Self assessment 2012-2017

Huygens ING

KNAW Humanities Cluster
Corrected version, 21 February 2018

Sanne Frequin @a_tomb_a_day · Feb 1

Dear @HuygensING, for weeks I am enjoying myself with 'the charterbook of Holland and Zeeland 1299' on your website. That you have put it online website (with OCR!) saves me tons of time. Thank you! And medievalsitst, check it out resources.huygens.knaw.nl/retroboeken/oh...

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Preambule

This self-assessment report of the Huygens Institute for the History of the Netherlands (KNAW) is structured according to the guidelines of the Standard Evaluation Protocol (SEP) for Dutch universities and research institutes. The assessment is based partly on background materials which are hyperlinked from this document and gathered on a [webpage](). The assessment looks back on a six-year period, assesses the current situation, and looks forward to trends and developments, as well as summarizes the Institute's plans for the next six years.

In the past six years Huygens ING has undergone a number of important changes. We started the period under evaluation with the merger between the Huygens Institute (KNAW) and the Institute for the History of the Netherlands (ING, NWO) in The Hague. We ended it by moving to Amsterdam and forming the Humanities Cluster with IISH and the Meertens Institute. In the meantime we not only continued with our work, but were at the forefront of introducing Digital Humanities to scholarly editing, and raised our productivity.

Through an intensive collaboration with the International Institute for Social History and the Meertens Institute in the form of the KNAW Humanities Cluster, our organizational basis has strengthened. With an open attitude towards collaborations and joint initiatives, and with what we believe to be a realistic assessment of the challenges ahead, we are looking to the future with confidence.

Organisation, composition and financing

Organisation

Huygens ING dates back to 1902, when the Commissie van Advies voor 's Rijks Geschiedkundige Publicatiën was instituted. This led to the first source publication in 1905 in the RGP series, which the Institute still continues. However, much has changed in the meantime. Due to digitization, the field of source publication and text editing has been more in flux over the last decades than it has been for most of the century before. This is reflected in a series of organisational changes.

Huygens ING started the period under review fresh from a 2011 merger between the Huygens Institute (KNAW, devoted to text editions in the field of literature and history of science) and ING (Instituut voor Nederlandse Geschiedenis, NWO, devoted to historical source publications). As the institutes had recently merged, which had led to substantial changes in management personnel, it was decided to not let the Huygens ING take part in the 2011 assessment of a number of KNAW institutes.

In the fall of 2012 the architect of the merger, director Henk Wals, was asked to step in as director of IISH. He was succeeded by Lex Heerma van Voss. He chairs the Management Team of Huygens ING, which further consists of Yildiz van den Akker (KNAW Humanities Cluster director of general services/CFO) and the heads of the five departments of Huygens ING. There are three research departments, led by Karina van Dalen-Oskam (Literary Studies), Marjolein 't Hart (History) and Charles van den Heuvel (History of Knowledge), and two supporting departments, led by Gertjan Filarski (IT department) and Sebastiaan Derks (Digital Data Management).

Huygens ING is one of the sixteen institutes of the KNAW and one of the three institutes of the KNAW Humanities Cluster. The Institute director has an accountability meeting with the KNAW board twice a year. The Institute has a Scientific Advisory Board, also meeting semi-annually, which advises both the director of the Institute and the KNAW. Each year the Institute submits its budget to the KNAW, to be approved by the KNAW board. The budget revolves around a yearly lump-sum funding; the director has a relatively large discretionary power to spend and plan the budget.

HuC

Huygens ING joined forces with the Meertens Institute and the International Institute of Social History (IISH) as the KNAW Humanities Cluster (KNAW HuC). To facilitate this process, the Royal Netherlands Academy of Arts and Sciences allocated a total amount of € 15 million euros. Partially this budget is spent on accommodation and the necessary reorganizations, but also on innovation of research practices and collection management. The purpose of the collaboration is to form a strong organization for humanities research, in which researchers, technicians, data and collection
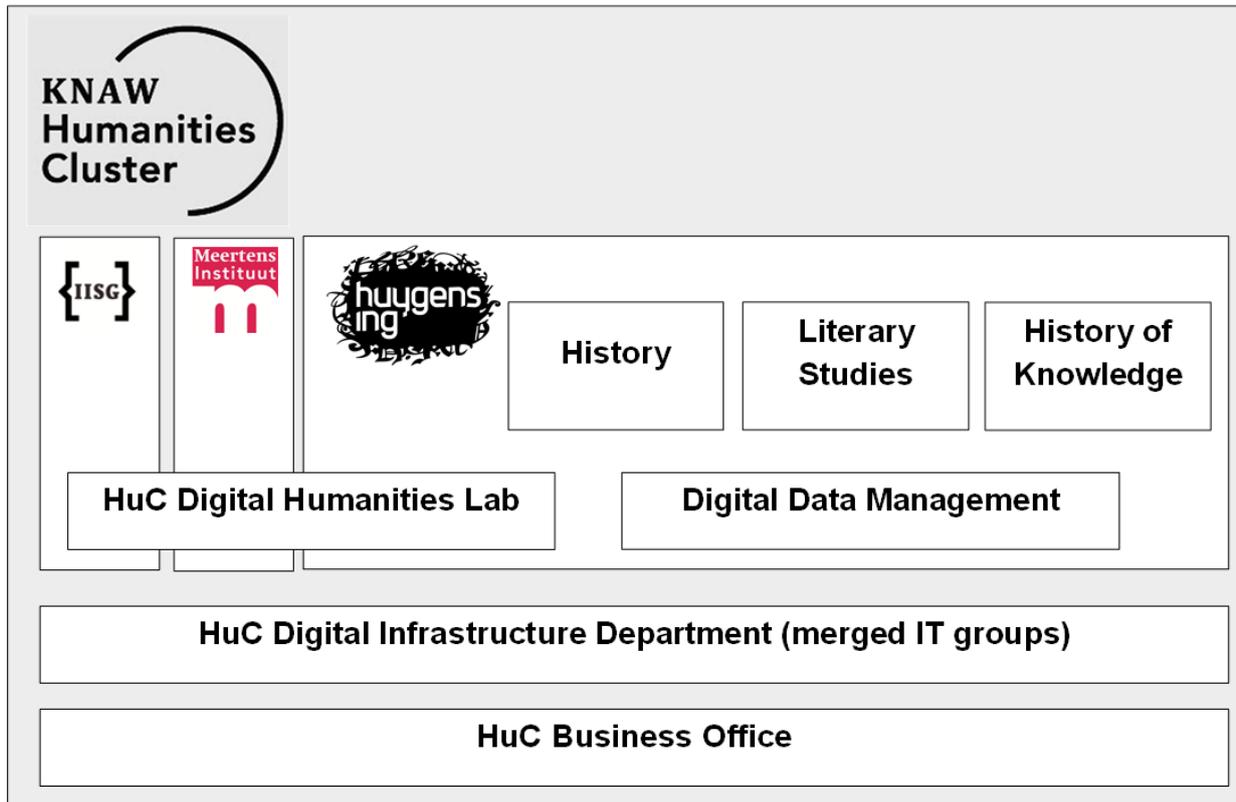
specialists work closely together to achieve results that were previously out of reach. The research is about history, culture and language, but also about new methods and techniques for the humanities. The KNAW HuC holds extensive analog and digital collections and an advanced digital infrastructure that also serves researchers outside the KNAW HuC.

To reduce the vulnerability of small support offices, and to increase the efficiency and effectiveness of the support services, in October 2016 the three HuC institutes combined their expertise and capacity in the areas of finance & control, human resources, facilities & support and communication, forming a joint business office of more than 36 fte. The institutes now contribute financially to the business office proportionally, in relation to the number of employees and the use of (working) space. The total cost of the business office contributed by the three cluster institutes is about € 4.3 million euros (about 20% of the total income of the cluster). In its first full year of existence, the business office has introduced new digital acquisition and remuneration processes, monthly progress reports, and implementations of process management and risk management. The business office supports the institutes in creating a physically and socially safe working environment in which the talents and ambitions of employees can develop optimally.

In another effort to reduce risks and gain efficiency and quality, in 2017 we started a reorganization of the ICT departments of the three institutes, which in 2018 will lead to a joint department with more than 30 software engineers and system developers. To further promote methodological and technical advancements, we established the HuC Digital Humanities Lab, newly hiring three young researchers with deep expertise on text mining, text analytics and network analysis, as a core team.

Huygens ING, originally based in The Hague, and the Meertens Institute moved to a joint location in the center of Amsterdam in September 2016. With its extensive collections, the IISH has stayed at the Cruquiusweg in the east of Amsterdam, not very far from the center. The KNAW Humanities Cluster has approximately 230 ftes (fixed-term and open ended) and a total income balance of around 21 million euros. The KNAW Humanities Cluster is led by a management team of the three institute directors and the director of operations, with a rotating chairperson.

Finances
Huygens ING receives a yearly contribution from the KNAW (the "lump-sum" in Dutch educational finance lingo), which rose from 5,1 M€ in 2012 to 5,5 M€ in 2017. An additional sum that varied between 1,7 M€ and 2,7 M€ (or an additional 32 - 49 % of the lump-sum) was acquired through external funding, mostly from the Netherlands Organisation for Scientific Research (NWO). (see table D3c, appendices)

After the merger between Huygens and ING in 2011, the financial position of the Institute was already tight. The yearly budget granted by the Academy was fully spent on fixed expenses, mainly tenured staff. New initiatives that required extra expenditures had to be financed through external funding, or had to wait until the years after 2018, when funds would be released through the retirement of tenured staff. This turning point was raised to about 2020 by increases in the retirement age from 2012. This and two other external developments further tightened the expected future financial position of Huygens ING. In 2012-13 the employer's share in social security rose, and the Academy announced a generic cut of all institutes' lump-sums of 1,4 % from 2014, on top of a number of years in which KNAW institutes received no compensation for risen staff costs. Thus, in 2012 the Institute's financial projections pointed out that in the second half of the 2010s the Institute's financial reserves of about 1 million euro would disappear quickly, and become negative by 2018. As long as we did not fill the places left by departing (mainly retiring) staff, the Institute's finances would improve again quickly in the early 2020s, when many staff would retire. As table D3c makes clear, these predictions were astute up until 2017.

In 2013 and 2014 Institute and KNAW management discussed the possibility of cutting expenses through a reorganisation of the Institute, to avoid having a negative reserve in the 2018-2022 period. This would entail firing a number of staff, which would be damaging both to the colleagues involved, and to the Institute. Given the age range of the staff, their average length of tenure and Dutch social legislation, the Institute would have to contribute a large amount to the redundancy pay of the colleagues that had left the Institute, obviously without being able to profit any longer from their contribution to the Institute's work. Institute management therefore in July 2014 proposed to the Academy that the Institute would continue its existing policy of not replacing retiring research staff until its yearly budget was balanced in the early 2020s, that the Academy would accept the use of the Institute's reserve to counter the deficit in the intervening years, and that when the reserve would be depleted (which was expected to happen in 2017/18) the Academy would supplement the Institute's reserves to keep them in the black. The Academy accepted this proposal in November 2014, stipulating that it would decide in 2018 whether and how much the reserve needed to be strengthened. In 2017 the Academy fulfilled this promise when it strengthened the financial reserves of HuC as a whole.

The Institute, to alleviate as much as possible the deficit, also undertook to acquire external funding when that is feasible within the Institute's scientific programme. This adds to the Institute's financial flexibility and the amount of research undertaken, but only improves our financial situation when we do not have to hire additional staff for the project, but when existing staff members can perform the activities that are externally funded. This is not always feasible, and some external funders try to limit this, including our main external funder, NWO. As increasing external funding was already an Institute goal in itself, the added influence of this promise was limited, even though we seriously tried and continue to try to improve our financial situation in this way.

Staff Composition

The outcome of these policies are visible in our staff composition table (Table D3a). Post-docs and PhD students could only be hired on the basis of external funding. Their number fluctuated with our success in landing projects that contained such posts. The number of other scholarly staff peaked in 2013 at 34 (29,9 fte) and slowly decreased to 29 (26,2 fte) in 2017. Roughly half of them belong to the history department, one fourth to the department of literary studies and one fourth to the history of knowledge department.

As is clear from the table, Huygens ING has a considerable support staff. This can be divided in three groups. The number of general support staff (HR, finances, secretariat, communication, facilities, reception) on the Institute's books dropped considerably from 2016, when they were still counted as part of the Institute, to 2017, when they had mostly moved to the HuC Business Office. This also explains almost fully the drop in total staff between 2016 and 2017.

Our IT department grew considerably over the 2012-2017 period, a growth fully financed through externally funded projects. It is one of the larger such departments in the Humanities in the Netherlands, if not the largest. The IT department is the one department of the Institute that is characterised by a large amount of staff turnover, caused both by the increase in externally funded work, and by a labour market which is very friendly to capable engineers.

In 2013 we revamped our department for Digital Reference Works to a department on Digital Data Management. Under its new management, this became a success. The department, originally staffed by research assistants, developed its expertise on humanities data. We see this as an important asset for an institute devoted to creating the infrastructure for Digital Humanities. Humanities data are often complex and layered, and have been commented on by many scholars. If we also want to combine a number of these complex sets of texts and/or data, and if we have to choose between differently curated and annotated datasets, it pays off to have a group devoted to the analysis and curation of these data. Nowadays, external scholars that want to cooperate with Huygens ING, are not only attracted by our research staff or IT engineers, but also want to cooperate with the Digital Data Management department. Recently, the department has been able to attract a number of temporary staff members financed by external funding, and has needed to do so as its support is much in demand.

Huygens ING strategy in 2012-2017

Huygens ING main strategy document governing the last six years was the 2012-2017 working programme (Onderzoeksprogramma 2012-2017, in Dutch). This described the topics the three research departments planned to investigate. In the programme, Huygens ING positioned itself as an early adopter of digital innovation, and vowed to continue along that path. The large majority of the individual projects mentioned in the programme have indeed been taken up, brought further or have been concluded. For a small number we failed to get essential external funding.

Huygens ING is in the middle of developing from an institute that concentrated on the analogue research of texts and sources and producing scholarly editions to an institute that is primarily doing this in a digital manner, more than before in parallel with analytical research. At the time we wrote the 2012-2017 research programme we entertained the idea that our experiments would lead to a distinctive Huygens ING approach to editing and textual scholarship. This has not materialised. Instead we continued to experiment with a large number of fundamental or incremental innovations in both our editions and analytical research. This was stimulated by funding acquired from KNAW in the context of the formation of the Humanities Cluster. Our focus changed to looking at editions as part of a seamless, interoperable infrastructure for the digital humanities. This was stimulated by the fact that digitisation in the Humanities increased quickly, and by the fact that Huygens ING gained an important role in infrastructural projects.

We envisage a future where we still be editing some texts with tried and proven methods, because that is necessary to open up their riches for research. But more and more we are using innovative methods too. The challenge for Huygens ING consists of making sources and texts available in this dynamic digital environment while preserving the quality required for scientific research. These rapid developments demand close collaboration between analytical researchers and the scholarly editors who edit the text and create access to the sources. The scholars at Huygens ING tend to combine those two specialisms.

Heritage institutions are faced with a similar challenge. They too need to develop new ways to make their digitised heritage available in an adequate manner. With its expertise in research, in making research data and sources available, Huygens ING forms an attractive partner for heritage institutions. A strategic collaboration has been formed with a number of prominent heritage institutions like RKD (Netherlands Institute for Art History), KB (National Library), Nationaal Archief, Literatuurmuseum and Rijksmuseum.

With the increase in digitisation, it is also becoming increasingly necessary to make all texts and tools, relevant to science, compatible with each other. The same applies to digital information sources other than texts, such as structured data (databases with research data, but also metadata), images, audio and video. Thus the scholarly editions and other sources and texts opened up for access become part of one huge digital infrastructure for humanities-based research and they can be analysed in any combination. Huygens ING is actively working to achieve this by making its own sources available online in open access and by playing a leading role in the construction of digital infrastructure CLARIAH (Common Lab Research Infrastructure for the Arts and Humanities, funded for 2015-2018).

Innovative infrastructure

Huygens ING plays an important role in [Nederlab](#), an online research infrastructure for research into Dutch texts from ca 800 until the present, and especially in [CLARIAH](#), a distributed digital research infrastructure for the Arts and Humanities. Huygens ING operates as the coordinator of CLARIAH. We contribute data sets and get innovative research pilots funded, but most importantly, Nederlab and CLARIAH allow Huygens ING to develop the Institute's infrastructure in ways that are completely in sync with the developing infrastructure for Digital Humanities in the Netherlands. This in turn puts us in an excellent position to acquire funding for infrastructure projects like [Golden Agents](#). Our position as KNAW research institute enables us to guarantee the durability of our infrastructure, generally better than Dutch universities. That and our large and dedicated IT department strengthen our position as infrastructure providers. This is also recognised by other parties that ask to build their infrastructural projects with us, or to make them available through us. We only do this when the projects fit both technically and substantially within our infrastructure.

Targets for publications and external funding

In 2014 we concluded that even if the quality of our products is excellent, we should be able to publish more. We also concluded that we should be able to acquire more external funding. In 2014/15 we formulated targets for the amount of external funding and the number of publication the Institute wanted to achieve (see [Targets for external grants and publications 2015](#) (in Dutch)). We wanted to increase external funding (measured by fte research capacity, and over the average of the past three years) by 10 % yearly and publications by 5 %. These targets were discussed with KNAW management in the spring of 2015 and met with approval.

Huygens ING staff put a considerable amount of extra effort in acquiring external funding. However, in these same years the rejection rate at NWO went up sharply. We were rather successful in acquiring infrastructure funding, but often as part of a larger combination of applicants, so only part of the results is visible in our books. All in all however, the amount of external funding acquired was quite satisfactory. Over the period as a whole we raised our lump-sum by 29 % through external funding. There is of course usually a lag of a couple of years between writing a grant proposal and spending the grant, but by 2017 our external funding had risen from 61 K€ in 2012 to 88 K€ per fte

research capacity, thus approaching our overall target of 100 K€. The number of publications had risen strongly: by a third for scientific publications, and even for all publications (See Report).

Graph 1. External funding per fte research staff, Huygens ING, 2012-2017
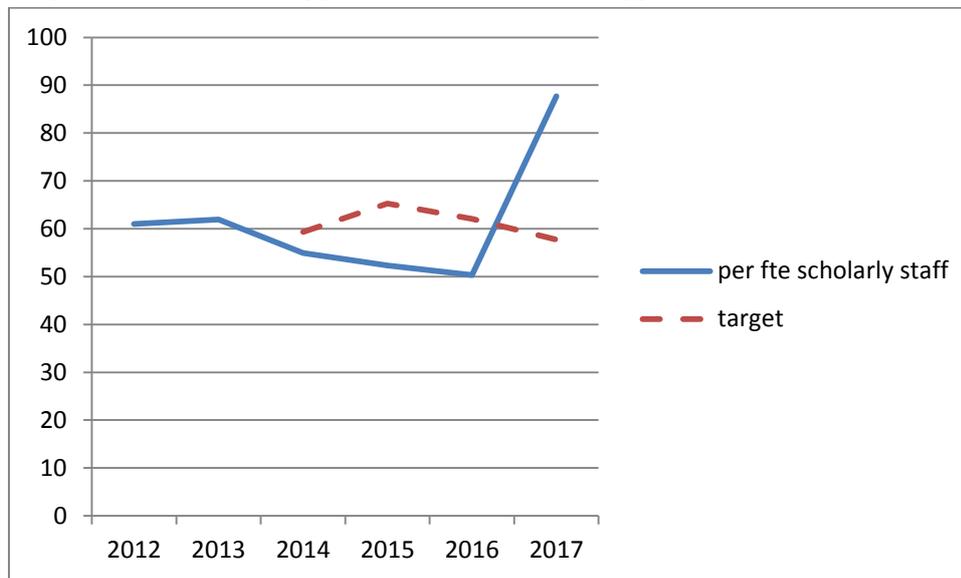
Graph 2. Weighed publications per fte research staff, Huygens ING, 2012-2017
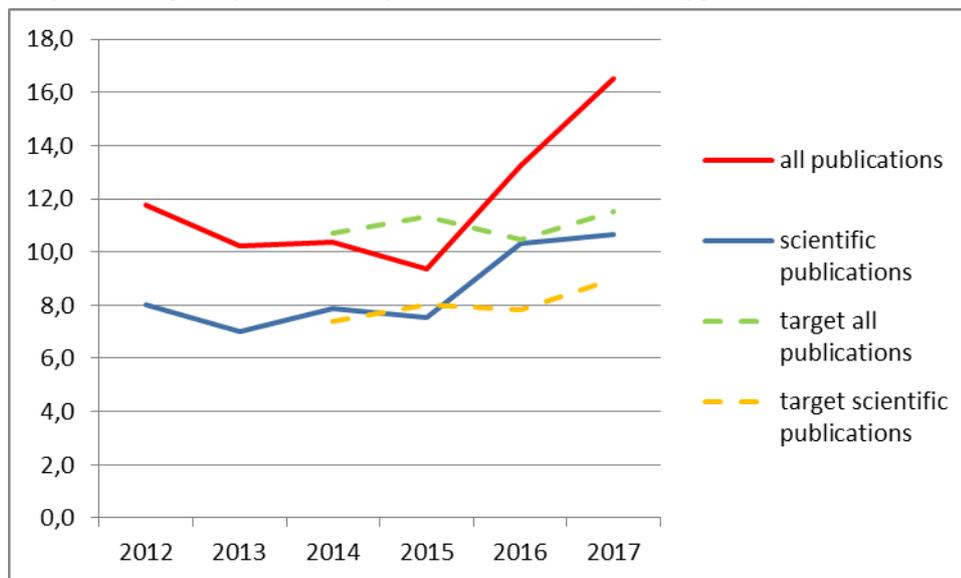
Key areas
To stimulate cooperation on research on themes that transcend the departments within the institute and the institutes within HuC, and to prioritise on which projects we spend scarce resources (money, IT time) in 2015 we defined five key areas, and a number of core projects within them (see visiestuk (in Dutch)). The key areas are:

1. *Governance of the Netherlands*, based on the strong tradition the Institute has in terms of administrative sources with often rich data and long data series, eminently suitable for research into essential developments in Dutch society and also suitable for new digital analyses, thanks to their serial nature. Core project: Resolutions of the States-General.
2. *Debate culture* focuses on development processes and the acceptance of knowledge, the formation of a canon, concepts and ideas in society and the mechanisms of control and authority. Debating

culture is being investigated from the early Middle Ages until the present, for example in science and literature, by means of correspondence or internet. Core projects: Marginal Scholarship, Republic of Letters, Riddle of Literary Quality.

3. *Innovative Editing* is where we experiment with the manifold innovations in editing. Core projects are a number of smaller but important experiments financed by the Academy as part of the research money granted when we formed the HuC (among them Text as Graph), the Edition of the Complete Works of W.F. Hermans, research into the works of Anne Frank and an edition of the letters and writings of Piet Mondrian.

4. *Impact of Circulation* was formulated as a project that links in with existing lines of research conducted by the HuC partners, studying the effect of migration and various types of networks. Core projects are the Republic of Letters, Migration to Australia, and the Dutch East India Company reports home (Generale Missiven).

5. *Infrastructure for digital Humanities* is another field where we cooperate closely with our HuC partners, and where we build the infrastructure which supports our research and that of others. Here we build our own infrastructure, which is integrated with Nederlab and CLARIAH.

Valorisation

Over the last couple of years Dutch research policy has increasingly focussed on valorisation, making science relevant to society. The Nationale Wetenschapsagenda (National Science Agenda) offers many links to our research, but there is no route or domain that fits well with the Institute's profile as a whole. Huygens ING produces numerous works that found their way to large audiences. The Van Gogh Letters were already published before the assessment period, but the updated website continues to draw a large number of visitors. New products of the project have been finding their way to international audiences: the Complete Edition was published in Chinese in 2016, a hefty anthology was published in Dutch, English and Norwegian in 2014, Italian in 2013, French in 2015 and Turkish in 2016. Els Kloeks *1001 vrouwen uit de Nederlandse geschiedenis* (1001 Women from Dutch History), a project started at the Institute, was voted the best Historical book by the Dutch public in 2016 in a competition organised by *Historisch Nieuwsblad.* Two volumes of the Complete Works of Willem Frederik Hermans are published yearly and find their way to numerous fans of the writer. In 2018 we will publish a World History of the Netherlands, which aims at presenting to a broad public the way historical research has become much more transnational and international. Over the last two years we also increased the number of popularising publications (see output indicators in appendices).

All in all we feel that we have reached our main targets in the past period. but the coming period will bring interesting new challenges.

SWOT

The MT of Huygens ING formulated the following SWOT for Huygens ING at the end of the 2012-2017 period and the start of the fresh one.

Strengths	Opportunities:
- Strong research staff, skilled in handling sources and texts - Large and good ICT department - Strong in Humanities research data (both staff know how and our collection of resources) - Digital Data Management department - Connecting resources, data knowledge, IT and research - Large scale infrastructure projects - Mix of disciplines - Forerunner in Digital Humanities - Continues to be innovative - International visibility	- Cooperation with heritage institutes - Knowledgeable about data and research - Humanities Cluster (size, resilience, cooperation) - Niche between digital hermeneutics and big data - HuC DH group - Digital Humanities in Netherlands in need of good research infrastructure - Merger between Social Sciences and Humanities within NWO - Staff rejuvenation from early 2020s
Weaknesses:	**Threats:**
- Combination of disciplines can only be explained historically - Limited age and ethnic diversity - External communication - Internal communication - Limited number of research figureheads - Limited number of personal research grants - National visibility - Valorisation, link with National Research Agenda	- Average age research staff; loss of skills imminent - Perception of Humanities in combination with commercial demands on research - Merger between Social Sciences and Humanities within NWO - Risks of overstretch - Tight labour market for IT staff - Work pressure felt by staff - Tight finances

Strategy for 2018-2023

We describe our plans at length in the [Institute programme 2018-2023](.).

Digital editions, digital source publications and digital infrastructures
Huygens ING will continue to build and offer in open access a coherent infrastructure for core disciplines in the Humanities. This infrastructure will consist of digital text editions and source publications in the fields of literature, history and history of science. We will also continue to experiment with new ways of making these data available to the scholarly community, especially those made possible by the digital turn. This infrastructure will be fully interoperable with and extend to the broader digital infrastructure for the Humanities, which we offer in the context of CLARIAH, of which Huygens ING is the "penvoerder" (Principal investigator, coordinator). In CLARIAH we cooperate closely with our fellow members of the KNAW Humanities Centre (Meertens Institute and IISH) and other academic institutions and universities, to build an infrastructure which truly can serve the purposes of a wide range of Humanities research. We see a specific role for Huygens ING in this. We find that specialised institutions like Huygens ING are better suited to build and maintain

infrastructure than university groups, which can less easily offer the continuity necessary to build, or to maintain infrastructure.

Analytical strengths: research and tools
Obviously, as a research institute, we will also continue to put resources in analytical research. Much of this will be related to and based on our editions and source publications. We have a tradition to uphold in research which is informed by our close reading of the sources. But the digital form in which our data become available nowadays also make possible forms of distant reading, and we will go forward in developing our capabilities in this approach. Our vision on infrastructure, including source publications, is that they have to be developed in close collaboration with analytical researchers, to ensure that they are tailored to the needs of researchers. This is all the more necessary now that technical possibilities change at a fast pace. As a research institute, we are engaged is analytical research for its own sake, but it also helps us in building a dedicated infrastructure.

Research focus: Dutch culture and history in its international context
Huygens ING will continue to focus in many projects on materials relevant to Dutch culture and history, and many of the texts and sources that we offer access to, will continue to be in Dutch. A primary focus on Dutch history and culture will not mean that our research projects are exclusively Dutch, and certainly not that they will be so in a parochial way. On the contrary, we will treat Dutch history and culture as intrinsically linked to international developments. This will for instance include documents in other languages relevant for Dutch culture and history (like Latin or French), contacts between the Dutch and foreigners, and translations from and into Dutch. We will also continue to let our intellectual curiosity take us into areas and matters that are not Dutch in any way, as we see intellectual curiosity as the primary driver of all scholarly research.

Requirements
In this effort, support by both our Information Technology Department and our Digital Data Management Department are crucial. Huygens ING already has one of the largest IT departments within the Humanities in the Netherlands, but we will combine forces with in the KNAW Humanities cluster with IISH and Meertens Institute, to increase the scale that we are working on. This will enable us to build on our interoperable generic CLARIAH Digital Humanities infrastructure custom tailored functionality for our research projects.
Digitisation has and will continue to increase enormously the amount of data that Humanities researchers can access to answer their research questions. At the same time, unlike in many other scholarly domains, in the historical disciplines scholars usually cannot create new data through experiments or surveys. The amount of historical data is by definition finite, and Humanities Scholars will want to return to older data sets and texts to query them with new perspectives, and to combine them with other data sets. This will add numerous interpretation layers on valuable data sets. To keep these complex data sets and the different views on them available and to document the provenance of data and annotation, we employ a dedicated team in the Digital Data Management Department. We see this as a strategic advantage.
Within the Humanities hermeneutics used to be based on close reading. Big data allow for and require new methods of distant reading, to visualise patterns in the data. Our approach to the management of large scale humanities data is based on data scopes, where we inform researchers on the curation data sets have undergone, and enable them to choose between or combine different annotation layers of the data. This will enable us to contribute to the development of hermeneutics for Digital Humanities.

Strategic cooperation
As stated, much of our analytical research is based on our own resources, but for several reasons, not all of our research is, and we do not strive for it to be. Firstly, one wants to answer research

questions from the best sources, regardless whose resources these are. Secondly, intellectual curiosity, good hypotheses, and the follow-up of previous research may push scholars to new questions and new sources. Thirdly, the methods that we develop may be more suitable for other resources, for instance digital data offered elsewhere, and we want to test our methods with the best possible sources.

Humanities research is increasingly becoming teamwork, where the necessary diversity of specialisms often results in cooperation of a number of individuals on the team. More and more we will see teams of humanities researchers, data specialists, and IT specialists, and teams of humanities scholars with different specialisations. We applaud this, both within our Institute and in cooperation with other research institutes and universities. A special form of cooperation exists with heritage institutes, among them a number of those with the richest holdings in the Netherlands. These are often working on making their holdings available to researchers in the most useful way. We are already cooperating with the National Archives and the National Library of the Netherlands, Literature Museum, the Van Gogh Museum, the Rijksmuseum and RKD Netherlands Institute for Art History. We aim to intensify this cooperation in the coming years.

We also are cooperating intensely with international partners in making available on line correspondences, developing infrastructure for digital research, handwritten text recognition and many individual, but sometimes large scale research projects. We also aim to develop this further. To do so we will form a consortium with similar institutions internationally.

One of the threats signaled in our SWOT is the fact that the set of disciplines within Huygens ING, Dutch history, Dutch literature, and History of Science/Knowledge, is not very self-explanatory. The combination with Dutch ethnology and linguistics within Meertens Institute could be the core of a research group devoted to Dutch Culture, Language and History. This also offers opportunities to carve out a specific niche in valorisation, and thus increase our national visibility. In 2018 we will explore such collaboration and debate what the best organizational form for it would be.

We have listed in our SWOT the closer cooperation with the social sciences both as an opportunity and as a threat. Competition for external funding may become even fiercer. But on the other hand cooperation is possible and in the field of infrastructure, where we try to realise as much interoperability as possible, even highly desirable.

Targets for the coming period
In our [working programme](#) for 2018-2023, we have formulated the following targets for the coming years.

The Huygens Institute for the History of the Netherlands (Huygens ING) aspires to be a central point for establishing the digital infrastructure for humanities in the Netherlands. In 2018-2023 Huygens ING will do so by:

- making scholarly text editions available and providing access to sources and other high-quality scientific content;
    - The volume is set to increase from 354 million to 407 million words (from 0,6 to 1,2 billion words, if we include as well associated data sets, for example in the context of CLARIAH),
    - from 50 to 60 data sets,
    - from 22 million to 110 million triples,
    - and from 0.5 terabytes to 2 terabytes of images
    - 15 editions and 4 data sets will be completed, including a few very substantial ones (Hermans, Erasmus).
- developing the digital infrastructure;

- In 2018, the images of the resources of Huygens ING are migrating to an IIIF repository.
- Pergamon Text will be delivered in 2018, Antioch in 2020, a series of research portals in 2022. Alexandria will become the standard text repository between 2020 and 2023.
- offering this content via websites and portals in ways tailored to research requirements;
- prolonging and reinforcing our prominent role in Digital Humanities;
- expanding the valorisation of the Institute, primarily in relation to the culture and history of the Netherlands;
- publishing in relevant (open access) media and raising external funding;
- publications and external funding to grow in line with the targets we laid down for ourselves.

We will also strive to become more equal, diverse and inclusive in terms of gender, age and nationality.

PhD Programmes

Huygens ING cannot grant doctoral degrees as an institution, but eight of the Institute's senior staff hold a professorship at one of the Dutch Universities, and they of course supervise PhD Students, both based at the Institute and elsewhere. They belong to the staff of the Institute when they are part of a funded project. Huygens ING facilitates the PhD trajects of these students, to enable them to finish their dissertation on time.

The background of PhD students is quite diverse. Most of them are hired in the context of an externally funded project based at the Institute. Some are guest researchers supervised by one of our professors, or write a dissertation in their free time. Especially younger PhD students follow the programme of one of the research schools. These offer courses and workshops, where PhD students can present outlines and chapters. Many universities offer similar courses, or oblige PhD candidates to follow them. We regard this as a responsibility of the supervisor.

Huygens ING has the following policies:
1. Tenured staff who do not hold a PhD, but show the ambition and the capacities to acquire one, are supported, mainly with time to devote to this goal.
2. (Potential) supervisors can get training for this task.
3. Senior staff are stimulated to act as supervisor.
4. Huygens ING maintains close relations all relevant research schools. This is especially true for the Research School Political History, which is based at Huygens ING. This means that meetings of their PhD students are often in-house. Our staff regularly teach there. But other research schools also employ us, for instance the NW Posthumus Research School for Social and Economic History.
5. Huygens ING has regular intervision meetings for young temporary staff, including trainees and volunteers, where issues like career planning, how to get your article published or how to land a PhD position are discussed.
6. Staff, both tenured and temporary and particularly PhDs, regularly participate in international scholarly conferences, preferably presenting a paper. This has increased considerably over the 2012-2017 period

Research integrity

All Huygens ING researchers, data specialists, and IT specialists bear a shared responsibility for maintaining scientific integrity and are expected to comply with the general principles of professional scientific conduct at all times. These issues are addressed in project meetings, in regular meetings of researchers with their project leader or head of department, and of PhD-students with their supervisors, and in the regular meetings of the management team. When research results deviate flagrantly from the prevailing scientific context, the policy is to discuss this in the above-mentioned meetings and to involve colleagues from different backgrounds to help check and double-check the results. Only after such checks have been performed will articles be submitted for publication in scientific journals, where further peer-review will take place.

Huygens ING has developed a Research Data Management Policy, based on the data principles of the Royal Netherlands Academy of Arts and Sciences. The policy describes how the Institute deals with all data that were created or gathered in Huygens ING projects and with data from external projects which are stored in the Huygens ING digital infrastructure. The policy will be evaluated yearly to make sure it conforms to best practices in data management and new developments in the digital humanities. The core principles adhere to what funding organizations and legal regulations require and agree with the FAIR principles: Findable, Accessible, Interoperable, Reusable. Furthermore, Huygens ING adds its own domain-specific elements.

Privacy-related and other ethical issues until now only very occasionally played a role in Huygens ING research, as is the case in much of the Humanities. With the advance of the digital humanities, however, such issues have become much more relevant and prominent. A new feature in some digital humanities projects are studies involving test subjects. This recently led to a dilemma when a journal to which a publication was submitted required a statement from an institutional ethical assessment committee, which Huygens ING nor the Royal Netherlands Academy of Arts and Sciences have. This will be solved by involving the relevant ethical assessment committee of the University of Amsterdam. Huygens ING consciously raises awareness of these issues, and is working towards clear guidelines for all researchers and other project members. This process has been started in the last two years and will be further developed in 2018-2023.

Huygens ING's guidelines in dealing with all issues surrounding integrity are The European Code of Conduct for Research Integrity 2017 (which has been translated into Dutch in 2018) published by **ALLEA**, the European Federation of Academies of Sciences and Humanities; the ALLEA E-Humanities Working Group also informs its policy, through the report Going Digital: Creating Change in the Humanities, 2015. The Netherlands Code of Conduct on Scientific Practice version 2014 published by VSNU, the Association of Universities in the Netherlands, The Singapore Statement on Research Integrity 2012, the Report Best Practices for Ensuring Scientific Integrity and Preventing Misconduct 2010 (OECD), the Memorandum on Scientific Research: Dilemmas and Temptations 2005 (second edition, KNAW), and the Memorandum on Scientific Integrity 2001 (Royal Netherlands Academy of Arts and Sciences (KNAW), Association of Universities in the Netherlands (VSNU), Netherlands Organisation for Scientific Research (NWO)).

The Royal Netherlands Academy of Arts and Sciences has a complaint procedure for reporting suspected violations of scientific integrity within its research organisation, which affords other parties the right to submit a complaint if an Academy employee has violated, or is suspected of having violated, the principles of scientific integrity. The complaint procedure is based on the procedure of the Association of Universities in the Netherlands as revised in June 2012.

Diversity

Huygens ING is concerned about its diversity and is working towards new guidelines how to address this issue. The strongest concern is ethnic diversity. We have only data on nationality. That Dutch literature and history are mainly studied by people who are fluent in Dutch is more or less logical, and this somewhat narrows the number of qualified foreigners. But even so, we consider it a low score that only four of the 80 employees, 5 percent, do not have the Dutch nationality. This can be explained by the fact - which is also problematic in its own right - that the research topics of the Institute mainly tend to draw researchers from a white ethnic background. Additionally, the Huygens ING IT department has experienced serious practical difficulties when it wanted to hire foreign staff members.

The Institute also recognizes an imbalance in age, with 41 percent of its employees in the age category of 55 and older. The smallest age group is the youngest: 12.5 percent is under 35. Age group 35-44 is represented by 24 percent and age group 45-54 by 22.5 percent of all employees.

Furthermore, the gender imbalance causes concern. Huygens ING has a total of 35 scientific personnel and 45 non-scientific staff, many of whom are IT developers. Overall, 35 percent of the employees identify as female and 65 percent as male. The imbalance is smallest in the group of researchers, with 43 percent female and 57 percent male. For non-scientific personnel 71 percent identifies as male and 29 percent as female. The gender distribution in higher management roles is no cause for concern with a 50-50 balance. This may inspire confidence for the future, were it not that in 2015-2017 the percentage of female employees has decreased. Careful attention is needed during the next years to ensure that gender diversity will not further decrease but rather increase.

The targets of Huygens ING are to increase the overall percentage of female employees and to increase ethnic diversity. It will try to achieve these targets in the following ways.
-**solving practical problems**: problems in hiring foreign employees will actively be addressed;
-**a change of tone in communication**: descriptions of vacancies will present the tasks and the Institute in a way that invites applications from persons from a diverse background; especially the IT department is actively looking for and experimenting with new ways to interest female employees in working at Huygens ING;
-**raising awareness**: recently a special task force for inclusivity and diversity was established with representatives from all HuC-partners. This task force aims to organize inspirational talks and workshops to help raise awareness about implicit bias, in the hope that this will change the basic outlook of all involved and lead to a more open and inclusive atmosphere in the institutes;
-**selection and appraisal committees**: Whenever feasible, Huygens ING gives the task of evaluating, interviewing and selecting new employees to committees that reflect the balance the Institute is looking for instead of reflecting the current imbalance;
-**tracking results**: the Huygens ING management team gets monthly updates on changes in personnel from the human resources department, and will keep track of the developments.

Appendices

Output indicators: selected indicators with evidence and text (Table D1)

	Research quality	Relevance to society
Demonstrable products	Average production per year of 10 scholarly text editions, 9 data sets, software, websites etc, 26 refereed articles, 9 books and 2 dissertations: Overview below in table and here. Infrastructural project: CLARIAH	Average production per year of 59 professional publications and 45 publications aimed at the general public. Overview below in table and here.
Demonstrable use of Products	Use of our online resources (see table below)	Van Gogh Letters translated in many foreign languages

Use of our online resources (see table below) |
| Demonstrable marks of recognition | Stichting Praemium Erasmianum Study prize (2012) and Heineken young historian prize (2014) for Irene van Renswoude.

Five yearly prize for the study of older Language, Literature and Culture in the Low Countries of the Royal Academy of Dutch Linguistics and Literary Studies (Flanders) for Herman Brinkman in 2014.

Election of Karina van Dalen-Oskam as chair of the European Association for Digital Humanities and of the Association of Digital Humanities Organisations

Yearly on average 24 invitations to give invited or key note lectures. | *1001 vrouwen uit de Nederlandse Geschiedenis* voted best history book ever by the public in 2016

European Design Award for Literatuurmuseum.NL, the website that is co-produced by Huygens ING and Literatuurmuseum in 2016

Hugo 's Jacob and Huib Zuidervaart made Ridder in de Orde van Oranje-Nassau in 2017 in recognition for their scholarly work at Huygens ING. |

Unique visitors to Huygens ING websites

	2012	2013	2014	2015	2016	2017
www.biografischportaal.nl		186.000	167.000	196.000	172.300	203.700
www.bntl.nl	19.800	18.100	17.200	15.000	13.250	11.600
www.dbng.nl	85.000	54.600	60.800	69.000	49.200	
www.dwc.knaw.nl	22.200	23.800	20.700	22.000	21.000	19.000
www.historici.nl			45.650	60.000	52.000	54.500
www.textualscholarship.nl	11.500	13.900	13.700	10.000	6.400	7.000
www.vangoghletters.org.nl/vg		175.000	206.350	230.000	236.800	330.850
www.huygens.knaw.nl	33.400	31.400	31.699	35.666	38.311	39.317
wfhermansvolledigewerken.nl	4.200	10.100	10.300	10.400	9.300	7.100
resources.huygens.knaw.nl	399.200	516.700	364.700	377.000	358.500	350.400

Research staff (Table D3a)

	2012 #	2012 FTE	2013 #	2013 FTE	2014 #	2014 FTE	2015 #	2015 FTE	2016 #	2016 FTE	2017 #	2017 FTE
Huygens ING												
Scientific staff (1)	34	29,9	36	31,6	32	28,1	31	28,1	31	27,9	29	26,2
Post-docs (2)	6	3,9	6	3,3	5	2,0	5	2,2	5	3,7	5	4,3
PhD Students (3)	3	3,0	3	3,0	5	4,7	3	3,7	2	2,0		-
Total research staff	**43**	**36,8**	**45**	**37,9**	**42**	**34,8**	**39**	**34,0**	**38**	**33,5**	**34**	**30,5**
General Support staff	35	25,3	31	24,3	32	25,7	19	15,0	16	12,3	5	4,3
IT and (from 2015) DDM staff	19	14,3	14	9,8	13	9,3	24	20,7	39	32,7	40	32,4
Total staff	**97**	**83,0**	**90**	**80,5**	**87**	**79,2**	**82**	**77,8**	**93**	**88,0**	**79**	**76,4**
Visiting fellows	10	6,6	16	8,5	18	9,4	17	8,1	18	9,5	16	9,2

Visiting fellows are not counted with Total staff, as we do not ask them to register their publications in our system. Neither do we expect publications from our support staff.

Main categories of research output (Table D3b)

	2012	2013	2014	2015	2016	2017
Huygens ING						
Scholarly text editions	11	10	4	14	5	13
Scholarly data set, database, software, website	4	10	5	3	21	9
Refereed articles	30	19	35	21	30	20
Non-Refereed articles	9	6	6	2	4	2
Books	14	14	7	4	7	8
Book chapters	39	31	37	30	27	35
PhD theses	2	2	2	2	2	1
Conference Papers	5	1	13	19	32	37
Professional Publications	83	66	57	28	55	65
Publications aimed at the general public	40	48	19	27	29	106
Total publications	**237**	**207**	**185**	**150**	**212**	**296**

Detailed results are available on our research publications, teaching and presentations, and other products.

Financing structure (Table D3c)

	2012 K€	/FTE	%	2013 K€	/FTE	%	2014 K€	/FTE	%	2015 K€	/FTE	%	2016 K€	/FTE	%	2017 K€	/FTE	%
Huygens ING																		
Funding:																		
Direct funding (1)	5.051	66	69%	5.070	70	68%	5.020	72	72%	5.212	75	75%	5.239	67	76%	5.521	69	67%
Research grants (2)	519	7	7%	372	5	5%	346	5	5%	958	14	14%	1.002	13	14%	1.730	22	21%
Contract research (3)	1.084	14	15%	1.769	25	24%	1.326	19	19%	630	9	9%	548	7	8%	783	10	10%
Other (4)	643	8	9%	207	3	3%	240	3	3%	190	3	3%	140	2	2%	162	2	2%
Total funding	**7.297**	**95**	**100%**	**7.418**	**103**	**100%**	**6.932**	**99**	**100%**	**6.990**	**100**	**100%**	**6.929**	**88**	**100%**	**8.196**	**103**	**100%**
Expenditure:																		%
Personal costs	5.744	75	82%	6.064	84	85%	5.849	84	87%	5.825	84	85%	6.112	78	86%	6.060	76	69%
Other costs	1.238	16	18%	1.065	15	15%	857	12	13%	1.017	15	15%	957	12	14%	2.713	34	31%
Total expenditure	**6.982**	**91**	**100%**	**7.129**	**99**	**100%**	**6.706**	**96**	**100%**	**6.842**	**98**	**100%**	**7.069**	**90**	**100%**	**8.773**	**110**	**100%**
Surplus/Deficit	315			289			226			148			-140			-577		

PhD Candidates (Table D3d)

Enrolment Starting year	Enrolment (male / female) M	F	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 #	%
T-8=2010											
T-7=2011		1	1	1	100						
T-6=2012	1	1	2	1	50					1	50
T-5=2013											
T-4=2014		2	2	1	50					1	50
Total				**3**	**60**					**2**	**40**

List of the unit's five most important scientific publications and/or other scientific outputs in the past six years

M. 't Hart, *The Dutch Wars of Independence. Warfare and Commerce in the Netherlands 1570-1680*. Londen: Routledge, 2014.

Henk Nellen, *Hugo Grotius, A Lifelong Struggle for Peace in Church and State, 1583-1645*, Leiden, Boston: Brill, 2014

P.J. van Cruijningen, 'Dealing with drainage: State regulation of drainage projects in the Dutch Republic, France, and England during the sixteenth and seventeenth centuries', *The Economic history review*, Vol. 68, No. 2 (2015), 420-440.

Charles van den Heuvel, 'Mapping Knowledge Exchange in Early Modern Europe: Intellectual and Technological Geographies and Network Representations', *International Journal of Humanities and Arts Computing* 9.1 (2015), 95–114 DOI: 10.3366/ijhac.2015.0140

J. B. Herrmann, K. H. van Dalen-Oskam & C. Schöch, 'Revisiting Style, a Key Concept in Literary Studies', *Journal of Literary Theory* (2015), 25-52 https://pure.knaw.nl/portal/en/publications/revisiting-style-a-key-concept-in-literary-studies(a520e4a5-3f33-455f-a299-0d6d0b461cb6).html

Herman Brinkman and Ike de Loos, *Het Gruuthuse-handschrift Hs. Den Haag, Koninklijke Bibliotheek, 79 K 10* Hilversum: Verloren 2015 2 vols.

List of the unit's five most important societal publications and/or other societal outputs in the past six years

CollateX (important software with considerable international impact: https://collatex.net/about/)

Kloek, E.M. (Editor), *1001 Vrouwen uit de Nederlandse geschiedenis.* Nijmegen: Vantilt, 2013

The Chinese edition of the Van Gogh letters, see https://www.vangoghmuseum.nl/en/news-and-press/press-releases/all-van-goghs-letters-translated-into-chinese

Ron H Guleij & G.J. Knaap (eds.), *Het Grote VOC Boek*. Zwolle: W Books, 2017 also translated as *The Dutch East India Company Book*

De Bosatlas van het Nederlandse voetbal M.J. van Gent (Contributor) Wolters-Noordhoff, 2017