

1. Summary

At the Institute of Psychology at Leiden University we aim to *conduct leading research and education in Psychology, with which we create a positive impact on our society*. The institute is one of the five institute within the Leiden Faculty of Social and Behavioural Sciences. Our research is organized in four cross-cutting themes of ‘Development and Learning’, ‘Health and Well-being’ and ‘Social, Cognitive Affective, Decision Making’, and the more foundational theme of ‘Advanced Behavioural Research Methods’.

To achieve its ambitions, the institute has been working on further strengthening its research infrastructures and invested in advanced methods. It continued to stimulate cross-disciplinary work with high translational value, through research programmes at Leiden University and the larger Leiden-Delft-Rotterdam (LDE) Universities and the Medical delta networks. We explicitly treat knowledge utilisation as a two-way street, in which our basic research is translated into societal applications that generate new ideas for our basic research. By joining forces in our various knowledge and expertise centres, we make visible how our educational programmes, insights, research findings and expertise can inform various societal challenges and facilitate the application of science to practice. In turn, we develop new insights through the questions we are presented with from our external partners.

Our institute has a healthy financial basis. From 2017 to 2022, the permanent staff increased from 29.5 FTE to 40.4 FTE, and the total number of researchers (permanent and temporary staff, including PhD candidates) increased from 111.0 FTE to 113.3 FTE. Funding from research grants increased with 3.76M€ since the last evaluation period, and generated an average of 3.81M € per year. Funding for contract research generated on average 1.20M € per year. This is an increase of 1.87 M€ compared to the previous evaluation period. Both our basic and translational science is very successful, as evidenced by their citations and our strong embedding in (inter)national research networks and our many collaborations with the public and private sector. The quality of our staff is high and the Institute invests in a *strong culture of collaboration and scientific integrity*. Staff of all levels of seniority and across research areas acquired funding through talent grants (e.g. from NOW and ERC). Several staff members have assumed key roles in new developments such as Academia in Motion, which focuses on local Recognition & Reward policy devel-

opment and Open Science, the Young Academy of the KNAW or the national board for Recognition & Reward. The quality of our researchers is also acknowledged by the awards and honours from peers. These range from APS Rising Star awards (2) to the prestigious and highest national honours for translational research Stevin award (1) and Spinoza awards (2) but also for their contributions to Open Science (e.g., International Open Science prize, Quest Replication award).

The new strategy of the institute focuses particular on bringing the institute together by prioritizing team science, interdisciplinarity, Open Science, Recognition & Rewards, translational research and education and PhD policy. To facilitate these developments, our institute has adopted a novel governance model based on the notion of diversification of tasks and roles and shared responsibility. As an effect of our new governance structure, more diverse staff now take up managerial and coordination research tasks, which has solidified our management teams. In the coming years, our faculty will move towards a more centralized lab infrastructure that will create new opportunities for strengthening the infrastructure for our basic research and for strong interdisciplinary and translational research. We constantly keep an open, reflective mind in working towards an Institute of Psychology that is equipped to improve on its weaknesses, elaborate on its strengths, and address the complex social and academic challenges of the future. With a new strategy for the next three to five years (2023-2027) the institute aims to reinforce its identity, set clear priorities and make transparent choices to further strengthen our research community.