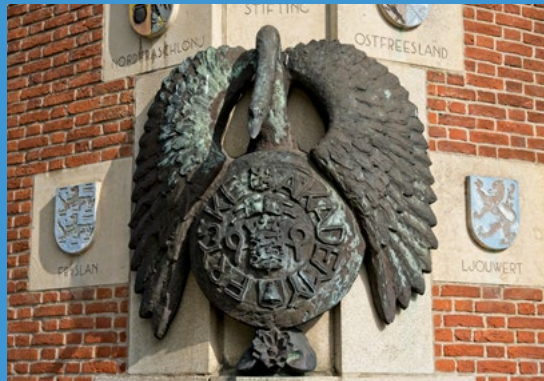


SELF-EVALUATION REPORT

2020-2023



Self-Evaluation Report

2020 – 2023

Fryske Akademy

A future-oriented network institution, conducting, sharing, and facilitating scientific research on the Frisian case from an international and multidisciplinary perspective.



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1. Introduction

The Fryske Akademy is the academic research institute for the Frisian case, rooted in Frisian society and operating in the international academic world. As a future-oriented network institution, we conduct, share, and facilitate scientific research on the Frisian case from an international and multidisciplinary perspective, and we have done so for 85 years.

This self-evaluation¹ and the audit on 4 June 2024, for which it is compiled, come at the right time. The Fryske Akademy is two years into its ambitious and future-oriented Strategic Plan 2022-2027 ([Appendix C.3](#)). The multidisciplinary Research Agenda for 2023-2027 has been launched ([Appendix C.4](#)). At the start of 2024, a committee installed by the Royal Netherlands Academy of Arts and Sciences (KNAW) presented an advisory report on the Future of Frisian Studies (hereafter: KNAW report, [Appendix C.5](#)), which underlines the crucial role of the

Fryske Akademy as the key institute for Frisian Studies, safeguarding fundamental research and providing sustainability to this academic field on a national and international scale.

Together, these developments signal a period of renewed dynamism and cooperation within the Fryske Akademy and our broader network, aligning with our projections in the Strategic Plan 2022-2027. As this evaluation will highlight, we are proud of the steps we have taken in recent years and the resilience the institute has shown. Our strategy is starting to bear fruit, reflecting our response to the recommendations made in the Taskforce Report ([Appendix C.1](#)), drawn up by an independent committee commissioned by the Province of Fryslân in 2019.

1.1. The Self-Evaluation Report

This self-evaluation adheres to the Dutch Strategy Evaluation Protocol 2021-2027 (SEP), aiming to evaluate the institutes' strategies across three key domains: Research Quality, Societal Relevance, and Viability. Additionally, it incorporates four aspects – Academic Culture, Open Science, HR Policy, and PhD Policy and Training – which support these domains to varying degrees.

The report is presented as a narrative composed of three parts. The first part describes the Organisation, our Mission, and our Strategy; the second and largest delves into our Achievements and Developments; and the third highlights our Viability. Case studies ([Appendices B.1- 4](#)), output ([B.5-6](#)), and facts and figures ([A.1-3](#)) are presented as appendices.

Since our last audit in 2015 and the previous self-evaluation, the 2020 Midterm Review ([Appendix C.2](#)), the institute has undergone significant changes, notably a reorganisation

¹ *The self-evaluation was conducted by an internal committee: Marit Bijlsma (chair), Fenna Bergsma, Hanno Brand, Eduard Drenth, Jelske Dijkstra, Inge Heslinga, Han Nijdam and Peter van der Meer.*

in 2019-2020 under the guidance of an interim director. Therefore, the current audit primarily addresses the strategic developments from 2020 to 2023, taking into special consideration the advice from the 2019 Taskforce. The primary insights gained were:

- the necessity to enhance the quality and international visibility of our academic publications;
- the importance of focusing more on 'big stories' about Fryslân that appeal to a broader audience;
- the need to strengthen interdisciplinary collaboration within the Fryske Akademy;
- the necessity to increase ICT capacity and more closely align it with scientific work;
- the importance of renewing the academic staff and improving the gender balance within the academic staff.

In 2021, a new director was appointed, who guided the launch of the Strategic Plan 2022-2027 and the Research Agenda 2023-2027. These initiatives, significant milestones within the evaluation period, will serve as the core focus of this evaluation.

1.2. Summary and a Petition for Recommendations

The self-evaluation highlights the Fryske Akademy's mission-driven approach. The Fryske Akademy has shown remarkable resilience in achieving financial stability and creating momentum for its research. We have successfully doubled our academic staff, enhanced diversity, fostered greater synergy among the various disciplines within the institute and attracted new expertise. Our peer-reviewed publication output has also doubled. We have increased collaboration with other knowledge institutes and stakeholders, expanded our network with new academic and societal partners ([Appendix A.2](#)), and focused particularly on establishing sustainable partnerships for digital infrastructure ([Appendix B.1](#)). Furthermore, we have positively redefined our image and visibility, effectively communicating the stories of Fryslân and clarifying our stance as a research institute.

Ongoing efforts include securing more permanent staff positions, attracting and retaining talent, enhancing our internal communication, and ensuring the further development and sustainability of our research infrastructure partnerships. We see potential for growth here and would, therefore, request the audit committee to

specifically consider the following in their audit:

- *Impact*: considering our research agenda, current partnerships and collaborative projects, network of guest and affiliated researchers, conference organisation, and commitment to open-access and peer-reviewed publications, which further measures could meaningfully extend our influence in relevant research fields and increase the visibility of our research within the academic community?
- *Recognition and Rewards*: considering our commitment to staff development, more permanent staffing, and talent development, what further steps can we take to structure recognition and rewards, especially in terms of individual career progression? What strategies could help provide individual security while maintaining the flexibility necessary for a relatively small institution?
- *Viability*: with financial stability established, stakeholder relationships positively managed, and our academic and societal networking role expanding, we recognise the increasing importance of collaboration. We focus on our strengths while allowing our partners to leverage theirs. However,

acknowledging the evolving needs of our stakeholders and the competitive landscape for funding initiatives, how can we reinforce our independent standing in the future while enhancing our vital networking role, which involves guest and affiliated researchers, working groups, members, and public knowledge providers?

→ *Sustainability*: having built important research infrastructures for digital data and tools and having partnered up with regional, national and international entities (such as Common Lab Research Infrastructure for the Arts and Humanities (CLARIAH), Instituut voor de Nederlandse Taal (INT), KNAW Humanities Cluster (HUC), Cultural Heritage Agency (Rijksdienst voor het Cultureel Erfgoed, RCE), Omrop Fryslân, Tresoar, Humain'r) to further develop and implement these infrastructures, we have positioned digital language infrastructure as a critical area requiring Provincial and National Government support. This commitment is set to be formalised in the upcoming Intergovernmental Agreement on Frisian Language and Culture (Bestjoersôfspraak Fryske Taal en Kultuer, BFTK), as outlined in the legal framework. Additionally, we have implemented data management plans

and protocols in accordance with the FAIR principles to enhance the sustainability of our data and infrastructure. Given that funding for maintenance and enhancement remains non-structural and incidental, how can we improve the longevity of our digital data and infrastructures?

2. Organisation, Mission, and Strategy

For 85 years, the Fryske Akademy has been regionally, nationally, and internationally recognised as the centre of expertise for the Frisian language, the language situation in Fryslân, and Frisian history, culture, and heritage, positioning it at the heart of Frisian studies. In fact, it is the only institute where fundamental research into these topics is assured. An example of such fundamental linguistic research is the project on Frisian Verbal Inflection (Appendix B.4).

2.1. Mission

Founded in 1938, our institute's initial aim was *to sustain a working community dedicated to conducting research on Fryslân*. This mission has largely remained unchanged, but to better reflect the changed academic and societal landscapes, it was rearticulated in 2022 as *conducting, sharing, and facilitating scientific research on the Frisian case from an international and multidisciplinary perspective as a future-oriented network institution*. Our primary task is to conduct high-quality research with tangible impact whilst remaining deeply integrated within society. We believe that conducting high-level academic research and collaborating with partners to promote knowledge utilisation best serves the community.

The Mercator European Research Centre on Multilingualism and Language Learning, part of the Fryske Akademy, plays a key role in European projects, providing scientific information on language learning and applied comparative research on Frisian and other minority regions. The Mercator European Research Centre's mandate is to bring Fryslân to Europe, and Europe to Fryslân.

2.2. Organisational Structure

Following the 2020 reorganisation, the Fryske Akademy adopted a flat organisational structure. As of 2023, it comprises 34 FTE staff, including 18.25 FTE scientific staff, 10 FTE scientific support staff, and 5.75 FTE support staff, with 8.89 FTE of the scientific staff being permanent and 9.36 FTE temporary.

The director, who also has research tasks, is the sole hierarchical figure. Recognising the value of distributing responsibility throughout the organisation and fostering personal development, functional managers were appointed in late 2023, with project leaders managing daily operations in the project teams.

The director is supported by a Management Team (MT) of two staff members responsible for Finance & Facilities and Strategic Collaboration & Research Funding. The latter role was introduced in December 2022 to enhance our capacity in these areas and develop further strategies for collaboration and funding. Programme Coordinators (PCs) advise the MT and oversee research activities and the development of the Research Agenda. Currently, there is one PC with a historical focus, with plans to appoint two additional PCs with linguistic and digital humanity profiles in 2024. These PCs will operate as a flexible team across the organisation and explicitly not as domain leads, to maintain our flat structure and interdisciplinary approach.

In addition to our staff, the Fryske Akademy's working community includes interns, volunteers, guest researchers, affiliated researchers, appointed members, and donating supporters. Our volunteer interest groups, or 'Wurkferbannen' (working groups), epitomise a longstanding tradition of societal engagement. These groups serve as platforms for citizen science and knowledge exchange. In 2023, nine Wurkferbannen were active across the fields of agronomy, archaeology, biology, genealogy, heraldry, linguistics, literature, maritime history, and public lectures (see also [Chapter 3.3 Societal Relevance](#)).

2.3. Governance, Stakeholders, and Legal Framework

As an independent legal entity, the Fryske Akademy's continuity is overseen by a supervisory board consisting of a chair, two academic members, and two societal members. These are appointed in accordance with the protocols of two of our key stakeholders: the Province of Fryslân and the Royal Netherlands Academy of Arts and Sciences (KNAW). We hold annual progress meetings with these stakeholders.

The relationship with the KNAW is described as an 'affiliation light', in which the Fryske Akademy benefits from the KNAW's infrastructure. With

the Province of Fryslân, we have our primary funding relationship; our structural funding comes jointly from the Province and the Ministry of Education, Culture, and Science (Ministerie van Onderwijs, Cultuur en Wetenschap, OCW), albeit through the Provincial fund. The provincial and national governments share the responsibility for preserving the scientific study and knowledge infrastructure of the Frisian language and culture. The Fryske Akademy is designated as the principal academic institute for this purpose in the Administrative Agreements ('Bestuursafspraken') renewed every five years between the two governments. The agreement for 2024-2028 is in the final stages of preparation, with both governments committing to continue the financial support for the Fryske Akademy and recognising its essential role as the designated research institute for the Frisian Case.

The agreements reflect the conventions that underscore the significance of our institute. The 2013 'Use of Frisian Act' (Wet gebruik Friese taal) and proactive provincial policies on language and culture, alongside the European conventions on minority languages, including the 1996 European Charter for Regional or Minority Languages ratified by the Dutch government, are particularly significant for the status of Frisian in

academia.

Given that Frisian is a living minority language spoken in the Netherlands and Germany, and considering Frisian history's deep entanglement with Dutch and European (regional) history, our research topics receive broad support nationally and internationally. Our work contributes to various academic disciplines, scientific discourses, and societal debates. Within the Province of Fryslân, the Fryske Akademy collaborates with a wide range of partners in the domain of Frisian language and culture, aiming to amplify the impact of our research by aligning it with other initiatives and sharing our expertise. On a national level, we partner with universities and knowledge institutions, notably the Universities of Groningen, Utrecht, and Amsterdam for joint tenure tracks, chairs, and PhDs, and with INT and KNAW Humanities Cluster for our digital language and history infrastructures.

Internationally, we engage actively with European partners in Horizon 2020 programmes and collaborate on projects with our East and North Frisian counterparts (more on this in Chapter 3).

2.3.1. Staffing

The Fryske Akademy staff (Appendix A.1) is divided into three categories: scientific staff, scientific support staff, and support staff. The Fryske Akademy has focused on expanding its scientific staff and fostering staff development to enhance research capabilities and ensure future resilience. From 2020 to 2023, the number of research staff grew from 12.1 FTE (15 individuals) to 18.25 FTE (24 individuals), within a total staff of 34 FTE (see *Table 1: Total number scientific/scientific support staff (FTE), 2020-2023* for more details). In 2020, a significant portion of the scientific staff was between 55 and 64 years old (with an average age of 54) and

predominantly male, comprising 13 researchers, of whom 3 were female. By 2023, the number of female researchers increased to 9 out of 24, and the average age decreased to 46. These changes were facilitated by the reorganisation, our strategic policy, and a €1 million grant from the Province of Fryslân to attract new talent. These steps, recommended by the Taskforce to rejuvenate the staff and improve gender balance, have led to the diversification of research lines, as reflected in the Research Agenda. Additionally, these measures have been instrumental in successfully acquiring funding for new projects, notably a Veni and a Rubicon grant.

2.3.2. Strategy

With the Strategic Policy Plan 2022-2027 (Appendix C.3), the Fryske Akademy is dedicated to enhancing its partnership working, dynamism, and strengthening its position. Our strategy revolves around four interconnected pillars: profiling, acquisition, collaboration, and organisational development. The SMART objectives defined under each pillar for the years 2022-2027 highlight the collaborative nature of our work, where each colleague plays a unique role. The Fryske Akademy thrives on the diversity and complementarity of roles and competencies within its community, fostering collaboration and solidifying its status as a network institute. Detailed strategies for each pillar are being created throughout the plan period until 2027, with some initiatives already showing success. The profiling strategy focuses on noticeably boosting our visibility and recognisability through three main efforts: increasing academic output, expanding (international) public outreach and media engagement, and establishing a clear research profile through the launch of a research agenda. Part of this strategy includes enhancing Open Access. These objectives, set for 2023, are on track to being reached. Our goal is to create an organisation-wide culture of successful project acquisition, closely linked with organisational development. To

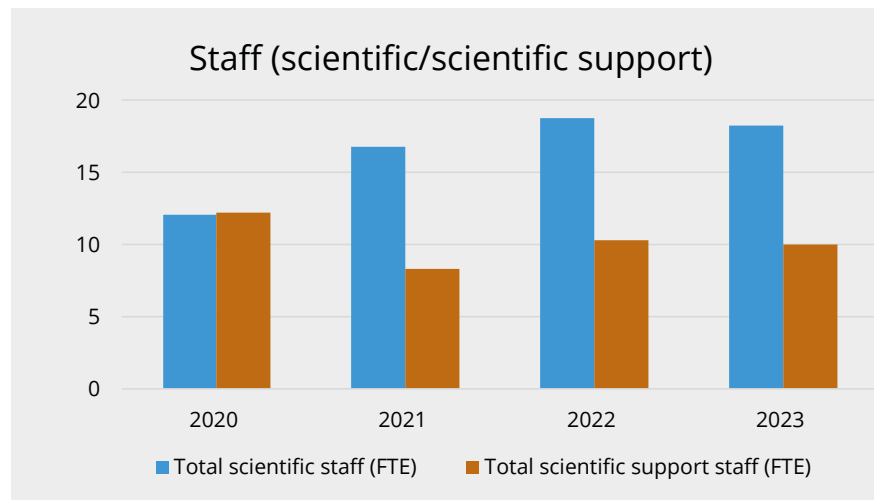


Table 1: Total number scientific/scientific support staff (FTE), 2020-2023

support this culture, we have set an ambitious target of €1.25 million in external funding by 2027. Efforts to reach this goal include investment in staff development (particularly for Early Career Researchers), talent attraction in collaboration with universities, match funding, and the planned introduction of fellowships. By boosting our capacity to generate revenue, we aim to sustain and expand fundamental research. Our collaboration strategy's core principle is to leverage our strengths and partner with others who excel in their areas, aiming to collectively make a greater impact. The objective is to strengthen our role as a network institute and serve as an anchor in both the national and international academic ecosystem and the regional knowledge and outreach ecosystem. In line with our mission, this collaborative effort spans three levels across disciplines: within the organisation, with regional public and knowledge partners, and with national and international academic partners. A key internal objective is promoting interdisciplinary cooperation through our flat organisational structure and research agenda. Our overarching aim is to utilise our network to advance research, education, and cultural preservation in Frisian Studies. Organisational development is an ongoing process, with particular attention to the personal development of our staff, implementing

new working methods, enhancing internal communication in the post-reorganisation structure, re-aligning the non-staff elements of our community (i.e., *Wurkferbannen*), and fostering digital sustainability from 2022 to 2027.

The KNAW report ([Appendix C.5](#)) acknowledges that through this strategic approach and the resulting Research Agenda, the Fryske Akademy has demonstrated effective leadership and active ownership in responding to the Taskforce's recommendations and the inherent challenges of Frisian Studies.

3. Achievements and Developments

To assess the effectiveness of our strategic approach, we have analysed the progress made towards the goals for 2022-2023, outline ongoing developments, and focus on areas such as research quality, societal relevance, academic culture, HR and PhD policy, and digital research infrastructure and language tools. The output overview ([Appendices B.5, B.6](#)) lists the used output indicators.

3.1 Strategic Policy

3.1.1. Profiling

3.1.1.1. Research Agenda

In September 2023, the Fryske Akademy officially launched its Research Agenda ([Appendix C.4](#)) for the next five years. This agenda is the result of extensive sessions involving all our researchers and some external stakeholders, centred on the future of our study of Frisian culture, languages, and history from both diachronic and synchronic perspectives. It offers a balanced, representative, and realistic overview of our collective and broad research ambitions, building on our current expertise while also clearly identifying areas we wish to cultivate in the near future.

3.1.1.2. Publications

To reinforce our standing as a recognised scientific institute with societal impact, the objective was to publish an average of three publications per academic FTE, with two being peer-reviewed ([Appendices B.5, B.6](#)). In 2023, with 18.25 FTE, the organisation produced 95 publications across societal, scientific, and digital formats, surpassing our target. However, the number of 30 peer-reviewed articles fell slightly short of our goal. This discrepancy can be attributed to two factors: 1. the 18.25 FTE not being fully dedicated to research, with a greater than anticipated portion taken up by teaching, managerial tasks, press, editorial activities, and committee work, which are crucial for organisational and individual development; and 2. some peer-reviewed publications have been accepted or are in print

but not yet published. Despite this, the number of peer-reviewed articles shows a positive trend (see also [Chapter 3.2. Research Quality](#)).

3.1.1.3. Events

The Fryske Akademy enhances its visibility and influence by hosting symposia and conferences for regional, national, and international professionals and academics ([Appendix B.5](#)). We exceeded our goal to average two conference contributions per scientific FTE and to organise or contribute to eight public events. Among the successful academic events was the Frisian Humanities Conference in 2022 ([Appendix B.3](#)), which created a peak in presentations in 2022 (see *Table 2: Talks and presentations, 2020-2023*). On the public events front, the annual 'Akademydei' is a key event that engages a wider audience. Additionally, the 'Akademylezingen,' a lecture series organised by one of the Fryske Akademy's volunteer associations, with typically six sessions over three days, attracting 90 to 100 attendees each (see *Table 3: Events organised by the Fryske Akademy, 2020-2023*).

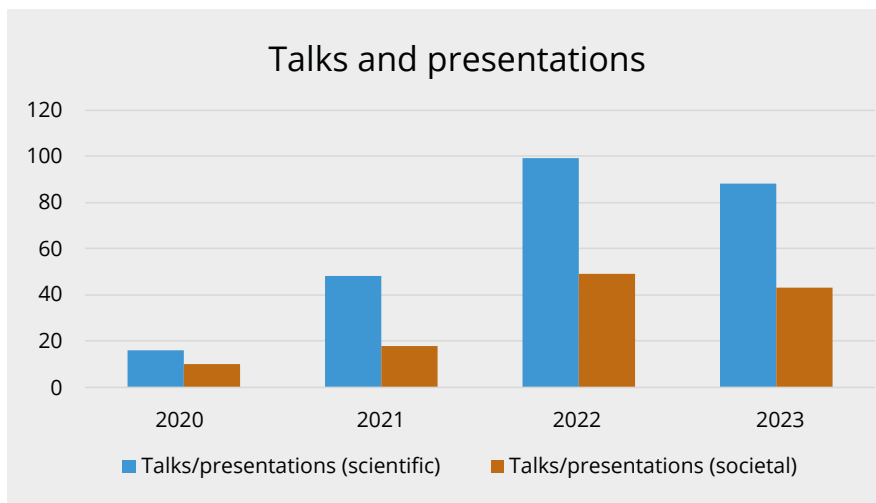


Table 2: Talks and presentations, 2020-2023

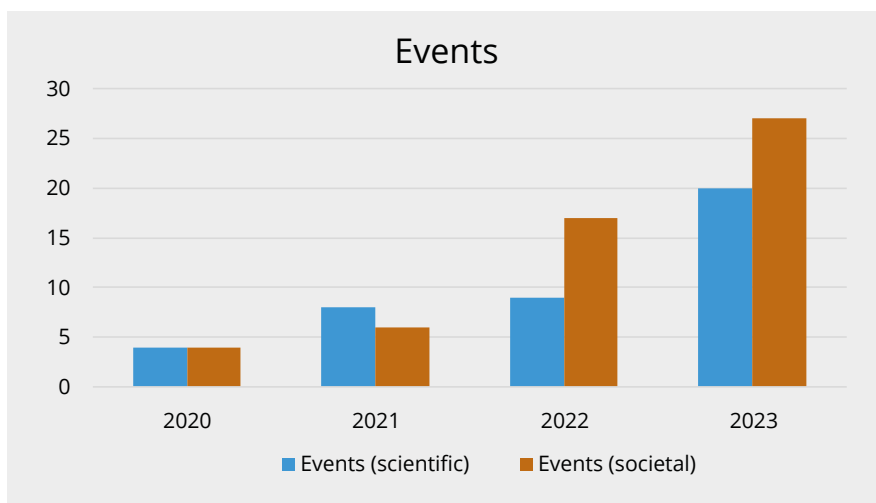


Table 3: Events organised by the Fryske Akademy, 2020-2023

3.1.1.4. Websites and Website Visitors

The Fryske Akademy has significantly boosted its online presence. Four larger websites are considered the Fryske Akademy's main information platforms: Frysker (formerly Taalweb), HisGIS, Mercator, and the Fryske Akademy website. Visitor statistics for the latter two have shown a considerable increase of 40% on average between 2021 and 2022. However, a change in software and internal servers obscured the website statistics in 2023. The new website, to be launched in the summer of 2024, aims to restore visitor statistics.

In 2023, the Fryske Akademy introduced Frisistyk.nl, a new online journal for Frisian Studies, in collaboration with Neerlandistiek.nl.² This journal welcomes contributions from professionals and others dedicated to Frisian Studies and is run by an editorial board.

3.1.1.5. Social Media

The Fryske Akademy's followers on social media channels have increased by 34% on LinkedIn, 11% on X/Twitter, and 7% on Facebook between

² <https://neerlandistiek.nl/frisistyk/> and <https://neerlandistiek.nl/2023/08/binnenkort-frisistyk-nl/>

2021 and 2023. Mercator, which operates its own social media channels, saw increases of 74% on LinkedIn, 29% on X/Twitter, and 4% on Facebook. Both entities have also started Instagram channels recently, though it is too soon to report statistics for this platform.

3.1.1.6. Newsletters

The Fryske Akademy launched a monthly digital newsletter in 2023, enhancing its regular communication channels and further engaging its community of supporters while attracting new audiences. The newsletter's mailing list has attracted over 1000 subscribers in less than a year. Mercator's monthly newsletters for the Mercator Network have maintained a mailing list of over 2000 subscribers since 2007.

3.1.1.7. Media Coverage

The Fryske Akademy aspires to be recognised in Europe as the centre of expertise on the Frisian case and to make the region proud of this unique institution. Initially targeting foreign media attention at least twice a year, the Fryske Akademy surpassed its goal with 33 foreign articles by the end of 2023 (Appendix B.5), thanks to successful international collaborations such as the 'Saterland Frisian language project' (see Table 4: Press/media: degree of recognition, 2020-2023). The Fryske Akademy places great value on the

use of the Frisian language and on multilingual communication in general. All our communications are primarily in Frisian, with press releases being bilingual (Frisian, Dutch) by default. Online news and our websites are made available in three languages (Frisian, Dutch, and English) to ensure general accessibility. When a project's content allows, products are also presented in Frisian, as seen with the ENROPE project and the augmented reality game Babelar from the VirtuLApp project.

A notable achievement, facilitated by our proactive profiling strategy, is the increased visibility and explicit branding of our contributions to the

field (such as chairs, lectures, and infrastructure) as Fryske Akademy products. The enhanced recognition is a positive force, positioning the institute as an important partner and 'place to go'.

3.1.2. Acquisition

3.1.2.1. Acquisition Strategy for the Upcoming Years

The newly designated role for Research Funding and Strategic Partnerships at the Fryske Akademy has developed and implemented an acquisition strategy in 2023, expected to yield results from 2024 onwards. This strategy was developed through discussions with researchers

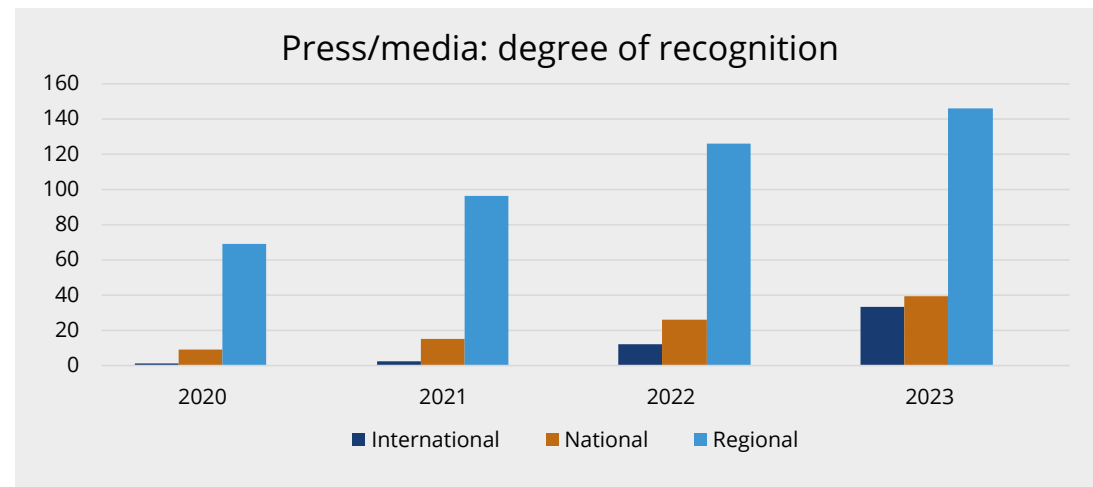


Table 4: Press/media: degree of recognition, 2020-2023

and programme coordinators, alongside a comprehensive review of individual work plans, unfolding along three lines:

- *Personal*: focus on funding schemes that can either attract new talent or help the career development of current researchers. This includes personal grant applications and mobility grants such as Rubicon, NWO Talent Programme (with the funding instruments Veni, Vidi and Vici), European Research Council (ERC), and Marie Skłodowska-Curie Actions, as well as smaller start-up grants that can increase the chances of securing a personal grant later on.³ Tailored personal funding strategies are developed by regularly discussing individual work plans with the researchers.
- *Project*: identification of promising project plans requiring funding, especially those new ideas generated within the research agenda's framework. Special emphasis is placed on

³ Examples are the 'KNAW Early Career Partnership Grant' (www.knaw.nl/fondsen-en-prijzen/knaw-early-career-partnerships) or the award a researcher obtained in 2023, the RUG/Campus Fryslân Science Award (www.rug.nl/cf/events/upcoming-events/wetenschapsprijs-2023).

projects in the field of digital infrastructure, aiming to match specific project ambitions with the most suitable funding opportunities and adapting project plans to meet these opportunities' criteria.

- *Programme*: in collaboration with the programme coordinators, management seeks to identify funding opportunities that align with the researchers' ambitions, thus actively promoting these opportunities within the organisation.

Through these strategic efforts, the Fryske Akademy is now methodically planning to capitalise on various research funding and development opportunities (Appendix A.2). The focus is on securing personal grants, with the potential to submit two Veni grant applications in 2024. The organisation recognises the opportunity for researchers to progress towards Vidi or ERC applications and is exploring funding avenues through initiatives such as NWO Open Competition-XS for fundamental and unrestricted research, which could lead to larger-scale applications. In terms of project ideas, the organisation is actively monitoring potential opportunities and considering interdisciplinary projects that align with its research agenda. The organisation is actively scouting for opportuni-

ties and engaging with partners to address the acknowledged need in the digital infrastructure domain.

Two scenarios currently limit our acquisition potential: researchers not yet having suitable CVs (e.g., not meeting the promotion date criteria set by the funding agencies) or being fully committed to existing projects. The Fryske Akademy aims to address these challenges by investing in personal development, implementing organisation-wide capacity planning, and creating new vacancies.

3.1.3. Collaboration

3.1.3.1. Dutch Research System

The Fryske Akademy has anchored itself more firmly in the Dutch research system by joining national research schools such as LOT (linguistics), N.W. Posthumus Institute (for economic and social history), and OSL (Literary Studies). Additionally, the Fryske Akademy participates in the Common Lab Research Infrastructure for the Arts and Humanities (CLARIAH). Our connection with the Dutch Language Institute (INT) has been strengthened, and HisGIS (Appendix B.1) has grown into a national facility, now embedded within the KNAW Humanities Cluster. These last two developments ensure a more sustainable digital infrastructure.

A particular way in which we have integrated into the university landscape is through academic chairs, by co-hosting PhD candidates, and with a tenure track. At the moment, we facilitate these chairs: a 0.2 FTE Frisian component within the chair of Germanic language and literature at the University of Amsterdam and a sociolinguistics chair of 0.2 FTE with a special focus on Frisian on the basis of a secondment agreement at Utrecht University. Discussions about additional chairs are in progress. Moreover, our specialists are frequently invited as guest lecturers. Following the KNAW report's recommendations, we anticipate great opportunities for expansion in this area and have started conversations with several universities to explore potential collaborations.

To ensure the development of future chair holders, the Fryske Akademy and the University of Groningen have launched a joint tenure track for an assistant professor. This initiative, which predates the KNAW report, exemplifies our proactive approach to fostering the sustainability of the field.

3.1.3.2. *Projects and International Collaboration*

Since 2020, the Fryske Akademy has engaged in collaborations outside the Netherlands with over 50 universities, research centres, companies, cultural institutions, and communities across twenty countries ([Appendices A.3a, A3b](#)). On top of that, individual researchers at the Fryske Akademy have international networks spanning various disciplines, with details available on our website. The Mercator European Research Centre is crucial in connecting the Fryske Akademy with European partners, extending beyond multilingualism and language learning fields. It stands alongside the European Centre for Modern Languages of the Council of Europe as one of two partners with a robust working relationship with the European Union in the field of minority language policy, as highlighted in the EU language policy factsheet.⁴

In 2020, Mercator joined the LITHME Network (Language in the Human Machine Era), focusing on the ethical implications of emerging language

technologies. This COST Network (European Cooperation in Science and Technology) is funded through the EU Framework Programme Horizon 2020. Mercator has been a longstanding associate member and steering committee member of the Network to Promote Linguistic Diversity (NPLD), which comprises national and regional governments, universities, and associations. In 2023, Mercator joined the NPLD University Network (UniNet), focusing on national minorities, multilingualism, minority languages, language rights, language policy, and language education.

New partnerships have been forged, for instance with the Western Norway University of Applied Sciences on the 'Multilectal Literacy in Education' project in 2020, comparing the Norwegian language situation with that of Frisian. Collaborations have also extended to the United States in the Marie Curie - Research and Innovation Staff Exchange (RISE) mobility project COLING, involving the Smithsonian Institution in Washington, D.C., the University of North Carolina at Chapel Hill, and Yale University.

⁴ 'Achievements: Policy developments and support for research on languages'. In: Renard, Olivier Y.A. & Milt, Kristiina, *Fact Sheets on the European Union: Language policy (2023)*.

Collaborations with Frisian institutes in Germany have intensified, with the potential for joint projects. A fruitful partnership with the Ostfriesische Landschaft focuses on an early medieval Frisia exhibition, culminating in 'The King Radbod Exhibition', set to be hosted by the Fries Museum in 2026. Special attention is paid to neighbouring institutes such as the Nordfriisk Institut, the Niedersächsische Institut für historische Küstenforschung (NIhK), and the Christian-Albrecht University of Kiel. Intensive contacts have been maintained with universities and museums in Wales, England, Germany, and Denmark regarding the early medieval North Sea region and legal traditions, highlighting our Old Frisian studies flagship. Networks such as Across the North Sea and Voices of Law, along with participation in the Sachsensymposium, secure Fryske Akademy's presence in these scholarly fields. As one of the few institutes still dedicated to Old Germanic studies, we see an important task here.

3.1.3.3. Local and Regional Partnerships

In 2021-2022, at the behest of the Province of Fryslân, the provincially-funded knowledge institutions specialising in Frisian language and culture participated in the 'Gearwurkingstrajekt Fryske Taal en Kultuer' (GFTK), with the Fryske

Akademy serving as its vice-president.⁵ The resulting knowledge agenda was approved by the Provincial Council of Fryslân in November 2022. Plans to continue working with these partners are in place for 2024, both within the framework of this initiative and through separate partnerships. Through ongoing meetings with entities such as Tresoar and Afûk, opportunities for collaboration are continuously sought, demonstrating a commitment to strengthening the regional network. Additionally, the Fryske Akademy is a founding partner of the regional 'TalentHub' project, which is set to be established in Leeuwarden. This initiative aims to attract international talent and bolster the academic and innovation climate in Fryslân.

3.1.4. Organisational development

In its transition to a stable and flexible network institute, the Fryske Akademy has made significant progress since its reorganisation, now taking further steps to improve efficiency and effectiveness. Aiming to foster greater collabora-

⁵ Afûk, Fryske Akademy, Planbureau Fryslân, NHL Stenden University of Applied Sciences, University of Groningen, RUG Campus Fryslân, Tresoar, Cedin, Fers, Fries Museum, SFBO, University of Amsterdam.

tion across the organisation, enhance self-sufficiency, and facilitate better communication while maintaining autonomy, the Fryske Akademy collaborated with 'Het Zuiderlicht' in 2021 to devise a plan. This plan explored balancing autonomy and accountability within a flat organisational structure through effective internal communication. It revealed that an entirely flat approach inadvertently led to a dependency on the director and unofficial hierarchical perceptions. To address this, functional leaders have been appointed to oversee various aspects, which include hosting guest researchers, interns, volunteers, and doctoral candidates.

In 2022, the organisation encouraged staff to pursue training, underscoring a commitment to personal development and skill enhancement. Despite an initial increase in individual training participation, numbers fell below target in 2023. To address this, the Fryske Akademy plans to offer in-house mandatory training (with two courses scheduled for 2024) and, through discussions with functional leaders, to develop Personal Development Plans starting in 2024 as part of the annual HR conversation cycle reintroduced in 2023.

Strategic Personnel Planning (SPP) began in 2023 with the help of an external advisor, evaluating

if the current workforce is future-ready after the organisational changes, and identifying opportunities for personal and organisational growth. Given the requirement to keep 25% of the scientific staff on temporary contracts due to past inflexibilities, the Fryske Akademy faces the challenge of fostering a solid scientific community amidst short-term funding and part-time contracts. Despite these challenges, the value placed on collaboration, especially with university-affiliated researchers, means part-time contracts remain valuable. The goal is to invest in employees' career paths while retaining the necessary flexibility.

The Taskforce and KNAW reports highlighted the absence of a 'mid-career' researcher group as a significant challenge for sustaining Frisian studies. The Fryske Akademy is addressing this by seeking to invest in early-career researchers, both independently and with partners. Planned temporary fellowships for early and mid-career researchers, set to be announced in 2024, are one of the initiatives towards achieving this goal.



3.2. Research Quality

The Fryske Akademy has committed itself to enhancing the quality and international visibility of its academic publications. Since the last audit, there has been a strategic shift towards publishing in top international journals and offering open access to these articles without neglecting the Frisian and Dutch-language academic journals. In addition, our staff continues to publish books (monographs, dictionaries, and text editions), articles in conference volumes, and chapters in edited volumes. The development of digital research tools and infrastructure remains a spearhead, serving both historical and linguistic research and underscoring the multidisciplinary nature of our institute.

3.2.1. Publications

Publication output (Appendices B.5, B.6), particularly in peer-reviewed journals, remains a classical measure of research quality. Since 2020, the Fryske Akademy has seen a significant increase in the number of peer-reviewed articles published:

Articles, peer-reviewed; ERIH-plus	2020	2021	2022	2023
Articles, peer-reviewed, ERIH-plus	11	11	19	18
Articles, peer-reviewed, relevant	3	1	0	1
Articles, peer-reviewed, other	2	1	4	11
Total	15	13	23	30

The collaborative nature of these publications is noteworthy, with a majority co-authored with national and international partners. This collaboration reflects the Fryske Akademy's vision as an open network institute that facilitates knowledge exchange and interdisciplinary research.

Articles, peer-reviewed; co-authors national-international	2020	2021	2022	2023
Articles, peer-reviewed, national co-author	3	1	6	5
Articles, peer-reviewed, international co-author	3	4	6	8
Articles, peer-reviewed, other	9	8	11	17
Total	15	13	23	30

3.2.2. Externally Funded Projects

Externally funded projects ([Appendix A.2](#)) are crucial to the Fryske Akademy's research quality initiatives, enriching Frisian studies and promoting innovative research methodologies. From 2020 to 2023, the Fryske Akademy managed an average of 25 externally funded research projects annually.

Notable achievements include receiving a KNAW Early Career Partnership Grant and Mercator's project VirtuLApp being awarded second prize in Nuffic's European Language Label contest 2021, which celebrates innovative language learning techniques and intercultural awareness initiatives in Europe. Furthermore, the game developed in VirtuLApp won the Belgian Henry van de Velde Award 2022 in the Digital Product category. Another testament to our research quality is one of our researchers winning the 2023 Wetenschapsprijs RUG/Campus Fryslân (RUG/Campus Fryslân Science Award).

3.3. Societal Relevance

The Fryske Akademy works in the belief that all we do is of societal relevance. Our fundamental research underpins other initiatives, and our applied research directly contributes to societal needs ([Appendix B.4](#)). Without this research, Frisian language tools, historical exhibitions,

school curricula, and public outreach would not be possible. Our strategy involves disseminating and implementing our unique knowledge as a network institute in partnership with other institutes and engaging the public in our research. We are refining our communication strategy and establishing a designated role supporting citizen science and the 'Wurkferbannen' with a dedicated plan crafted in 2023 to enhance this approach.

On the international stage, the Fryske Akademy is recognised for its contributions to multilingualism, language policy, and digital tools for minority languages. Through Mercator, the institute offers invaluable expertise to policymakers and others on language learning, standardisation, and linguistic diversity by actively participating in networks and undertaking commissioned projects, thereby becoming a partner of the European Commission. An example of a research project with societal impact is New Speakers ([Appendix B.2](#)).

The Fryske Akademy has significantly expanded its already strong societal engagements, evident from the increased number of talks, presentations, and workshops it conducts on societal topics. This newly-gained adaptability, coupled with momentum from the new research agenda,

enables the institute to effectively explore the main themes of Frisian history, language, and culture, which have a strong appeal to the general public, in a critical and scholarly manner – these are the 'big stories' of Frisia.

The development of the language tool Frysker (frysker.nl) in 2020/2021 marks a significant milestone. Created in collaboration with partner companies, Frysker offers a range of language aids for the Frisian language, including dictionaries, spelling, translation, and grammar information. Its service-oriented architecture allows for the seamless integration of new or improved data, and it has garnered widespread usage and appreciation, particularly among government organisations and educational institutions. In 2023, Frysker was enhanced with a rhyme dictionary feature that provides users with full and half rhyme words. It was consulted over 5000 times in 2023.

We cherish our societal role as the go-to institute for queries on the Frisian language and history because of our flexibility and openness. We address queries from members of the public, citizen scientists, other institutes, politicians, and policymakers. Such inquiries range from assistance with a Frisian text for a tombstone, advice on gender-neutral pronouns in Frisian for

the LHBTIQ+ community, to recommendations for national policies on Frisian Studies. This role was highlighted by our invitation to speak in the House of Representatives on Academic Research in the context of the new Intergovernmental Agreement (BFTK) in October 2023.⁶

3.4. Academic Culture, HR- and PhD policy

3.4.1. Diversity, openness, and inclusivity

Diversity, openness, and inclusivity have been focal points in revitalising the academic culture at the Fryske Akademy, as highlighted by our efforts towards age and gender diversification. Inclusivity is further embraced within our trilingual work environment. While Frisian remains the primary language, and colleagues are encouraged to learn through the courses offered, all our materials are also available in Dutch and English. An internal diversity work-group developed a diversity statement, which is now published on our website and included in all job postings. A feedback culture training

⁶ *Commissievergaderingen: Rondetafelgesprek, Bestuursafpraak Friese Taal en Cultuur (12 October, 2023). Tweede Kamer der Staten-Generaal. www.tweedekamer.nl/debat_en_vergadering/commissievergaderingen/details?id=2023A06021.*

course is planned to nurture an open academic environment.

3.4.2. Research Integrity and Open Science

The Fryske Akademy upholds research integrity and the principles of open science, values considered fundamental across our institution. All employees, both scientists and support staff, share the responsibility of upholding our collective scientific integrity, aligning with the principles and guidelines set by the KNAW. The Fryske Akademy endorses the 2018 Netherlands Code of Conduct for Research Integrity, fostering the core principles of honesty, care, transparency,

academic independence, and responsibility.

Although the Fryske Akademy does not have its own ethics review committee, it collaborates with external ethics committees, such as that of Campus Fryslân, to ensure adherence to ethical standards. Data Management Plans underscore our commitment to data accessibility, with a focus on making research data available to other researchers in compliance with privacy and copyright regulations. Our dedication to open science is also evident in the development of open-source software and the provision of free language tools.

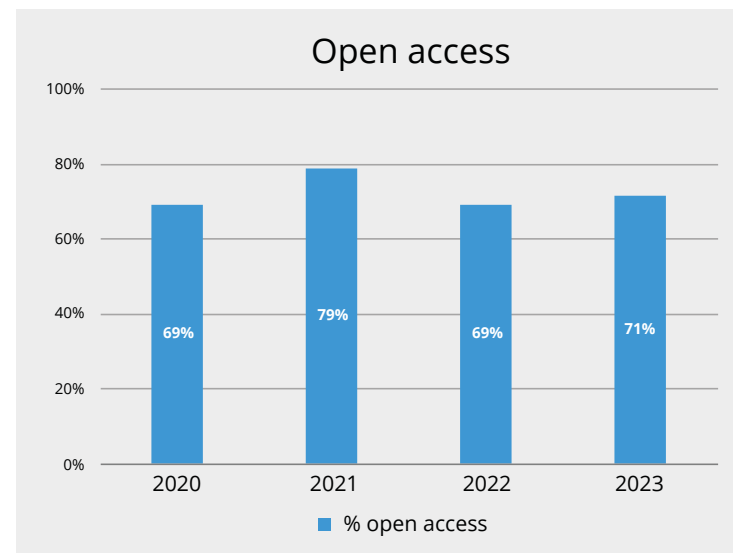


Table 5: Fryske Akademy open access publications (percentage), 2020-2023

The development of the *Poarte ta it Frysk*, 'Portal to Frisian' (frisian.eu), is underway, aiming to centralise Frisian language data, tools, and services in accordance with the FAIR principles. Efforts are made to publish academic articles with direct open access when feasible. In 2023, 71% of our publications were open access (see *Table 5: Fryske Akademy open access publications (percentage), 2020-2023*). A dedicated budget has been allocated to further increase open-access publication.

3.4.3. PhD Policy and Strategy

3.4.3.1. Strategic Objectives

As part of our strategic objectives, we aim to consistently engage five PhD researchers in our flagship research themes, in order to foster a robust foundation and ensure sustainability for the field with future researchers. Currently, we have three PhD candidates across various research areas:

- Mark Raat in Human and Environmental Studies/History and Heritage since January 2021;
- Martijn Kingma in Language and Multilingualism since July 2022;
- André Looijenga in Language and Multilingualism/History and Heritage since September 2023.

To address key research gaps and support the ongoing advancement of our research priorities, we plan to recruit three more PhD candidates in 2024-2025:

- A PhD candidate with a project on Old Frisian (Language and Multilingualism/History and Heritage);
- A PhD candidate focusing on multilingualism (Language and Multilingualism);
- A PhD candidate focusing on culture and identity (History and Heritage).

3.4.3.2. Supervision and Quality Control of 'In-house Candidates'

Supervising and ensuring the quality of PhD trajectories involves a collaborative effort between the university and the Fryske Akademy, with the Fryske Akademy's supervisor playing a pivotal role. We embrace this responsibility, recognising that the day-to-day supervision typically falls within our purview, given the close connection of PhD candidates to the Frisian context. An annual review and development interview with the PhD candidate is conducted by a management team member other than the supervisor to underscore the value of ongoing assessment and support. The training and supervision plan complies with the guidelines

of the respective university, ensuring alignment with established standards of academic rigour.

Flexibility surpassing the mandates of collective labour agreements characterises the Fryske Akademy's approach to the size of appointments, ranging from 1.0 to 0.6 FTE, with due consideration for the individual circumstances of PhD candidates. Consequently, project durations may extend beyond the standard four years. We encourage PhD candidates to spend at least one day per week in university activities, participating in courses offered by national research schools and benefitting from programmes run by the KNAW. Universities play a central role in providing educational opportunities, focusing on career development, Academic English proficiency, and supervisory management skills.

3.4.3.3. External PhDs Supervised by Employees of the Fryske Akademy

- Phat Do (University of Groningen/Campus Fryslân)
Supervisors: Dr Matt Coler (University of Groningen/Campus Fryslân), Dr Esther Klabbers (Readspeaker), Dr Jelske Dijkstra (Fryske Akademy/Mercator). Start date: 2020, on the speech synthesis for minority languages, particularly Frisian.

- Marvin Wiegand (Vrije Universiteit)
Supervisors: Prof. Mr Jan Hallebeek (Vrije Universiteit, promotor), Prof. Dr Mr Hylkje de Jong (Vrije Universiteit, co-promotor), Dr Han Nijdam (Fryske Akademy, co-promotor).
On the influence of ecclesiastical and Roman law on the development of Frisian law in the late Middle Ages. Manuscript successfully defended in 2023.

- Raoul Buurke (University of Groningen)
Supervisors: Prof. Dr Martijn Wieling (University of Groningen), Dr Remco Knooihuizen (University of Groningen), Dr Wilbert Heeringa (Fryske Akademy/University of Groningen).
On recent sound changes in regional languages in the north and East of the Netherlands. The data is analysed with large-scale statistical models based on phonetic transcriptions.

- Reihaneh Amooie (University of Groningen)
Supervisors: Prof. Dr Martijn Wieling (University of Groningen), Dr Matt Coler (University of Groningen/Campus Fryslân), Dr Jelske Dijkstra (Fryske Akademy).
Start date: February 2023, on speech recognition for minority languages, particularly Frisian.

- Maartje A.B. (Radboud University)
Supervisors: Prof. Dr Dolly Verhoeven (Radboud University), Dr Chris van Bochove (Utrecht University) and Dr Hanno Brand (Fryske Akademy).
On communication patterns between Dutch Hansa towns (14th-16th century).

- Mary Alyousef (Utrecht University)
Supervisors: Prof. Dr Hans van de Velde (Fryske Akademy/Utrecht University), co-promotores Anne-France Pinget (Utrecht University/Fryske Akademy), Ellen-Petra Kester (Utrecht University), Jolle Demmers (Utrecht University).
On Language Vitality in the context of Violent Conflict. A case study of Syriac in Syria and Europe.

- Abe de Vries (guest researcher at Fryske Akademy/Utrecht University)
Supervisors: Prof. Dr Hans van de Velde (Fryske Akademy/ Utrecht University), Prof. Dr Goffe Jensma (University of Groningen).

In addition to PhD candidates, the Fryske Akademy also hosts interns and supervises their theses for a number of Master and Research Master students, contributing to future PhD possibilities.



3.5. Digital Research Infrastructure and Language Technologies

As indicated in the 2019 Taskforce report, maintaining a Digital Infrastructure (DI) for the Frisian case is one of the core tasks of the Fryske Akademy. We define Digital Infrastructure as the interplay of focused components that preserve and disclose Frisian data and yield digital solutions, primarily for researchers but also for the general public.

Our strategic goal is to enhance, secure, and sustain our DI. Still, we are facing challenges in sustaining adequate ICT capacity for developing high-quality tools and data amidst competition for ICT staff and securing lasting funding, given that most DI developments are project-driven. This means that the development of technologies mostly depends on external, project-specific funding. Our strategy, therefore, integrates research and ICT capacity, partnership collaboration, generating support for and raising awareness of infrastructure needs, and identifying funding opportunities.

In this respect, the Fryske Akademy has been working on a language API and several Frisian corpora and language research tools, listed below and accessible via frisian.eu. This portal is a resource for developers and

researchers seeking tools provided by the Fryske Akademy. The creation of this language API for Frisian marks a culmination of extensive efforts in standardising language data, resulting in a central entry point for diverse applications such as [Frysker.nl](https://frysker.nl) and the oersetter-app (a mobile translation app). Tools such as Visible Vowels (a pronunciation trainer and analyser available at www.visiblevowels.org), Visible Consonants, and LED-A have been instrumental in variationist sociolinguistic research, with LED-A being utilised by scholars worldwide. Collaboration with partners such as the INT has resulted in the development of Frisian Corpora, allowing researchers to explore texts from runes to modern Frisian. For modern Frisian, we have developed a pipeline that annotates text using UDPipe and then generates a corpus query system.

Next to text processing and language technology, the Fryske Akademy engages in speech technology developments. The Frisian-Dutch Automatic Speech Recognition (ASR) System has been enhanced through collaboration with the Centre for Language and Speech Technology (CLST, Radboud University Nijmegen) and Humain'r, a Fryslân-based AI company working on speech technology. This ASR employs speech and language models trained on Frisian data,

with models tailored for subtitling meetings of governmental organisations in Fryslân. We participate in a PhD study at the University of Groningen on Frisian speech technology and another at University of Groningen/Campus Fryslân on Frisian text-to-speech (TTS), aiming to develop a Frisian computer voice with minimal training data as a model for high-quality TTS for other low-resource languages.

Two examples of our successful efforts to ensure the sustainability of DI include the successful embedding of HisGIS ([Appendix B.1](#)) within the HUC as part of CLARIAH actions and the subsequent commitment of the RCE to next-phase funding, and the explicit commitment to digital language infrastructure in the forthcoming Intergovernmental Agreement (BFTK).

While collaboration is clearly bearing fruit and is the way forward, it also introduces challenges related to ownership and rights, diminished in-house knowledge, greater distance between development and research, and increased management needs. These obstacles are currently being mapped in order to develop appropriate policies. In this process, the Fryske Akademy continues to evolve as a learning organisation.

4. Viability

The viability of the Fryske Akademy is interpreted as the capability to sustain our successes and to capitalise on the identified growth areas. This requires financial stability and strategic alignment with the world around us. To map this, both a SWOT analysis and our financial prospects are presented, alongside a projection of future developments.

4.1. SWOT-analysis

Strengths	Weaknesses
→ Recognition and expertise in Frisian studies; a unique position	→ Limited executive capacity for increasing visibility and outreach
→ Strong community engagement and broad support; a longstanding tradition as a 'household name'	→ Partial dependency on external funding and political programmes
→ Dedicated and loyal workforce	→ High proportion of temporary contracts compared to permanent contracts
→ Effective collaboration with stakeholders	
→ Interdisciplinary research approach	→ Size limitations affecting academic standards and relevance, and competitiveness for funding
→ Vital role in language and research infrastructure maintenance	→ Limited ICT capacity

Opportunities	Threats
→ Regional collaboration opportunities	→ Difficulties in attracting and retaining talent
→ National momentum for Frisian Studies, with insights from recent reports	→ Temporary nature of additional funding from the provincial government and lack of indexation
→ Using our lumpsum funds as match funding	→ Project funding not conducive to sustainable fundamental research and infrastructure maintenance.
	→ Susceptibility to political dynamics

We try to mitigate the external threats by leveraging our strengths. By forming partnerships with other institutes, showcasing our expertise and unique capacity for fundamental research, building personal development paths, encouraging innovation, and seizing interdisciplinary opportunities, we work hard to attract and retain talent from a broader range of backgrounds, thereby diversifying our funding prospects. With opportunities for further collaboration and the reinforcement of Frisian Studies in general, as outlined in the KNAW report, we are using our unique position to safeguard fundamental research. The KNAW report shows that by advocating the value of fundamental research and illustrating its connection to applied research and societal benefits, we have managed to establish fundamental research as a recognised area for political investment.

4.2. Financial Prospects

The positive financial realisation over 2020-2023 allows the Fryske Akademy to make substantial investments in alignment with our strategic goals over the coming years.

Figures x € 1,000	Realisation				Prospects		
	2020	2021	2022	2023	2024	2025	2026
Central government	1,559	1,559	1,582	1,665	1,734	1,734	1,734
Province of Fryslân	1,163	1,272	1,235	1,299	1,352	1,352	1,352
<i>Total lump sum funding</i>	<i>2,722</i>	<i>2,831</i>	<i>2,817</i>	<i>2,964</i>	<i>3,086</i>	<i>3,086</i>	<i>3,086</i>
External project financing	1,147	1,152	1,080	1,106	1,000	853	771
Target to acquire	0	0	0	0	270	400	500
Matching out of lump sum	-324	-275	-288	-260	-253	-260	-267
<i>Total project financing</i>	<i>823</i>	<i>877</i>	<i>792</i>	<i>846</i>	<i>1,017</i>	<i>993</i>	<i>1,005</i>
Other financing	193	148	219	182	140	140	140
Total income	3,738	3,856	3,828	3,992	4,243	4,219	4,231
Personnel costs	2,734	2,558	2,995	2,937	3,483	3,461	3,443
Material costs	679	1,086	733	821	802	775	763
Total costs	3,413	3,644	3,728	3,758	4,285	4,236	4,206
Operating result	325	212	100	234	-42	-17	25

Through scenario planning and the Strategic Personnel Planning tool, we align our financial capacity with our strategic aims to inform investment choices for the upcoming years. Our project funding currently relies partly on Provincial funds and the Fryske Akademy Fund.

We see this as an opportunity to build capacity for securing competitive funding from National and European programmes, using lump sum and regional project funds to attract bigger grants. The acquisition strategy developed in 2023 is designed to reach the external funding targets (see *Table 6: External project financing, 2020-2026*).

4.3. Future Developments

With the present momentum for Frisian Studies, a unique opportunity emerges, and a recognised necessity emerges to continue on our mission and strategic path. This involves paths of collaboration, creating a stronger presence, broadening the field of Frisian Studies, and attracting new talent from diverse backgrounds into our field. The KNAW report highlights the importance of having that presence, breadth of Frisian Studies, and room for fundamental research for the sustainability of the field.

While these aspects are already integrated into our strategic plan, there is evident potential and willingness from various parties to form further partnerships with universities through chairs, joint tenure tracks, and guest lecturers. If the KNAW's recommendations are embraced by funders, allocations should be made to ensure this will be possible while preserving the capacity for fundamental work.

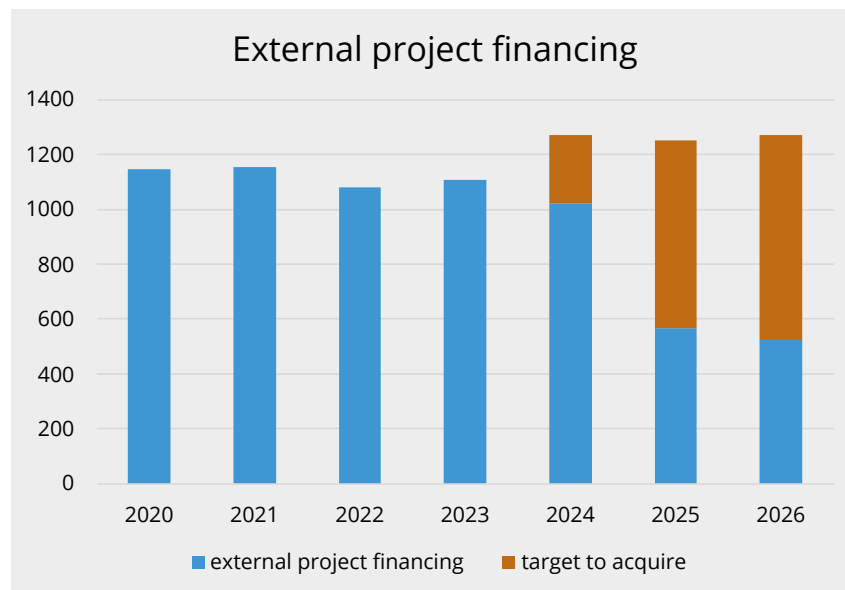


Table 6: External project financing, 2020-2026

A notable opportunity is the proposed installment of a Board of Frisian Studies, with the Fryske Akademy as its secretary and designated funding for securing new personnel, teaching opportunities, and fundamental research. This inter-institutional partnership between universities with Frisian Studies components and the Fryske Akademy would provide a great opportunity to further secure our central position in the network. As a first step, the Fryske Akademy has proactively reached out to potential partners to explore how such a board could be set up in the foreseeable future.

The Fryske Akademy is also perfectly positioned for the changing academic culture, which increasingly values recognition and rewards, teamwork, multidisciplinary, societal impact, and citizen science over traditional metrics of academic excellence such as the number of peer-reviewed publications. Although navigating this dual mission and the associated stakeholder investment can be challenging, we view it as a privileged position and are committed to supporting both aspects concurrently.

Anticipating a wave of retirements among researchers in the coming years, we are strategically planning to tailor our workforce to meet future demands and align with our research lines. Initiatives such as the creation of fellowships represent a long-term investment in the viability of the institute and the field at large and in securing future competitive funding.



5. Conclusion

As stated earlier, the Fryske Akademy is on a mission. Throughout its 85-year history, the institute has shown remarkable resilience. During this period, the appreciation of the societal and academic relevance of Frisian Studies has experienced fluctuations. However, thanks to the unrelenting efforts of the Fryske Akademy, recognition of the importance of the Frisian case is resurging both nationally and internationally, as highlighted in the recent KNAW report.

The Fryske Akademy has always excelled in societal relevance. The recommendation to invest more in academic research excellence has been embraced and will continue to be pursued without losing sight of our societal impact.

In summary, since 2020, the Fryske Akademy has successfully transitioned into a new era, making positive strides along the strategic pathways,

and clearly recognising both the opportunities and challenges that lie ahead. Equipped with this renewed energy and momentum for its mission, the Fryske Akademy is well-prepared to navigate the future of Frisian studies within national and international contexts. The institute welcomes guidance from the audit committee to further excel in its tasks in the upcoming years.

Appendices

Facts and Figures 2020-2023

Appendix A.1 Staff Developments

Total number scientific staff

	2020	2021	2022	2023
Total scientific staff <i>FTE</i>	12,1	16,81	18,78	18,25
Total scientific staff <i>Headcount</i>	15	23	25	24
Total scientific support staff <i>FTE</i>	12,2	8,3	10,30	10,00
Total scientific support staff <i>Headcount</i>	15	10	13	13

Total number scientific staff: permanent staff and temporary staff

	2020	2021	2022	2023
Total permanent scientific staff <i>FTE</i>	9,55	9,08	8,69	8,89
Total permanent scientific staff <i>Headcount</i>	12	13	11	11
Total temporary scientific staff <i>FTE</i>	2,59	7,73	10,1	9,36
Total temporary scientific staff <i>Headcount</i>	3	10	14	13

Male/female ratio scientific staff

	2020	2021	2022	2023
Total scientific staff female <i>FTE</i>	2,3	6,7	6,28	6,32
Total scientific staff female <i>Headcount</i>	3	10	9	9
Total scientific staff male <i>FTE</i>	8,01	10,11	12,5	11,92
Total scientific staff male <i>Headcount</i>	10	13	16	15

Age development scientific staff

	2020	2021	2022	2023
Average age scientific staff <i>Years</i>	54	45	44	46

Appendix A.2 Overview externally funded (collaborative) projects

No.	Project	Start	End	Financing	Partners
1162	POS - tagger Frysk	2019	2024		Clariah partners, Huygens Instituut voor Nederlandse Geschiedenis
1285	Impact Canon and Roman Law in Frisia	2018	2023	Vrije Universiteit Amsterdam, Stichting Frysk Akademyfonds (FAF)	Vrije Universiteit Amsterdam, Stichting Frysk Akademyfonds (FAF)
1312	Online Nederlands-Frysk Woordenboek	2017	2023	Provinsje Fryslân	Instituut voor de Nederlandse Taal
1322	COLING	2017	2023	Horizon 2020	University of Warsaw (PL), Adam Mickiewicz University (PL), Leiden University (NL), Yale University (USA), University of North Carolina at Chapel Hill (USA), Smithsonian Institution (USA), Zacatecas Institute for Teaching and Research in Ethnology (MEX), The University of Texas at Austin (USA), The Americas Research Network Aretet (MEX), Latgolys Studentu centrs (LV), Gruppo di Azione Locale per lo Sviluppo Rurale dell'Area Grecanica (IT), University of Groningen (NL)
1343	Fryske fonetyk	2018	-	Stichting Frysk Akademyfonds (FAF)	Sorbonne Nouvelle Université Paris (FR), Stichting Frysk Akademyfonds (FAF)
1348	Taalvariatie Súd Lauwerslânsk	2019	2021	Stichting Frysk Akademyfonds (FAF) and municipalities	Municipalities Achtkarspelen and Noard-East Fryslân, Stichting Frysk Akademyfonds (FAF)
1349	Bibel-oersetting	2020	-	YKE-FBO	Regional foundation YKE - FBO
1351	Speakaboo Spraakverwerving	2019	-	Zorgverzekeraar De Friesland, Stichting Frysk Akademyfonds (FAF)	Stichting Frysk Akademyfonds (FAF), Zorgverzekeraar De Friesland, Koninklijke Kentalis

No.	Project	Start	End	Financing	Partners
1353	Fryske spraakwerkenner	2020	2022	Provinsje Fryslân	Center for Language and Speech Technology (Radboud University)
1354	Taalweb 2.0	2018	2021	Provinsje Fryslân	Stichting Afûk, Gridline, Instituut voor de Nederlandse Taal
1356	Oersetter 2	2020	2023	Provinsje Fryslân	Stichting Afûk
1357	Variation and change spoken languages	2022	2026	University of Amsterdam, Stichting Frysk Akademyfonds (FAF)	University of Amsterdam, Stichting Frysk Akademyfonds
1358	Reinvention of written Frisian	2023	2027	University of Amsterdam, Stichting Frysk Akademyfonds (FAF)	University of Amsterdam, Stichting Frysk Akademyfonds
1359	Sealterfrysk	2021	2023	Oldenburger Landschaft	Ostfriesische Landschaft (DE)
2811	Meer Kansen met Meertaligheid		2021	NHL Stenden University of Applied Sciences	NHL Stenden University of Applied Sciences, Faculty of Arts of the University of Groningen, Cedin, Stichting Afûk
2831	KS & EBLT 2017-2020	2017	2020	Provinsje Fryslân	Various European partners also collaborated with at VirtuLApp, Enrope, NPLD
2833	KS & EBLT 2021-2024	2021	2024	Provinsje Fryslân	Various European partners also collaborated with at VirtuLApp, Enrope, NPLD
2844	VirtuLApp	2018	2021	Erasmus +	Atit(BE), Luca School of Arts (BE), Trinity College Dublin (IE), Universidad del Pais Vasco (ES)
2845	Enrope	2018	2021	Erasmus +	Goethe-Universität Frankfurt (DE), Humboldt-Universität zu Berlin, (DE), İstanbul Üniversitesi-Cerrahpaşa (TR), Tallinna Ülikool (EE), University of Exeter (UK), Universitat Ramon Llull Barcelona (ES), Universität Siegen (DE), Université Sorbonne Nouvelle Paris 3 (FR)
2846	NPLD: Analysis language policy	2019	2020	NPLD	Network to Promote Linguistic Diversity, Universitat de Barcelona (ES)

No.	Project	Start	End	Financing	Partners
2864	Global Citizenship and Multilingual Competences	2020	2023	Erasmus +	Universit�t Graz (AT), Newcastle University (Upon Tyne) (UK), Alma Mater Studiorum of the Universita di Bologna (IT), Neosmart GmbH (AT/DE)
2865	Multilectal Literacy in Education	2020	2024	Forskningradet	Norges forskningsrad (NO), Western Norway University of Applied Sciences (NO), University of Groningen, NHL Stenden University of Applied Sciences, Maastricht University, Utrecht University
2869	OWL +	2022	2025	Erasmus +	CIDLeS (PT), Nord University (NO), R�zekne Academy of Technologies (LV), Tallinn University (EE)
2870	WikiWomen	2022	2024	Erasmus +	Af�k (NL), Learning Hub Friesland (NL), Wikimedia Ireland (IE), Col�iste Oiriall (IE), Euskal Wikilarien Kultura (ES), Antigua-Luberri institute/ Gobierno Vasco (ES)
2871	LingoTell	2023	2025	Erasmus +	Sijti Jarnge (NO), Pro Progressione (HU)
2873	Dingtiid, 7th update ECRML	2023	2023	Dingtiid	Stichting Dingtiid
2875	Read with Multilingual Early Education	2023	2025	Erasmus +	ATiT (BE), NHL Stenden University of Applied Sciences (NL), 8D Games (NL), Trinity College Dublin (IE), University of the Basque Country (ES)
6010	Coastal wilderness and cultural landscape?	2023	2024	KNAW Early Career Partnership	University of Groningen/Birdeyes, NIOZ
6100	Digitale Taalynfrastruktuur	2020	2024	Provinsje Frysl�n	University of Groningen, Instituut voor de Nederlandse Taal, University of Amsterdam
6101	Taalsurvey	2020	2024	Provinsje Frysl�n	Planbureau Frysl�n
6102	Meartalige geletterdheid	2020	2024	Provinsje Frysl�n	NHL Stenden University of Applied Sciences, Cedin
6103	Transysjes Fryske Feangreide	2020	2024	Provinsje Frysl�n	University of Groningen
6104	Fryske Laboratoarium-sosjolinguiestyk	2020	2024	Provinsje Frysl�n	Universiteit Utrecht

Appendix A.3a Overview International Project Partners Fryske Akademy (2020-2023)

#	Institute (sort)	Name	City	Country	Project	Start	End	Website
1	Research centre	Sijti Jarngje	Hattfjelldal	Norway	Lingotell	2023	2025	https://www.sijtjarngje.no/
2	Cultural institution	Pro Progressione	Budapest	Hungary	Lingotell	2023	2025	https://proprogressione.com/
3	University	University of Warsaw	Warsaw	Poland	CoLing - Minority Languages, Major Opportunities	2018	2023	http://al.uw.edu.pl/
4	University	Adam Mickiewicz University	Poznań	Poland	CoLing - Minority Languages, Major Opportunities	2018	2023	http://wn.amu.edu.pl/
5	University of Applied Sciences	Western Norway University of Applied Sciences (NO)	Bergen	Norway	Multilectal Literacy in Education	2020	2024	https://www.hvl.no/
6	University	Yale University	New Haven, Connecticut	United States of America	CoLing - Minority Languages, Major Opportunities	2018	2023	https://www.yale.edu/
7	University	University of North Carolina at Chapel Hill	Chapel Hill, NC	United States of America	CoLing - Minority Languages, Major Opportunities	2018	2023	https://www.unc.edu/
8	Research centre	Zacatecas Institute for Teaching and Research in Ethnology	Zacatecas	Mexico	CoLing - Minority Languages, Major Opportunities	2018	2023	http://www.macehualli.org/
9	University	The University of Texas at Austin	Austin	United States of America	CoLing - Minority Languages, Major Opportunities	2018	2023	https://www.utexas.edu/

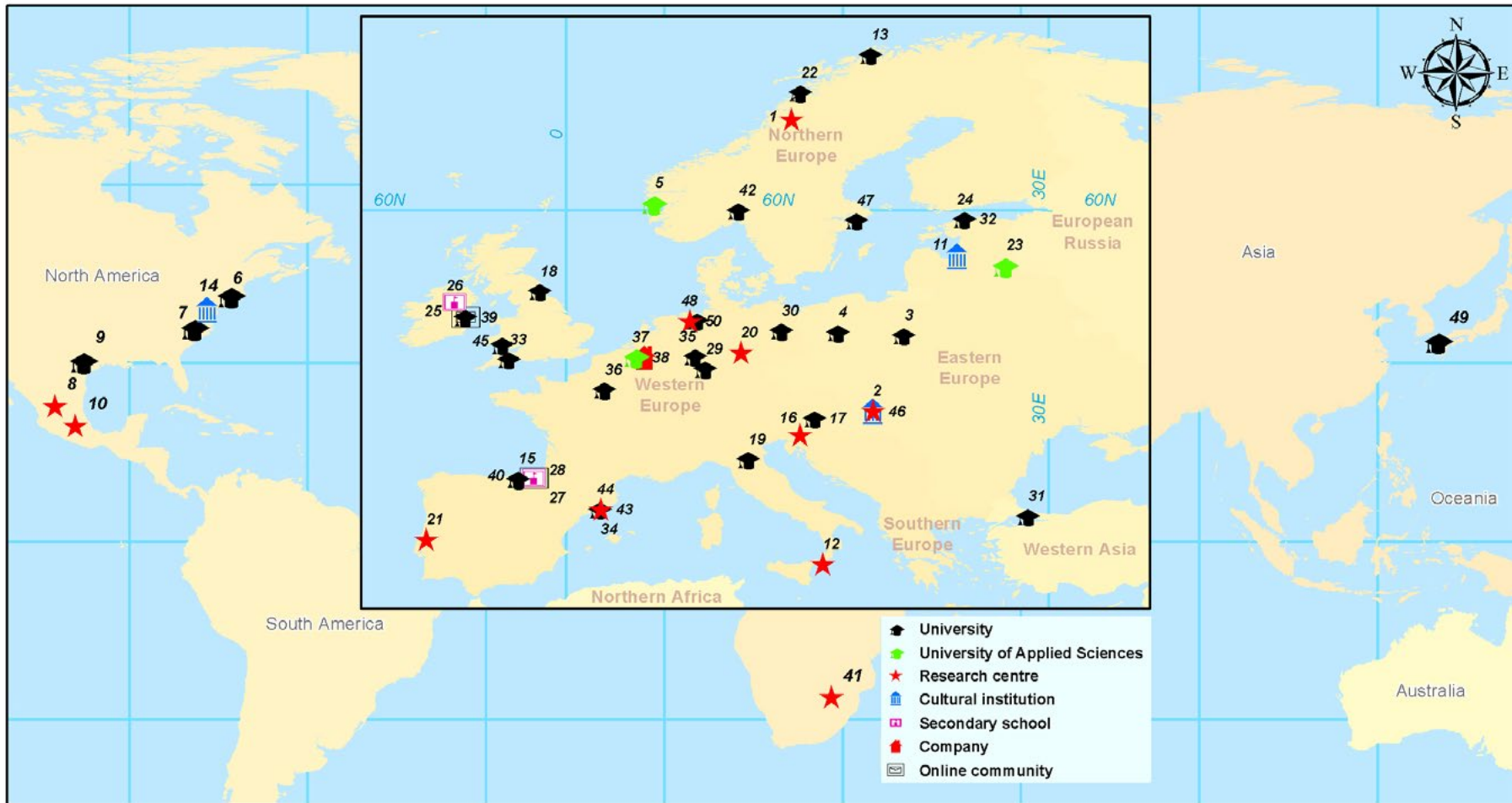
#	Institute (sort)	Name	City	Country	Project	Start	End	Website
10	Research centre	The Americas Research Network Arenet	Juárez	Mexico	CoLing - Minority Languages, Major Opportunities	2018	2023	https://arenet.org/
11	Cultural institution	Latgolys Studentu centrs	Carnikava	Latvia	CoLing - Minority Languages, Major Opportunities	2018	2023	http://lgsc.lv/
12	Research centre	Gruppo di Azione Locale per lo Sviluppo Rurale dell'Area Grecanica	Bova	Italy	CoLing - Minority Languages, Major Opportunities	2018	2023	http://www.galareagrecanica.it/
13	University	UiT The Arctic University of Norway (NO)	Tromsø	Norway	Multilectal Literacy in Education	2020	2024	https://en.uit.no/startsidea
14	Cultural institution	Smithsonian Institution	Washington DC	United States of America	CoLing - Minority Languages, Major Opportunities	2018	2023	https://www.si.edu/
15	University	University of the Basque Country	Bilbao	Spain	DIACLEU	2020		https://www.ehu.eus/
16	Research centre	Slovenian Academy of Sciences and Arts	Ljubljana	Slovenia	DIACLEU	2020		https://www.sazu.si/
17	University	Universität Graz	Graz	Austria	Global Citizenship and Multilingual Competences	2020	2023	http://www.uni-graz.at/
18	University	Newcastle University (Upon Tyne)	Newcastle (Upon Tyne)	United Kingdom	Global Citizenship and Multilingual Competences	2020	2023	http://www.ncl.ac.uk/
19	University	Universita di Bologna - Alma Mater Studorium	Bologna	Italy	Global Citizenship and Multilingual Competences	2020	2023	http://www.unibo.it/

#	Institute (sort)	Name	City	Country	Project	Start	End	Website
20	Research centre	Neosmart GmbH	Bad Tennstedt	Germany	Global Citizenship and Multilingual Competences	2020	2023	https://neosmart.digital/
21	Research centre	Interdisciplinary Centre for Social and Language Documentation	Minde	Portugal	Ownership and Leadership (OWL+)	2022	2025	http://cidles.eu/
22	University	Nord University	Bodø	Norway	Ownership and Leadership (OWL+)	2022	2025	https://www.nord.no/
23	University of Applied Sciences	Rēzekne Academy of Technologies	Rēzekne	Latvia	Ownership and Leadership (OWL+)	2022	2025	https://www.ru.lv/
24	University	Tallinn University	Tallinn	Estonia	Ownership and Leadership (OWL+)	2022	2025	https://www.tlu.ee/en
25	Online community	Wikimedia Ireland	Dublin	Ireland	Wikiwomen	2022	2025	https://wikimedia.ie/
26	Secondary school	Coláiste Oiriall	Muineachán	Ireland	Wikiwomen	2022	2025	https://www.oiriall.ie/
27	Online community	Euskal Wikilarien Kultura	San Sebastian	Spain	Wikiwomen	2022	2025	https://eu.wikipedia.org/wiki/Euskal_Wikilarien_Kultura_Elkartea
28	Secondary school	Antigua-Luberri institute/ Gobierno Vasco	San Sebastian	Spain	Wikiwomen	2022	2025	https://www.antigua-luberri.net/
29	University	Goethe-Universität Frankfurt	Frankfurt	Germany	Enrope	2018	2022	http://www.goethe-university-frankfurt.de/
30	University	Humboldt-Universität zu Berlin	Berlin	Germany	Enrope	2018	2022	https://www.hu-berlin.de/
31	University	İstanbul Üniversitesi-Cerrahpaşa	Istanbul	Turkey	Enrope	2018	2022	http://istanbulc.edu.tr/
32	University	Tallinn University	Tallinn	Estonia	Enrope	2018	2022	https://www.tlu.ee/

#	Institute (sort)	Name	City	Country	Project	Start	End	Website
33	University	University of Exeter	Exeter	United Kingdom	Enrope	2018	2022	http://www.exeter.ac.uk/
34	University	Universitat Ramon Llull Barcelona	Barcelona	Spain	Enrope	2018	2022	https://www.url.edu/
35	University	Universität Siegen	Siegen	Germany	Enrope	2018	2022	https://www.uni-siegen.de/
36	University	Université Sorbonne Nouvelle Paris 3	Paris	France	Enrope	2018	2022	http://www.univ-paris3.fr/
37	Company	ATiT Audiovisual Technologies, Informatics and Telecommunications	Roosbeek	Belgium	VirtuLApp (Virtual Language App)/ Read with Multilingual Early Education	2018	2026	https://www.atit.be/
38	University of Applied Sciences	Luca School of Arts	Brussel	Belgium	VirtuLApp (Virtual Language App)/ Read with Multilingual Early Education	2018	2026	http://www.luca-arts.be/
39	University	Trinity College Dublin	Dublin	Ireland	VirtuLApp (Virtual Language App)/ Read with Multilingual Early Education	2018	2026	https://www.tcd.ie/
40	University	University of the Basque Country	Bilbao	Spain	VirtuLApp (Virtual Language App)/ Read with Multilingual Early Education	2018	2026	https://www.ehu.eus/
41	Research centre	Virtuele Instituut vir Afrikaans		South Africa	Taalportaal	2015		https://viva-afrikaans.org/
42	University	University of Oslo (NO)	Oslo	Norway	Multilectal Literacy in Education	2020	2024	https://www.uio.no/

#	Institute (sort)	Name	City	Country	Project	Start	End	Website
43	Research centre	Centre Internacional Escarré per a les Minories Ètniques i les Nacions (CIEMEN)	Barcelona	Spain	Mercator Network	1987		http://www.ciemem.cat/
44	Research centre	Centre de Recerca en Sociolingüística i Comunicació (CUSC-UB)	Barcelona	Spain	Mercator Network	1987		https://www.ub.edu/cusc/
45	University	University of Wales Trinity St David	Swansea	United Kingdom	Mercator Network	1987		https://www.uwtsd.ac.uk/staff/elin-jones/
46	Research centre	HUN-REN Hungarian Research Centre for Linguistics	Budapest	Hungary	Mercator Network	1987		https://hun-ren.hu/en/research-network/research-centers/hun-ren-hungarian-research-centre-for-linguistics
47	University	University of Stockholm - Institute for Slavic and Baltic languages, Finnish, Dutch and German	Stockholm	Sweden	Mercator Network	1987		https://www.su.se/departament-of-slavic-and-baltic-studies-finnish-dutch-and-german/
48	University	Carl von Ossietzky Universität	Oldenburg	Germany	Sealterfrysk	2021		https://uol.de/
49	University	Kyushu University	Fukuoka	Japan	Sealterfrysk	2021		https://www.kyushu-u.ac.jp/
50	Research centre	Seeltersk-Kontoor/ Oldenburgische Landschaft	Ramsloh	Germany	Sealterfrysk	2021		https://www.seeltersk.de/

Appendix A.3b Visualisation International Project Partners Fryske Akademy 2020-2023



Appendix B.1

Case Study: Aims and History of HisGIS

Introduction

The HisGIS project aims to create an infrastructure for analysing and presenting historical geodata for the Netherlands based on the smallest geographical unit: the plot ('perceel'). Its foundation lies in the Land Registry ('kadaster') from 1832, encompassing the entire Netherlands. The design of HisGIS stems from a project initiated in 1988 by Hans Mol and Paul Noomen (both from the Fryske Akademy): the Cadastral and Pre-Cadastral Atlas of Friesland, an analogue publication released in 17 volumes between 1988 and 2003.

In 1998, work began on digitising the Frisian sections of the 1832 Land Registry, a project completed in 2005. Subsequently, numerous additional maps and information layers were incorporated. The methodology and design of the digital Frisian HisGIS was forward-thinking, reflecting the technical capabilities of that period. During the Deltaplan Project (2016-2019), aimed at gaining insight into the revision of the 1887 Land Registry, an initiative was launched to re-georeference the 1832 map, which would serve as the basis for the 1887 Land Registry. The entire process of improvements led to the completion of the map at the start of 2020.

HisGIS Netherlands (2011-2022)

Following the successful digitisation of the province of Fryslân, the HisGIS project team from the Fryske Akademy approached the other Dutch provinces. Each separate project necessitated collaboration with distinct provincial organisations and securing funding.

The province of Groningen was the first to be integrated into the HisGIS system in 2010, followed by Utrecht (2011), Overijssel (2012), Noord-Holland (2013), Drenthe (2016), Noord-Brabant (2017), Gelderland (2018), Limburg (2019), Zeeland (2020), and Zuid-Holland (2020).

HisGIS and KNAW Humanities Cluster (2022-2023)

The growing interest in Spatial Humanities led the KNAW to recognise the success and importance of HisGIS. They proposed collaborating with the Fryske Akademy to host the HisGIS Netherlands infrastructure. Since the Dutch HisGIS had expanded beyond the research scope of the Fryske Akademy, this proposition was embraced.

HisGIS Fryslân: 2023 and Beyond

Following the transition of HisGIS to the KNAW Humanities Cluster, the Fryske Akademy can build on the acquired expertise and infrastructure developed through the HisGIS project. Consequently, efforts are underway to consolidate and make the geo-expertise of the Fryske Akademy more sustainable by creating a new geo-platform dedicated to researching the Frisian case: HisGIS Fryslân.

The Fryske Akademy is set to continue with the management and further development of the enrichment layers that pertain to the Frisian case, specifically the historical research into the historic 'Frisian' coastal area. This requires a provisional investment so that in the coming years, the Fryske Akademy can focus on strengthening the geo-infrastructure for new project applications for research into the Frisian case.

This new vision for HisGIS's evolution towards a central geo-platform, HisGIS Fryslân, for the Fryske Akademy means that the Fryske Akademy's geo-expertise can be made into a connecting node for research at the Fryske Akademy. This underscores the synergy between the various research themes of the Fryske Akademy and their correlation with the Spatial Humanities. Since all Fryske Akademy research themes incorporate a geo-component, it makes sense to centralise the infrastructure and render it accessible via a singular public portal.

Conclusion

The preservation and development of the Fryske Akademy's geo-expertise aligns with the KNAW Research Agenda, in which the Digital Humanities are regarded as a supporting basis for the research themes. The ambition is for every research group at the Fryske Akademy to be able to store research data with a spatial component on our proprietary geo-platform without having to build new ICT infrastructure.

A new design of HisGIS also offers opportunities for new research into the Frisian historical cultural landscape, natural landscape, and linguistic landscape. The spatial disclosure of landscape elements (such as roads, waters, reclamation axes, and subdivision blocks) and

linguistic datasets, along with the mapping of historical documents and historical writing centres, are powerful research tools for which funding can be sought in future research applications. To this end, the Fryske Akademy can collaborate with partners such as Tresoar, Stichting Alde Fryske Tsjerken, and Steunpunt Monumentenzorg Friesland.

Appendix B.2

Case study: New Speakers of Frisian

Introduction

The ‘New Speakers of Frisian’ project (2020-2023) was a collaboration between the Mercator European Research Centre on Multilingualism and Language Learning, part of the Fryske Akademy, and the Frisian language promotion institute Afûk (Algemeene Fryske Ûnderrjocht Kommissje, General Frisian Education Commission), and was financed by the Province of Fryslân.

New speakers of a minority language are people who start learning the minority language later in life, having had little to no exposure to it during their childhood. Until recently, research on Frisian speakers, as well as language policies and planning activities within Fryslân, have focused on ‘traditional speakers’ of Frisian. However, measures to promote language learning and use among new speakers could significantly contribute to the revitalisation of Frisian. By becoming active users of the minority language, new speakers not only increase the total number of minority language users but may also enhance language use among traditional speakers by expanding the social networks of adults speaking the language. Hence, language policy and planning for new speakers could effectively complement those for traditional speakers.

Collaborating closely with Afûk provided access to a large cohort of new speakers of Frisian: the students of Afûk’s Frisian language courses. Additionally, Afûk leveraged the research findings in their language campaign and teaching materials.

New Speakers of Frisian: the Study and the Campaign

The study included 264 adults enrolled in Frisian language courses at Afûk. Through a

questionnaire, quantitative and qualitative data were collected regarding these new speakers’ motivations for learning Frisian, their attitudes towards the language, their ideological

assessments of its varieties, and their patterns of language use.

The results indicated that only 37.3% of the respondents aspired to learn Frisian to become active speakers. The remaining 62.7% sought merely to understand the language. The primary motivations for learning Frisian were related to its use in professional contexts and the desire to integrate into the Frisian community, such as within a village or family. Participants’ attitudes towards the status of Frisian were neutral, perceiving Frisian as not particularly useful. This perception could stem from the fact that proficiency in Frisian is not a prerequisite for socio-economic success. However, there was a significant positive correlation between participants’ language skills and their status-related attitudes towards Frisian, indicating that the better their command of Frisian, the more positively participants viewed the use of Frisian.

Participants’ solidarity-related attitudes towards Frisian were slightly positive, likely stemming from their desire to integrate into the local community. There was a significant positive correlation between participants’ proficiency in Frisian and their favourable attitudes towards the language. Furthermore, those residing in rural areas exhibited a stronger emotional

attachment to the language than their urban counterparts. The quantitative data showed that participants judged Afûk-taught Frisian to be the standard form of the language, and they thought it was authentic. They were positive about the fact that their teachers also paid attention to linguistic varieties of Frisian.

Most participants only spoke a little Frisian, such as basic sentences with neighbours and family. They reported feeling discouraged by traditional speakers who often refused to speak Frisian with them, switched to Dutch, mocked the new speakers' Frisian proficiency, or corrected their mistakes. The complex dynamics between traditional and new speakers contributed to the language insecurities of the new speakers, deterring them from speaking Frisian.

The project's findings were published in two open-access, peer-reviewed articles in highly ranked academic journals, i.e., *Language in Society* and *Applied Linguistics*, with a third article pending. In addition to these publications, other project outputs included research-informed teaching materials for Afûk educators, a research report for the government of the Province of Fryslân, and a research-informed language promotion campaign. As of 1 March 2024, 207 new speakers of Frisian, having taken

a course at Afûk, have engaged with the new teaching materials.

The language promotion campaign consisted of two parts. In the first part, short films featuring both L1 and new speakers of Frisian were produced. In these films, L1 speakers discussed the significance of the Frisian language to them and expressed admiration for new speakers learning Frisian. Conversely, new speakers shared their motivations for learning the language and their experiences conversing in Frisian. These films were made available on the PraatMarFrysk website and broadcasted on Omrop Fryslân in the fall of 2022 and beginning of 2023. In the second part of the campaign, people were invited to send postcards to new speakers of Frisian, complimenting their ability to speak the language. As a result, 100 postcards were sent. The report for the Province of Fryslân included numerous recommendations for language planning for new speakers.

Conclusion

This project is a perfect example of knowledge utilisation through close collaboration with Afûk, underscoring its societal relevance. The research outcomes, available through open-access papers, facilitated a successful language campaign encouraging new speakers of Frisian to use the language more frequently.

The research findings were compiled in a report for the Province of Fryslân, together with recommendations for language planning.

For more information on the study, please visit <https://www.mercator-research.eu/en/newspeakers/>, or for more information on the language campaign, visit <https://praatmarfrysk.nl/foar-dy/nije-fryskpraters/>.

Appendix B.3

Case study: Conference on Frisian Humanities

Introduction

Since 2018, the Fryske Akademy has organised the Conference on Frisian Humanities (CFH) every three years. There have been two editions to date: the first CFH in 2018 and the second in 2022. Its origins lie in the former Frysk Filologekongres. The CFH encompasses all disciplines within Frisian studies, including medieval texts and history, cultural and socio-economic history in the Interfrisian region, Frisian linguistics, multilingualism in minority language contexts, multilingual education in minority language settings, speech and language technologies for smaller languages, and Frisian literature.

The 2nd Conference on Frisian Humanities

The 2nd Conference on Frisian Humanities was held from 13 to 16 September 2022. The conference featured four keynote lectures. It commenced with Odette Scharenborg (Delft University) on inclusive speech technology. On the second day, Barbara Gross (Free University of Bozen-Bolzano, Italy) discussed multilingual education in South Tyrol. Joep Leersen (University of Amsterdam/Maastricht University) examined minor languages negotiating the rise and fall of the Public Sphere. Jarich Hoekstra (Christian-Albrechts-Universität Kiel) expounded on the Frisian conjunction system.

There were a total of eight workshops and thirty individual papers presented. Academic partners in Fryslân, namely the Research Group Multilingualism and Literacy of NHL Stenden University of Applied Sciences, Frisian studies at the University of Groningen (RUG), and RUG/Campus Fryslân, co-organised several sessions. Students from Frisian studies (BA Minorities and Multilingualism), MA Multilingualism, and MSc Voice Technology from the RUG and RUG/Campus Fryslân attended and participated in the organisation of the conference.

Each day, over 150 participants, including scholars, students, and interested parties from

the Netherlands and abroad, came to Ljouwert/ Leeuwarden to present their research, network, and reconnect with (former) colleagues. Large delegations from Nord-Friesland and Saterland in Germany were also welcomed at the conference. Combining all aspects of Frisian studies in one conference encouraged scholars from all disciplines to interact with one another and discuss new ideas, thereby planting the seeds for new interdisciplinary projects. This fostered a positive and inspiring atmosphere, which was reflected in the positive feedback from participants.

Conclusion

The Conference on Frisian Humanities underscores the pivotal role of the Fryske Akademy in the sphere of Frisian studies in the broadest sense and in terms of fostering dynamics within Frisian studies in the Netherlands and abroad. Participation in this conference enables scholars and students from all related disciplines to connect or re-acquaint themselves, which inspires future research ideas and collaborations. Preparations for a new edition in 2025 are now under way.

For more information on the 2nd Conference on Frisian Humanities, please visit <https://frisianhumanities.frl>.

Appendix B.4

Case study: Frisian Verbal Inflection

Introduction

The verbal inflection in Modern Frisian is the subject of the dissertation written by Anne Merkuur, who conducted her research at the Fryske Akademy. The aim of her research was twofold: more descriptively, to give a detailed overview and account of the status quo and developments in the verbal inflection of Frisian, and more theoretically, to deepen our understanding of why certain changes occur while others do not and how various linguistic theories can explain these phenomena.

The research on Frisian verbal inflection is ongoing. In collaboration with colleagues both within and outside the Fryske Akademy, Merkuur uses the data gathered in her dissertation project to answer more questions about morphological theory.

Frisian Verbal Inflection

Every linguist is presumed to be driven by the fundamental question of how language works. The first step towards this understanding is to examine the language itself. Frisian, and specifically Frisian verbal inflection, serves as a good case study in this regard. The Frisian verbal inflection system is particularly interesting due to its recent and ongoing changes. These changes provide insights into what speakers do when they use languages: why some changes occur and others do not, and how this relates to how language works.

To investigate this, Merkuur combined empirical and theoretical research methods. She conducted two questionnaires to describe the data. She used the theory of Distributed Morphology (Halle & Marantz, 1993) to analyse the morphological structure of the inflectional paradigms. Furthermore, she assessed whether the developments in Frisian verbal inflection could be explained using a model of categorical productivity: The Tolerance Principle (Yang, 2016).

The findings illustrate how Frisian evolves as it is passed on from generation to generation, with new language learners arriving at different interpretations than their predecessors. Consequently, the Frisian case study offers valuable insights into the dynamics of language variation, acquisition, contact, and change, and brings to light several theoretical limitations and advantages.

Conclusion

This case study is a good example of fundamental linguistic research conducted by the Fryske Akademy. Research on the changing verbal inflection system can inform us about concepts such as language change and language acquisition, as well as the theory of the internal structure of verbs. The research provides detailed descriptions of the Frisian language and contributes to the general theory of linguistics.

For more information about Merkuur's dissertation, please visit

<https://www.lotpublications.nl/changes-in-modern-frisian-verbal-inflection>.

For more information about the collaborative work, please visit

<https://doi.org/10.1556/2062.2023.00630>.

Appendix B.5 Outputs Summary

Research output 2020-2023

Research products for peers: Summary

	2020	2021	2022	2023
Articles, peer-reviewed	15	13	23	30
Articles, not peer-reviewed	7	4	7	4
Chapters, peer-reviewed	13	22	15	11
Chapters, not peer-reviewed	3	9	3	2
Books, peer-reviewed	1	7	6	3
Books, not peer-reviewed	5	6	5	3
Reports	1	4	0	1
PhD theses	1	3	1	0
Total	46	68	60	54

Research articles for societal target groups: Summary

	2020	2021	2022	2023
Articles, popularising	5	0	11	1
Articles, professional	18	13	10	15
Chapters, popularising	2	0	1	0
Chapters, professional	1	7	10	8
Books, popularising	0	0	0	0
Books, professional	1	3	0	3
Reports, popularising	0	0	0	0
Reports, professional	9	0	3	6
Total	36	23	35	33

Specifications products for peers, products for societal target groups and hybrid products

Articles, peer-reviewed; scientific

	2020	2021	2022	2023
Articles, peer-reviewed, international	9	10	18	14
Articles, peer-reviewed, national and regional	6	3	5	16
Total	15	13	23	30

Articles, peer-reviewed; ERIH-plus

	2020	2021	2022	2023
Articles, peer-reviewed, ERIH-plus	11	11	19	18
Articles, peer-reviewed, relevant	3	1	0	1
Articles, peer-reviewed, other	2	1	4	11
Total	15	13	23	30

Publications non-textual form

	2020	2021	2022	2023
Software	2	5	1	1
Website	1	3		1
Digital or Visual Products			2	2
Total	3	8	3	4

Other publications

	2020	2021	2022	2023
Entry for encyclopedia/dictionary		2	1	3
Contribution to conference proceedings	1	10	5	1
Total	1	12	6	4

Talks or presentations

	2020	2021	2022	2023
Talks or presentations, scientific	16	48	99	88
Talks or presentations, societal	10	18	49	43

Organisation conferences

	2020	2021	2022	2023
Conference, scientific	3	2	4	7
Conference, societal	1	0	1	3

Organisation workshops/seminars/other events

	2020	2021	2022	2023
Workshop, Seminar, other event, scientific	4	8	9	20
Workshop, Seminar, other event, societal	4	6	17	27

Editorial activity

	2020	2021	2022	2023
Journal, publisher, scientific	19	24	29	29
Journal, publisher, societal	0	1	2	2

Publication peer-review

	2020	2021	2022	2023
Peer reviewer/referee, scientific	5	1	4	4
Peer reviewer/referee, societal	0	0	0	0

Membership of jury (award/prize)

	2020	2021	2022	2023
Scientific	1	5	3	4
Societal	3	2	3	1

Expert Advice

	2020	2021	2022	2023
Scientific	3	3	2	3
Societal	3	1	2	7

Membership of board; Membership of Advisory board/council

	2020	2021	2022	2023
Scientific	4	4	7	9
Societal	1	1	1	2

Press/Media; degree of recognition

	2020	2021	2022	2023
International	1	2	12	33
National	9	15	26	39
Regional /Local	69	96	126	146
Total	79	113	164	218

Press/Media; media types

	2020	2021	2022	2023
Printed press	49	81	80	75
Radio	6	3	13	11
Television	3	1	6	7
Online journalism	21	27	62	121
Other		1	3	4
Total	79	113	164	218

FRYSKE AKADEMY

Colophon

Fryske Akademy, Ljouwert/Leeuwarden, 2024

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AKADEMIE VAN WETENSCHAPPEN

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