

General Staff Meeting

March 12, 2024

SIMON FISHER



Agenda, Staff Meeting March 12, 2024

1. News from the MD
 - a. Departures and Arrivals
 - b. PhD defenses
 - c. Upcoming events
 - d. New call Levelt Award 2024
2. News from Data Protection Committee
3. News from TG
4. News from Research Facilities Committee
5. News from Communications
6. News from Colloquium Committee
7. News from Library Committee / Open Science Ambassadors
8. News from Diversity, Equity & Inclusion Committee
9. News from Research Staff Committee
10. News from Equal Opportunities
11. News from Ombudsperson

Talk by Limor Raviv from 15.30

*“Studying language evolution and adaptation in the lab -
Introduction to the LEADS group”*

Departures and arrivals

Research Staff (RS), PhD students, other staff and long-term guests leaving

Kavon Hooshiaar	Technical staff	31.03.24
Marjolijn Dijkhuis	RA	30.04.24

New Research Staff (RS), PhD students and other staff (present)

Chinmaya Mishra	RS	01.01.24
Linda Drijvers	RS	01.01.24
Sara Mazzini	PhD	01.02.24
Eleanor Huizeling	RS	01.02.24
Benedicte Mbala-Nguyen	Secretary	01.02.24
Gabriela Garrido	RA	15.02.24

Department/Group

Multimodal Language
Multimodal Language
Multimodal Language
Multimodal Language
IMPRS, Research Groups, Emiriti
Language Development

Departures and arrivals

New Research Staff (RS) and PhD students (expected)

Jean Corbally	RA	15.03.24
Sanjeevan Jahagirdar	RS	01.04.24
Anastasia Chuprina	RA	15.04.24
Meng-Yun Wang	RS	01.06.24
Fatma Uzbas	RS	01.06.24

Department/Group

Language and Genetics
Language and Genetics
Multimodal Language
Language and Genetics
Language and Genetics

New Guests (present)

Reyna Gordon	05-08.03.24
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Host

Simon Fisher

New Guests (expected)

Aniruddh Patel	18-21.03.24
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Host

Simon Fisher

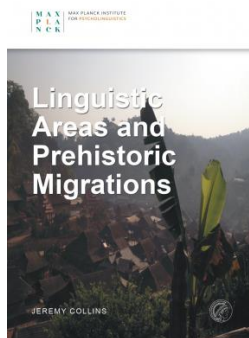
PhD defenses since last Staff Meeting



Lyn Eekhof on January 15
 “Reading the Mind: The Relationship Between Social Cognition and Narrative Processing”



Midas Anijs on January 31
 “Probing neuronal and molecular underpinnings of language-related disorders using human stem cell-derived neuronal networks”



Jeremy Collins on February 19
 “Linguistic Areas and Prehistoric Migrations”

Upcoming PhD defenses



Elly Koutamanis on March 22, 2024

“Spreading the Word: Cross-Linguistic Influence in the Bilingual Child’s Lexicon”

Katja Stärk on April 8, 2024

“The company language keeps: How distributional cues influence statistical learning for language”



Chinmaya Mishra on April 17, 2024

“The Face Says It All: Investigating Gaze and Affective Behaviors of Social Robots”

Ezgi Mamus on May 17, 2024

“Perceptual experience shapes how blind and sighted people express concepts in multimodal language”



PhD representatives – who are we?



Orhun Uluşahin **PoL**



Clara Kunst **LaDD**



Danielle Admiraal **L&G**



Tianai Dong **MLD**



Jennifer Sander **LaDD**
External PhD Rep

Upcoming Events 2024 – Save the dates

June 5 – 7

IMPRS Conference 2024

June 17 – 21

MEDAL Summerschool

MPI General Staff Meetings

June 04 * September 17 * December 17

MPI Proudly Presents

July 04

April 3-5

The Neurobiology of Language Department: The Legacy

July 8-11

Language in Interaction – Highlights in the Language Sciences
Conference

Farewell lecture Peter Hagoort

September 27



Cold Spring Harbor Laboratory | MEETINGS & COURSES PROGRAM



Genetics & Neurobiology of Language

July 25 - August 1, 2024

Applications Due: March 31

- Development
- Cognitive Models
- Neural Basis
- Gene Identification
- Functional Genomics
- Model Systems
- Comparative/Evolutionary Studies

Instructors

Simon Fisher, Max Planck Institute for Psycholinguistics, The Netherlands

David Poeppel, Ernst Strüngmann Institute, Frankfurt & New York University

Kate Watkins, University of Oxford, United Kingdom

Speakers

Marina Bedny, Johns Hopkins University

Pascal Belin, Aix-Marseille University, France

Karen Emmorey, San Diego State University

Evelina Fedorenko, MIT

Julia Fischer, Cognitive Ethology Laboratory, Germany

Tecumseh Fitch, University of Vienna, Austria

Stephanie Forkel, Donders Institute for Brain, Cognition and Behaviour, Netherlands

Liberty Hamilton, University of Texas at Austin

Catherine Hobaiter, University of St Andrews, United Kingdom

Christian Kell, Goethe University, Germany

Genevieve Konopka, UT Southwestern Medical Center

Mairead MacSweeney, University College London, United Kingdom

Robert Seyfarth, University of Pennsylvania

Daniela Vallentin, Max Planck Institute for Ornithology, Germany

Sonja Vernes, University of St Andrews, United Kingdom

MPI – Donders Institute

Donders Sessions & Theme Meetings hosted at MPI in 2024

May 16, 2024

Levelt Innovation Award

- Funding for innovative collaborative projects
 - Between MPI Ph.D. students and/or MPI staff scientists from different departments or groups
 - Up to €16,800 for student assistants, participant payment, etc.
- Apply: One-page proposal, work plan & budget
 - Send to thy.mathu@mpi.nl
- **Deadline: May 15, 2024**
Announced: MPI Proudly Presents in July 2024



Data Protection

Updates Staffmeeting March 12, 2024

Patricia Manko



MPI Software

Overview

<https://maxintra.mpi.nl/TG/software>

New Software?

<http://lux102.mpi.nl/forms/software-request-form>



Why is this important?



- We need agreements with software providers, whenever they process personal or sensitive data on our behalf
- Companies and servers might be located outside the EU: need to adhere to GDPR, else no guaranty for safety of data

MPI Software

QR Code generator
<https://qrcode.mpi.nl/>

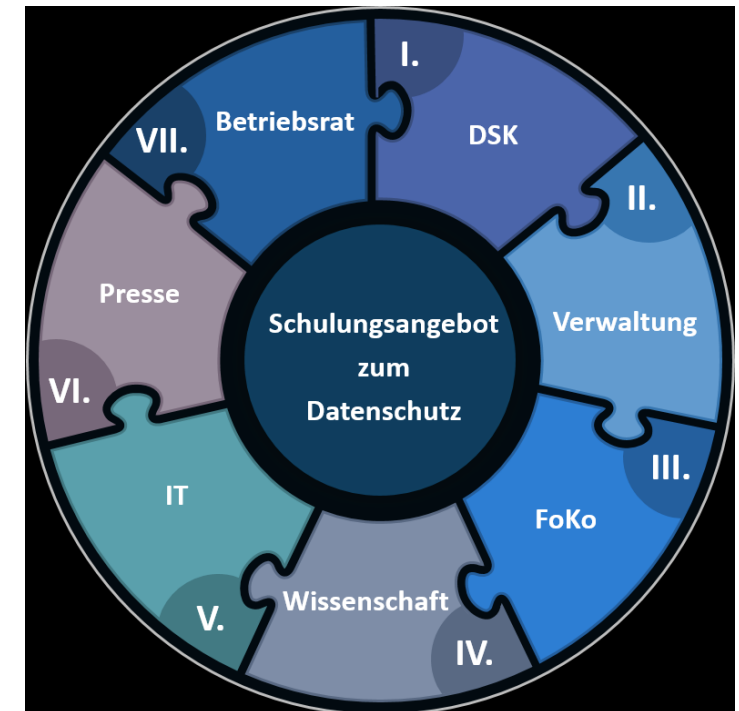


MPG Data Protection workshops

New workshops:

- Operations
- Research coordinators/ Lab managers
- Research staff/ scientific personnel
- TG
- PR and Outreach

More info soon!



Reminders

Data breach?

Contact: data-breach@mpg.de & privacy@mpi.nl

Data Protection training

Mandatory for all employees, **also for interns, lab rotation students, guests**
Haven't received training yet? Contact us!

TG

STAFF meeting 12 March 2024



Short report

- **Budget 2024:**
 - 551 k€: 404 k€ + 147 k€ (25% co-payment BAR request storage renewal)
 - about 100 PC and 35 Laptops must be purchased for the Windows 11 migration (Windows 10 end-of-life: 14-Oct-25)
- **Storage renewal status:**
 - 3 server and 2 network switches are delivered
 - network switches will replace our current network backbone (6*100Gb/s and 48*25 Gb/s per switch)
 - maybe short downtimes during installation/migration possible
 - storage controller will be delivered this week and installed on 3-Apr-24
 - during storage migration (planned for April/May/June) downtime will be unavoidable (during weekend)

Short report

- **2FA:**
 - new 2FA server at GWDG solved problems with locked Windows PC

- **Windows 11:**
 - all PC that could be migrated are migrated to Windows 11 (about 110, not experiment PC's)
 - 200 PC and 75 Laptops need to be ordered until Oct-25

- **Other actions:**
 - Motion capture lab (room 144/145) is ready
 - Gesture lab (room 148/149): reconstruction is ready, camera system tender offer is open
 - 3 GPU-Server are installed and used

Research Facilities Committee

STAFF meeting March 12, 2024

RUTH CORPS



Software for MLD

- The following software licenses have been ordered for MLD:
 - Grammarly (12 licenses for 1 year)
 - Midjourney (1 license for 2 years)
 - Elevenlabs (1 license for 5 years)
- Be cautious of what data you're sharing when using this software ; do not input personal data
- GWDG has its own in-house ChatGPT service, which is run on the HPC infrastructure and ensures data protection and privacy

Other updates

- The BAR request for renewing storage hardware was approved and TG are now waiting for equipment to arrive – expected March.

- Old EEG electrodes are being removed from all EEG labs because they break down and cannot be replaced. You can contact TG to use these electrodes, but it is **highly recommended** to switch to the new electrodes.

Communications



MARJOLEIN SCHERPHUIS

Communications Team



Marjolein Scherphuis
Julia von der Fuhr
Ludy Cilissen

Communications@mpi.nl

Communications: advice and support

- Video's on the website and/or on our socials
- Press releases, media requests, media coaching
- Advice on internal and external communications
- Advice on inclusive writing
- Corporate identity issues
- Website
- Maxintra
- Templates for thesis covers
- Templates for participant recruitment flyers
- **Picture data bank: Depositphotos.nl**
- Your contributions for the internal newsletter

- And any other question regarding pr, communication and public outreach

Communications@mpi.nl



Accessibility mpi.nl

The screenshot shows the top section of the MPI website. On the left is the logo 'MAX PLANCK' in a grid, followed by the text 'MAX PLANCK INSTITUTE FOR PSYCHOLINGUISTICS'. To the right are flags for Dutch and German, and links for 'CONTACT' and 'LOG IN'. Below this is a search bar with the text 'Search...' and a magnifying glass icon. A dark green navigation bar contains the following menu items: 'RESEARCH', 'RESEARCH FACILITIES', 'CAREERS & EDUCATION', 'ABOUT US', and 'NEWS & EVENTS'. Below the navigation bar is a large image of a modern building with large glass windows reflecting green trees. A white text box in the bottom left of the image reads 'WELCOME TO THE MAX PLANCK INSTITUTE'.

Talks by MPI researchers

On the last day of the festival you can find several of our researchers giving talks and answering all your questions on language. Some events of the programme will be in Dutch, others in English.

12.15 hrs

Simon Fisher, director of the MPI: [☞ Talk at L'enfant sauvage](#)

13.00 hrs

Dilys Eikelboom en Jennifer Sander: [☞ Hoe leren kinderen gebarentaal?](#)

14:00 hrs

Else Eising: [☞ Stotteruurtje](#)

15.30 hrs

Izabela Jordanoska: [☞ Using folktales as a source for language research](#)

MAXINTRA

MAXINTRA



MAXINTRA



Typeface-06

Cabrito Sans: The primary brand typeface is to be used in both web and print communication to represent Maxintra consistently across all channels.

Arial Regular AaBbCcDdEe
 Cabrito Sans Norm Demi AaBbCcDdEe
 Cabrito Sans Norm Bold AaBbCcDdEe

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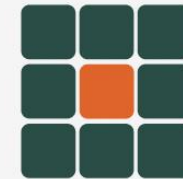
Colours-07

Colour palette: Our brand Maxintra is characterized by the use of 7 colors: green, light green, orange, white, dark blue, gray, and cyan. These colors serve as powerful brand identifiers.

CYAN RGB: 0 123 255 HEX: 007BFF	LIGHT GREEN RGB: 228 244 242 HEX: E4F4E2	GREEN RGB: 27 78 70 HEX: 1B4E45
	ORANGE RGB: 248 193 101 HEX: F79666	
	WHITE RGB: 255 255 255 HEX: FFFFFF	DARK BLUE RGB: 18 34 39 HEX: 122D47
		GRAY RGB: 107 104 108 HEX: 6B776D

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Logo





Visit our Open Day 2024

On Saturday 13 May 2023, the Max Planck Institute for Psycholinguistics at the Wundtlaan in Nijmegen will open its doors to the public.

[More info](#)

MESSAGE BOARD



Message

Maximaal mooi bericht

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[Read more](#)


14

8 opmerkingen



Message

Het Maxintra van morgen

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[Read more](#)


7

33 opmerkingen



Message

Kort bericht. Mand

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[Read more](#)


7

33 opmerkingen

MPI NEWS



MPI News

Voorbeeld nieuwsbericht

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[Read more](#)


9

12 opmerkingen



MPI News

MPI in het nieuws

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[Read more](#)


3

4 opmerkingen



MPI News

Linda Drijvers in het Klokhuis

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[Read more](#)


4

4 opmerkingen

MPG HEADLINES



MPG Headlines

Koppige headline

Lorem ipsum dolor sit amet consectetur adipisicing elit. Architecto accusantium praesentium eius, ut atque fuga culpa, similique sequi cum eos quis dolorum. Hier een zin.

[Read more](#)


MPG Headlines

Nog een koppige headline

Lorem ipsum dolor sit amet consectetur adipisicing elit. Architecto accusantium praesentium eius, ut atque fuga culpa, similique sequi cum eos quis dolorum.

[Read more](#)


MPG Headlines

Koppige headline

Lorem ipsum dolor sit amet consectetur adipisicing elit. Architecto accusantium praesentium eius, ut atque fuga culpa, similique sequi cum eos quis dolorum.

[Read more](#)
[More Headlines](#)


CALENDAR

Hiermee kan een conferentie/vergader ruimte (fysieke ruimte) geboekt worden op het intranet.

Quantum Lezing Dr. Rodriguez
Tijdstip: 11:00 uur

Creativele Brainstorm sessie
Tijdstip: 14:00 uur

[Book a room](#)


UPCOMING EVENTS

10 JAN MEDAL Workshop:
Communicating Linguistics
How to engage the public with language...

15 JAN IMPIS DOCTORAL
DEFENCE: Lynn Ekkhof
Reading the Mind: The
Relationship Between...

[More events](#)


VACANCIES

Research Assistant, Molecular Biology
and Neurogenetics

Research Assistant
Language and genetics
Full-time

Postdoctoral Researcher, Neurogenetics

Post doc
Language and genetics
Full-time

[More vacancies](#)

LIBRARY



LIBRARY

library@mpi.nl

Catalogs

[Example one](#)
[Example two](#)

Databases

[Journals](#)

[Open access](#)

[Ebooks](#)

LIBRARY

Shhh... Enter the realm of silent wisdom!

Aliquet nec orci mattis amet quisque ullamcorper neque, nibh sem. At arcu, sit dui mi, nibh dul, diam eget aliquam. Quisque id at vitae feugiat egestas ac. Diam nulla orci at in viverra scelerisque eget. Eleifend egestas fringilla sapien.



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- Quis elit egestas venenatis mattis dignissim.
- Cras cras lobortis vitae vivamus ultricies facilisis tempus.
- Orci in sit morbi dignissim metus diam arcu pretium.

Quis semper vulputate aliquam venenatis egestas sagittis quisque orci. Donec commodo sit viverra aliquam porttitor ultrices gravida eu. Tincidunt leo, elementum mattis elementum ut nisi, justo, amet, mattis. Nunc purus, diam commodo tincidunt turpis. Amet, dui sed elit interdum dignissim.

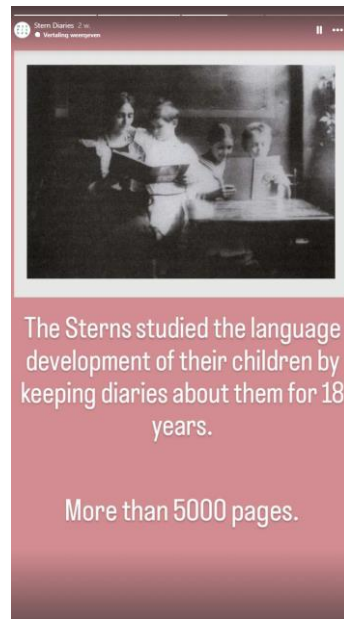
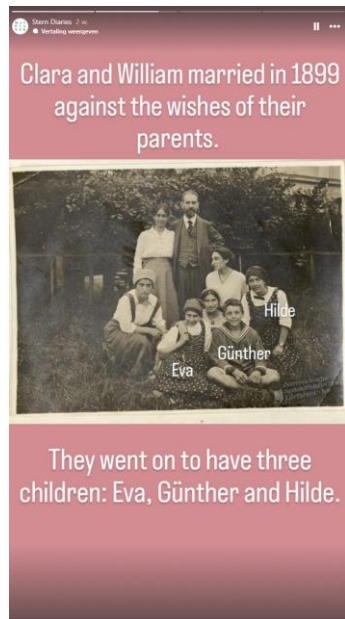
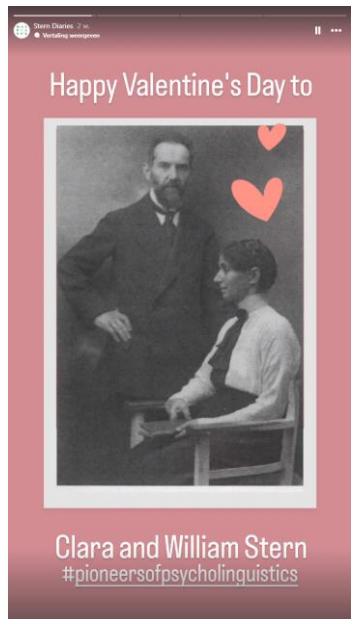
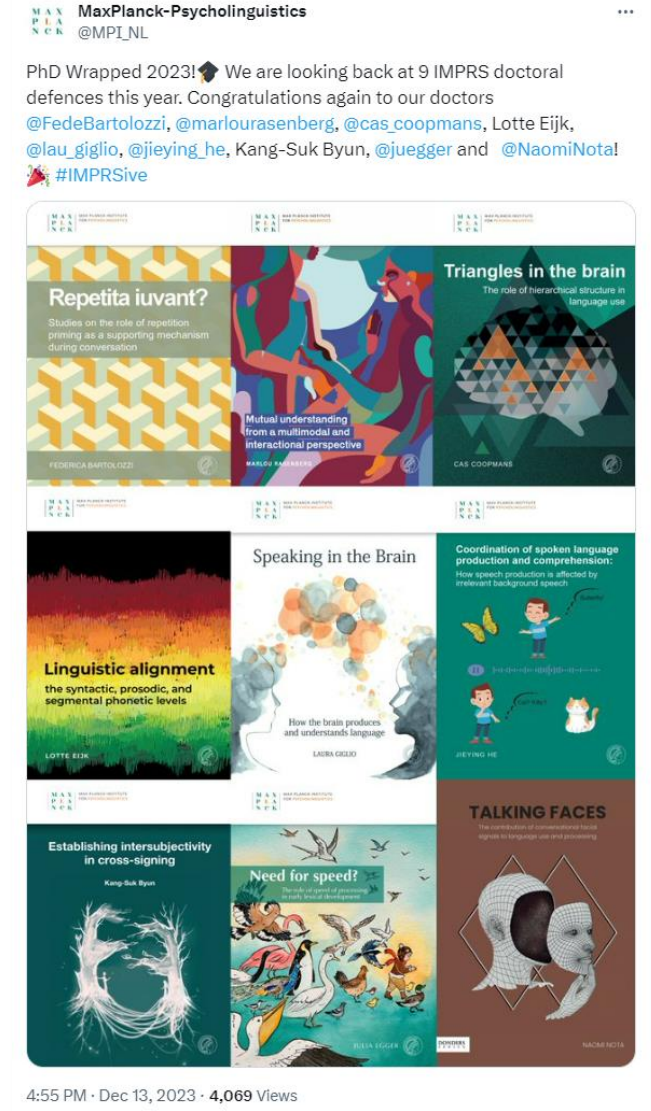
Virtual Reality (VR) laboratory

Id orci tellus laoreet id ac. Dolor, aenean leo, ac etiam consequat in, Convallis arcu ipsum urna nibh, Pharetra, euismod vitae interdum mauris enim, consequat vulputate nibh. Maecenas pellentesque id sed tellus mauris, ultrices mauris. Tincidunt enim cursus ridiculus mi. Pellentesque nam sed nullam sed diam turpis ipsum eu a sed convallis diam.

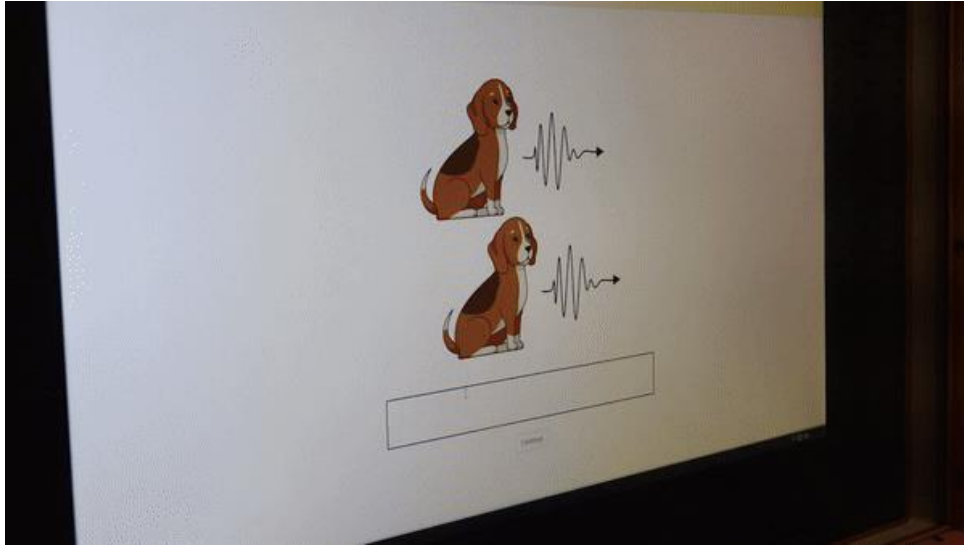
"Sagittis scelerisque nulla cursus in enim consectetur quam. Dictum urna sed consectetur neque tristique pellentesque. Blandit amet, sed aenean erat arcu morbi."

Faucibus commodo massa rhoncus, volutpat. Dignissim sed eget risus enim. Mattis mauris semper sed amet vitae sed turpis id. Id dolor praesent donec est. Odio penatibus risus viverra tellus varius sit neque erat velit.

Social media



Participant recruitment



MAX
PLANCK
@MPI_NL

Van Virtual Reality tot plaatjes benoemen 🗣️ en van Zoomen tot oogbewegingen. 👓 Help mee bij onderzoek naar taal en verdien wat bij! Je kunt meedoen aan zowel online als offline onderzoek en bepaalt zelf wanneer en aan welke onderzoeken je mee wil doen. mpi.nl/doemee

[Translate post](#)



InScience Film Festival



Tuesday 12 March

Donders Brainlanding with Peter Hagoort

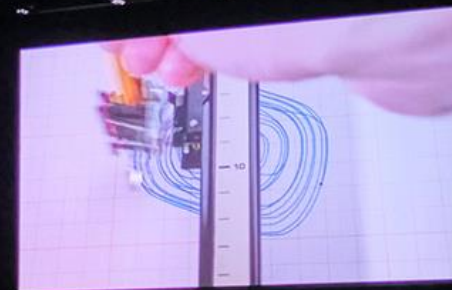
Sunday 17 March

12.15 hrs Simon Fisher: [Talk at L'enfant sauvage](#)

13.00 hrs Dilys Eikelboom en Jennifer Sander: [Hoe leren kinderen gebarentaal?](#)

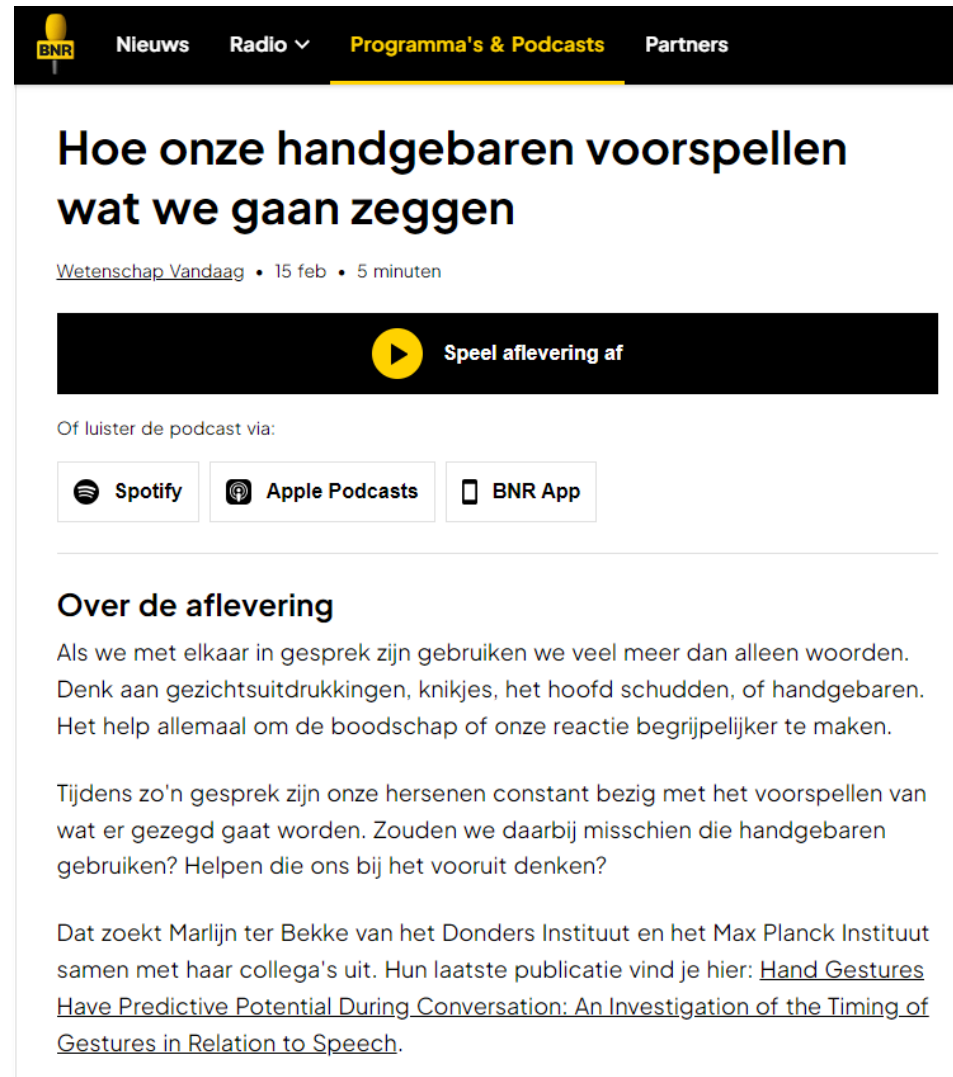
14:00 hrs Else Eising: [Stotteruurtje](#)

15.30 hrs Izabela Jordanoska: [Using folktales as a source for language research](#)



Media output

- **Marlijn Ter Bekke**
- BNR Radio (Dutch)



The screenshot shows a BNR podcast page. At the top, there is a navigation bar with 'BNR', 'Nieuws', 'Radio', 'Programma's & Podcasts', and 'Partners'. The main title is 'Hoe onze handgebaren voorspellen wat we gaan zeggen'. Below the title, it says 'Wetenschap Vandaag • 15 feb • 5 minuten'. There is a play button icon and the text 'Speel aflevering af'. Below that, it says 'Of luister de podcast via:' followed by three buttons: 'Spotify', 'Apple Podcasts', and 'BNR App'. The section 'Over de aflevering' contains the following text:

Als we met elkaar in gesprek zijn gebruiken we veel meer dan alleen woorden. Denk aan gezichtsuitdrukkingen, knikjes, het hoofd schudden, of handgebaren. Het help allemaal om de boodschap of onze reactie begrijpelijker te maken.

Tijdens zo'n gesprek zijn onze hersenen constant bezig met het voorspellen van wat er gezegd gaat worden. Zouden we daarbij misschien die handgebaren gebruiken? Helpen die ons bij het vooruit denken?

Dat zoekt Marlijn ter Bekke van het Donders Instituut en het Max Planck Instituut samen met haar collega's uit. Hun laatste publicatie vind je hier: [Hand Gestures Have Predictive Potential During Conversation: An Investigation of the Timing of Gestures in Relation to Speech.](#)



Media output

- **Clara Kunst**
- RTÉ Radio (Irish)



RTÉ RAIDÍO
NA GAELTÁCHTA

Stáisiúin Cláracha Podchraoltaí Cuardaigh

An Doctúir Diarmuid Johnson.

MÍR • 18 NÓIM • 06 FEABHRA • BARRSCÉALTA

Ag tabhairt eolas ar thógra atá ag Institiúid síci-theangeolaíocht Max Plank san Ísiltír agus iad ag iarraidh measúnú a dhéanamh ar an dóigh a ndéanann daoine abairtí Gaeilge a mheas ó thaobh na gramadaí de.

Media output

- **Naomi Nota**
- Radio 1 (Dutch)
- Omroep Gelderland
- Scientias



Media output

- **Judith Holler & Koen de Reus**
- National Geographic (Dutch)



Media output

- **Ellen Verhoef,
Else Eising,
Fenja Schlag,
Beate St
Pourcain and
Simon Fisher**
- Press release

Genetic Factors Link Early Vocabulary to ADHD, Literacy: Groundbreaking Study Reveals

A recent study highlights the genetic factors in children's early vocabulary growth, linking it to future cognitive abilities and ADHD risks.



Nasiru Eneji Abdulsheed
01 Mar 2024 11:08 EST



Follow Us



Genetic Factors Link Early Vocabulary to ADHD, Literacy: Groundbreaking Study Reveals

The recent genome-wide meta-analysis conducted by researchers sheds light on the significant role genetics play in the development of children's vocabulary size during infancy and toddlerhood, and its subsequent impact on literacy, cognition, and Attention-Deficit/Hyperactivity Disorder (ADHD) related measures. This study, encompassing data from over 17,000 children, marks a pivotal step in understanding the intricate relationship between early language development and later life cognitive abilities and neurodevelopmental conditions.



Media output

- **Chinmaya Mishra**
- Interview PsyPost

Emotionally expressive ChatGPT-powered AI robots enhance human collaboration, study finds

by [Eric W. Dolan](#) — February 4, 2024 in [Artificial Intelligence](#), [Social Psychology](#)



(Photo credit: OpenAI's DALL-E)



Media output

- Else Eising
- EOS Wetenschap

Neem vriendenabonnement

NIEUWSTE NUMMER • NATUUR & MILIEU • TECHNOLOGIE • GEZONDHEID • RUIMTE • GESCHIEDENIS • Meer ▾

Gezondheid

Logopedie voor transgenderpersonen: 'Stemgeluid heeft een grote sociale betekenis'

We hebben van nature een specifiek stemgeluid, bijvoorbeeld veeleer vrouwelijk dan mannelijk. Ligt dat vast in ons DNA of valt er een mouw aan te passen? Voor transgender personen, die hun stem met hun veranderde uiterlijk willen laten matchen, is er goed nieuws.



Media output

- **Laura Giglio, Peter Hagoort**
- Press release



BRAIN RESPONSES TO SENTENCE STRUCTURE DIFFER FOR SPEAKING AND LISTENING

06 March 2024



How does the brain respond to sentence structure as we speak and listen? In a neuroimaging study published in PNAS, researchers from the Max Planck Institute for Psycholinguistics (MPI) and Radboud University in Nijmegen investigated sentence processing during spontaneous speech for the first time. While we speak, brain activity increases early on in sentences, anticipating structure building. In contrast, during listening,

brain activity increased at the end of phrases, reflecting the integration of sentence structure.

Both speaking and listening involve combining words in a sentence following grammatical rules. However, the precise timing of this 'syntactic processing' remains unclear. Sentence production is studied less often than sentence comprehension. Moreover, researchers usually study sentence production with complex tasks that are very different from speaking in natural situations.

"Syntactic processing allows us to combine words to create new meanings", says senior researcher [Peter Hagoort](#), director of the Donders Institute for Brain, Cognition and Behaviour. "We investigated brain responses to spontaneous speech, to better understand how the brain does it and how this process differs when we speak versus when we listen."

Colloquium committee

Staff meeting March 12, 2024

SERGIO MIGUEL PERREIRA-SOARES



Next MPI Colloquium in 2024

PROF. DR. ANIRUDDH D. PATEL

19TH MARCH 2024 15:45 - 17:00

The evolution of human musicality: a synthetic research program

Hosting Department: L&G

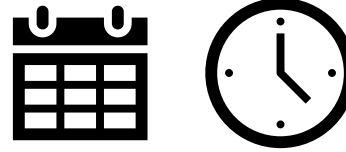
Tea with the Speaker: Wednesday, 20th, and Thursday, 21st of March, from 14:00 to 14:45



If you would like to meet with Prof. Dr. Patel, please contact Giacomo.Bignardi@mpi.nl.



Upcoming colloquia 2024



- **March 19th** : Aniruddh Patel (Tufts University, Boston, USA) *L&G*
- **April 16th** : Aoju Chen (Utrecht University) *LaDD*
- **May 21st** : Neil Cohn (Tilburg University) *MLD*
- **September 10th** : TBD
- **October 15th** : Claudia Maennel (Charité – Universitätsmedizin Berlin) *LaDD*
- **November 19th** : Kathy Rastle (Royal Holloway, University of London) *PoL*

Currently planning the September 10th spot and looking forward to 2024/25 speakers...

Please send us any suggestions for future **Colloquium** speakers!!



Sergio Soares (LaDD)

Sergio-Miguel.Pereira-Soares@mpi.nl



Giacomo Bignardi (L&G)

Giacomo.Bignardi@mpi.nl



Candice Frances (PoL)

Candice.Frances@.mpi.nl



Ezgi Mamus (MLD)

Ezgi.Mamus@mpi.nl

Open Science Ambassadors

Staff meeting March 12, 2024

JULIA CHAUVET



Open Science Ambassadors



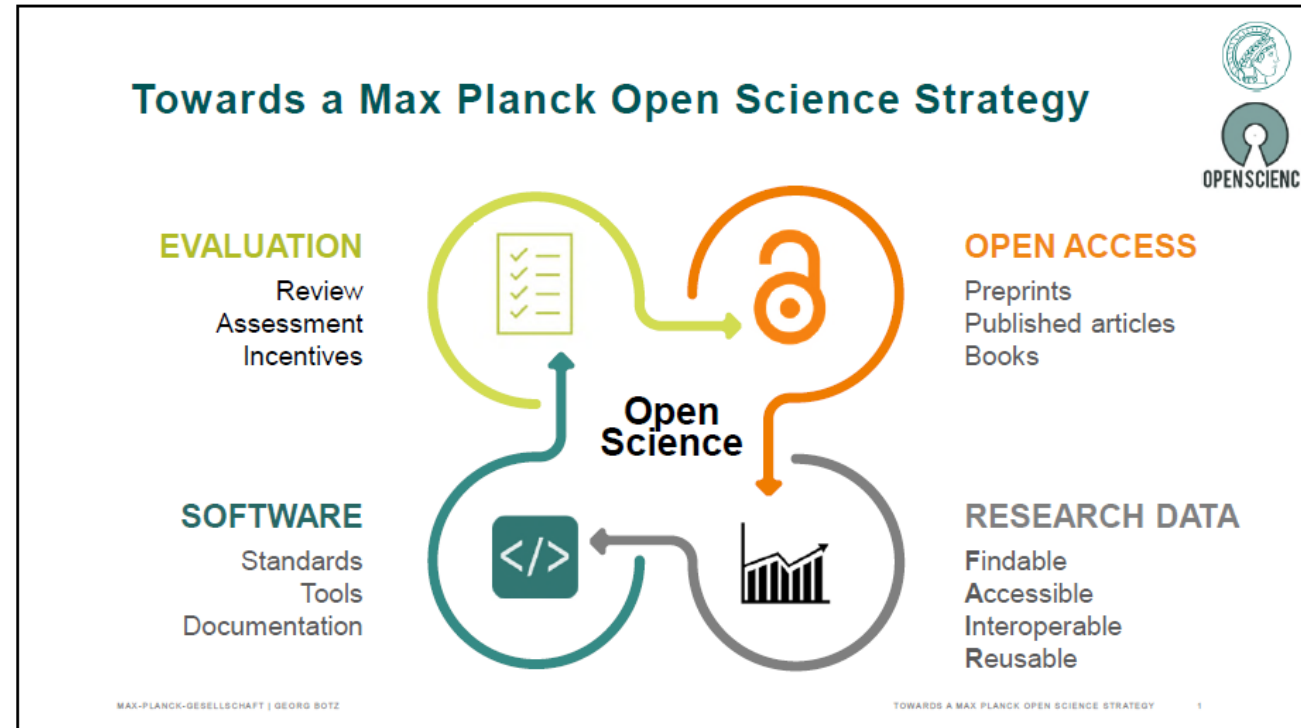
Ingrid Szilagyi

Language and Genetics
Department



Julia Chauvet

Psychology of
Language Department



Open Science Ambassadors

Insights from the Open Science survey (n = 26):

- Most implemented practices: **sharing research data and code on OSF or data repositories**
- Support would be most appreciated in the form of **in-person training, tutorials on MaxIntra, and help for archiving**
- Main barriers to implementing OS practices: **lack of time, limited training, concerns over privacy and IP**

OS workshop on **Tuesday 23rd, April, 09:30 – 12:30**

- Introductory talk by Dirk van Gorp, Open Science Officer at the Radboud University Library
- Workshop on open data and pre-registration by Jennifer Sander, PhD Candidate at the MPI



Notes for the future:

- OS page on MaxIntra
- Event in the fall: hands-on “hackathon” for archiving data and code

Diversity & Inclusion

Contact
diversity@mpi.nl

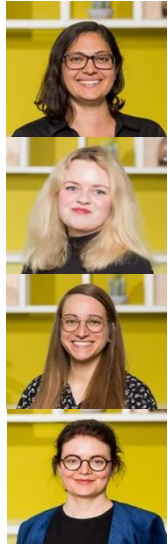


Diversity, Equity, and Inclusion

Candice Frances
dei@mpi.nl



Who we are



- Committee Chair (Candice Frances)
- Chair for Attracting Diversity (Julia von der Fuhr)
- Chair for Diversity and Inclusion (Sandra Bethke)
- Chair for Diversity in our Science (Barbara Molz)
- Members from all levels, departments and groups at the MPI



We have a budget!

And with it, work to do...

- Training for the committee
- Social activities → Vitality week
- Language support → International Sign classes
- MPI wide training

Survey results!

- MPI-Wide survey from April 2023
- They have been uploaded to MaxIntra
 - [Diversity, Equity, and Inclusion Committee — Max Planck Institute \(mpi.nl\)](#)
- Stay tuned in the Newsletter!
 - News clusters (4-5 weeks per topic) starting with MPIers' background!

Talent+

- Working on 3 and 6 month internships for people from diverse backgrounds (currently focusing on internationals)
- ***Want to help?***
 - We're looking for intern supervisors
 - We're looking to expand our network of people outside the Global North
 - We're (going to be) looking for spare rooms/housing once we have dates of arrival

Ongoing things

- VrijMPIbo → Last Friday of the month, March 22nd (Ons Thuis)
- Boardgame night → now Donders/MPI Networking Event: May 8th
 - Opportunity to network within and between institutes over pizza and board games (*to be confirmed*)
- Language tables
 - International Sign (by MLD) → Every other Tuesday at lunch
 - Dutch Lunch → Last Tuesday of the month at lunch

Next events

- VrijMPIbo: Friday, March 22nd at 4:30pm
- Potluck: Wednesday, April 24th
- Networking Donders/MPI: Wednesday, May 8th at 4pm
- International Sign lunch: (*tentatively*) Tuesday, March 26th

How to get involved in the DEI movement

- Join the Committee (meetings once per month)
 - Email dei@mpi.nl
 - (note these emails are received by all committee members)
 - Email candice.frances@mpi.nl (chair)
- Email ideas and suggestions to the committee
- Do/support diverse and inclusive science!
 - Collection of articles from Nature Human Behavior:
<https://www.nature.com/collections/daficfhiff>



Research Staff Committee

YAYUN ZHANG



Purpose of the Committee

- Forge connections between research staff members across departments (e.g., organizing social events or workshops).
- Provide support for research staff members with issues that are broader than those that can be addressed within their department (e.g., COVID policies, administration issues, training opportunities, or career planning).
- External staff representative represents the scientific staff of our institute at MPG-wide meetings

Research Staff Committee Representatives



Yayun Zhang (Chair)
Research Staff Rep.
LaDD



Danielle Houwing
Research Staff Rep.
L&G



Nienke Rulkens-Dijkstra
Research Support Staff Rep.
LaDD



Sharice Clough
Research Staff Rep.
MLD



Kyla McConnell
Research Staff Rep.
PoL



**Stan van der
Burght**
External Staff Rep
PoL

Levelt Innovation Award

- Funding for innovative collaborative projects
 - Between MPI Ph.D. students and/or MPI staff scientists from different departments or groups
 - Up to €16,800 for student assistants, participant payment, etc.
- Apply: One-page proposal, work plan & budget
 - Send to thy.mathu@mpi.nl
- **Deadline: May 15, 2024**
Announced: MPI Proudly Presents in July 2024



RSC workshop + social



Please register via this link:

lux102.mpi.nl/forms/pitch_workshop.

It is only available internally on the MPI network. Contact: RSC@mpi.nl.

What: Workshop on “Pitching Your Research and Yourself.”

When: 9 April 2024

Who: Trainer [Marieke Hohnen](#)

Learn how to present your research to different audiences and gain practice and confidence in delivering your pitch.

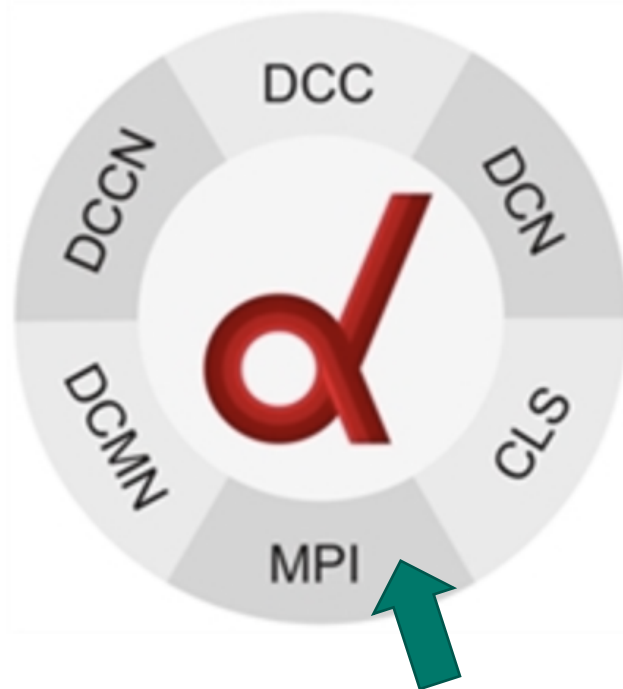
There will also be dedicated time during the event to brainstorm collaborations across MPI departments in preparation for the **Levelt Innovation Award application**.

The event will take place from 13:45 to 17:15 and will be followed by social drinks.

MPI now full member of Donders Institute

Network organisation

The Donders Institute for Brain, Cognition and Behaviour is a network organisation of the Radboud University, consisting of six partnering institutes:



- Donders Centre for Cognition (DCC);
- Donders Centre for Cognitive Neuroimaging (DCCN);
- Donders Centre for Neuroscience (DCN);
- Donders Community for Medical Neuroscience (DCMN);
- Max Planck Institute for Psycholinguistics (MPI);
- Centre for Language Studies (CLS).

Next postdoc event!

PostDoc Ponders 26th of March



Grant Advisors from Radboud University will come and inform you about funding opportunities. What grants are out there and when to apply for one? They will walk you through the process and show insights on how to prepare yourself during your PhD or early Postdoc years.

Afterwards we can continue the discussion and get to know our postdoc peers over drinks and snacks!
([read more](#))

We look forward to seeing you all there!
Please [register](#) asap for catering purposes.

More postdoc events!

April 2024	Roundtable on modern (AI) tools in postdoc workflows
May 2024	Perspectives outside academia

Contact information

To all staff: Don't hesitate to contact any of us if you have issues or questions!

RSC@mpi.nl

Gender Equality Officer

Staff meeting March 12, 2024

KARIN KASTENS



Gender Equality Officer (GEO's)

Who are we?



Karin Kastens



Barbara Molz

What do we do?

- Point of contact for employees for concerns/issues about inequality, discrimination, harassment
- Structural involvement
 - Increase visibility of Gender Equality Work and Support channels. We closely work together with the Diversity Equity & Inclusion Committee, regular meetings with MD, HR, COO, & the other support channels
- Formulate Gender Equality Plan

Gender Equality Plan 2024 - 2026



Gender Equality Plan

Including Diversity, Equity and Inclusion

2024 - 2026



Our **Gender Equality plan 2024 – 2026** aims to sustain and improve gender equality, diversity, equity and inclusion in the following areas:

- Structural embedding of Equal Opportunities, Diversity and Inclusion
- Organization of support channels
- Increasing the proportion of staff and students from underrepresented groups
- Diversity & Inclusion at the institute
- Work-Life Balance and Mental Health

<https://maxintra.mpi.nl/representation/EqualOpportunitiesOfficer/gender-equality-plan-2024-2026-english>



Example for reporting on quantitative aspects

65% of our current employees are female. There are slight differences in proportions for scientific (70% female) and non-scientific (61% female) employees. We also observe variations according to function level (ranging from 60-75% female).

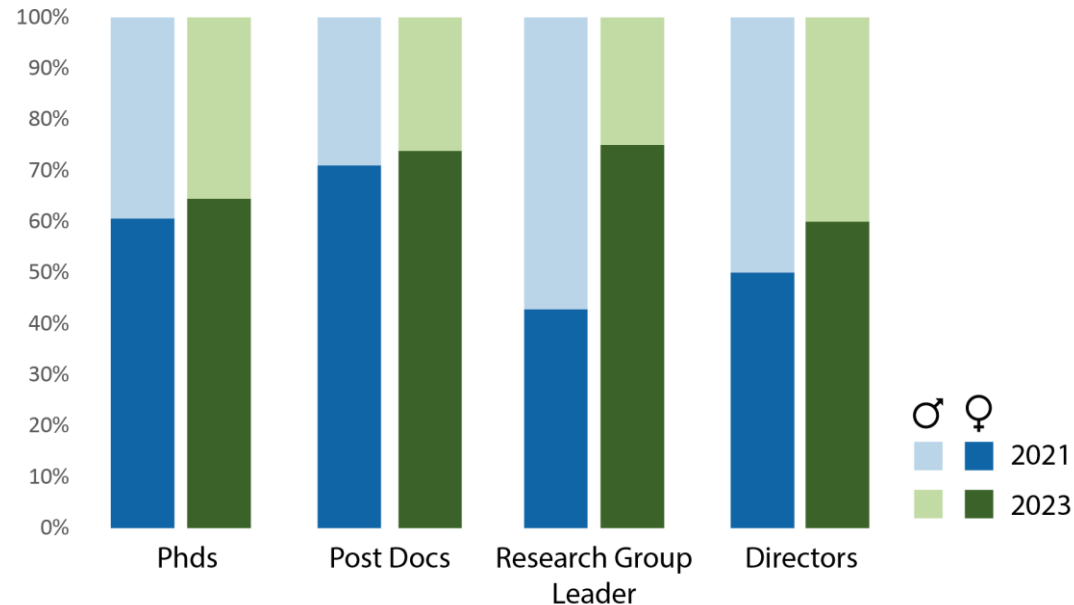


Figure 1: Percentages of female and male scientific staff at PhD, Postdoc, RGL and Director level.

Figure 1 shows that at PhD, Postdoc, Research Group Leader, and Director level the percentage of women is above 60%, with PostDoc and RGL level up to 75%. Compared to 2021 the percentages of women in higher functions have increased.

Examples for reporting on qualitative aspects

Composition of committees and boards

Our Board of Directors consists of 2 men and 4 women, including our Chief Operating Officer. We also have monthly management team meetings attended by 5 women and 4 men, including the Gender Equality Officer.

...

Regarding the officially elected mandatory MPG positions, we have one female (Ombudsperson) and one male (Staff Representative). Our Scientific Advisory Board is made up of 50% male and 50% female members.

Speakers at colloquia

Between 2021 -2023 the local colloquium committee organized 20 in-house colloquia, comprising 12 female and 9 male speakers (i.e. 57% female).

Participation at conferences

In 2021-2023 our travel management officer administered 1062 instances of travel. This incorporates all kinds of travel, including conferences, participant testing, invited lectures, training, etc., where 62% of administered instances were made by female staff. If we look specifically at conference travel, we see the same percentage of 62%. In section 2.5 on gender budgeting we look further into travel to conferences in Non-European countries.

Gender Equality Plan measures - overview

Measure	Title	Action Field
#1	Adding non-binary gender data to personnel administrative system (PVS)	Structural embedding of Equal Opportunities, Diversity and Inclusion
#2	Continuous recording of gender-relevant indicators	
#3	Assessing and minimizing potential publication & citation gender bias	
#4	Collaboration of support channels	Organization of support channels
#5	Training for support channels	
#6	Complaint procedure on Intranet	Structural embedding of Equal Opportunities, Diversity and Inclusion, Increasing the proportion of staff and students from underrepresented groups
#7	Involvement of Gender Equality Officers in hiring procedures	
#8	Diversity training	Diversity & Inclusion
#9	Sign language support	
#10	Embedding inclusive language in all channels	
#11	Collaboration with Radboud University Services	Work-Life Balance and Mental Health

Table 1: Overview of measures and Action Fields



Information for Newcomer Events 2024 – 10am

- May 16
- September 12
- November 28

Contact Information

Gender Equality Officer: Karin Kastens

Deputy Gender Equality Officer: Barbara Molz

Email: equality@mpi.nl

Equal Opportunities on MaxIntra

<http://maxintra.mpi.nl/representation/EqualOpportunitiesOfficer>

Equal Opportunities on www.mpi.nl

<https://www.mpi.nl/page/equal-opportunities>

Max Planck Society on Equal Opportunities

https://www.mpg.de/equal_opportunities

Ombudsperson

Staff meeting 12 March 2024

BEATE ST POURCAIN



AI and good scientific practice

Expert workshop organised by the German Research Ombudsman

Summary of workshop outcomes distributed by the MPG Ombudswesen:

Frisch, K., Hagenström, F., & Frisch, N. (2023). Textgenerierende KI und gute wissenschaftliche Praxis. *Zeitschrift für Bibliothekswesen und Bibliographie*, 70(6), 326–336. <https://doi.org/10.3196/186429502370667>

AI and good scientific practice

Does AI (in itself) fulfill authorship criteria?

No

Authorship criteria

- genuine reproducible contribution
- agreement with published content
- taking responsibility

AI and good scientific practice

Is the use of AI in scientific work allowed?

In general, yes

What AI use is compatible with good scientific practice?

- Duty to document
 - Use of AI has to be marked
 - Text generated by AI has to be marked (duty to document)
- Honesty and Reproducibility are key
- »[h]iding the use of AI or automated tools in the creation of content or drafting of publications« is not acceptable in scientific publications

Recommendations by authors

- Documentation of software versions
- Documentation of prompts

PhD student training and Good Scientific Practice

Training and supervision plan (TSP):

- **PhD Student:** Develop and observe good scientific and data protection practices
- **Promoter & Supervisor:** Ensure that the candidate undertakes the project according to good scientific practices
- Guidelines on the training of doctoral students at the Max Planck Society
Information for students, supervisors & support staff

MPG – OHB (Organisationshandbuch)

https://ohb.mpg.de/Policies/MPG%20XIII99%20en%2014.0/XIII.99_01.%20Guidelines-Training_Doctoral%20Students_MPG_en_4.pdf

Short break



Followed by:

Talk by Limor Raviv

*“Studying language evolution and adaptation in the lab -
Introduction to the LEADS group”*

M A X

P L A

N C K

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