with other societal partners and media outlets to steer public debate</li> <li>Strategically uses non-academic outputs to inform societal stakeholders effectively</li> </ul>		
<b>Engaged social impact leadership</b> <ul style="list-style-type: none"> <li>Develops a social impact vision to stimulate new and diverse strategies and pathways</li> <li>Integrates societal with other departmental activities and organizational strategies</li> <li>Monitors projects and programs, e.g. planning, personnel, budget and finance</li> <li>Contributes to a 'community of practice' by sharing experience and networks within EUR and in national and international networks</li> <li>Has an eye for differences between team members, allotting diverse roles in impact activities and supports academic staff as regards their societal impact</li> <li>Actively strives for making impact a team-venture amongst EUR colleagues</li> <li>Connects and gives shape to the (impact) strategy of EUR</li> </ul>		