

General Staff Meeting

JUNE 4, 2024

SIMON FISHER



Agenda, Staff Meeting June 4, 2024

1. News from the MD
 - a. Departures and Arrivals
 - b. PhD defences
 - c. Upcoming events
 - d. Honours and awards
2. News from Data Protection Committee
3. News from TG
4. News from Communications
5. News from Colloquium Committee
6. News from Library Committee
7. News from Diversity, Equity & Inclusion Committee
8. News from Research Staff Committee
9. News from Equal Opportunities
10. News from Sustainability working group

Talk by Ellie Huizeling from 15.30

**“Insights into the predictive mind in younger and older adults:
the role of linguistic, visual and pragmatic context”**

**M A X
P L A
N C K**

Departures and arrivals

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

Marjolein Scherphuis	31.05.24
Maria Spsychalska	14.07.24
Daniel Sharoh	31.07.24
Ashley Lewis	31.07.24
Maaïke Nieuwenhuizen	14.08.24
Jan Achterberg	21.08.24
Andriana Sabov	31.08.24

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

Jean Corbally	RA	15.03.24
Sanjeevan Jahagirdar	RS	01.04.24
Anniek Corporaal		15.04.24
Anastasia Chuprina	RA	15.04.24
Marjolijn Dijkhuis	RA	01.05.24
Larissa Rosalia	RA	15.05.24
Meng-Yun Wang	RS	01.06.24
Fatma Uzbas	RS	01.06.24
Eric Fleischer	RA	01.06.24

Department/Group

Language and Genetics
Language and Genetics
Operations
Multimodal Language
Multimodal Language
Language Development
Language and Genetics
Language and Genetics
Language Development

Departures and arrivals

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

Hatice Zora	RS	01.09.24
Ercenur Unal	RS	01.09.24
Jonas Noelle	RS	01.09.24
Angel Dyke Polivka	PhD	01.09.24
Magda Matetovici	PhD	15.09.24

Department/Group

Multimodal Language
Multimodal Language
Multimodal Language
Language Development
Language Development

New Guests (present)

Host

New Guests (expected)

Cecilia Rojas Nieto	10.06.24
Amber Wang	15.09.24

Host

Language Development
Multimodal Language

PhD defences since last Staff Meeting



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”



Upcoming PhD defences



Rowan Sommers on June 17
Neurobiology of reference



Saskia Mooijman on July 1
Control of language in bilingual speakers with and without aphasia



Alessio Quaresima on July 12
Bridge Not Too Far: Neurobiological causal models of word recognition



Melis Çetinçelik on September 12
A Look into Language: The Role of Visual Cues in Early Language Acquisition in the Infant Brain



Sophie Slaats on September 16
On the interplay between lexical probability and syntactic structure in language comprehension

PhD representatives – who are we?



Orhun Uluşahin **PoL**



Clara Kunst **LaDD**



Danielle Admiraal **L&G**



Tianai Dong **MLD**



Jennifer Sander **LaDD**
External PhD Rep

phd-reps@mpi.nl



Upcoming Events 2024/2025 – Save the dates

June 5 – 7

IMPRS Conference 2024

June 17 – 21

MEDAL Summer school

July 4

Proudly Presents followed by bbq

MPI General Staff Meetings

September 17 * December 17

Nijmegen Lectures by Vic and Fernanda Ferreira

Jan 07-09, 2025

July 8-11

Language in Interaction – Highlights in the Language Sciences Conference

Farewell lecture Peter Hagoort + party afterwards (info to follow soon)

September 27

MPI Proudly Presents followed by MPI BBQ July 04

Great day to listen to your colleagues work.

- Presentations by Language and Genetics and Multimodal Language
 - LAB demos in the Motion Capture lab by Sachit Misra
 - Presentations by Language and Computation in Neural Systems
 - Poster session by Psychology of Language and other departments
 - Presentations by Language Development
 - Mystery Guest.....
 - End the day with a delicious barbeque
-
- If you haven't signed up yet, please do so

[Proudly Presents 2024 - registration form | Request form \(mpi.nl\)](#)



MPI – Donders Institute

Donders Sessions & Theme Meetings hosted at MPI in 2024

For the events after summer to be announced

Honours and awards - Congratulations

IASCL INAUGURAL EARLY CAREER AWARD FOR
ROWENA GARCIA



YUEN REN CHAO PRIZE FOR
PETER HAGOORT



Data Protection

Updates staffmeeting 4 June 2024

Patricia Manko



Team behind privacy@mpi.nl



Patricia Manko
Data Protection Coordinator



Tobias van Valkenhoef
IT Security Officer



Annelies v. Wijngaarden
DPCo Deputy



Reiner Dirksmeyer
Head of TG

Team behind privacy@mpi.nl



Data Protection Coordinator



Tobias van Valkenhoef
IT Security Officer



Annelies v. Wijngaarden
DPCo Deputy



Reiner Dirksmeyer
Head of TG

Know somebody?



Data Protection Coordinator



privacy@mpi.nl + Simon

Updates



Experimental key file management

- Central storage for participant key files (= overview of study participants; study pp number and name / database ID number)
- Identify individuals if they want to revoke consent

→ One dump folder per research group / department

→ Lab managers / Research coordinators access rights and management

→ Protocol (how to store, when, what)

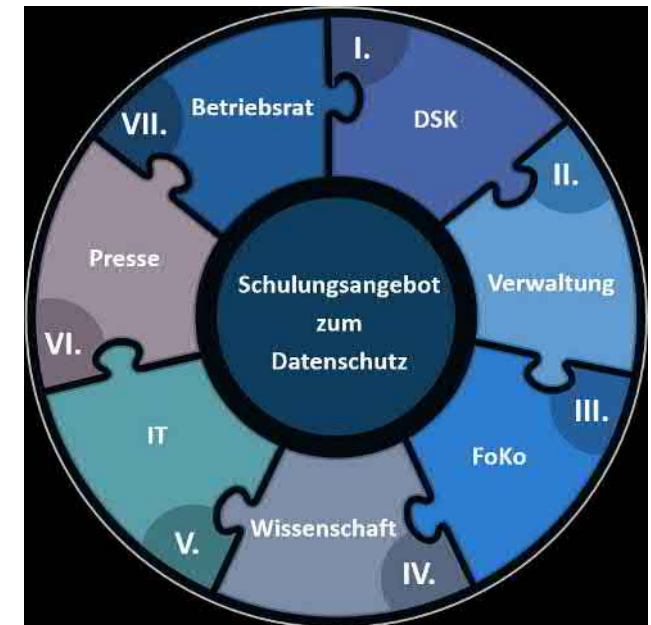
→ Lab Managers and Research Coordinators receive more information soon

Updates

Data Protection workshops MPG

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

Will take place after summer!



New software



- We need agreements with software providers, whenever they process personal or sensitive data on our behalf
- Companies / software providers located outside the EU: **NEVER input personal or sensitive data → data breach!**

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 June 4, 2024



Short report:

- **Upgrade Internet connection:**
 - the speed of our internet connection is now 10 Gbit/sec!



Short report:

- **New Storage:**

- Migration of first storage part (user homes, that means U: and K: drive) end June.
- Downtime necessary!
- Start on a Friday after 16:00.
- Duration: ~1.5 days, functionally no later than the following Monday at 8 a.m.
- This requires a real logoff (not lock workstation, not a disconnect of a remote session). It is best to switch of local PCs.

- **Others:**

- MotionCapture lab:
finger tracking looks very promising

Communications

STAFF MEETING JUNE 4, 2024

ANNIEK CORPORAAL



Communications Team



Communications@mpi.nl

Anniek Corporaal
Julia von der Fuhr
Ludy Cilissen
Yne Persyn

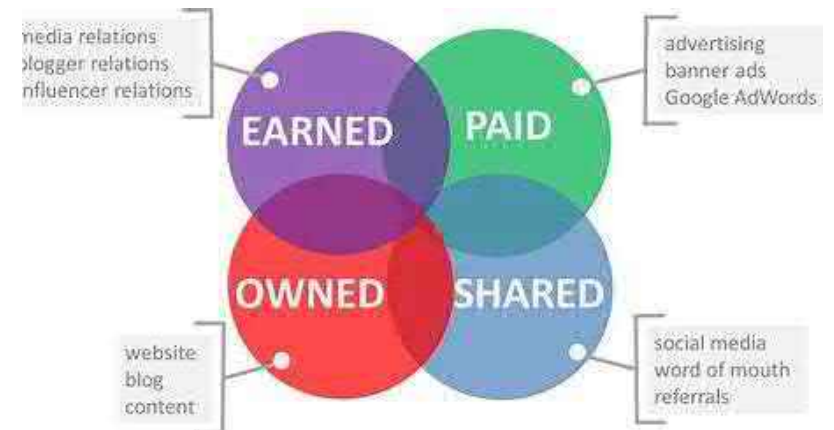


What we do

Team Communications is here to establish and secure the authority of Max Planck Institute for Psycholinguistics in the scientific world, and aims at increasing our visibility and findability as research partner and employer on a global scale.

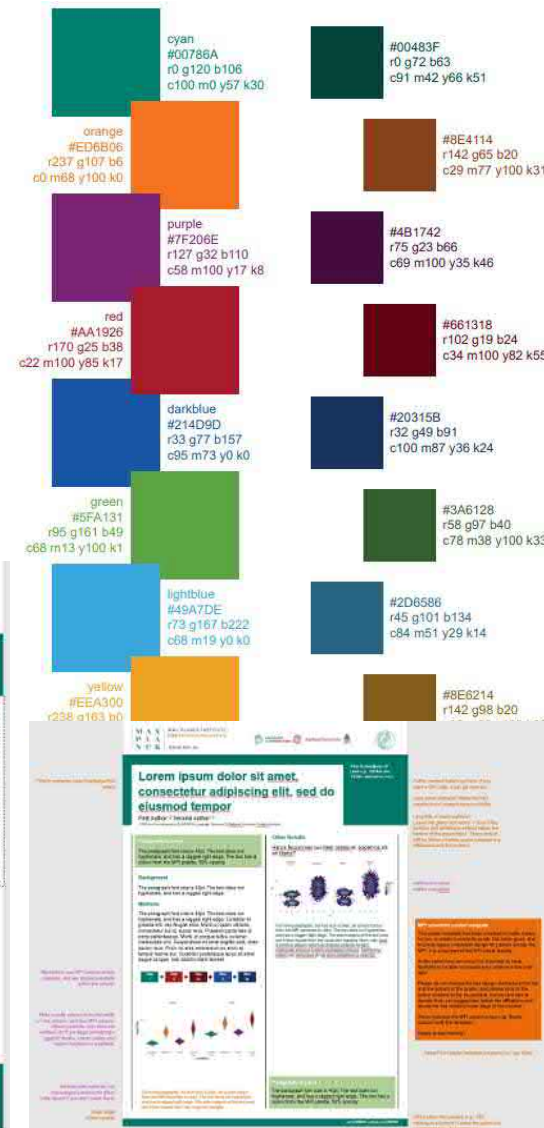
We reach our goals by sharing publications and stories on internal and external media: owned (our socials, newsletters and website), paid (SEA and campaigns), shared (referrals, socials of our network, word of mouth) and earned (media, influencers, bloggers, micro communities).

We are also here for internal branding, unraveling the mechanism behind what makes our organisation tick, in an attempt to boost morale and make sure that everyone works under the banner of our overarching goal.



Building a strong brand: Corporate Identity is fundamental

- Mission
- Vision
- Culture
- Behaviour
- Language
- **Communication**
- **Brand design**



Our media

We have a proper and solid media mix in place, serving our general purposes.

Sometimes we need more ...

Then, we advise on additional, impactful media and support with creation and development.



Inside our Institute

If this newsletter is not displayed correctly, please click here.



28 May 2024
Internal newsletter #138

Mini Sign Language Workshop by MLD

On 3 June from 09.30 hrs onwards the Multimodal Language Department will be giving a mini Sign Language Workshop organised by Beyza Sümer. This workshop includes talks from Dilay Karadoller, Hasan



If this newsletter is not displayed correctly, please click here.

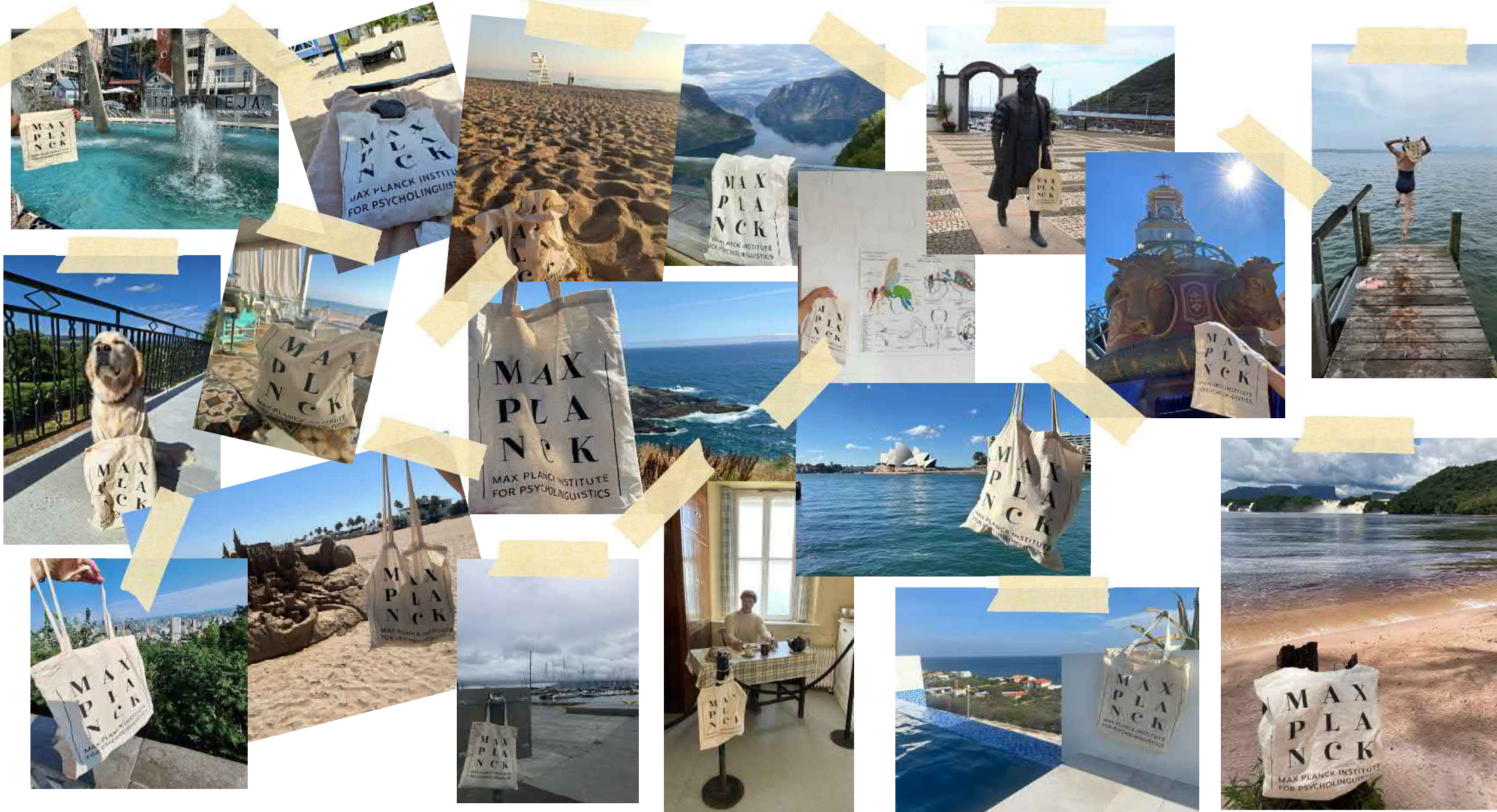


21 May 2024
Internal newsletter #137

Diversity Day 2024: Bringing Diversity into practice

As part of the Diversity Day 2024, we cordially invite you to our digital event "Bringing Diversity into practice" on May 28 between 9.30 and 11.30 hrs. Get to know the projects of the MPG Diversity Excellence Fund and enter into direct exchange with the coordinators of the initiatives. The main language of the event is English, simultaneous translation to German will be provided.





Social media



@MaxPlanckInstituteforPsycholinguistics



@MPI_NL



@mpi_nl@mstdn.science



Max Planck Institute for Psycholinguistics



@mpi_nl



Max Planck Institute for Psycholinguistics

The new Maxintra

The screenshot shows the homepage of the new Maxintra website. At the top left is the 'MAXINTRA' logo. To its right is a search bar and a 'My account' link. Below the logo is a navigation menu with 'Home' and 'Services'. A breadcrumb trail shows 'Services > Communications > Communications'. There are two 'Communications' buttons, one with a folder icon. A green notification box states 'Basic page Communications Has been updated.' The main heading is 'Communications', followed by a paragraph: 'Team Communications is here to establish and secure the authority of Max Planck Institute in the scientific world, and aims at increasing our visibility and findability as research partner and employer on a global scale.' Below this is the section 'What we can do for you' with a sub-heading 'We reach our goals by sharing publications and stories on internal and external media, owned (our socials, newsletters and websites), paid (SEA and campaigns), shared (referrals, sources of our network, word of mouth) and earned (media, influencers, bloggers, micro communities). We support you with:' followed by a bulleted list: 'content coaching, editing and creation - print materials, banners, video, posts, press releases et cetera', 'media outreach and PR', and 'media training and coaching'. At the bottom, there are two callout boxes: 'media relations: blogger relations: influencer relations' and 'advertising: banner ads: Google AdWords', with a graphic of overlapping purple and green circles between them.



InScience Film Festival



Photography, media coaching, social media coverage, participant recruitment



Creating androids that dream of electric sheep



Language and power in the Dutch empire



MPI TalkLing

MAX PLANCK INSTITUTE FOR PSYCHOLINGUISTICS

Hot stuff: Talking about temperature



The infinite space inside your head: The birth of conceptual spaces



From sounds to meaning: Interview with dr. Greta Kaufeld



Aphasia - what now?



New COVID-19-related words as social antibodies keeping our brain busy.



Reviving long-forgotten knowledge



Learning to Communicate in the Virtual World



Communicative Intent improves memory of conversations - an interview with Dr. Eirini Zormpa



A handful of vowels for a world of sounds



Social group identity influences language processing: an interview with Dr. Sara Iacozza



Music or language? El Siblo Gomero ('the Gomeran Whistle')



'I am Groot': Ambiguity is a superpower



Screens and kids: Is screen time bad for language development?



To put a (fake) smile on one's face



Do you think I believe you hope...? The power of recursion



Context and language processing: a balanced story: an interview with Dr. René Terporten



Book language improves your grammar knowledge: an interview with Dr. Saoradh Favier



Studying meaning: wrapping our heads around our 'arms'



The journey of scientific discovery: Thinking and theorizing your way to gold



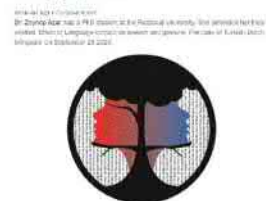
Listening during a conversation: more difficult than you think: an interview with Dr. Svetlana Gerakaki



What I learned about language development during the COVID-19 lockdown: Labels can help make sense of the world



Bilingualism does not change how much you gesture: an interview with Dr. Zeynep Azar



What I learned about language development during the COVID-19 lockdown: Sounds are hard to get right



The journey of scientific discovery: How scientists find new gold

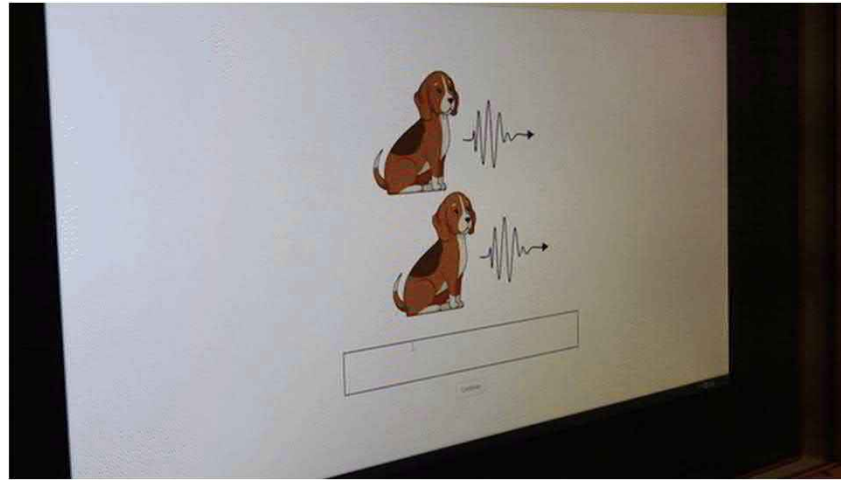


Group size affects language change: an interview with Dr. Limor Raviv



MAX PLANCK

Video



Zoeken



Wereldstotterdag 2023 Q&A | Ik stotter. Gaat mijn kind dan ook stotteren?

Max Planck Institute for Psycholingu...
62 abonnees

Abonneren

Vind ik leuk



Delen




Studie uitleg in Nederlandse Gebarentaal



Media output

- **Peter Hagoort**
- InScience Film Festival
Brainlanding

Wat gebeurt er in het brein van iemand die film kijkt?

 Karel de Jong

14 maart, 19:13 • 3 minuten leestijd



Peter Hagoort kijkt mee met de hersenactiviteiten (rechts) van iemand die een film (links) kijkt.
© OG



▲ Hersenscan © Movus

Wat gebeurt er in je brein als je naar films kijkt? Hoogleraar laat het live zien



Media output

- Peter Hagoort
- Trouw



Een van de honden die deelnamen aan de studie. Beeld Grzegorz Eliasiewicz

Hond koppelt woorden aan
objecten, toont studie. 'Dat is
niet mijn bal'



Media output

- **Simon Fisher**

Was Beethoven unmusical?

An analysis of the famous composer's genetic make-up has revealed that DNA data has so far been too imprecise in capturing a person's abilities

APRIL 10, 2024

Cultural Studies Genetics

To what extent are exceptional human achievements influenced by genetic factors? This question, dating back to the early days of human genetics, seems to be easier to address today as modern molecular methods make it possible to analyze DNA of individuals throughout history. But how reliable are the answers in this day and age? With this in mind, an international team of researchers including the Max Planck Institutes for Empirical Aesthetics in Frankfurt am Main, Germany, and for Psycholinguistics in Nijmegen, Netherlands, analyzed Ludwig van Beethoven's DNA to investigate his genetic 'musical' predisposition.



Do we need 'music in our genes' to be exceptional? Not always, shows Beethoven's DNA analysis

A person's genetic predisposition to musicality (or the lack of it) is no indicator of their ability



NEXT NEWS >

By Pirosha Banerjee
Published Wednesday 27 March 2024



SCIENTIAS Het heelal Onze planeet De mens

DE MENS

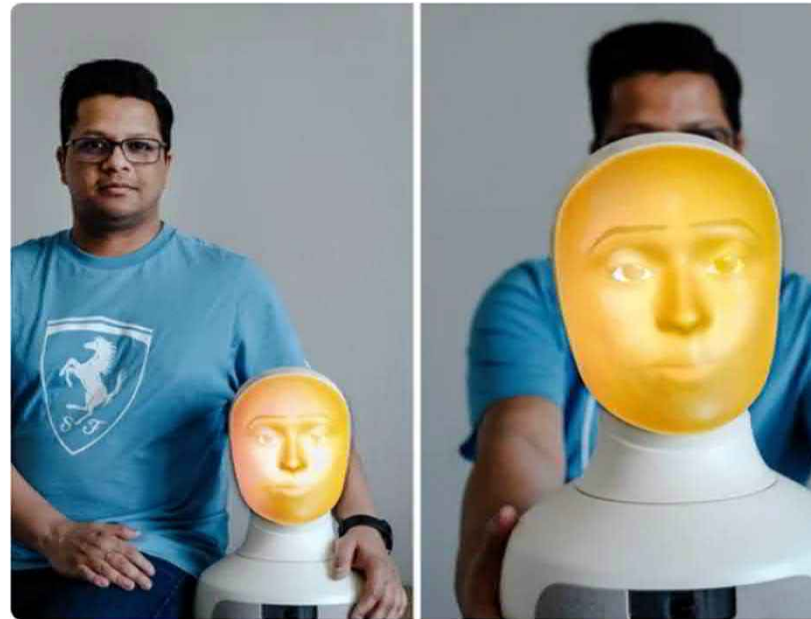
Wetenschappers duiken in DNA van Beethoven en onthullen dat genen ons (nog) weinig kunnen vertellen over muzikaliteit

28 maart 2024 Daniel van Veelen 5 min. lezen



Media output

- **Chinmaya Mishra**



JONG GELEERD

‘Een sociale robot hoeft er niet uit te zien als een mens’



Media output

- Clyde Francks

Right- or left-handed? Protein in embryo cells might help decide

Gene that codes for structural protein could determine the dominant side of the human brain.

By [Sumeet Kulkarni](#)



Dozens of genetic factors have been associated with left-handedness, which occurs in roughly 10% of the population. Credit: incamerastock/Alamy

ONTWIKKELING

Links- of rechtshandig: meer dan gewoon toeval?



Rafael Nadal is voor veel tennissers een lastige tegenstander, onder meer omdat hij links speelt. — © getty



BBC

Home News Sport Business Innovation Culture Travel Earth Video Live



Why is only 10 percent of the population left-handed?

A recent study by researchers at the Max Planck Institute for Psycholinguistics delves into the causes of left-handedness, a trait possessed by only 10 percent of the population, while the other 90 percent is right-handed. The study highlights a correlation between rare gene variants and left-handedness, providing insights into the complexity of human genetics and brain development.

MAX
PLANCK

External newsletter

- Quarterly corporate newsletter for external audiences
- Feel free to sign up: www.mpi.nl/newsletter



November 2022

NEWS AND EVENTS FROM THE MAX PLANCK INSTITUTE FOR PSYCHOLINGUISTICS

This quarterly newsletter informs you about news and events concerning the Max Planck Institute for Psycholinguistics in Nijmegen, The Netherlands. Our institute is entirely devoted to psycholinguistics – the study of how we produce and understand language, and how we acquire these skills as first or second language learners. We hope you enjoy reading about our work.

Please visit our website for a full list of [our most recent publications](#) or take a look at our [trilingual science blog MPI TalkLing!](#)

26 October 2022

Seals have a sense of rhythm

Rhythm is important for human music and speech. But are we the only mammal with a



Colloquium committee

Staff meeting JUNE 4, 2024

CANDICE FRANCES



Next MPI Colloquium in 2024

PROF. DR. ANGELA MORGAN

10TH SEPTEMBER 2024 15:45 - 17:00

Title: TBD



Hosting Department: L&G



If you would like to meet with Prof. Dr. Angela Morgan, 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** : Angela Morgan (University of Melbourne) *L&G*
- **October 15th** : Claudia Maennel (Charité – Universitätsmedizin Berlin) *LaDD*
- **November 19th** : Kathy Rastle (Royal Holloway, University of London) *PoL*

Currently planning the upcoming events but also 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

Library Committee Report

Staff meeting June 2024

LIBRARY COMMITTEE



Predatory Journals



Classic Predatory journals:

- abuse the open access system ; legitimate open access publishers also charge APCs, but use them to cover their publishing and archiving costs.
- predatory publishers usually promise the same services, but do not offer them once authors have paid the APCs, bad to non-existent peer review.

What does this mean for authors:

- loss of prestige
- predatory journals can be detrimental to an author because publications may not fulfil the requirements of a doctoral thesis and/or are not recognised for a new position.....

Statement MPG: <https://www.mpg.de/12137870/qualitaetssicherung-in-der-wissenschaft> (2018)

.....**Predatory publishing is not a problem for the Max Planck Society** and does not pose a threat to excellence research in general. *[transl. from German]*

Not a problem ?

- some journals are perceived as ‘nearly predatory’
- invitations to conferences which are non-existent are countless
- invitations to be an editor to a journal which might be predatory might be trap
-
- What to do?
- Check with peers, supervisors, group & department heads



Open Access Agreements / Fees

Reminder:

Check if MPG has an agreement

<https://oapublishing.mpdل.mpg.de/journals/>

Invoices / payment reminders should be be AUTOMATICALLY sent to the Max Planck Digital Library

IF Not

Please contact us at library@mpi.nl

Max Planck Papers

<https://link.springer.com/collections/feagabibib>

Collection

The Max Planck Papers

Submission status	Open for submission from	Submission deadline
Open	15 November 2023	Ongoing

This collection brings together papers from the Max Planck Institute of Psycholinguistics and Max Planck Institute for the History of Sciences. It deals with the diverse perspectives on the historical and contemporary approaches to the study of human thought. The collection focuses on the general theme of the role of personal libraries and archives in the history of ideas and in the scientific production in psychology and social science over the XX century, as well as on the paradigm shifts from behaviorism to cognitive science to neuroscience. — [show less](#)



First paper published:

Chirimuuta, M. From the Reflex Machine to the Changeable Brain. *Hu Arenas* (2024).

<https://doi.org/10.1007/s42087-024-00415-4>

Library Committee Members

<http://maxintra.mpi.nl/representation/Library%20committee>



Andrea Martin (chair)
Language and
Computation in
Neural Systems



Mubeen Khan
Language and
Genetics
Department



Eleanor
Huizeling
Multimodal
Language
Department



Chih Yeh
Language
Development
Department



Library staff
Karin Kastens; head of library
Meggie Uijen; assistant
librarian

email: library@mpi.nl

Diversity, Equity, and Inclusion

Candice Frances
dei@mpi.nl



Who we are



- Committee Chair (Candice Frances)



- Chair for Attracting Diversity (Izabela Jordanoska)



- Chair for Diversity and Inclusion (Sandra Bethke)



- Chair for Diversity in our Science (Barbara Molz)



Committee training

- 3-Day training by Osiris Hoepel
 - Basic concepts
 - Inclusive communication
 - What now? – *in June*



MPI-Wide Workshop: Building Bridges

by Dr. Noemi Mena Montes

- Identifying implicit cultural bias
- Enhancing cultural competency
- Strengthening intercultural communication skills



Talent+ Program

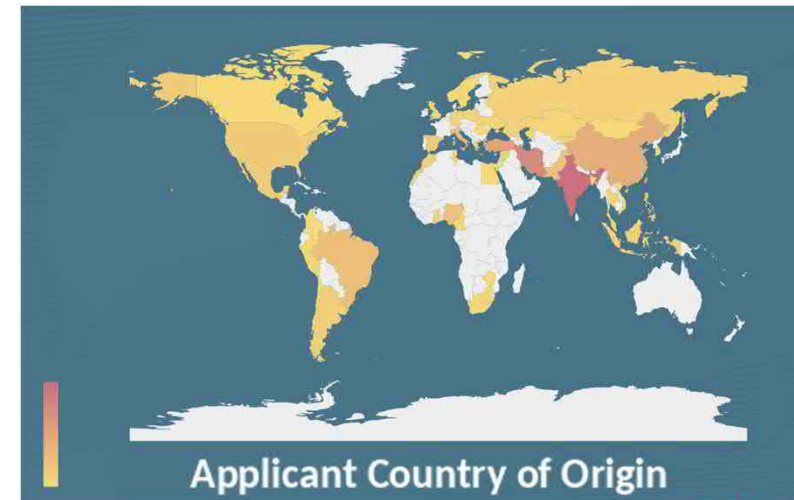
May 2nd: Live Information (Q&A) session

- Attended by 43 people
- From 23 different countries

May 15th: Deadline for applications

- Received 216 applications
114 for 6 months
102 for 3 months
- From 48 different countries

May 28th: Presented at MPG Diversity Day



Diversity Board

- Inaugurated the Diversity Board with Pride Flags
- Participate and win a prize (June 14th deadline)
- Answers will be out for the second half of the month
- Hopefully, do this more



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

External Representatives

External Staff Representative



Stan van der Burght
External Staff Rep.

PoL

PostdocNet External Representative



Sergio Miguel Pereira Soares
PostdocNet External Rep.

LaDD

RSC 2024 academic event (April 9th): Workshop Pitching your research and yourself

Participants in Tuesday's workshop "Pitching your research and yourself" practiced engaging and enthusiastic academic storytelling with trainer Marieke Hohnen.

Rounds of fruitful "academic speed dating" led to several ideas for future cross-departmental collaborations.



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 Neuroscienc (DCN);
- Donders Community for Medical Neuroscience (DCMN);
- Max Planck Institute for Psycholinguistics (MPI);
- Centre for Language Studies (CLS).



Danielle Houwing
Research Staff Rep.
L&G

POSTDOC PONDERERS!

A series of events organised by the Donders Institute Postdoc Council for Donders Institute Postdocs.

2024 PostdocNet Survey is here!

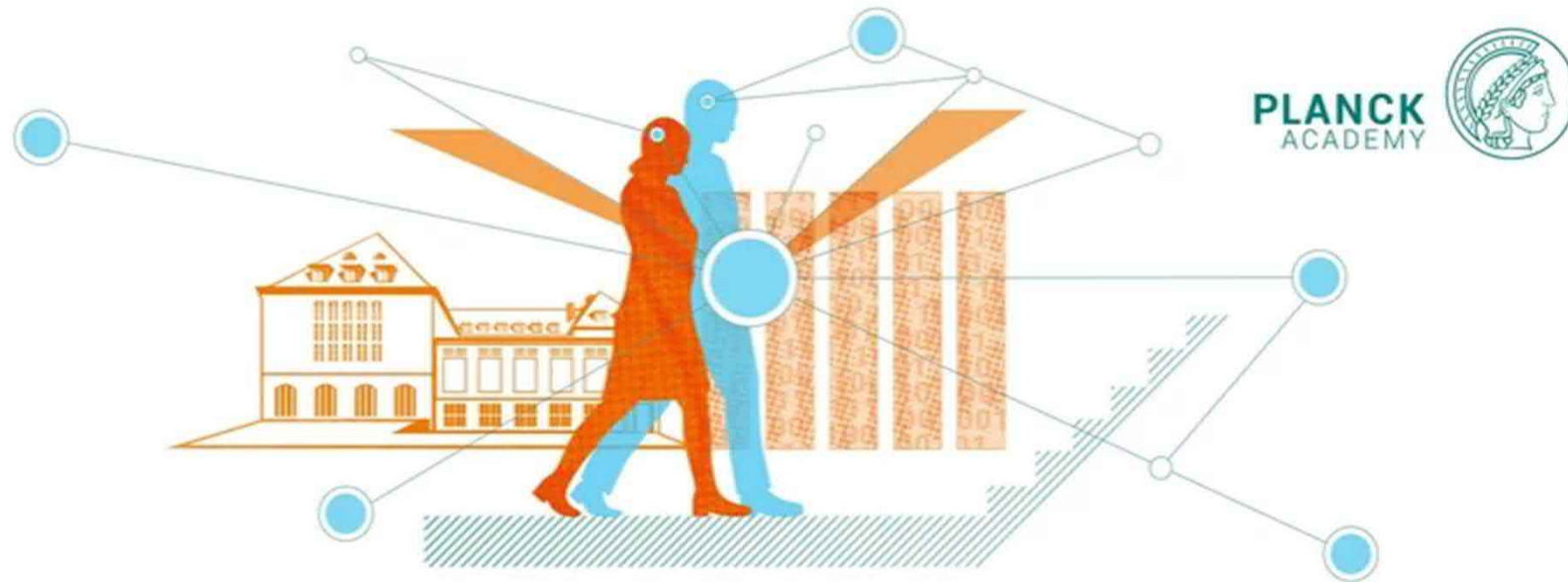
1. Demographics
2. Immigration
3. Parenting
4. Working Conditions
5. Career Development
6. Mental Well-being
7. Working Conditions

Every postdoc will get a unique link!

- Complete between **June 12th to August 18th**
- take anywhere from **20 to 30 minutes**

If an institute submits 10 or more surveys, they will receive a personalized report outlining how their MPI compares with others.





Planck Academy

The Max Planck Society offers all employees Max Planck-wide, target-group-specific opportunities for further training and personal career development. Whether special welcome and support offers for managers, coaching for directors or postdocs, professional and personal career development for early career researchers or advanced training opportunities for science managers - the Planck Academy bundles all these offers under one roof.



Scientific Writing Workshop: Style, Pro...
(Workshop72004)

Show course units

Bookmark ↓ More



Scientific Writing: Turning the Blank Pa...
(Workshop73007)

Show course units

Bookmark ↓ More



Speak up! Get your point across in coll...
(Webinar 69004)

Show course units

Bookmark ↓ More



Basics of Project Management for Scie...
(Webinar 14038)

★★★★★ (5 out of 5 stars from 4 rev...)

Show course units

Bookmark ↓ More



Basics of Science Communication - Ho...
(Webinar 73002)

Show course units

Bookmark ↓ More



Strategic Networking as an Access to t...
(Webinar 15018)

★★★★★ (4 out of 5 stars from 1 rev...)

Show course units

Bookmark ↓ More



Supervising Doctoral Researchers
(Webinar 73001)

Show course units

Bookmark ↓ More



Unconscious Bias – Unconscious thou...
(Webinar 16015)

★★★★★ (5 out of 5 stars from 1 rev...)

Show course units

Bookmark ↓ More



Efficiency Skills for Scientists: Get the ...
(Webinar 72013)

Show course units

Bookmark ↓ More



Empowering the Scientific Mind: Strate...
(Webinar 72002)

Show course units

Bookmark ↓ More

Contact information

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

RSC@mpi.nl

Gender Equality Officers

Staff meeting June 4, 2024

KARIN KASTENS & BARBARA MOLZ



Gender Equality Officer (GEO's)

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

Early announcement: Election Gender Equality Officers November 2024

Every 4 years GEO's are (re-)elected and this November the current term comes to end. We will update you in the September 2024 staff meeting!

Gender Equality Plan 2024 - 2026

Our **Gender Equality plan 2024 – 2026** aims to sustain and improve gender equality, diversity, equity and inclusion.

Examples of objectives

ADDING NON-BINARY GENDER DATA TO PERSONNEL ADMINISTRATIVE SYSTEM

At the moment our system in Nijmegen is not yet set up to accommodate non-binary data. We aim to make modifications to our system so that we can add non-binary data and set up a workflow for new and current employees.

COLLABORATION OF SUPPORT CHANNELS

Quarterly meetings with all support channels to facilitate support and communication to discuss possible issues ideally identify them before they become problematic.

→ **First meeting** ✓ **Second one being planned**

COMPLAINT PROCEDURE ON INTRANET

We aim to write a comprehensive document about the MPG complaint procedure which also includes Dutch law components.

INVOLVEMENT OF GENDER EQUALITY OFFICERS IN HIRING PROCEDURES

By being more structurally involved, we aim for more equal and equitable hiring procedures across the Institute, as well as encouraging the hiring of under-represented groups. As a first step we will establish guidelines and standard practices for interviews.

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



DEI Poster at Annual MPG Gender Equality Meeting

MAX PLANCK
HARNACK INSTITUTE
FOR PSYCHOLOGY

Diversity, Equity, and Inclusion How to start an institute-wide initiative

Karin Kastens & Barbara Moitz – on behalf of the DEI committee

How we started

A diversity working group was established in January 2021 and after many online zoom meetings decided to focus on 3 main themes:

- Attracting diversity to the MPI
- Diversity & Inclusion at the MPI
- Diversity within our science

- Consultation with Radboud and MPG DEI officers
- Online workshop in February 2021 open to whole institute to gain insights, feedback, and more ideas
- Survey in June 2021 to allow for anonymous feedback

DEI committee

Open call to participate in the DEI committee

- Chair + 3 co-chairs (one for each theme)
- Around 15 active members, covering all Departments, and including PhDs, PostDocs, GEOs, and directors as well as non-scientific staff (Operations, HR, Technical Group)
- Monthly meetings and projects organized via Mattermost
- Close collaboration with Radboud University Nijmegen/Donders Center
- Approved budget for DEI training, mental health initiatives, and (sign) language support

Approved Diversity and Inclusion Strategy Document in 2022.

What we have achieved so far

Attracting Diversity to the MPI
Talent+ program (MPG Diversity Excellence fund)

Diversity & Inclusion at the MPI

- Buddy scheme
- Regular institute-wide socials
- Vitality week
- Website & Digital accessibility
- Staff survey
- Hearing impaired fire alarm
- Gender neutral toilets
- Inclusive event guide

Diversity within our science
Inclusive writing guide

Overlap with Gender Equality work

Diversity & Inclusion	DEI training, sign language support, embedding inclusive language in all channels
Organization of support channels	Collaboration of support channels (quarterly meetings), training of support channels
Structural embedding of equal opportunities, diversity, and inclusion	Consulting with DEI committee to establish 'best practice guidelines' for hiring procedures
Work-Life balance and mental health	Collaboration with Radboud University / Donders Center DEI team

dei@mpi.nl equality@mpi.nl

Initiative was well received and attracted a lot of interest

We highlighted

- How we started
- What we achieved so far
- Collaboration between Gender Equality and Diversity, Equity & Inclusion



Best Practice / Poster session at Annual MPG Gender Equality Meeting
April 2024, Harnack Haus Berlin

A new initiative of the MPG – GEO's Free period products



Available at



- Ground floor: inside the two gender neutral toilets near to reception, 'between the pigeon holes'
- First floor: new wing, next to the washbasin in women's bathroom
- Second floor: new wing, next to the washbasin in women's bathroom

Contact Information



Karin Kastens
Gender Equality Officer:



Barbara Molz
Deputy Gender Equality Officer

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

Sustainability working group

MPI GENERAL STAFF MEETING JUNE 4, 2024
ORHUN ULUŞAHIN



Our Group



Clara Kunst



Kevin Lam



Caitlin Decuyper

sustainability@mpi.nl



Orhun ULUŞAHIN



Jurgen Heijssen



Sandra Bethke

What's been happening?

We organized a workshop in collaboration with the RU Green Office



Other activities:

- Sustainable movie nights (one featuring a potluck dinner)
- Overview over what is already happening at MPI in terms of sustainability
- A proposal to the directorate

Upcoming Events

Bike day!

Date: TBD in June



Move night!

Date: 11 June, 17:00 onwards

We'll co-organize other events with the DEI committee

And more...



Want to join us, share ideas, or ask a question?

Contact us at sustainability@mpi.nl

Short break



Followed by:

Talk by Ellie Huizeling

“Insights into the predictive mind in younger and older adults: the role of linguistic, visual and pragmatic context”

| M A X
P L A
N C K |

MAX PLANCK INSTITUTE
FOR PSYCHOLINGUISTICS

WWW.MPI.NL

Insights into the predictive mind in younger and older adults: the role of linguistic, visual and pragmatic context

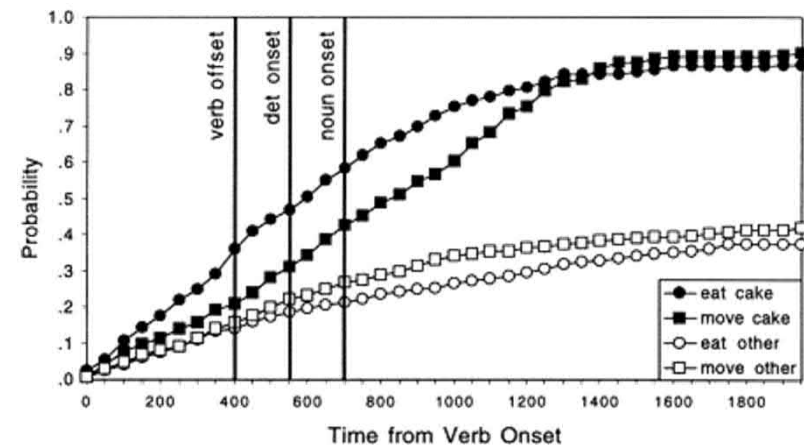
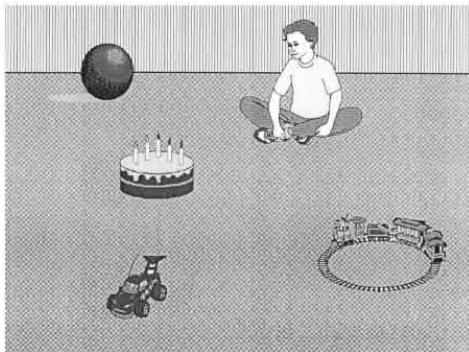
ELEANOR HUIZELING

Eleanor.Huizeling@mpi.nl



Prediction of language: Anticipatory fixations

“The boy will **eat** the cake”
“The boy will **move** the cake”



Virtual Reality

► Exp 1 N = 32

steering fixing
sturen fixen

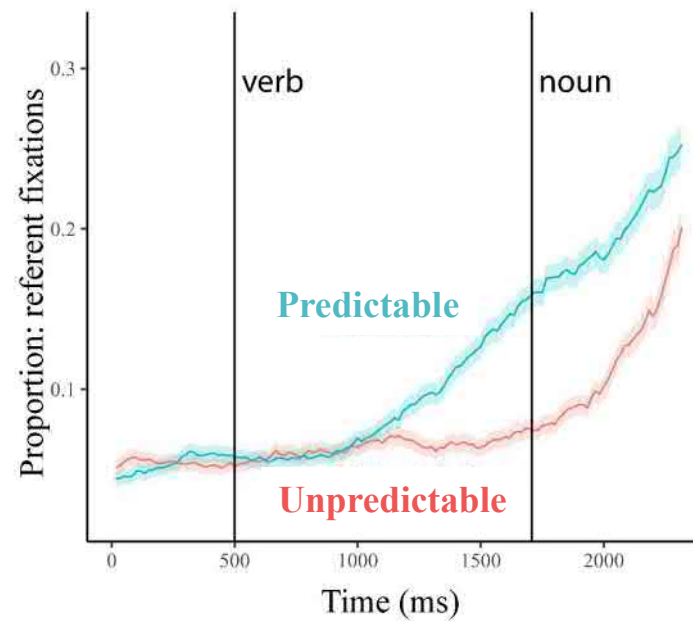


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PLANCK

Anticipatory fixations in virtual reality

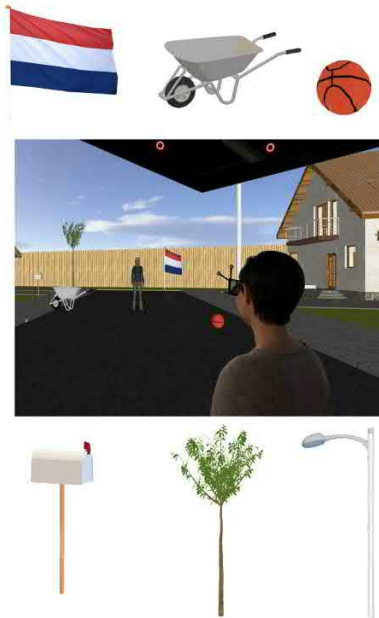


Every afternoon my son bounces/inspects the basketball

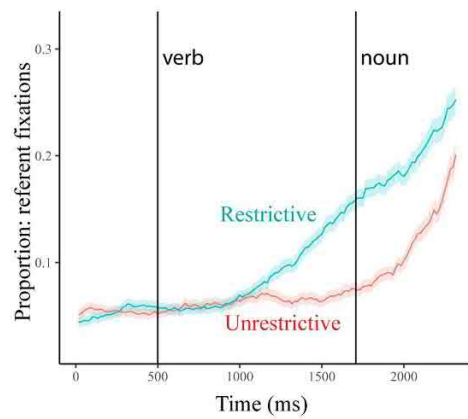


Huizeling et al. (2022) *Language, Cognition and Neuroscience*

Contents



Every afternoon my son bounces/inspects the basketball



1. Healthy Ageing

2. Disfluencies

Ageing

- Wiser – vocabulary, knowledge
- Physiological changes
 - Hearing, vision, mobility
- Generally slower
- Cognitive changes
- Compensation

Communication

Social engagement

- A protective factor against dementia and age-related cognitive decline

World Alzheimer's Month
September
Alzheimer's Disease International

Dementia

Can we reduce the risk?

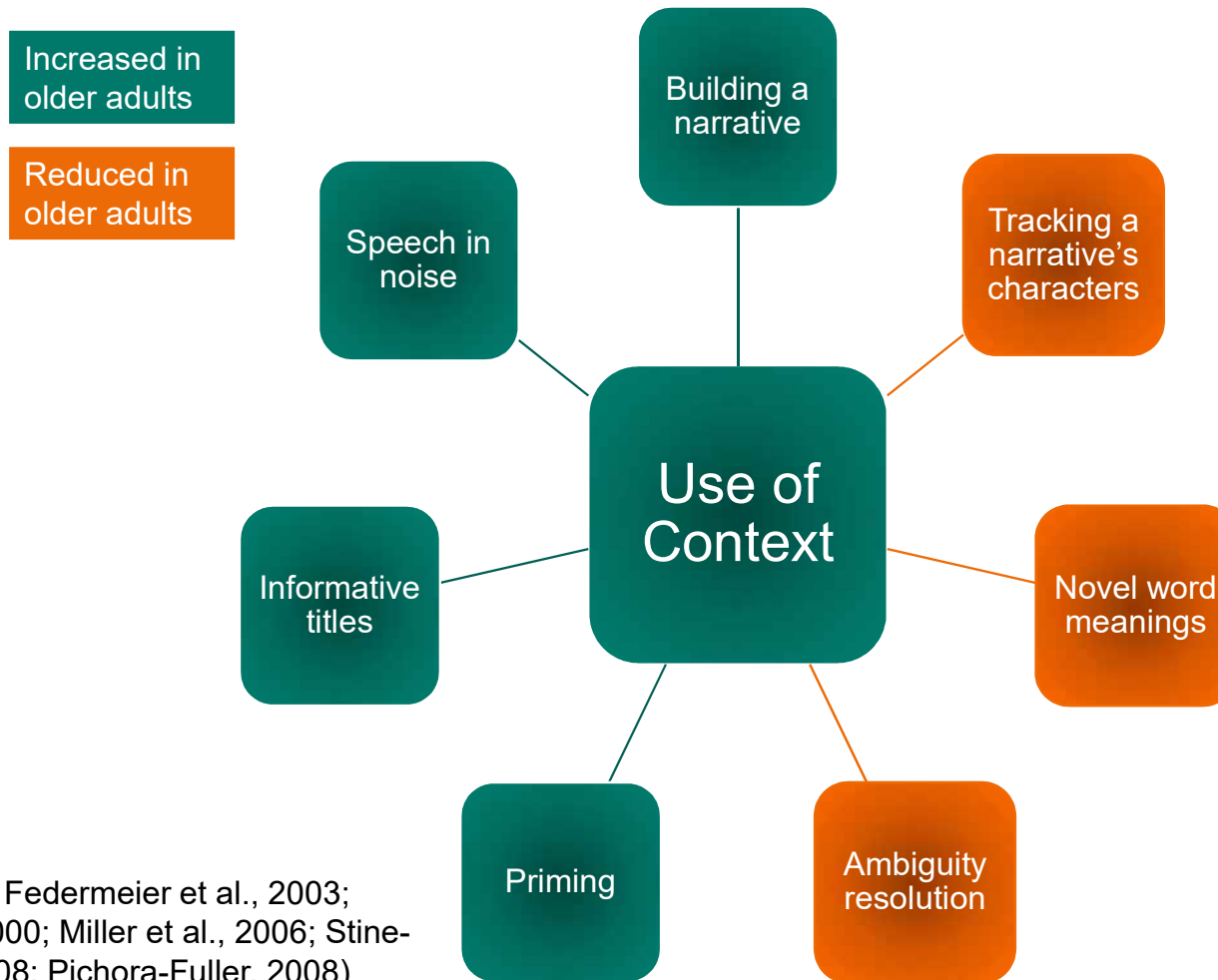
- 1 Look after your heart
- 2 Be physically active
- 3 Follow a healthy diet
- 4 Challenge your brain
- 5 Enjoy social activity

To find out more visit:
www.alz.co.uk/WAM
@AlzDisInt #WAM2014

Alzheimer's Disease International
The global voice on dementia



Use of context for auditory and visual processing

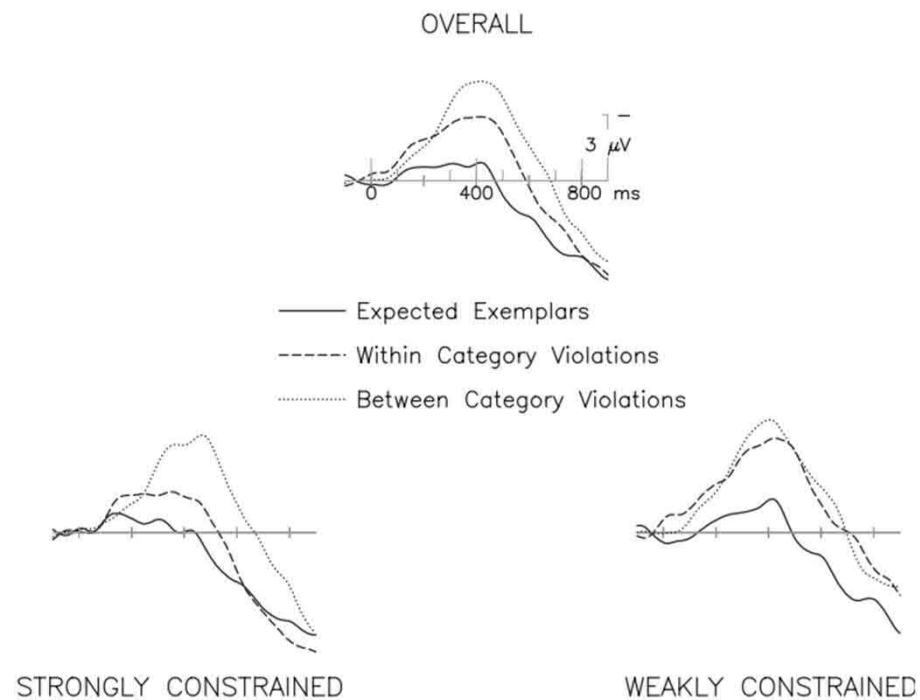


(Dagerman et al., 2006; Federmeier et al., 2003; McGinnis & Zelenski, 2000; Miller et al., 2006; Stine-Morrow, et al., 1996; 2008; Pichora-Fuller, 2008)

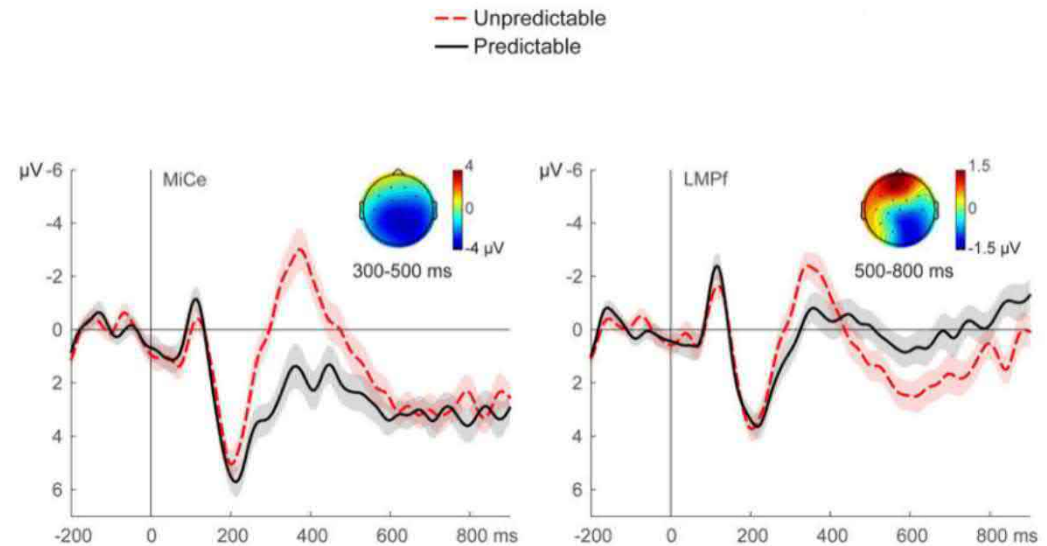
Impaired use of context: N400

Auditory N400

“They wanted to make the hotel look more like a tropical resort. So along the driveway, they planted rows of palms/pines/tulips”.



Federmeier (2007) *Psychophysiology*

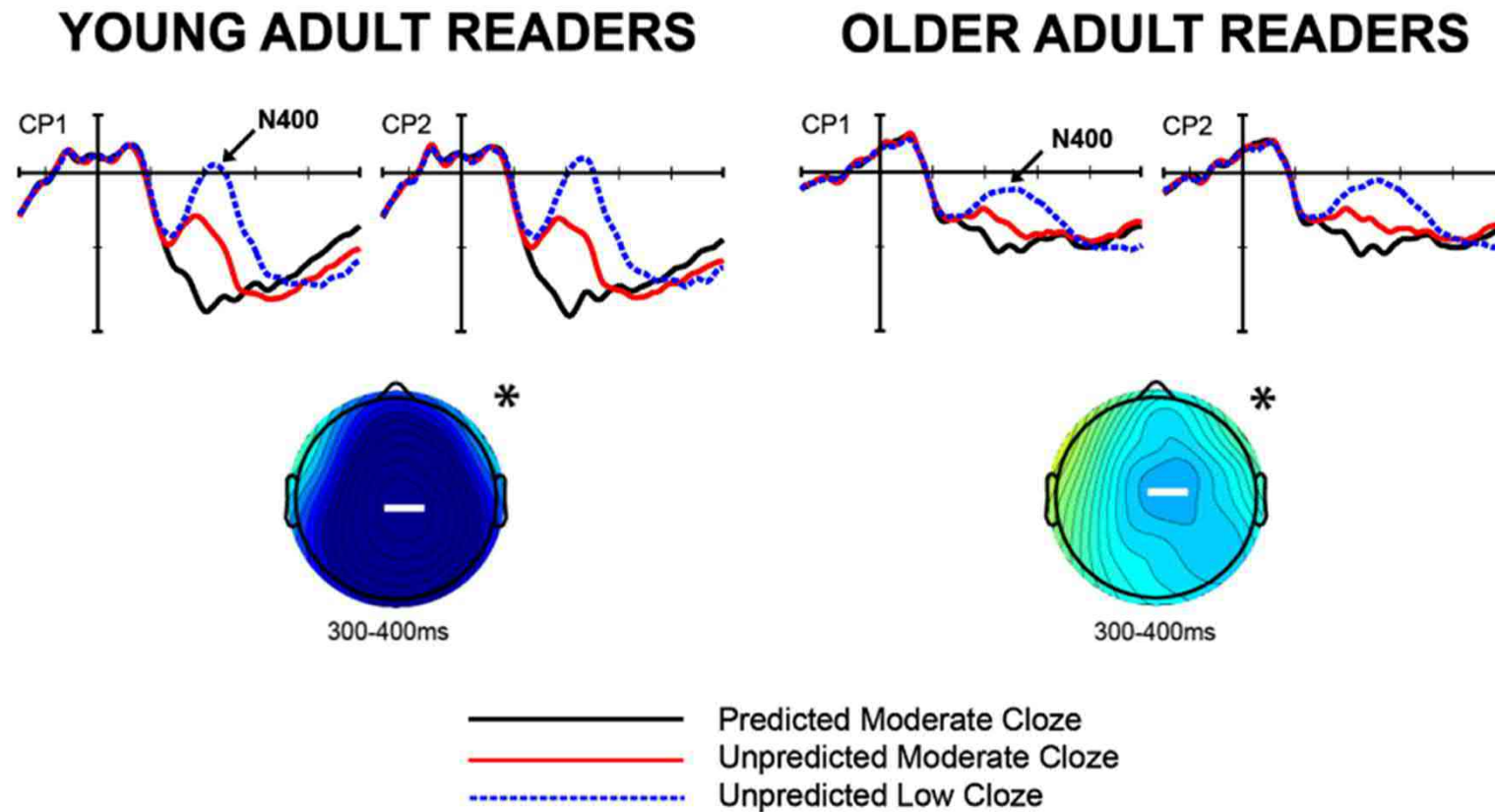


Predictable: Nora couldn't take the message because she didn't have a pencil or a piece of paper

Unpredictable: The man who stuttered always got tripped up when he had to say the word paper

Rommers et al. (2018)

Impaired use of context: ERPs

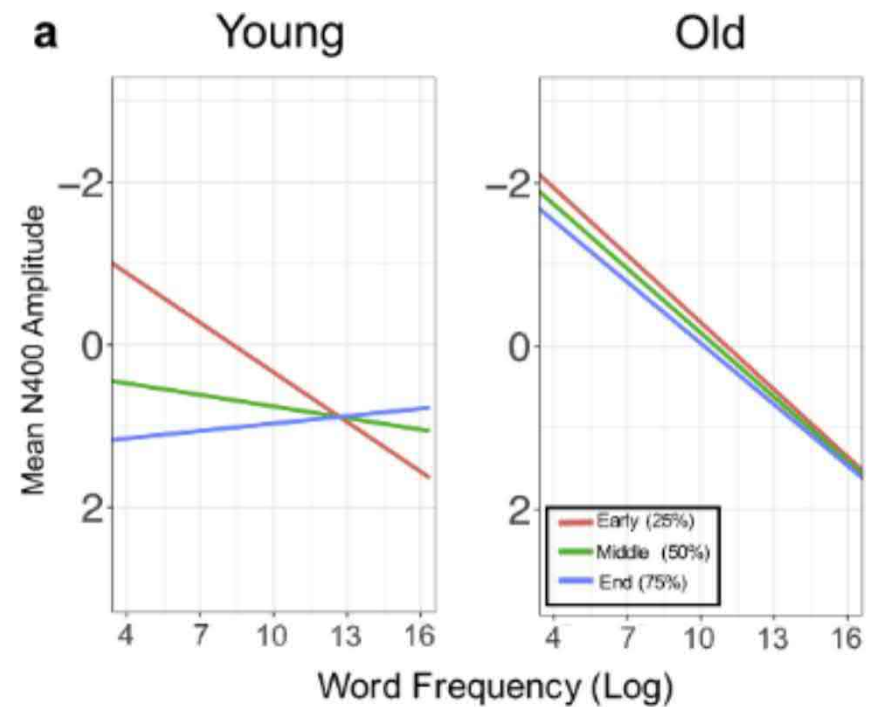


Dave et al. (2018)

Impaired use of context: ERPs

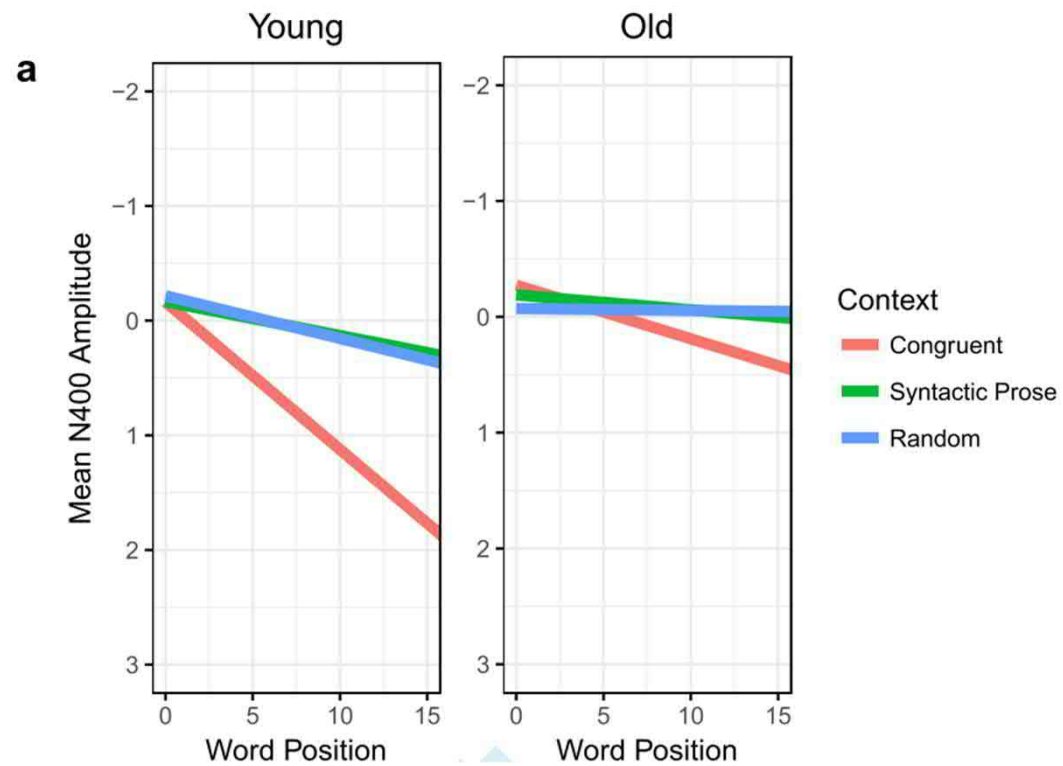
Payne & Federmeier (2018)

- Old show robust effects of lexical frequency on N400 amplitude
- Effect of frequency is not modulated by context



Impaired use of context: ERPs

Payne & Federmeier (2018)



Visual World Paradigm

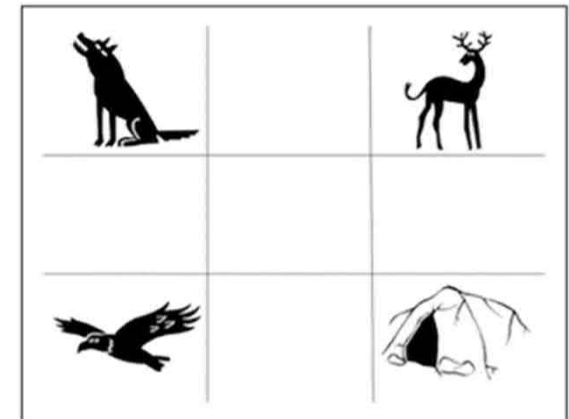
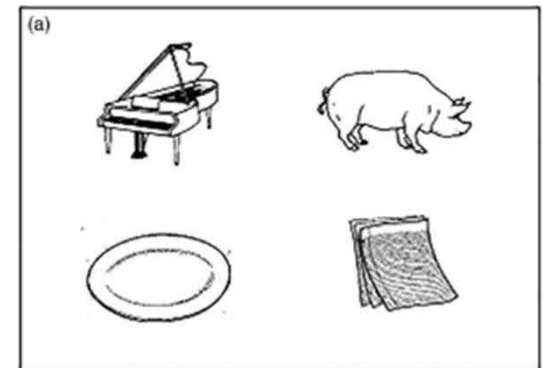
Huettig and Janse (2016) – Small effect of age once controlling for working memory and processing speed.

Fernandez et al. (2020) – No effect of age, except at faster speech rates

*“One day a wolf and a deer were sleeping near a cave. The wolf became crazed and the wolf **attacked** the deer. A hawk watched as the deer escaped.”*

Who did the wolf attack near the cave?

“Kijk naar **de** afgebeelde piano.”



VR

- Prediction in everyday life? Not just with simple displays with low WM load
- Naturalistic – richer environment/context
 - Increased use of context?
 - WM limitations?
- Presence of virtual speaker



Hypotheses

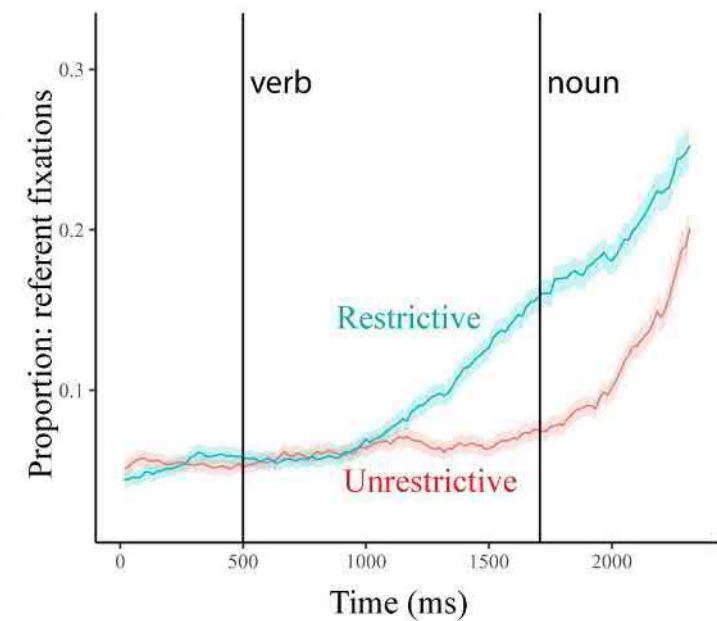
Age groups show similar anticipatory referent fixations.

Or

We see a lower proportion of anticipatory referent fixations in older adults.

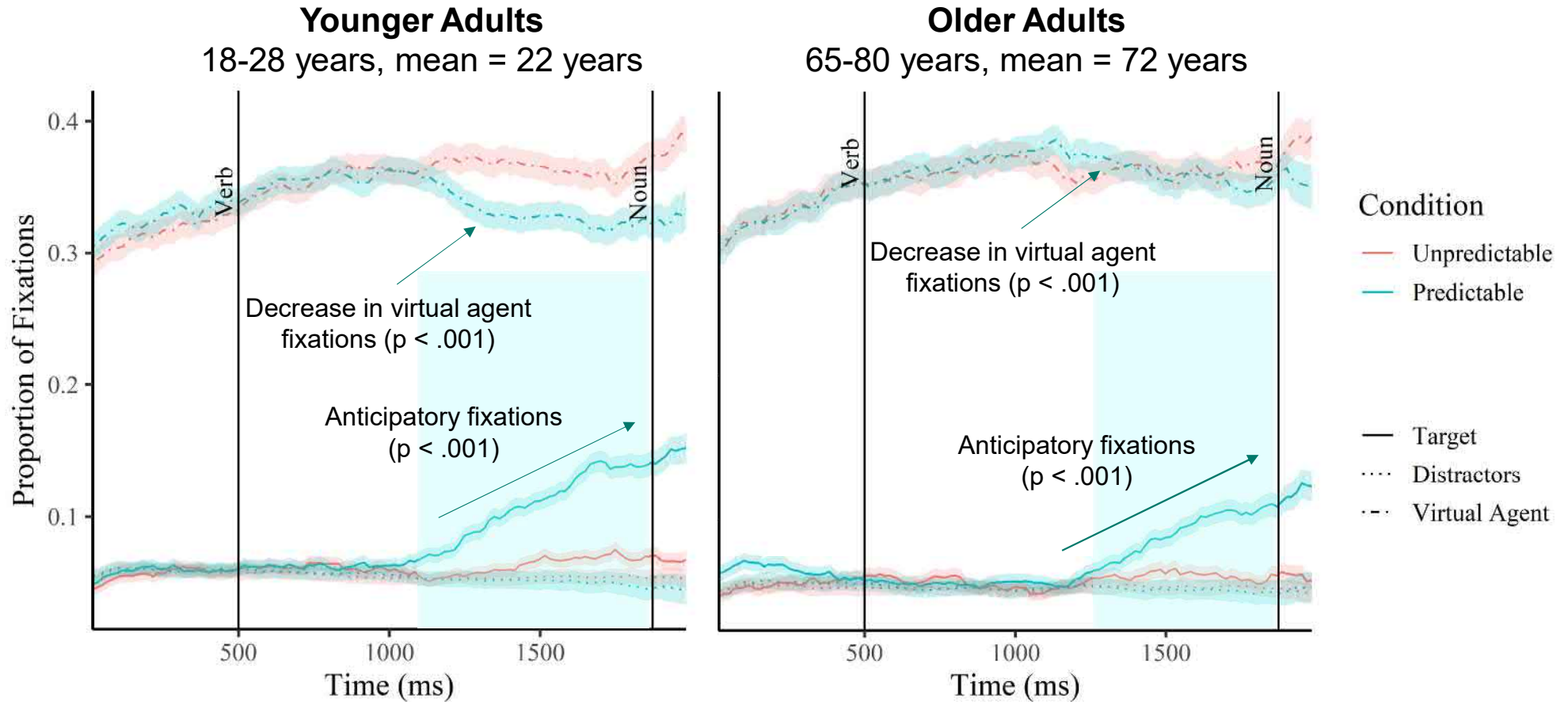


Every afternoon my son **bounces/inspects** the basketball



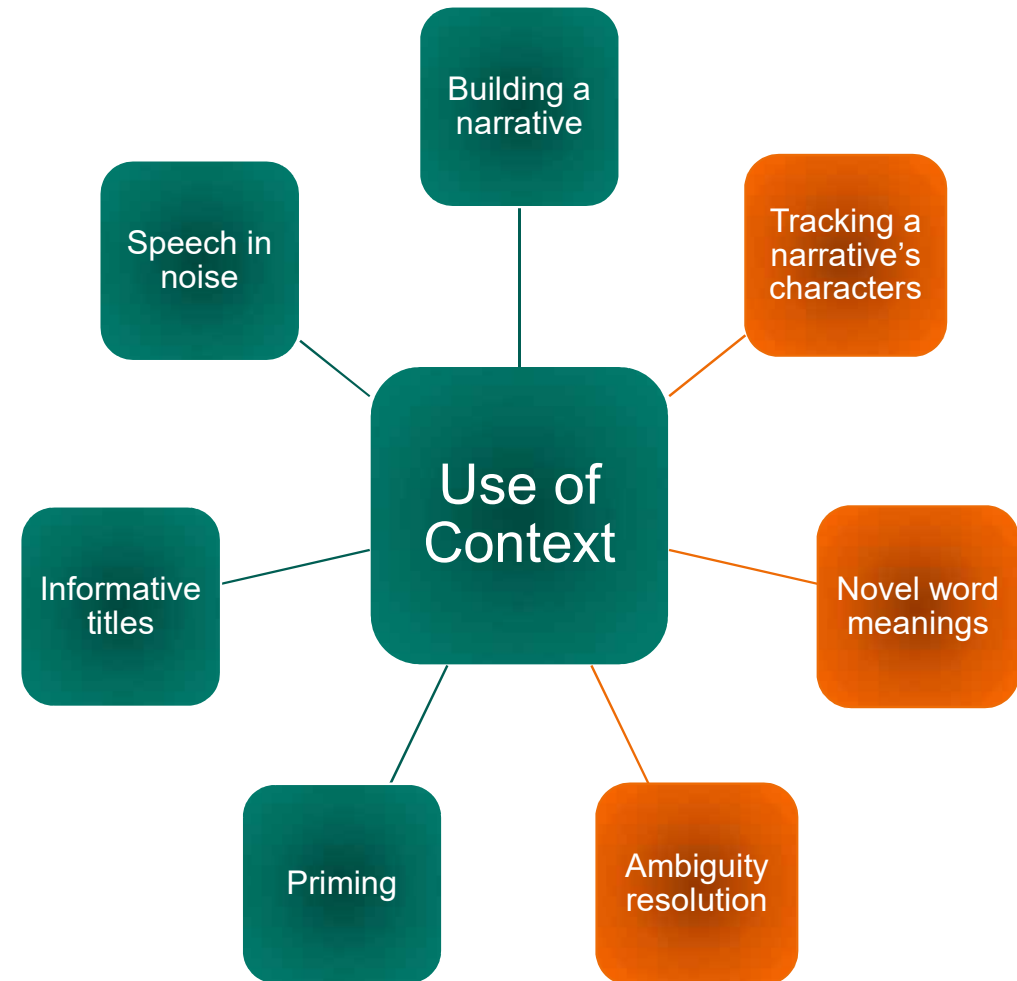
Results

Virtual agent fixations: Group × Predictability interaction ***



Ageing: Conclusions

- Older adults do predict
- Continue to look at virtual speaker



Disfluencies

Hesitations



Repairs

On Tuesday, uh I mean
Wednesday...

Repetitions

Yesterday I bought some...some...

Recall

(Fraundorf and Watson, 2011)

Word recognition

(Fox Tree & Schrock, 1999)

Prediction

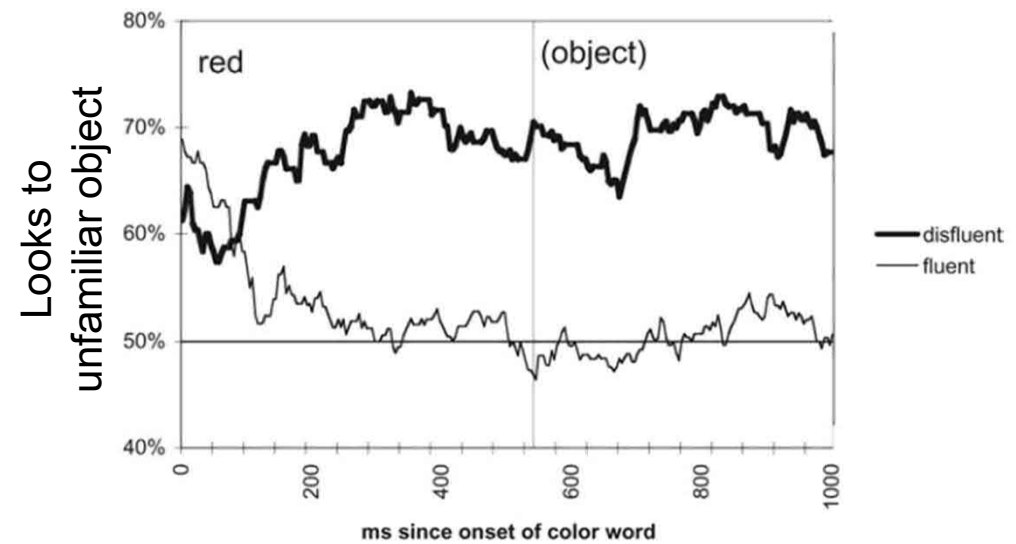
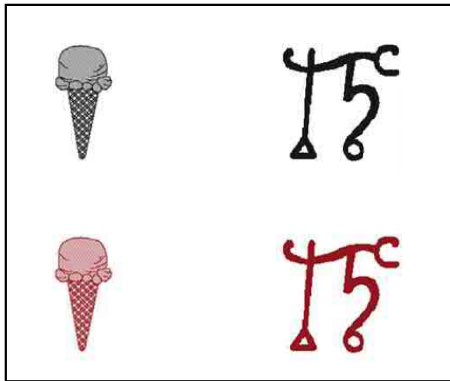
(Arnold et al., 2004; Corley et al., 2007)

Complexity (semantic/syntactic)

(Clark and Fox Tree, 2002; Watanabe et al., 2008; Fraundorf and Watson, 2014)

Do disfluencies inform predictions?

Arnold et al. (2007)
“Click on the red uh...”



Virtual Reality: Disfluencies

and uh
en uh

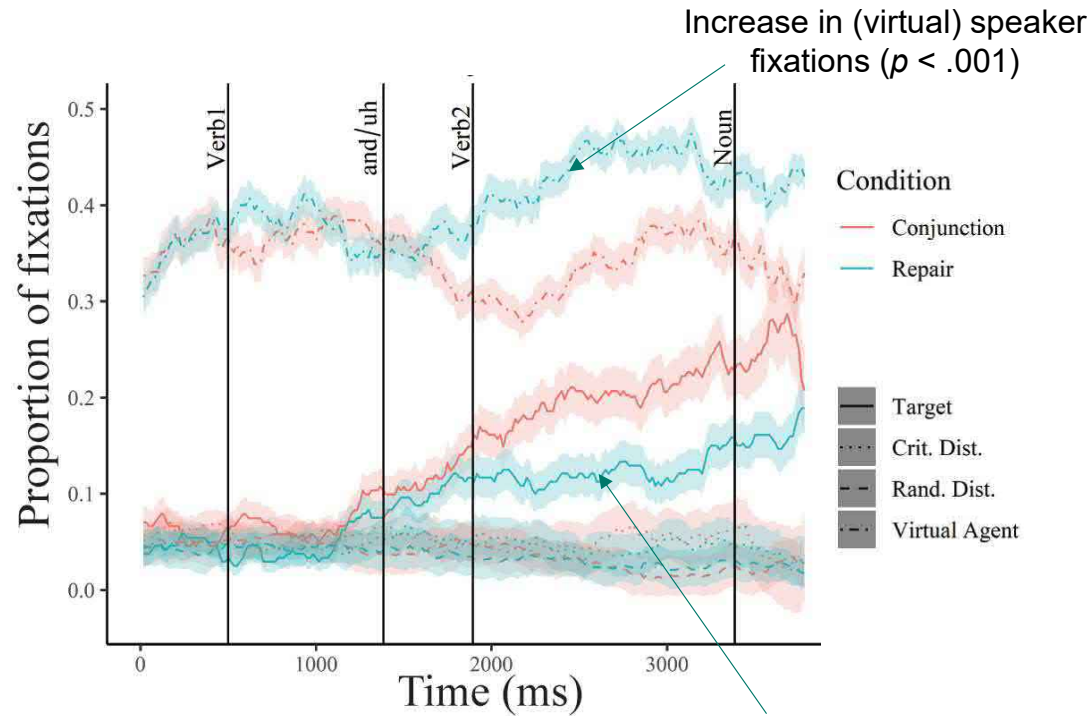
steering fixing
sturen fixen



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Repairs YA!

My neighbour is not very good at **steering and fixing** the wheelbarrow.
My neighbour is not very good at **steering uh fixing** the wheelbarrow.

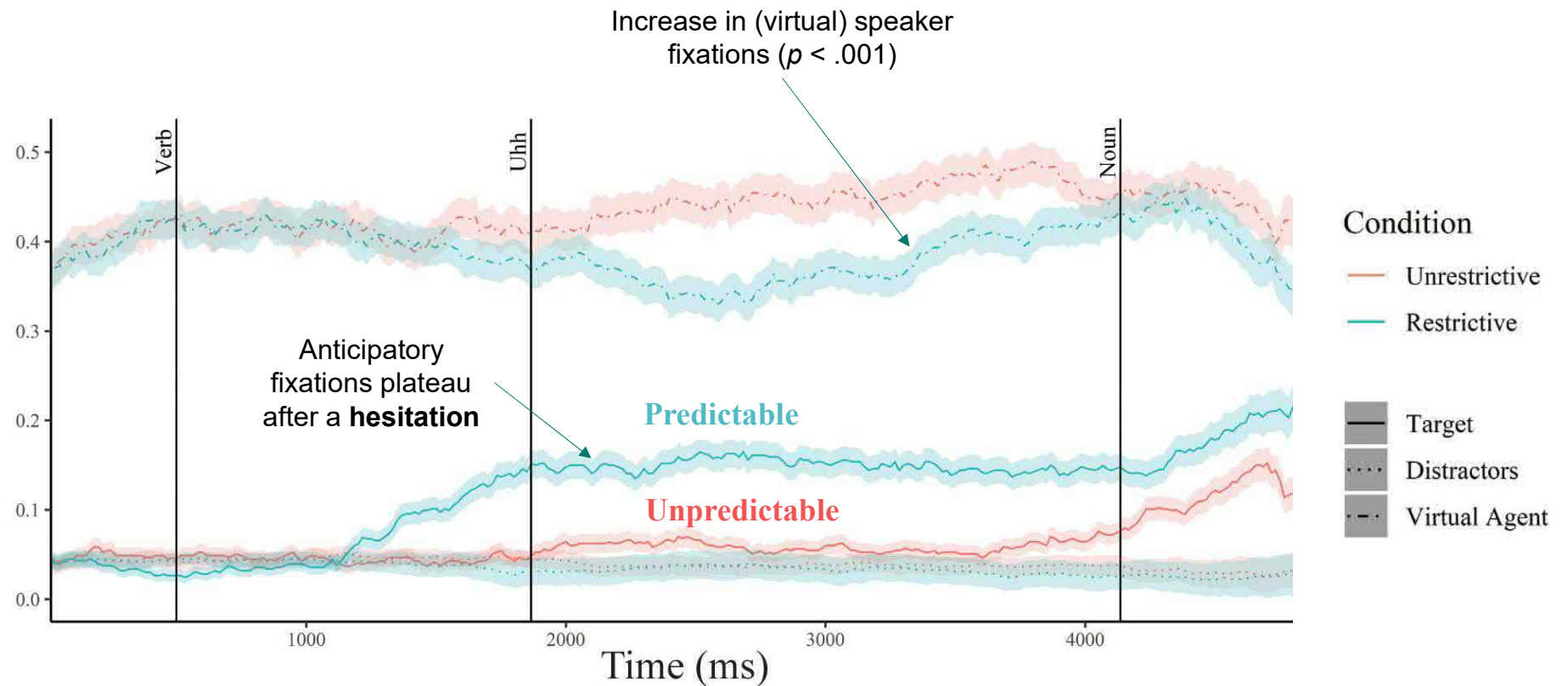


Anticipatory fixations reduced in **repair** compared to **conjunction** condition ($p < .001$)

Huizeling et al. (2022) *Language, Cognition and Neuroscience*

Hesitations

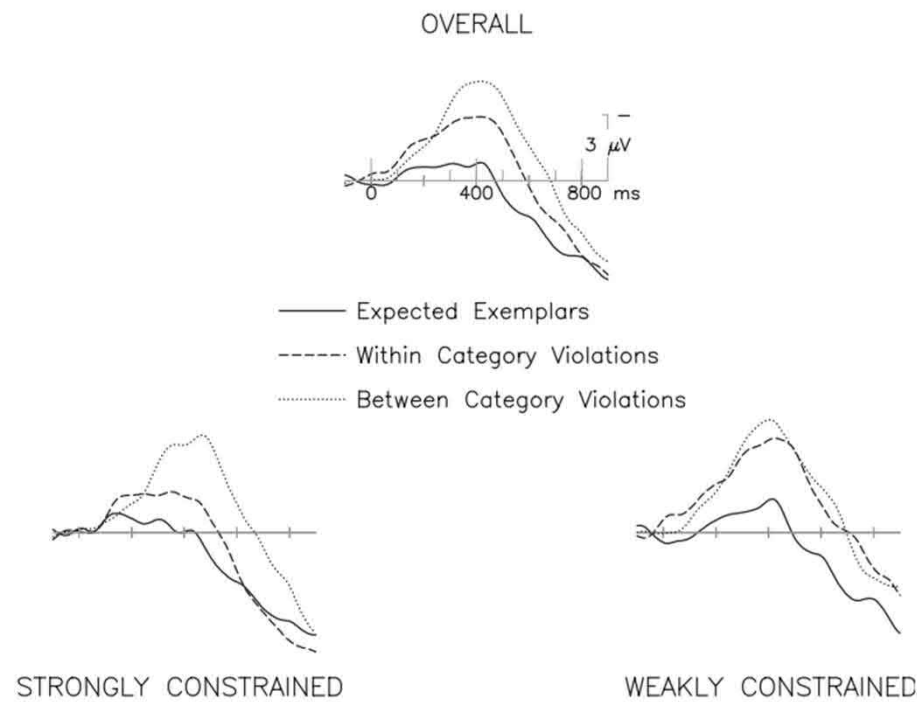
My neighbour is not very good at **steering/fixing** **uhh** the wheelbarrow.
*Mijn buurman is niet zo goed in het **sturen/fixen** van **uhh** de kruitwagen.*



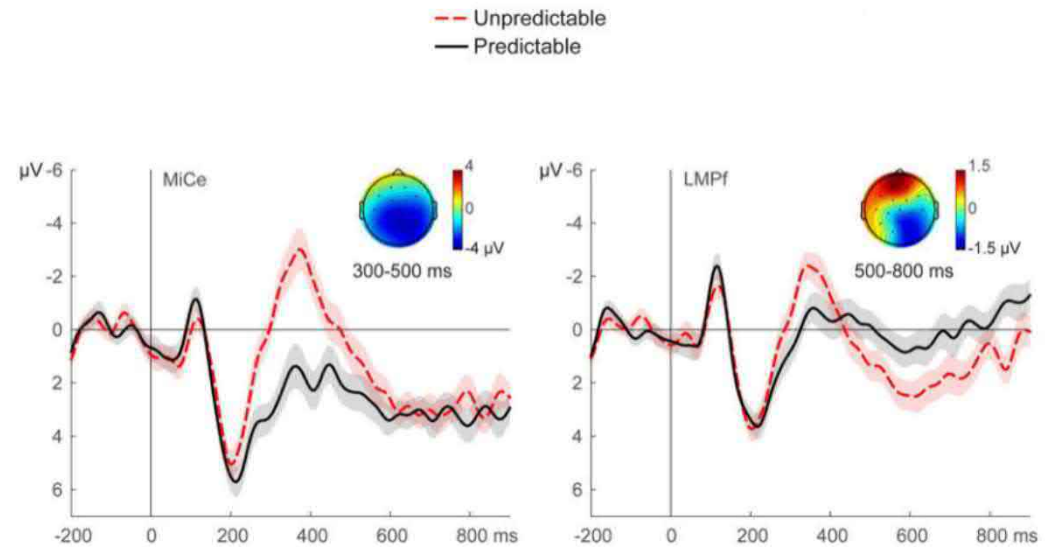
N400

Auditory N400

“They wanted to make the hotel look more like a tropical resort. So along the driveway, they planted rows of palms/pines/tulips”.



Federmeier (2007) *Psychophysiology*



Predictable: Nora couldn't take the message because she didn't have a pencil or a piece of paper

Unpredictable: The man who stuttered always got tripped up when he had to say the word paper

Rommers et al. (2018)

Disfluencies modulate the N400

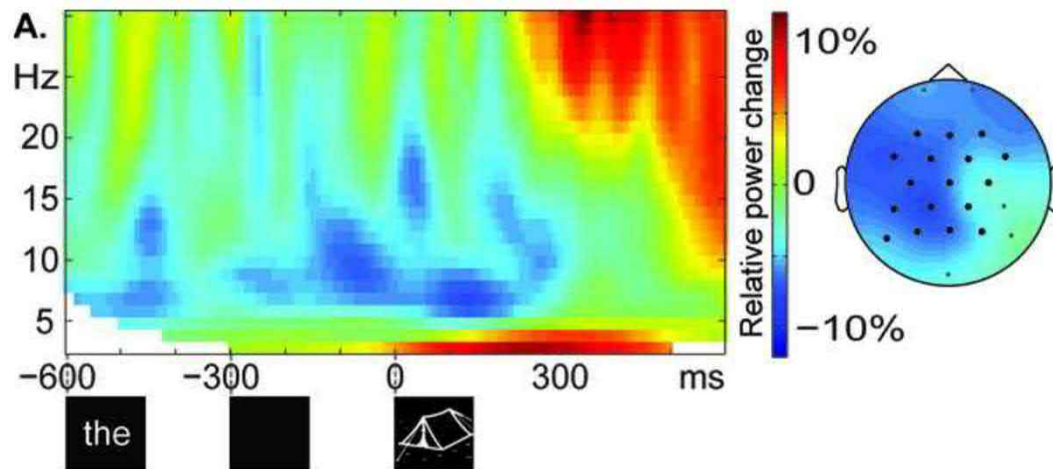
Corley et al. (2007)

- EEG
- Predictable sentences
 1. Everyone's got bad habits and mine is biting my nails
 2. Everyone's got bad habits and mine is biting my tongue
 3. Everyone's got bad habits and mine is biting my **er** nails
 4. Everyone's got bad habits and mine is biting my **er** tongue
- Larger N400 in response to unlikely noun compared to predictable noun.
- Reduced N400 effect in hesitation condition

Frequency (alpha and theta)

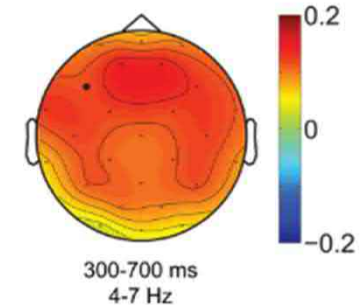
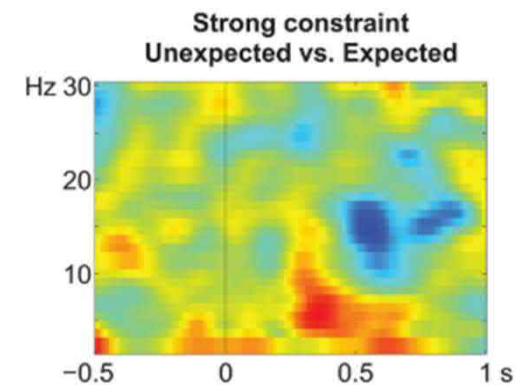
Highly constraining: Greater **alpha** and **beta** decrease prior to word onset

*During the camping vacation, he was rarely in the **tent**.*
*During the day he was rarely in the **tent**.*



Piai et al. (2014)

Higher **theta** after unexpected word



Rommers et al. (2017)

Virtual Reality + EEG + Eye tracking

▶ Exp 1 N = 32 (fluent sentences)

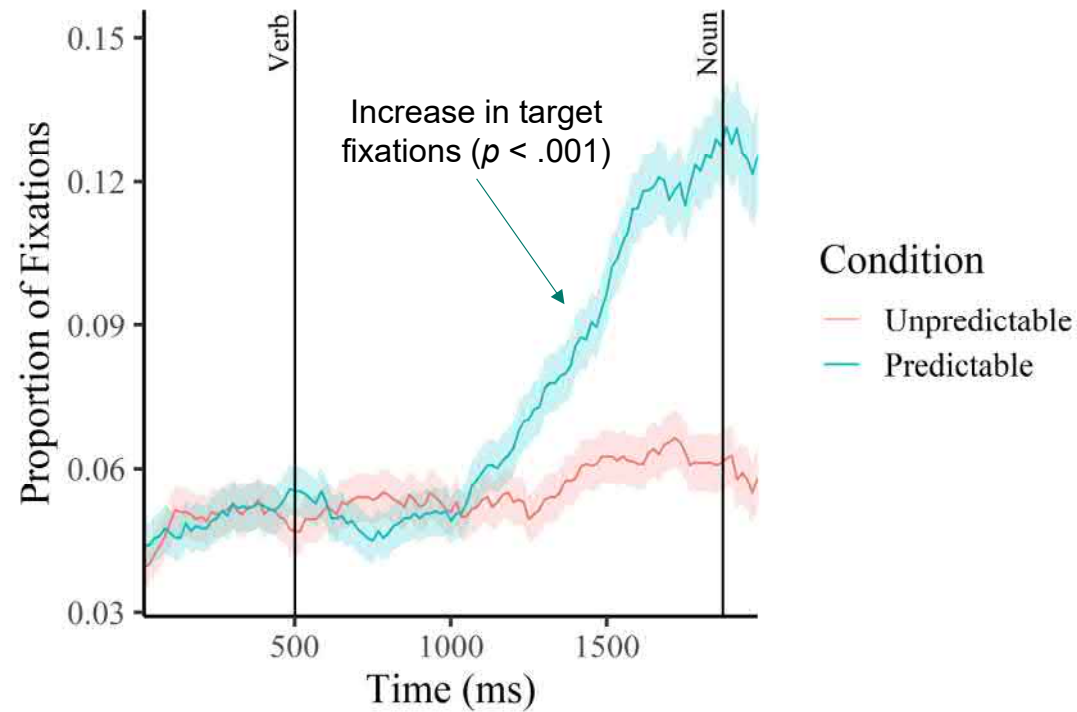
▶ Exp 2 N = 64 (fluent and disfluent sentences)

steering **fixing**
*sturen **fixen***

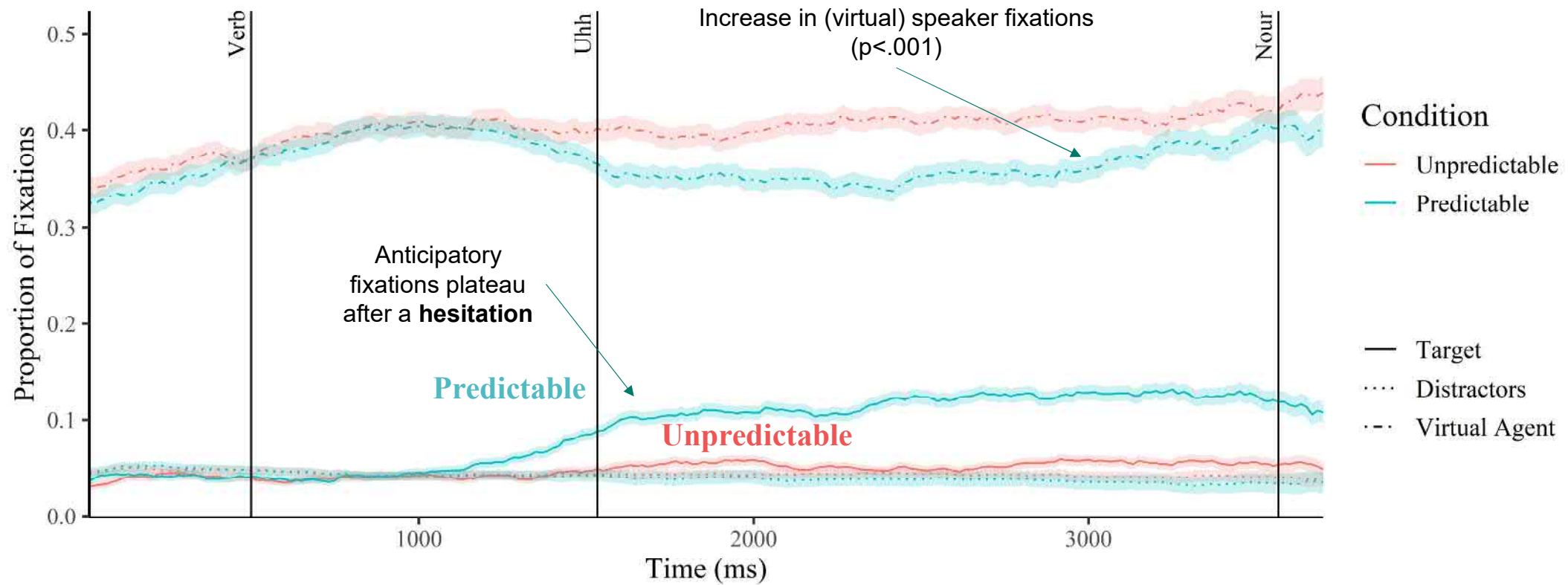


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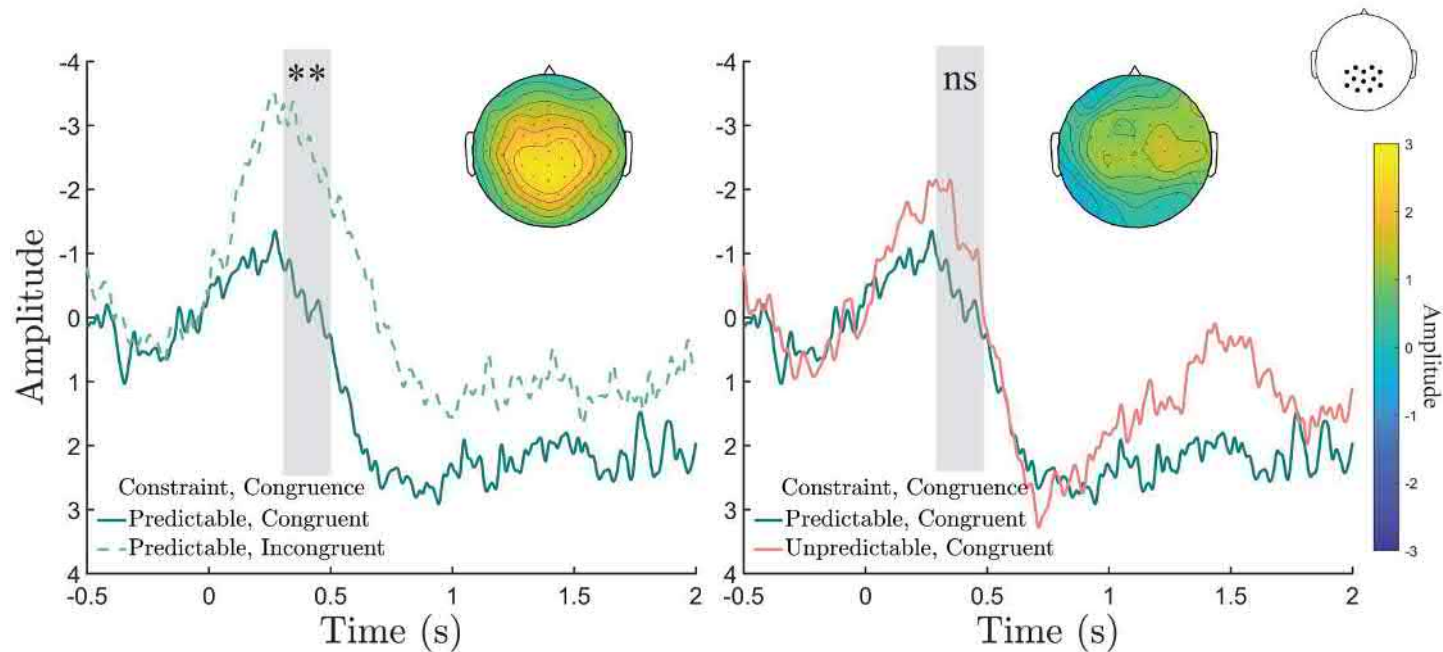
Results: Anticipatory Fixations



Hesitations

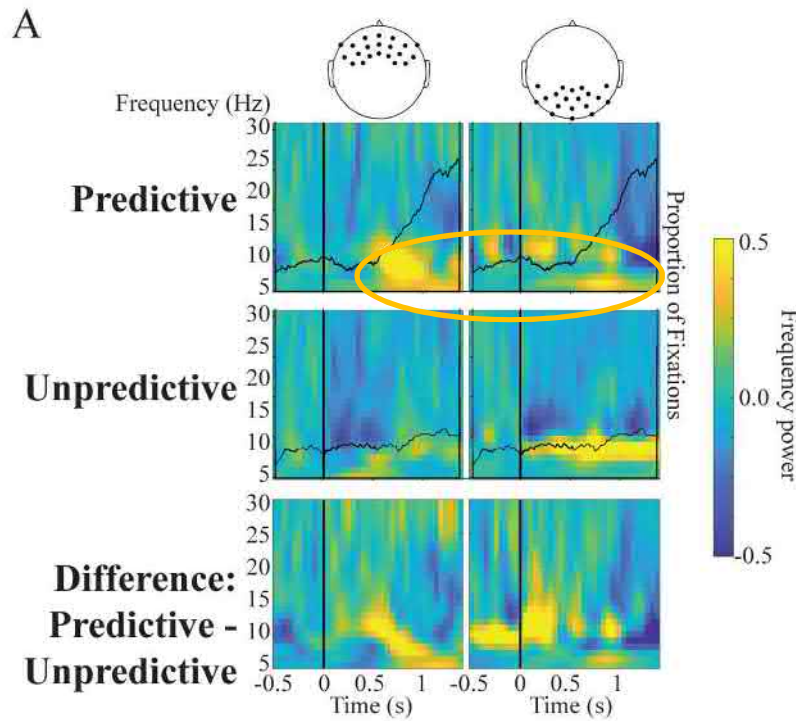


Results: N400 in response to noun

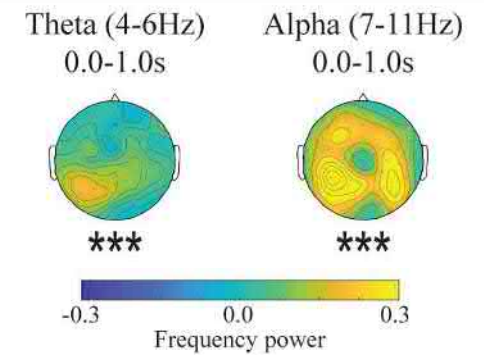


Huizeling et al. (2023) *Neuropsychologia*; Huizeling et al. (in prep)

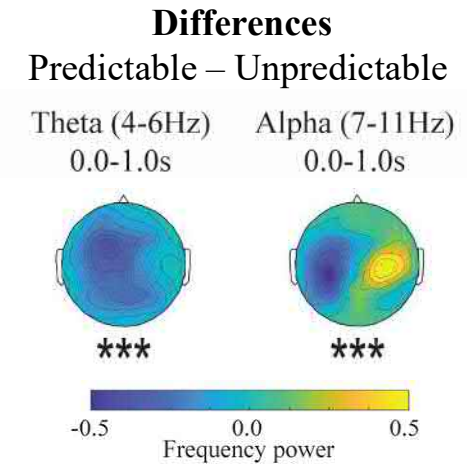
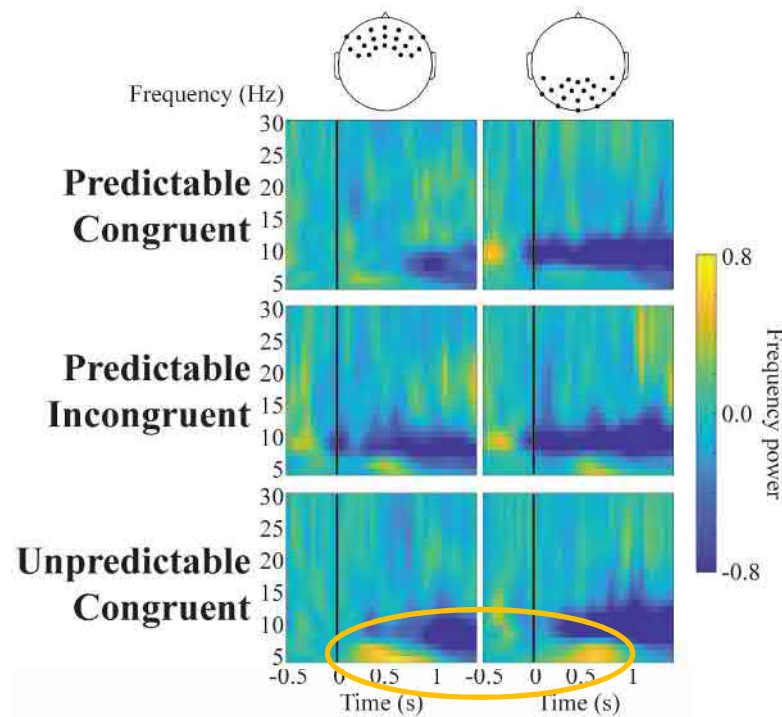
Response to Verbs



Difference: Predictive - Unpredictive



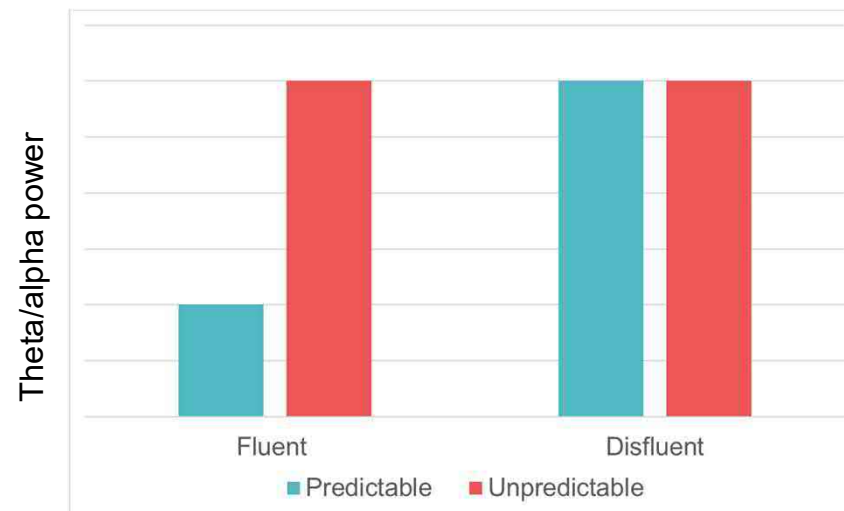
Response to Nouns



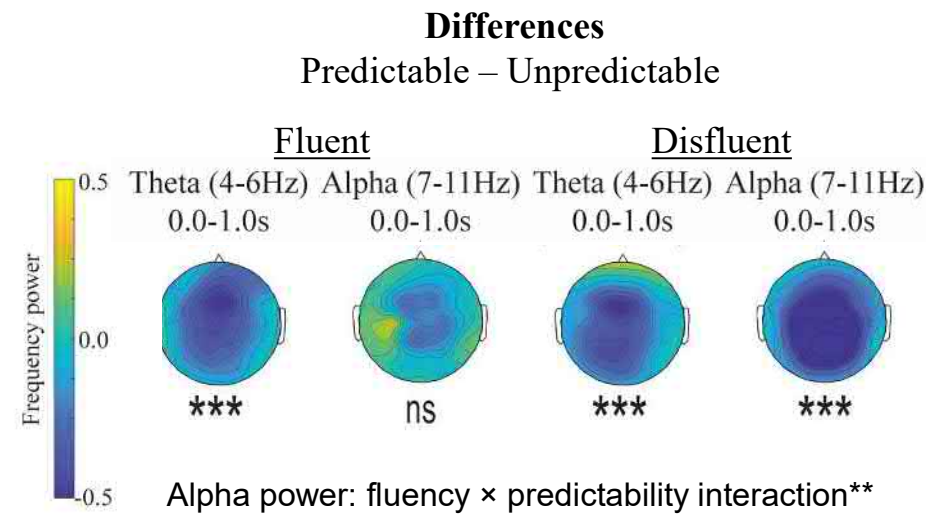
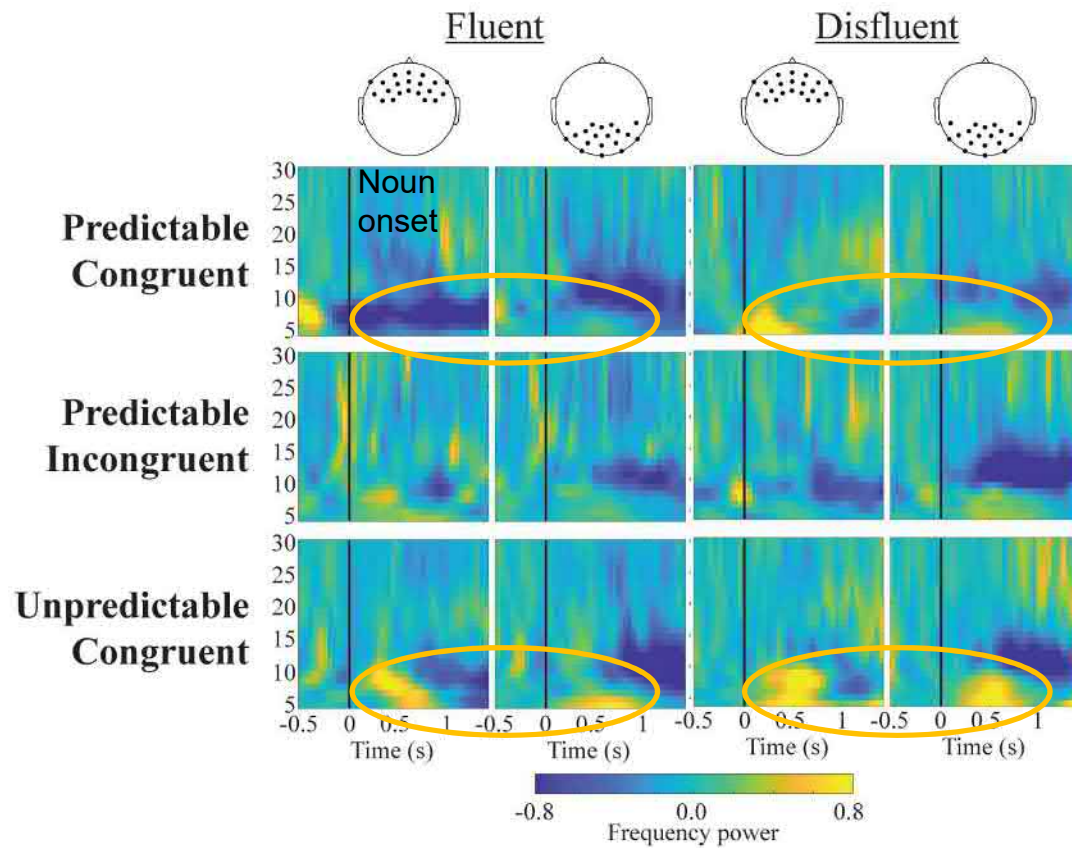
Huizeling et al. (2023) *Neuropsychologia*

Hesitations: Hypotheses

Hypothesised pattern of theta/alpha power after noun onset



Frequency: Disfluent nouns

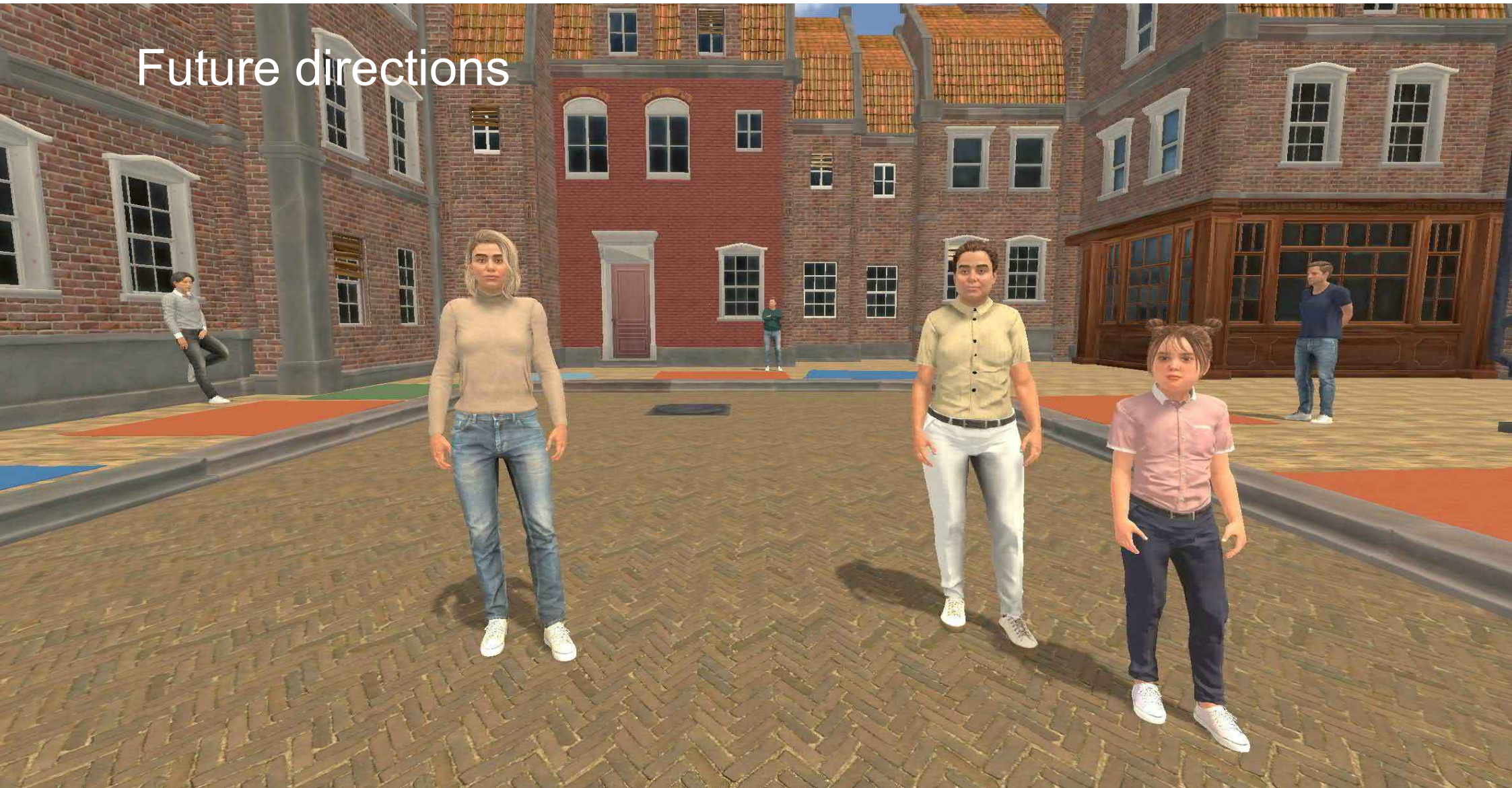


Alpha power: fluency × predictability interaction**

Interim conclusions

- ▶ We can combine EEG, eye tracking and VR to study language in naturalistic settings
- ▶ Theta & alpha power increased either at the onset of predictive information in predictable sentences or at the onset of the unpredictable noun
 - ▶ reflecting the amount information being processed
- ▶ After hearing a repair/hesitation listeners look towards the speaker and may lose confidence in their prediction
- ▶ Evidence (from alpha power at noun onset) to suggest that hesitations influence predictions.

Future directions



Thank you



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