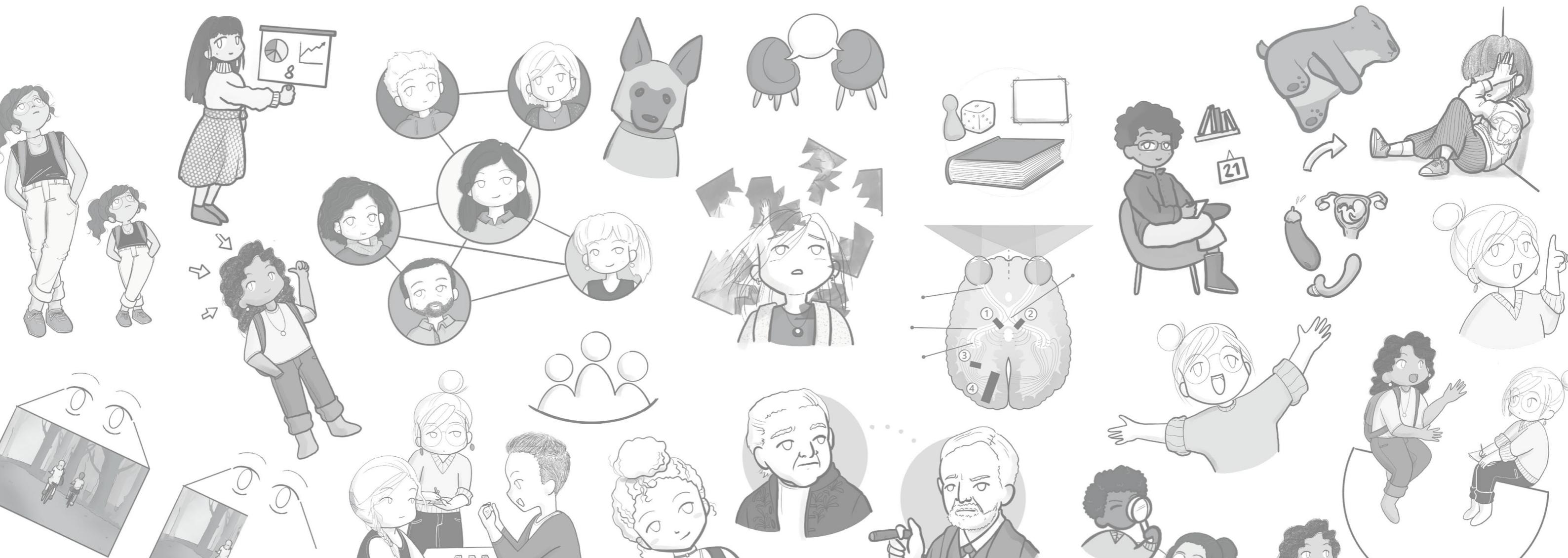


PORTFOLIO

Work samples for academic science communication focusing on
psychological and social sciences



LISA KILTZ, PHD
psychologist | illustrator | scientist



ABOUT



LISA KILTZ, PHD

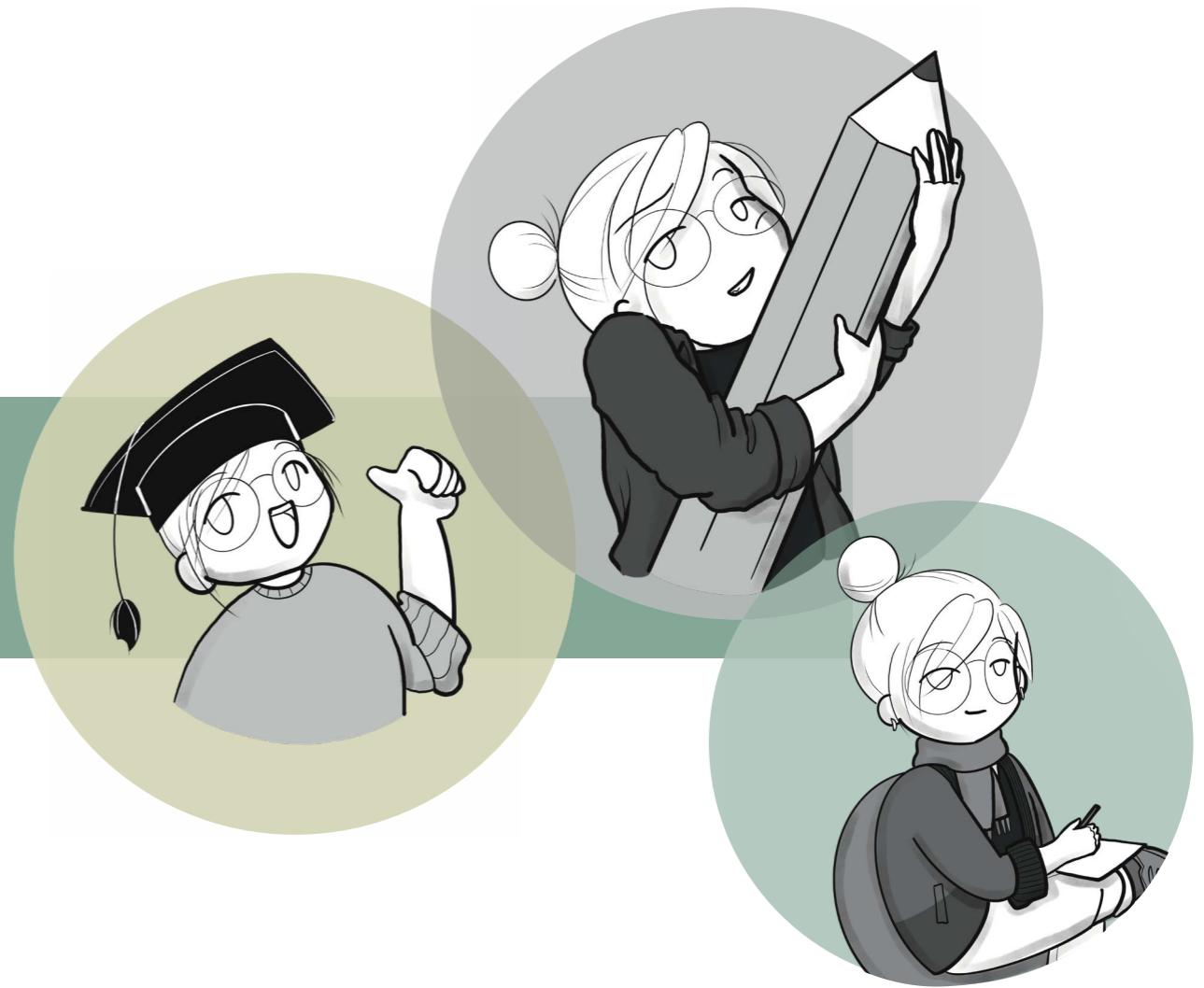
psychologist | illustrator | scientist

As a science illustrator, I combine psychology, creativity and science to bridge the gap between academic research and society through illustrations and cartoons. My aim is to bring psychological and scientific content closer to people in an adorable and accessible way in order to educate, destigmatise, and raise awareness to thus better explain how psychology and social sciences work. In doing so, I also pay attention to diversity and accessibility.

M.Sc. Psychologist | 2017

PhD Teacher Education | focussing on education and health psychology, 2024

Systemic Coach | 2021



PSYCHOEDUCATIONAL CALENDAR

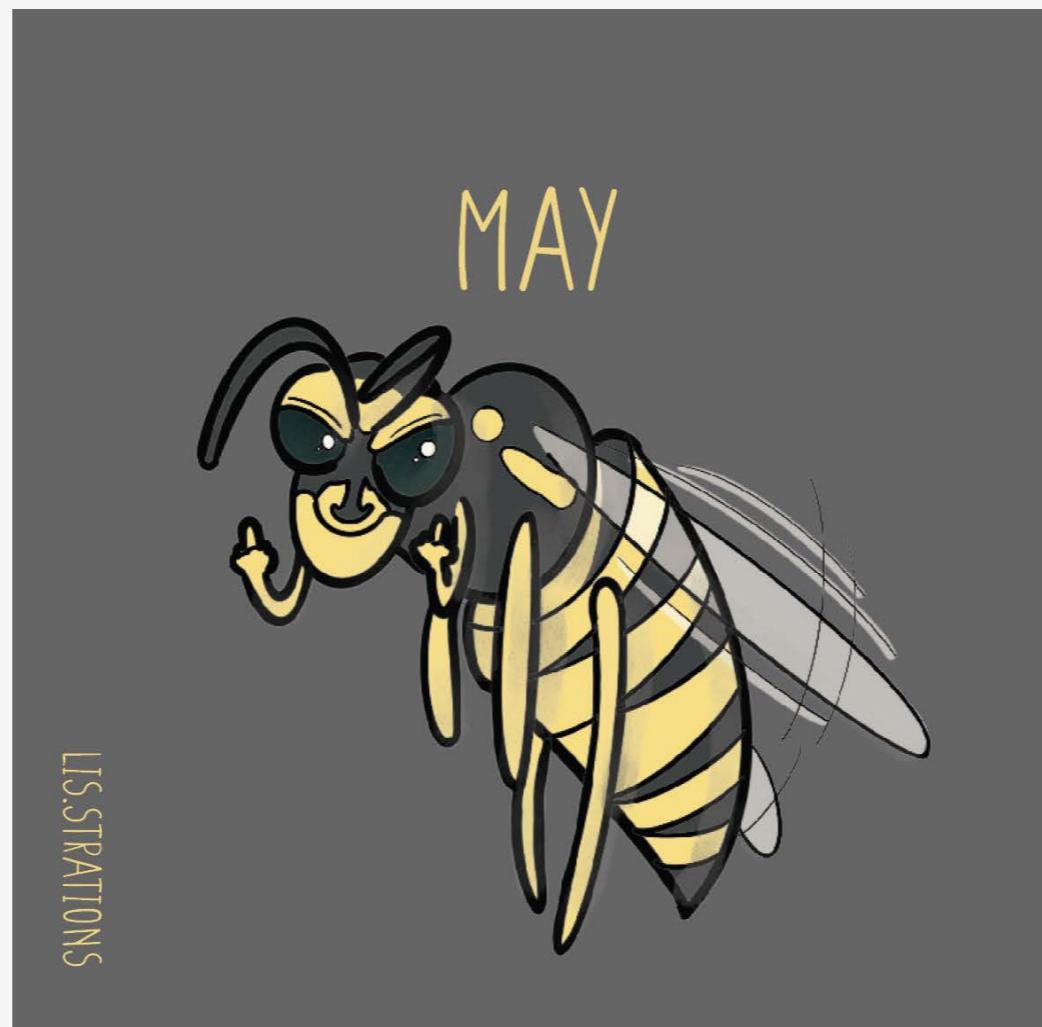
(2025 & 2026)

Client | Free work

Type of work | desk calendar

Tasks | Text & image – visual translation of research results – content design & visual concept – typography

Drawing illustrations and designing a desk calendar. In 2025, it provided food for thought each month based on my own doctoral thesis; in 2026, it featured animal metaphors visualising personality disorders



MON	TUE	WED	THU	FRI	SAT	SUN
				1 DEU	2	3
4	5 NLD	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

ANTISOCIAL PERSONALITY DISORDER

Characterised by disregarding rules and social norms as well as a lack of remorse for others – just like a wasp behaving like the asshole it is!

ABOUT LIS.STRATIONS:



LIS.STRATIONS

Hi! I am Lis and with lis.strations, I aim to combine my background as a psychological researcher with my passion for drawing cartoons. If you are interested in knowing more, check out...

my website lis-strations.com

my instagram [@lis.strations](https://www.instagram.com/lis.strations)

my dissertation on students' well-being and basic psychological needs including a cartoon summary



HOW TO USE THIS CALENDAR:

This calendar includes per month an illustration, an overview of the month including both German and Dutch holidays, and a monthly „need check-in“. Those are based on the Self-Determination Theory of Deci & Ryan (1985) and aim to let you reflect on how your needs of autonomy, competence, and relatedness may affect your well-being (at work).



2026



MONTHLY NEED CHECK-IN:

When during the day do you prefer to work? Are you most productive at those times or are there other reasons? And does your job provide the flexibility to work at those times?



AUTONOMY



WELBEVINDEN EN VEERKRACHT (2025)

Client | University of Groningen

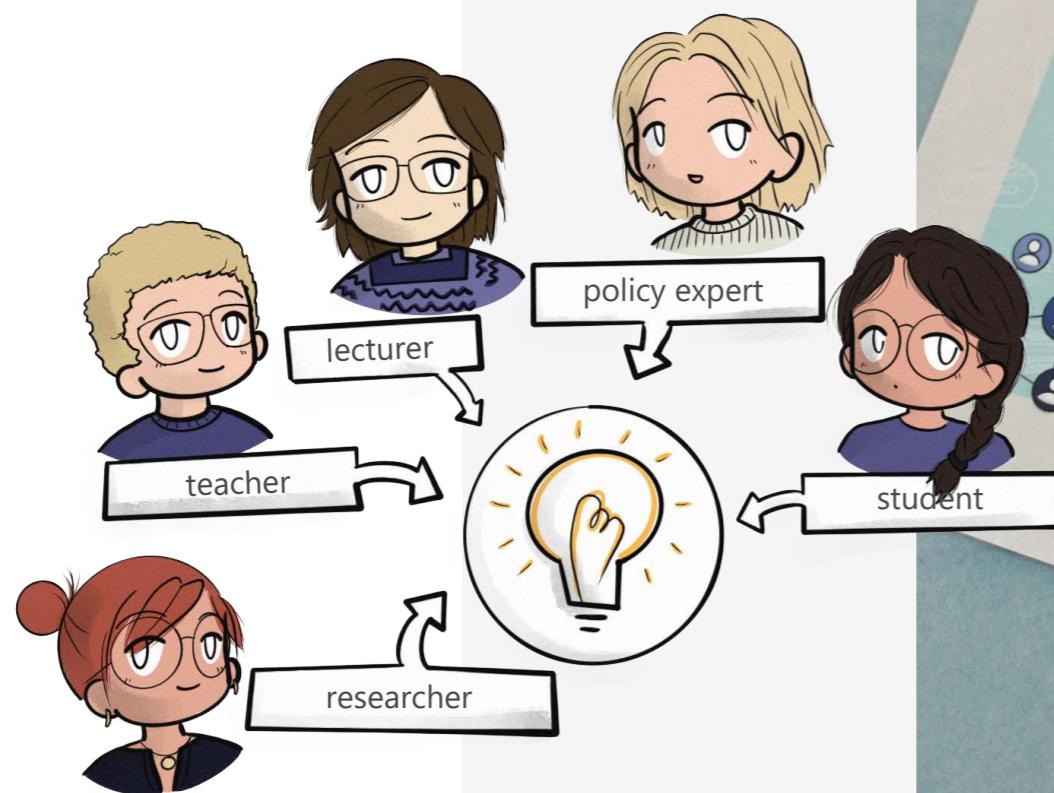
Type of work | Infographic, visual summary, handbook, supporting visuals for videos

Tasks | Text & image – visual translation of research results – content design & visual concept – typography

Designing visuals for a research project and translating the project including theory, methods, and results in a visual form

funded by a grant from NRO (The Netherlands Initiative for Educational Research)

VISUAL SUMMARY





Welbevinden en veerkracht van aanstaande leerkrachten

– een onderzoeksproject om initiatieven in het kader van de NPO-middelen in kaart te brengen

Marjon Fokkens-Bruinsma, Esmee Kamp-Bolks, Marieke Pillen, & Lisa Kiltz

NRO NATIONALE Onderzoeksorganisatie

Context van dit onderzoek

Veerkracht en welzijn als oplossing voor de oplopende lerarentekort → daarom NPO middelen voor initiatieven om welbevinden en veerkracht te bevorderen

Onderzoeksdoelen

- a) in kaart brengen van de NPO-initiatieven
- b) werkzame elementen identificeren
- c) en meer inzicht krijgen in verduurzamings- en borings-activiteiten

Dataverzameling

Fase 1: initiatieven in kaart brengen

desk research van documenten rondom initiatieven & semi-gestructureerde interviews met betrokkenen (beleidsexperts, docenten, studenten)

Fase 2: Verduurzaming van de initiatieven

vragenlijsonderzoek over de verduurzamingsactiviteiten zo ver & hackathon om samen een innovatieve oplossing te bediscussieren

Welbevinden en veerkracht

Theoretisch kaders

Resultaten

Initiatieven

De negen betrokken instellingen hebben **meer dan 70 initiatieven** ontwikkeld, verschillend in meerdere aspecten

De **7 nader bekeken initiatieven** verschillen eveneens – bijvoorbeeld in termen van doelgroep, samenwerking, implementatiefase, en of zo welbevinden & veerkracht direct of indirect beïnvloeden,

Werkzame elementen

- 1) Specificeer duidelijke doelen die richting geven aan vormgeving!
- 2) Denk na over praktische en theoretische inbedding!
- 3) Schrijf een communicatieplan

Reflectieve & veerkrachtige houding

- 1) Maak ruimte voor reflectie en een holistisch perspectief op de professionele ontwikkeling van de student!

Verduurzaming

Hoe verduurzamen?

Eigenaarschap laten voelen en communicatie over het hoe en waarom van het initiatief kan eventuele collegiale weerstand voorkomen voor...

verbreiding, ...
verankering, ...
... en verdieping.

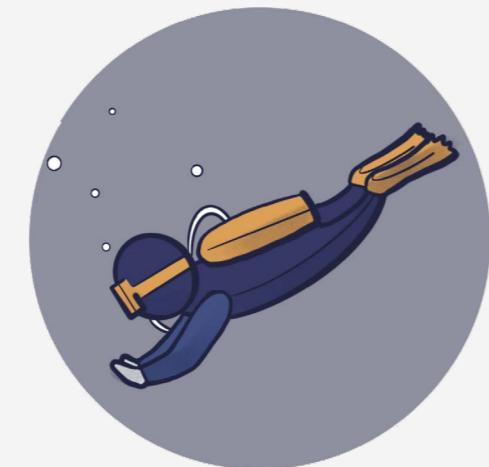
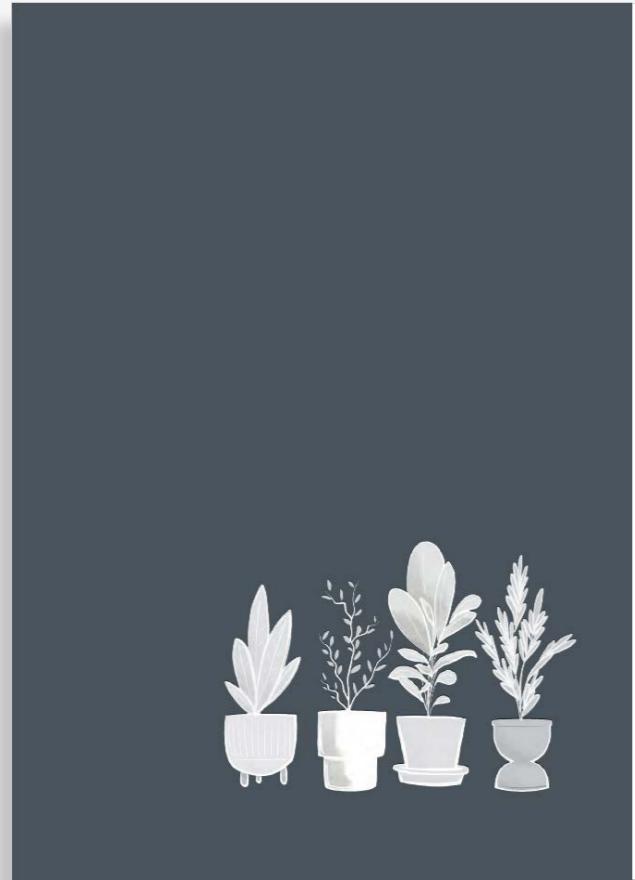
Wat nu?

Wij adviseren lessen of workshops incidenteel aantebieden tot ze volledig te integreren in het curriculum

Lerarenopleidingen kunnen deze werkzame elementen inzetten.

Daarmee kunnen ze aanstaande leraren ondersteunen bij het versterken van hun veerkracht en welbevinden voor meer werkplezier en minder werkdruk.

meer informatie op ons website LIS.STRATIONS



3 | Aanpak

In het onderzoek hebben we de initiatieven en de werkzame elementen in kaart gebracht. Daarnaast hebben we gekeken naar de behoeften vanuit studenten, docenten en beleidsexperts. Tenslotte hebben we gekeken naar manieren waarop de initiatieven verduurzaamd kunnen worden, en hoe aandacht voor welbevinden en veerkracht in het curriculum geborgd kan worden. De data is verzameld binnen een consortium van negen HBO en WO lerarenopleidingen, verdeeld over vier regionale allianties. De dataverzameling bestond zowel uit deskresearch als uit veldwerk, waarbij we gebruikgemaakt hebben van documentanalyse en informele interviews met betrokkenen en semi-gestructureerde interviews. Verder hebben we door middel van een hackathon¹ meer inzicht gekregen in de perspectieven van studenten, docenten en beleidsexperts op de borging van aandacht voor veerkracht en welbevinden in het curriculum.

Onderzoeksfasen

Het onderzoek bestond uit twee fasen, namelijk het in kaart brengen van de initiatieven, van de werkzame elementen en de behoeften van studenten, opleiders en beleidsexperts (fase 1) en het in kaart brengen van de verduurzaming en borging van de initiatieven (fase 2).

Fase 1: Initiatieven in kaart

In deze eerste fase zijn er gesprekken gevoerd met de betrokken consortiumpartners. Daarnaast zijn er documenten verzameld bij de negen deelnemende opleidingen. Denk bijvoorbeeld aan initieel NPO-bestedingssplannen, tussenevaluaties, en relevante paragrafen uit de jaarverslagen. Er is vervolgens een overzicht gemaakt met daarin informatie over doelgroep, reikwijdte, inhoud en vorm. Dit leverde een overzicht op van meer dan 70 initiatieven (zie figuur 4 op pagina 24).

In overleg met de consortium partners hebben we besloten om één initiatief per instelling te selecteren. We wilden een brede variatie aan initiatieven bekijken, en hebben daarbij op basis van onze onderzoeksvragen de volgende criteria opgesteld:

- variatie in doelgroep (studenten, staf of beide),
- variatie reikwijdte (facultet, opleiding of een specifieke groep/eenheid),
- variatie in inhoud (bv vaardigheden, kwaliteit van de opleiding, of welbevinden),
- variatie in vorm (cursusaanbod, overig).

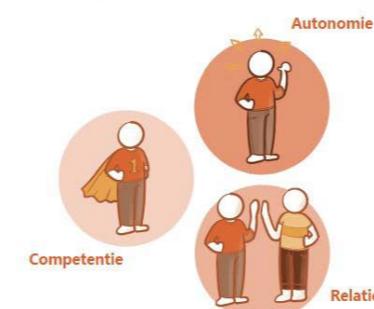
¹ Een hackathon is een evenement waarin teams gezamenlijk werken aan een innovatieve oplossing voor een maatschappelijk probleem.

15



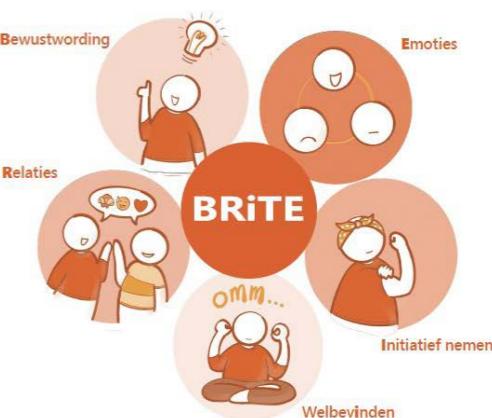
BRiTE raamwerk

Het acroniem BRiTE staat voor Building resilience (bewustwording), Relationships (relaties), wellbeING (welbevinden), Taking initiative (initiatief nemen) en Emotions (emoties) (zie figuur 3). Dit raamwerk gaat in op het belang van persoonlijke bronnen, contextuele bronnen en strategieën om veerkracht bij aanstaande leraren te bevorderen (Mansfield et al., 2016). Het gaat hier om het inzetten van: 1) persoonlijke hulppronnen, zoals motivatie, self-efficacy en emotieregulatie, 2) hulppronnen in de omgeving, zoals onderlinge relaties en ondersteuning van collega's, vrienden en familie, en 3) strategieën, zoals probleemoplossend vermogen en het balanceren tussen werk en privé. Aandacht voor het versterken van deze bronnen en strategieën zouden ook uitgangspunten kunnen zijn van de verschillende initiatieven.



Figuur 2. De zelfdeterminatietheorie

12



Figuur 3. Het BRiTE raamwerk

13

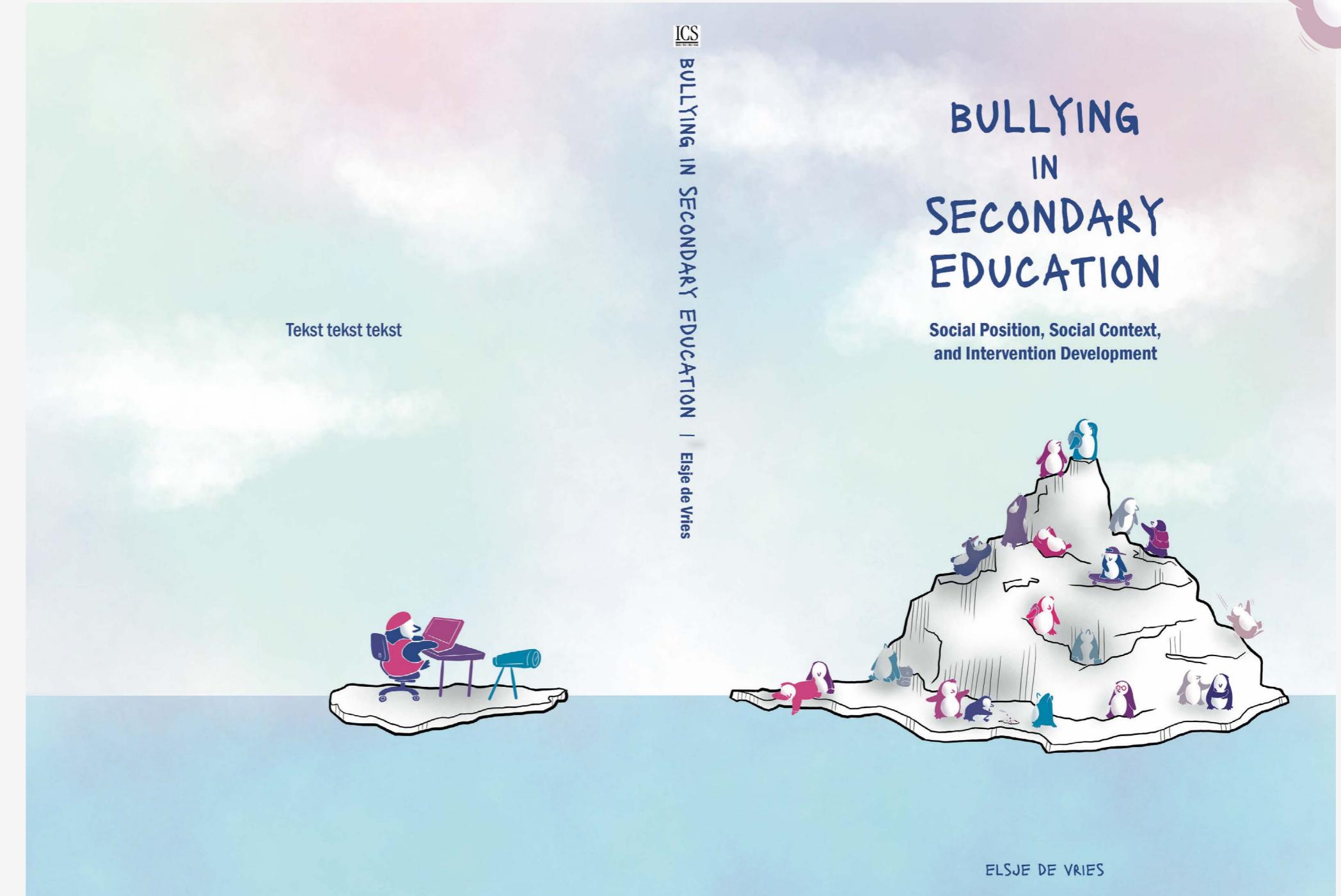
BULLYING IN SECONDARY EDUCATION (in progress)

Client | Private person

Type of work | Visual summary, dissertation

Tasks | Text & image – visual translation of research results – content design & visual concept – typography

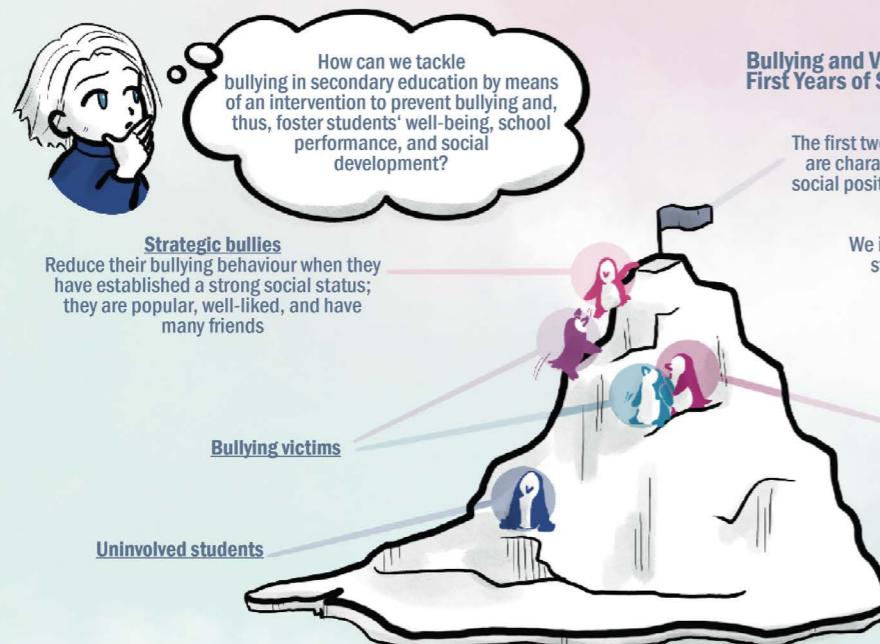
Visual summary of a dissertation focusing on bullying in secondary education, in which we wanted to visualise group dynamics and hierarchies summarising the method, results and conclusion of the whole dissertation in form of cartoonish illustrations, repeating the design of the dissertation itself



BULLYING IN SECONDARY EDUCATION

Social Position, Social Context, and Intervention Development

Doctoral Thesis, Elsje de Vries



Bullying and Victimation Trajectories in the First Years of Secondary Education (Chapter 2)

The first two years of secondary education are characterized by search of a strong social position - and hence, also a peak of bullying

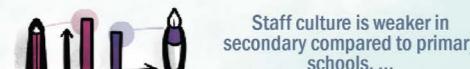
We identified four groups of students in this period

Non-strategic bullies
Maintain their bullying behaviour throughout time, are more popular, well-liked, and have many friends; however, they do face increasing rejection over time

Conclusion:
As students' social positions are established just after one month, interventions must be implemented from the very first day and must take the strategic aspect of bullying into account.

Differences in Staff Culture between primary and Secondary Schools (Chapter 3)

Staff culture in terms of shared decision-making and collaboration differs across countries and school form:



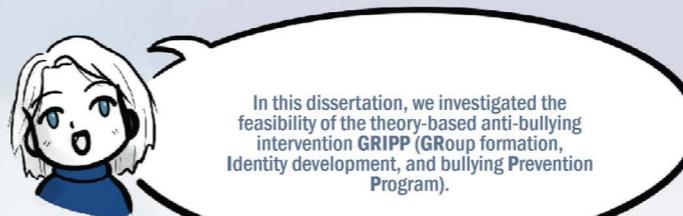
... particularly in England and the Netherlands



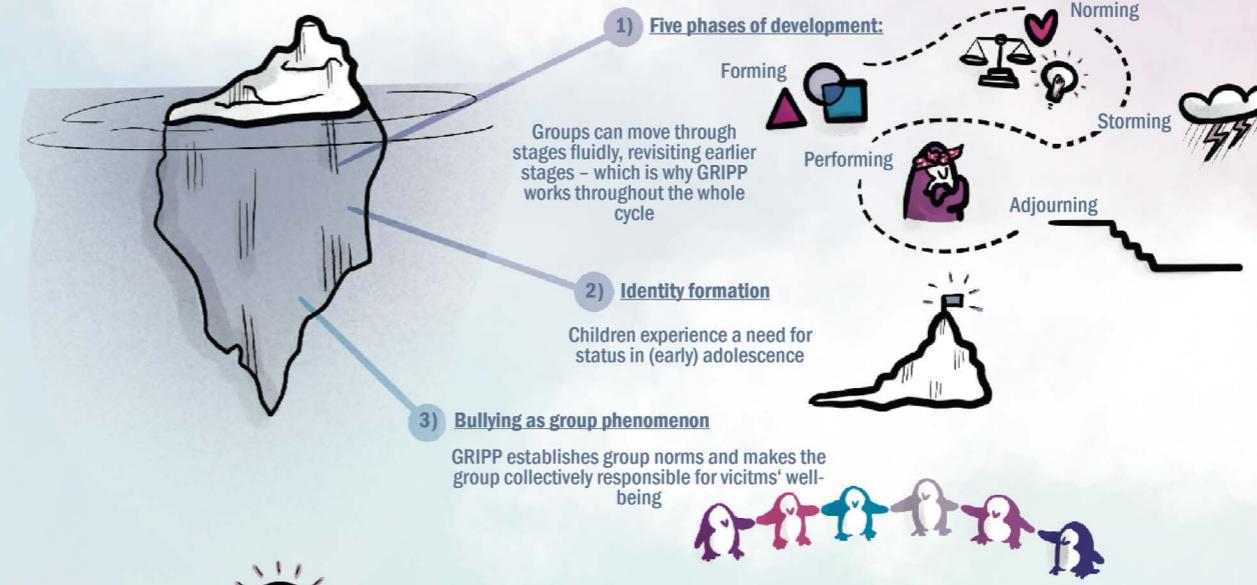
Secondary school staff experience lower levels of collegiality, leadership, consensus, and a mismatch between management decisions and allocation of respective resources

On average, secondary schools employ four times as many staff, which results in greater challenges to align values, expectations, and beliefs - and implement interventions.

Conclusion:
Team leaders need to foster collaboration and alignment of values to improve the implementation of interventions



GRIPP is based on three **Theoretical Processes** of change (Chapter 4)



Our Feasibility Study (Chapter 5) showed that teachers were satisfied with the material and content of the intervention and experienced it useful for long-term use throughout the first two years in secondary education



Moreover, we did not encounter adverse effects on bullying!



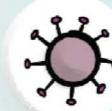
GRIPP constitutes a promising tool found feasible to implement and ready for further testing!



However, researching interventions in educational setting remains challenging, because of...



Inevitable convenience sampling



COVID-19 as a challenging period for both research and education



Uninvolved school leadership conducting intervention implementation



Active parental consent restricting the sample

Find the entire dissertation here:
QR-code



university of
groningen

FOUR YEARS OF CONTRACT, FIVE+ YEARS OF WORK (2025)

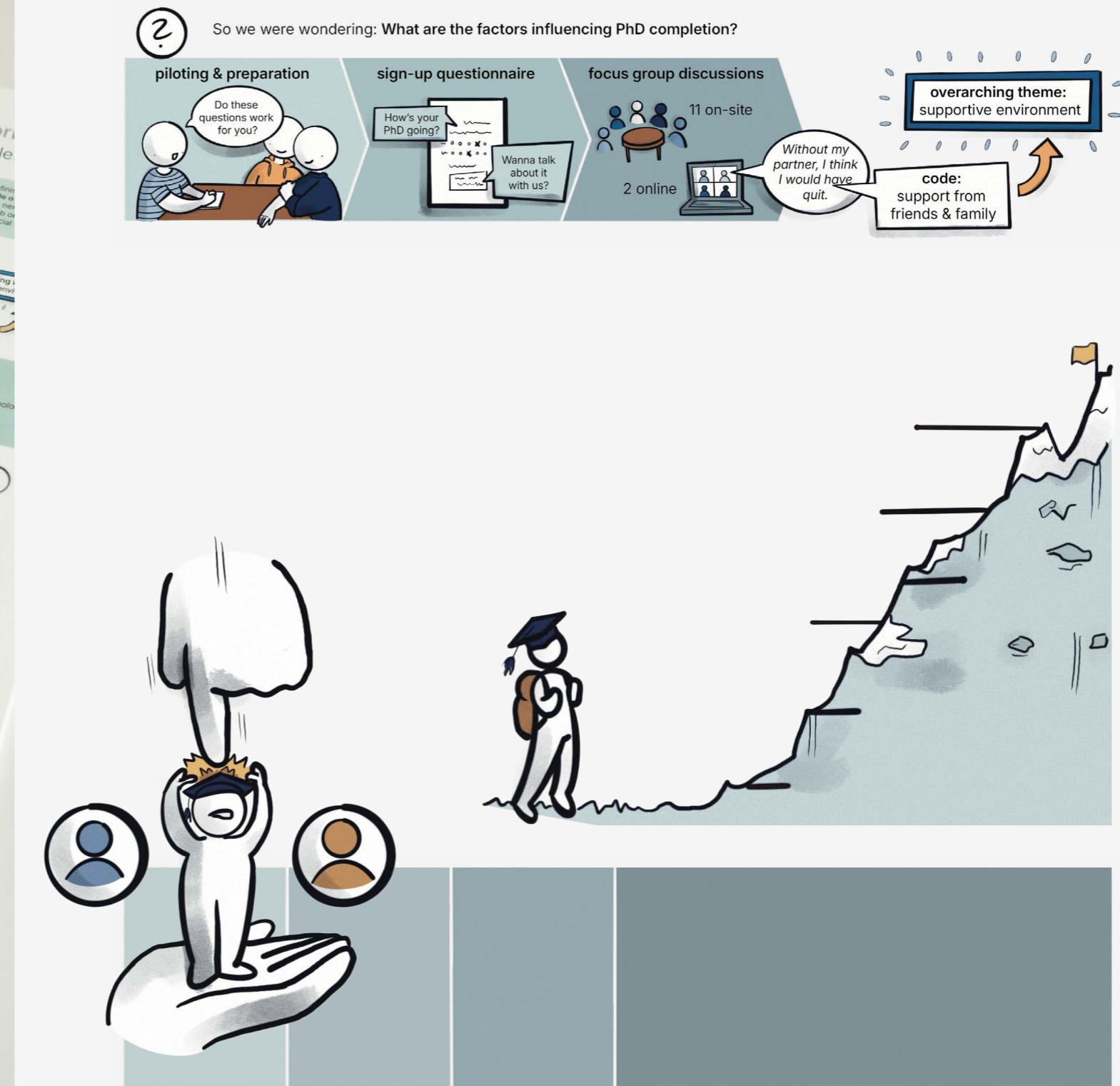
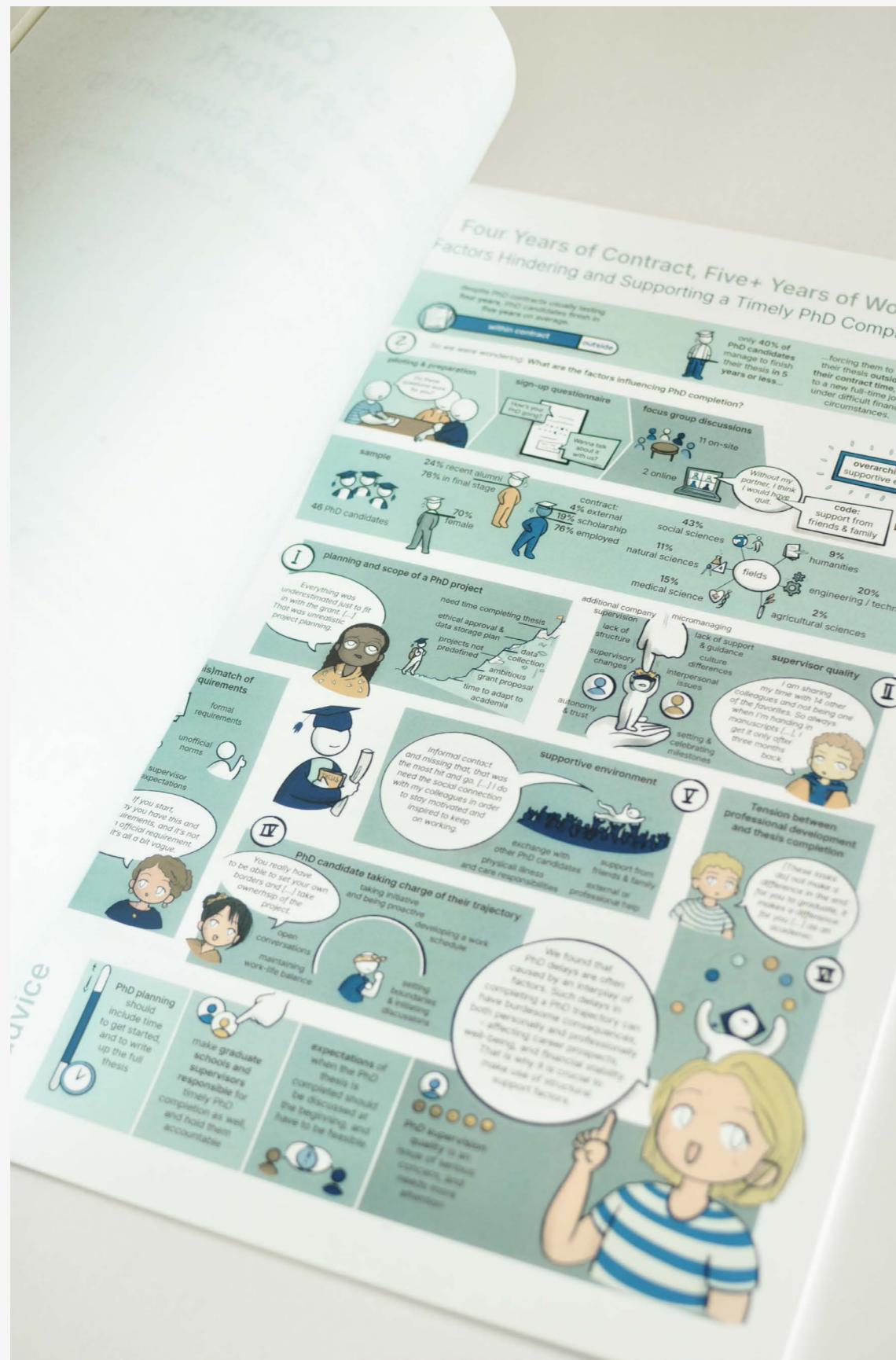
Client | Promovendi Netwerk Nederland (PNN; network of Dutch PhD students)

Type of work | Report & Infographic

Tasks | Text (Infographic) & image – visual translation of research results – content design (Infographic) & visual concept – layout – typography

Design of a report on factors that hinder or promote the completion of a doctoral thesis in the Netherlands, including: cover design, report layout, illustration of a character who guides the reader through the report, visual summary of the research project as an infographic.





ROADS TO SUPPORT

(2025)

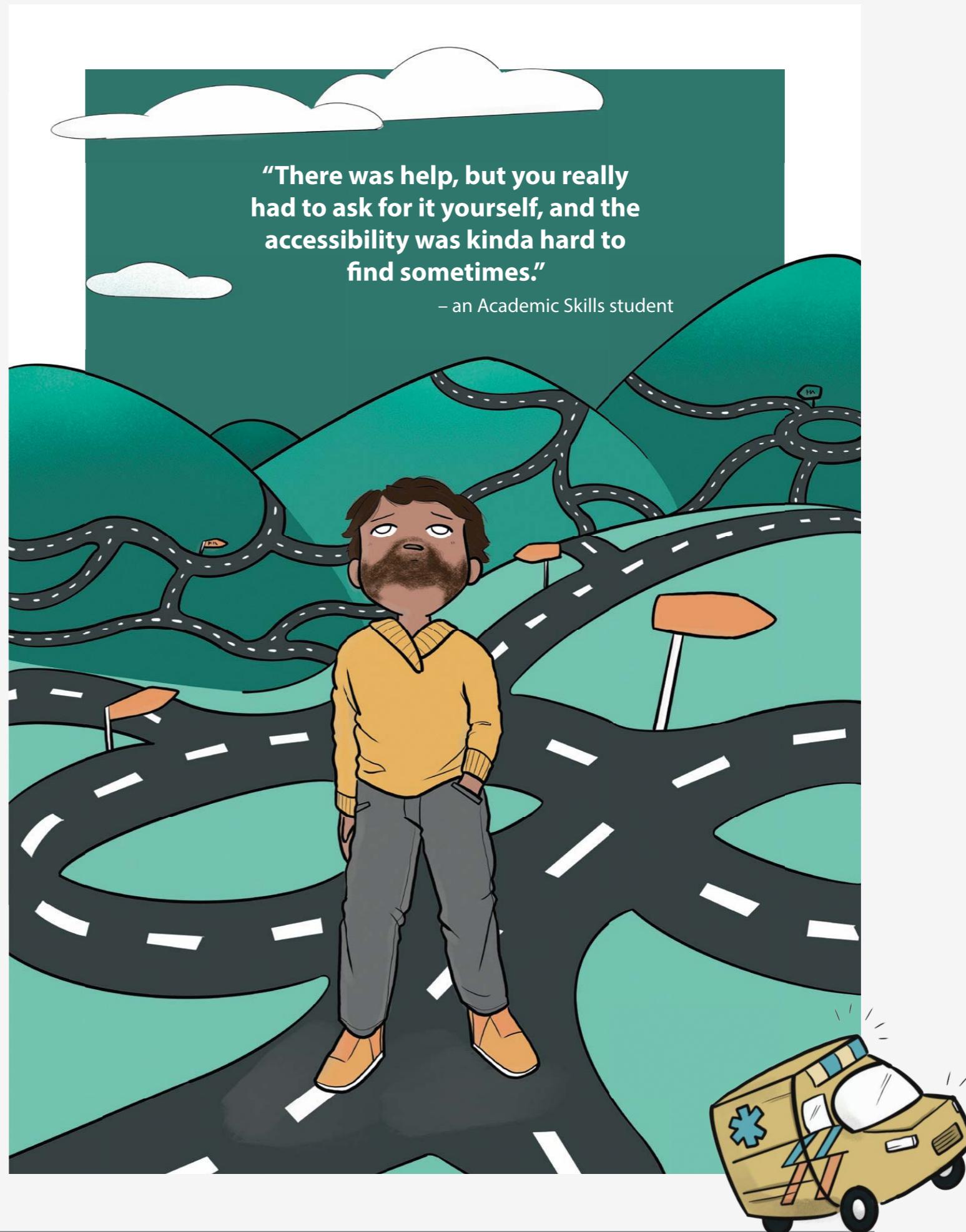
Client | University of Groningen

Type of work | Poster & postcards

Tasks | Text & image – visual translation of research results – content design & visual concept

Visual summary of bundled information regarding university contact points for student support in the form of a roadmap; visualisation of meaningful research results from a focus group study on the accessibility of these support options

funded by a grant from ComeniusNetwerk (Dutch network for educational innovation)



Roads to Support

As a student, you may face both academic and personal challenges during your studies. To help you navigate the available support, we have created a visual overview based on input from students and various support providers.

How to use this?

Support options are organized in three clusters: *inside university*, *outside university* and *online*. You can explore different pathways and select „road marks“ (support opportunities) that are relevant to you, for example, reaching out directly to a study advisor. Scan the QR codes for more details.



rijksuniversiteit
groningen

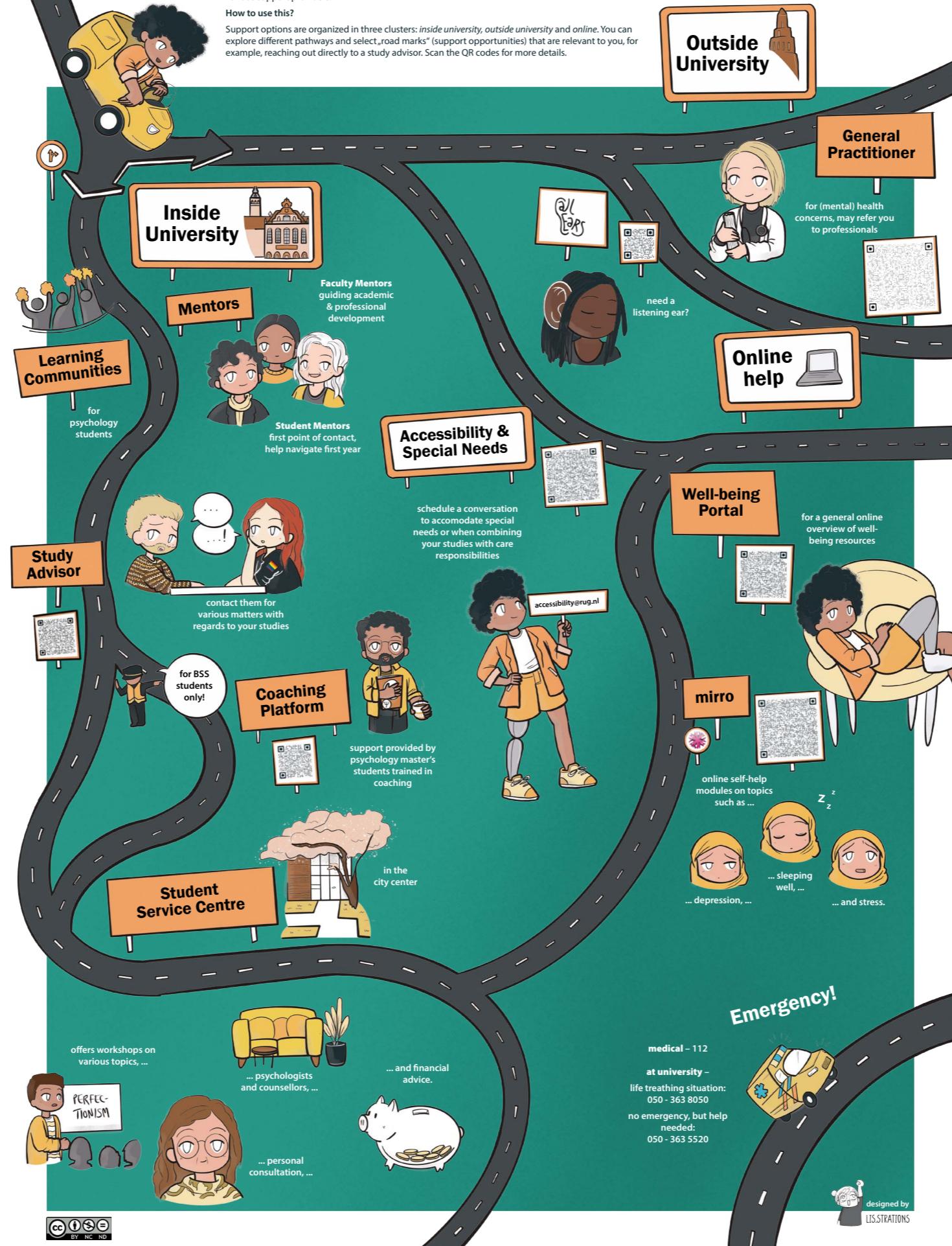


ComeniusNetwerk
de Onderwijsvereniging



NATIONAL
RESEARCH &
DESIGN
ORGANIZATION

This poster is made possible thanks to Comenius Teaching Fellowship awarded to Liga Kjavinja (L.Kjavinja@rug.nl)



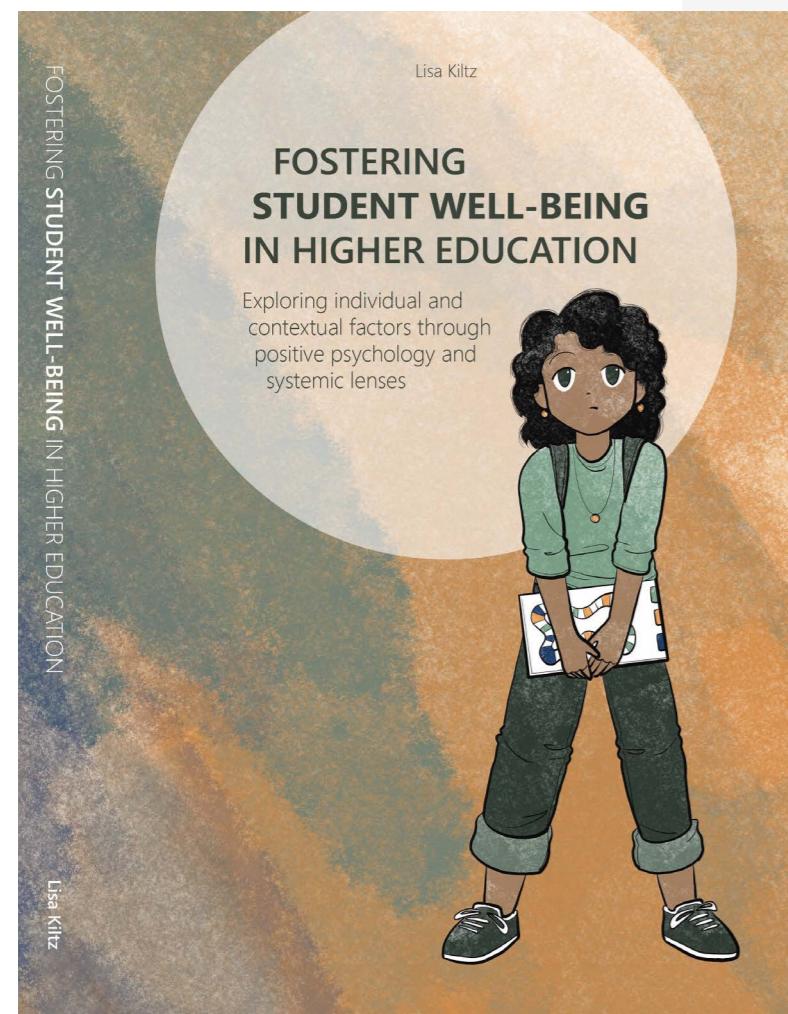
FOSTERING STUDENT WELL-BEING IN HIGHER EDUCATION (2024)

Client | Free work

Type of work | Booklet – scientific cartoons

Tasks | Plot, story, text & image – visual translation of research results – content design & visual concept – typography

Visual summary of my own dissertation (theoretical concepts, methods, results) per chapter in form of cartoons



Chapter 7 | Evaluating a Game-based Approach to BPN Intervention

Chapter 7 in Pictures

In this last empirical chapter, we tested and evaluated an intervention based on the board game introduced in Chapter 6.

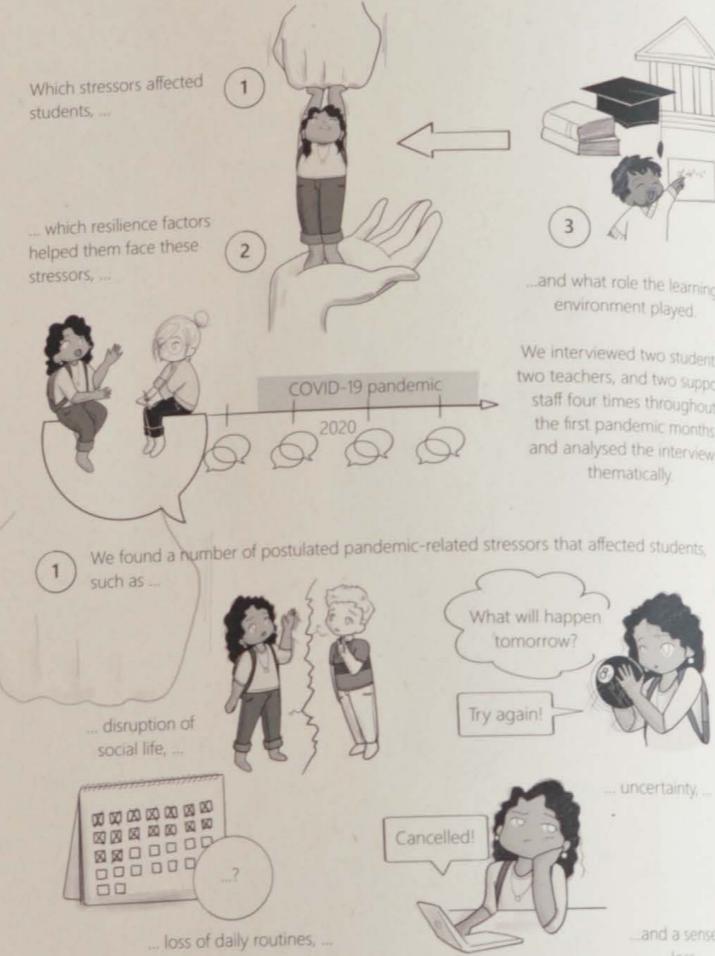




Chapter 3 | Student Well-Being during COVID-19

Chapter 3 in Pictures

In Chapter 3, we focussed on student well-being during COVID-19, focussing on three research questions:



Which stressors affected students, ...

... which resilience factors helped them face these stressors, ...

... and what role the learning environment played.

We interviewed two students, two teachers, and two support staff four times throughout the first pandemic months and analysed the interviews thematically.

1 We found a number of postulated pandemic-related stressors that affected students, such as ...

... disruption of social life, ...

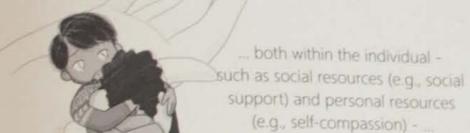
... loss of daily routines, ...

... uncertainty, ...

... and a sense of loss.

6

2 Moreover, we identified a wealth of resilience factors, counteracting the pandemic's adverse effects ...



... both within the individual - such as social resources (e.g., social support) and personal resources (e.g., self-compassion) - ...



... and within academia - such as relatedness to faculty members.

3 Finally, we encountered changes in how the pandemic-affected learning environment satisfied students' basic psychological needs, ...



... with competence being the least...



... and relatedness the most affected.



7

Such insights may help us create a healthier learning environment for students such as Isabella even after the pandemic.

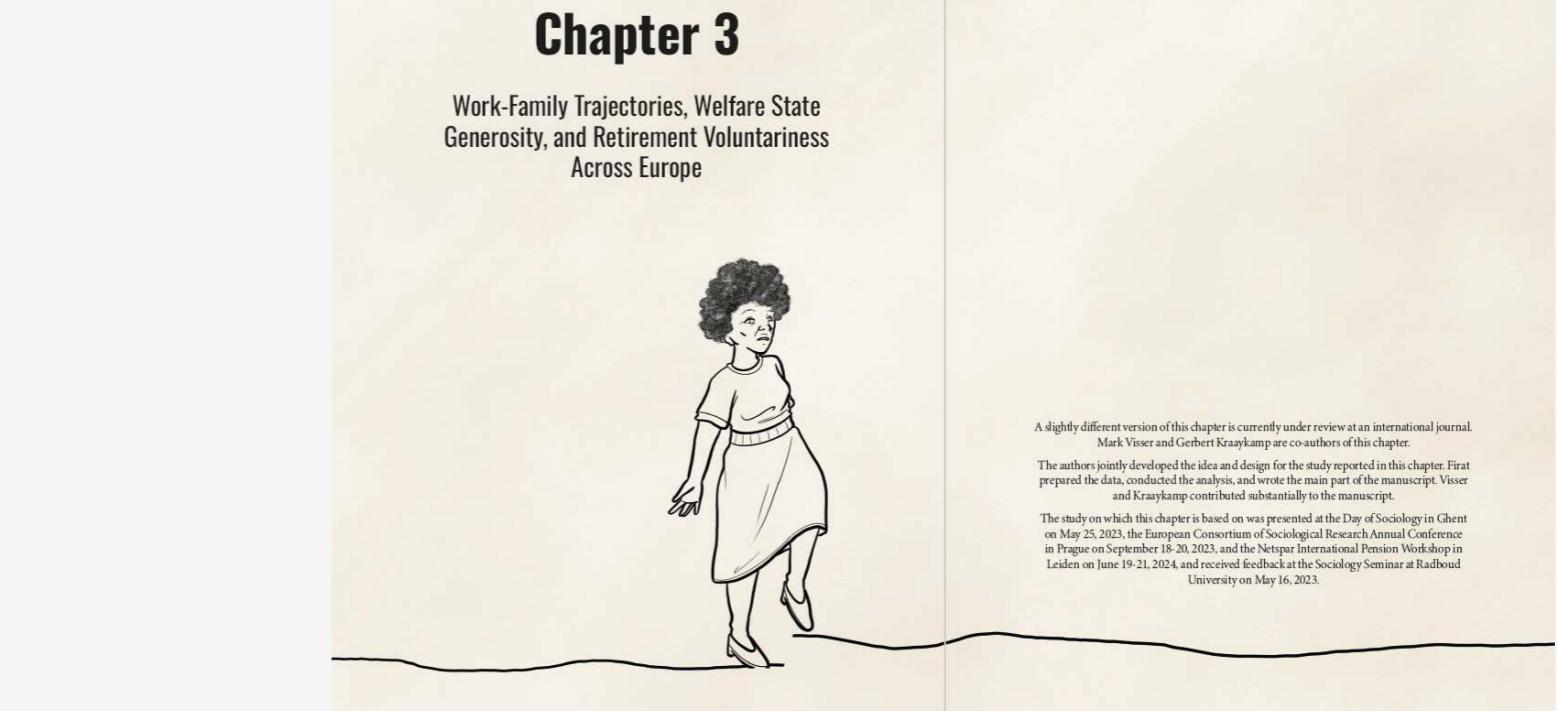
VARIOUS DISSERTATIONS (2024-2025)

Client | Various PhD students

Type of work | Dissertations

Tasks | Image – visual translation of research topics – visual concept – typography

Coverdesign of dissertations including inner layouting of text, figures, and tables; design of accompanying bookmark and propositions



Chapter 3

Work-Family Trajectories, Welfare State Generosity, and Retirement Voluntariness Across Europe

A slightly different version of this chapter is currently under review at an international journal. Mark Visser and Gerbert Kraaykamp are co-authors of this chapter.

The authors jointly developed the idea and design for the study reported in this chapter. Firat prepared the data, conducted the analysis, and wrote the main part of the manuscript. Visser and Kraaykamp contributed substantially to the manuscript.

The study on which this chapter is based on was presented at the Day of Sociology in Ghent on May 25, 2023, the European Consortium of Sociological Research Annual Conference in Prague on September 18-20, 2023, and the Netspair International Pension Workshop in Leiden on June 19-21, 2024, and received feedback at the Sociology Seminar at Radboud University on May 16, 2023.

Invitation
to attend the public defence of my dissertation entitled

Retirement and Life Course Transitions
Inequality and the Welfare State in Europe

Mustafa Firat
m.mustafafirat@gmail.com

on XX XXX 2025 at XX:XX,
in the Aula of Radboud University,
Comeniuslaan 2, Nijmegen

Livestream
www.ru.nl/aula/livestream

Paranymphs
Bilge Gençoglu
Maikel Meijeren

Mustafa Firat

Chapter 3

For the study in this chapter, we required both types of data. The information needed to construct work-family trajectories was available only in the retrospective surveys (waves 3 or 7). Thus, we began by selecting individuals who completed one of these retrospective surveys and whose pre-retirement work-family trajectory, covering age 15 to 49, had been reconstructed in Chapter 2. To link these trajectories to retirement voluntariness, we then identified those who had also participated in at least one of the prospective surveys (waves 1, 2, 4, 5, 6, 7, 8, or 9), where retirement details were gathered. From these prospective surveys, we selected only respondents who were retired. Given that the work-family trajectories covered the ages of 15 to 49, we restricted the sample to those who had retired at the age of 50+ to ensure a clear temporal order between trajectories and retirement.

Applying these criteria resulted in a sample of 59,491 individuals who had work-family trajectory data from age 15 to 49 and retirement voluntariness data from age 50 to 90. From this sample, we excluded those who retired after age 70 (1.38%), as this age marks the upper limit for pension eligibility in the countries under study and represents a selective group of people who delayed retirement beyond the typical age range. This exclusion also helped us minimize the time gap between the measurement of work-family trajectories and retirement. The average age of retirement in our sample was 60, meaning that there was a gap of approximately ten years between respondents' work-family trajectories and retirement. Finally, we excluded respondents with missing data on retirement voluntariness (10.87%), which was missing due to non-response, not knowing the answer, or refusing to answer. After these adjustments, our final sample comprised 48,775 people from 28 European countries.

Measurement

Dependent Variables

In this section, we illustrate how we defined retirement and measured retirement voluntariness while also disclosing the timing component of retirement voluntariness. We defined retirement as the exit from the workforce and considered a person retired when that person self-reported retirement to be their current job situation. We adopted this definition because the measurement of retirement voluntariness in SHARE's prospective survey was dependent on this self-report. In the survey, respondents were first asked about their current job situation, and if their response was 'retired', they received a follow-up question that asked why they retired, with ten reasons listed. This question was asked in the wave in which people reported their current job situation as retired for the first time, meaning that the provided reasons concerned the first transition to retirement. Consistent with previous research that implemented an indirect approach to measure retirement voluntariness based on the reasons for retiring (Mäcklin et al., 2022; Trentini, 2021), we used these ten reasons to distinguish between conventional, voluntary, and involuntary retirement, as shown in Table 3.1.

Respondents could select as many reasons as they wanted, but most respondents chose only one of the ten reasons. Nevertheless, some of them (89.2%) provided multiple reasons. When multiple reasons were provided, we embraced the approach of other researchers (Hyde & Dingemans, 2017; Radl, 2013) and prioritized involuntary reasons the most. This is because if people mentioned negative reasons alongside other reasons, other reasons might be post-hoc justifications to rationalize the forced exit from the workforce. We prioritized the conventional reason the least, as retiring for voluntary reasons reflects a more active choice and agents transition than reaching public pension eligibility.

Additionally, following Radl (2013) and Radl and Himmelfrecher (2015), we regarded those whose current job situation was permanently sick/disabled or unemployed as retired. However, we did this only if they were in that situation for at least two subsequent years until the last observation. We coded these people as involuntarily-retired because they were outside of the labor market in an

Chapter 3

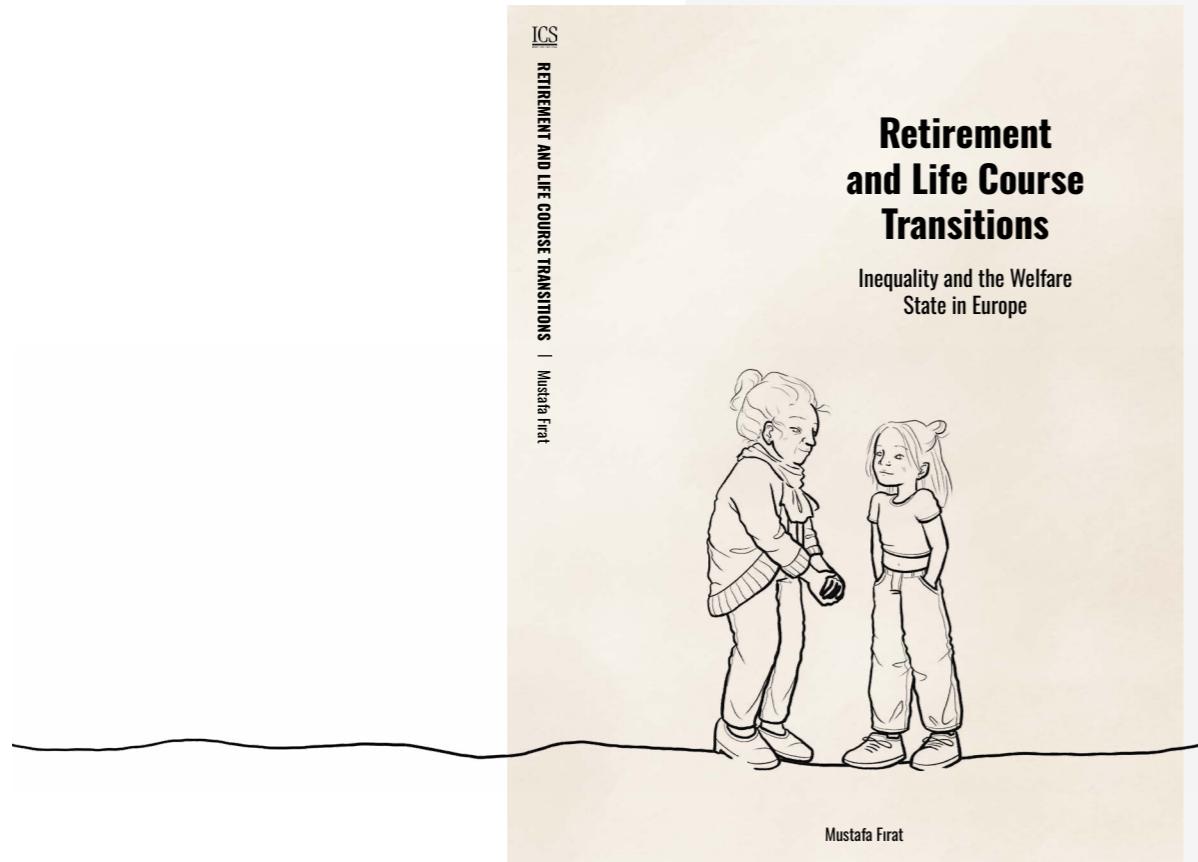
unwanted situation, and they were so ready for a long while. In our sample, this was the case for 1.17% of respondents. Of these, the sick/disabled (0.75%) were incapacitated for, on average, almost eight years, and the unemployed (0.42%) were jobless for almost seven years before the last observation. This suggests that they will not return to employment and can be seen as retirees.

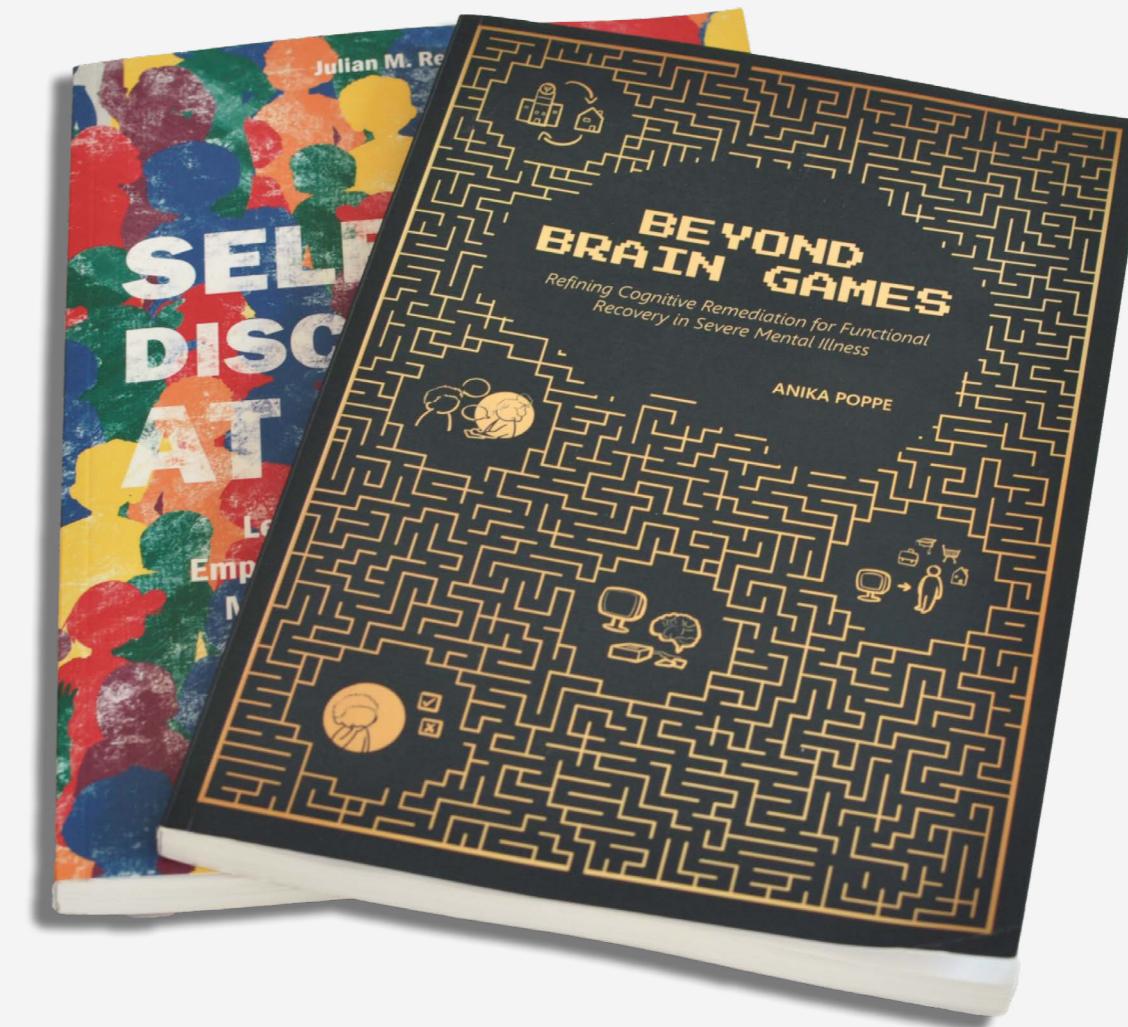
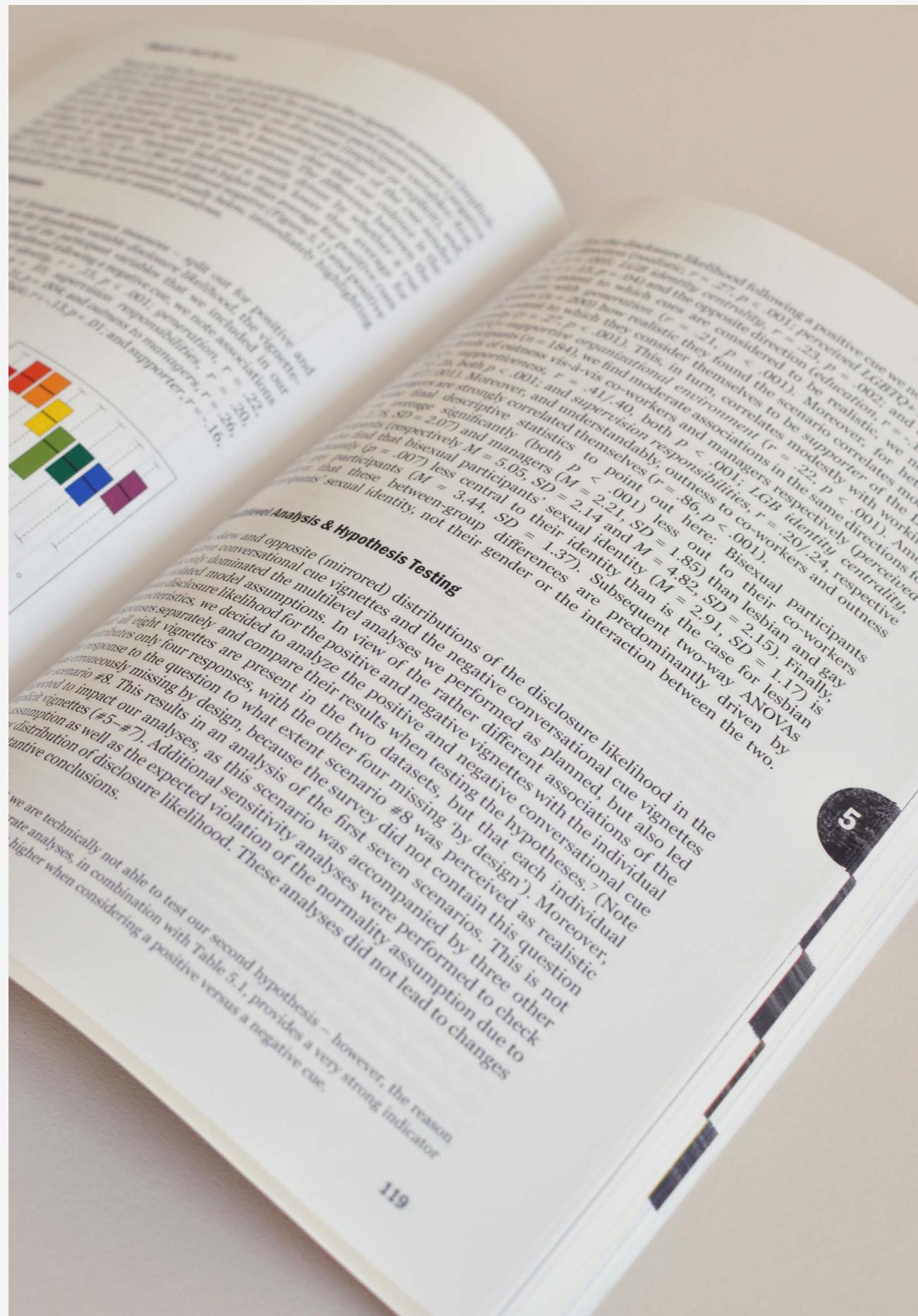
After determining the voluntariness of each person's retirement as conventional, voluntary, or involuntary, we created two dependent variables out of these three categories. A single dependent variable with three categories is more intuitive, but we had to create two dependent variables because multinomial models did not converge when we added random coefficients for the work-family trajectories, which is needed to get reliable estimates in cross-level interactions (Heisig & Schaeffer, 2019). It was still possible to include random coefficients in models with two dependent variables. This is why we proceeded with two dependent variables. The first dependent variable represented the voluntary versus conventional retirement contrast, and the second represented the contrast between involuntary and conventional retirement, meaning that conventional retirement was the reference category. While most previous studies treated conventional retirement as part of voluntary retirement, we followed Radl (2014) and treated it as a separate category and even the reference category, as it is conceptually distinct from voluntary retirement and represents the dominant reason for retiring.

In terms of retirement timing, conventional and voluntary retirees were similar. Most conventional and voluntary retirees retired between ages 60-65, with a mean of 61. Most involuntary retirees, though, retired before 61. On average, involuntary retirees retired about 2.5 years earlier than both conventional and involuntary retirees, supporting the idea that they leave the workforce prematurely.

Independent Variables

As mentioned before, we here use six types of work-family trajectories identified in Chapter 2. The details concerning the procedure for constructing these trajectories are available in the measurement and analysis sections of Chapter 2. A description of the content of each trajectory can be found in Table 3.2. We treated the full-time employed partnered parent trajectory as the reference category because it was the most common trajectory, also representing the most resource-rich trajectory.





VARIOUS RESEARCH VISUALS (2024-2025)

Client | Various researchers

Type of work | Single illustrations/
visuals

Tasks | Text (some) & image – visual
translation of research results (some)
– content design (some) & visual
concept – typography

Visualisations of researchers, research
methods and study designs, and
research results

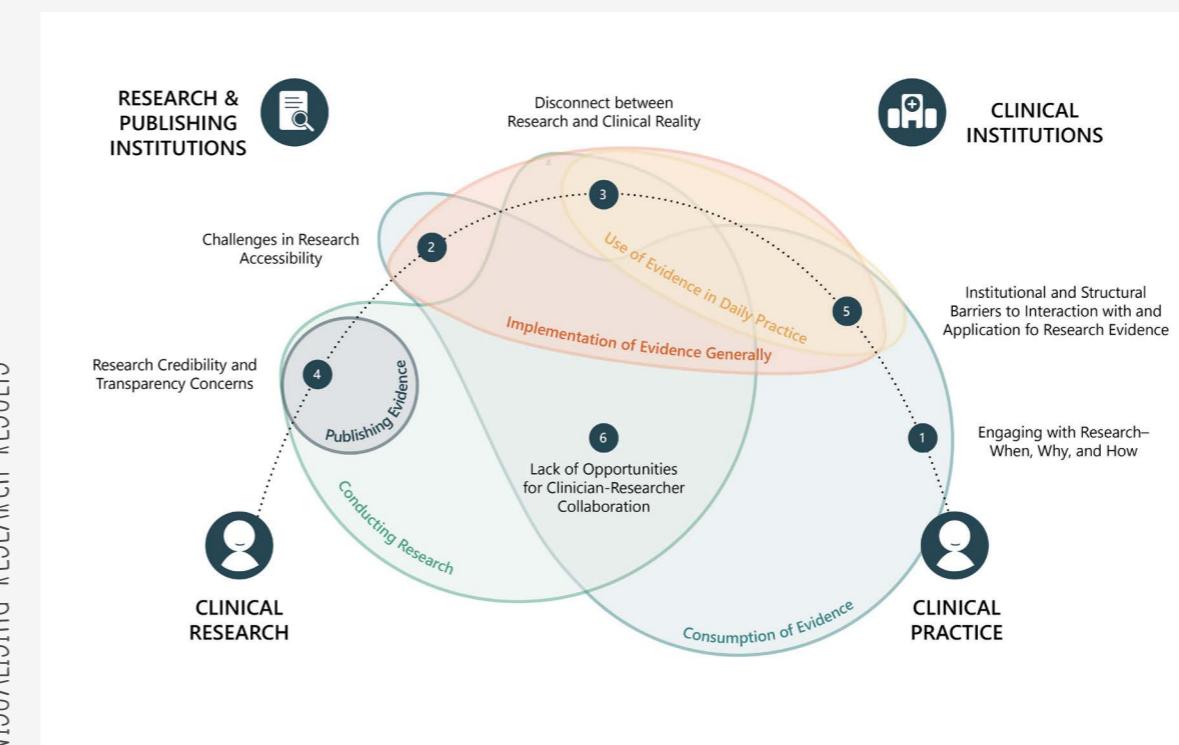
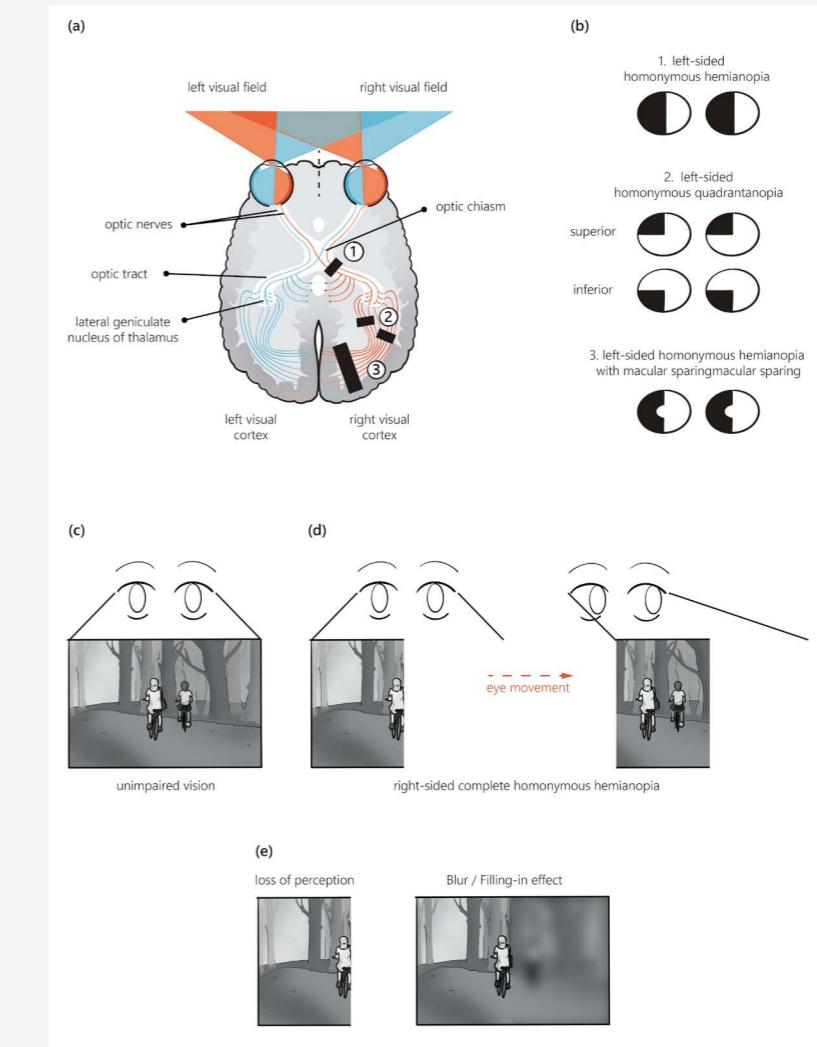
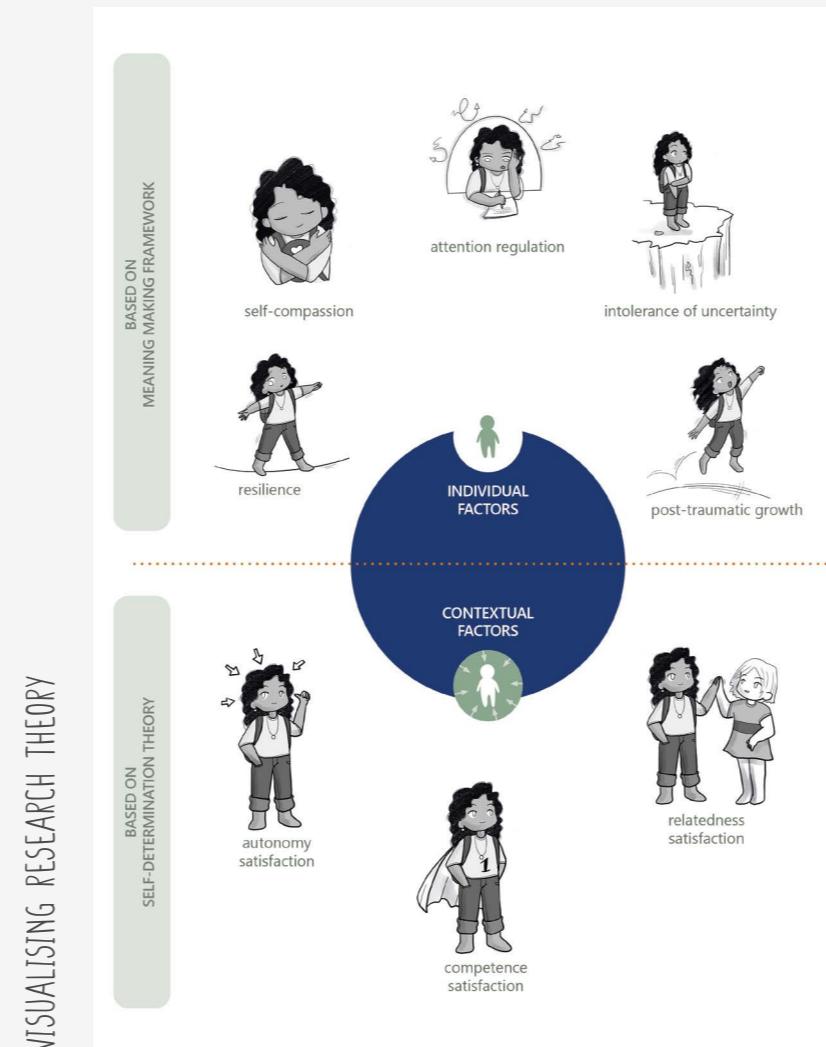




Figure Anika

everyday functioning is living independently in the community. This topic is spectrum disorders, a network (Dong et al., 2012). Chapter 2 by investigating the impact that cognitive impairments have on the cognitive remediation training independently for individuals with psychosis based on data of the longitudinal study (Korver et al., 2012). We explored whether cognitive impairments in general were associated with living independently rather than living in supported housing accommodations three or six years later in a sample of individuals with psychosis in the Netherlands and Belgium.

What is the Optimal Configuration of the Four Core Elements of Remediation?

There is an established knowledgebase about cognitive remediation and important considerations in the design of cognitive remediation. Previous research has shown that the individual outcomes are important in the design of cognitive remediation and that combining all four elements

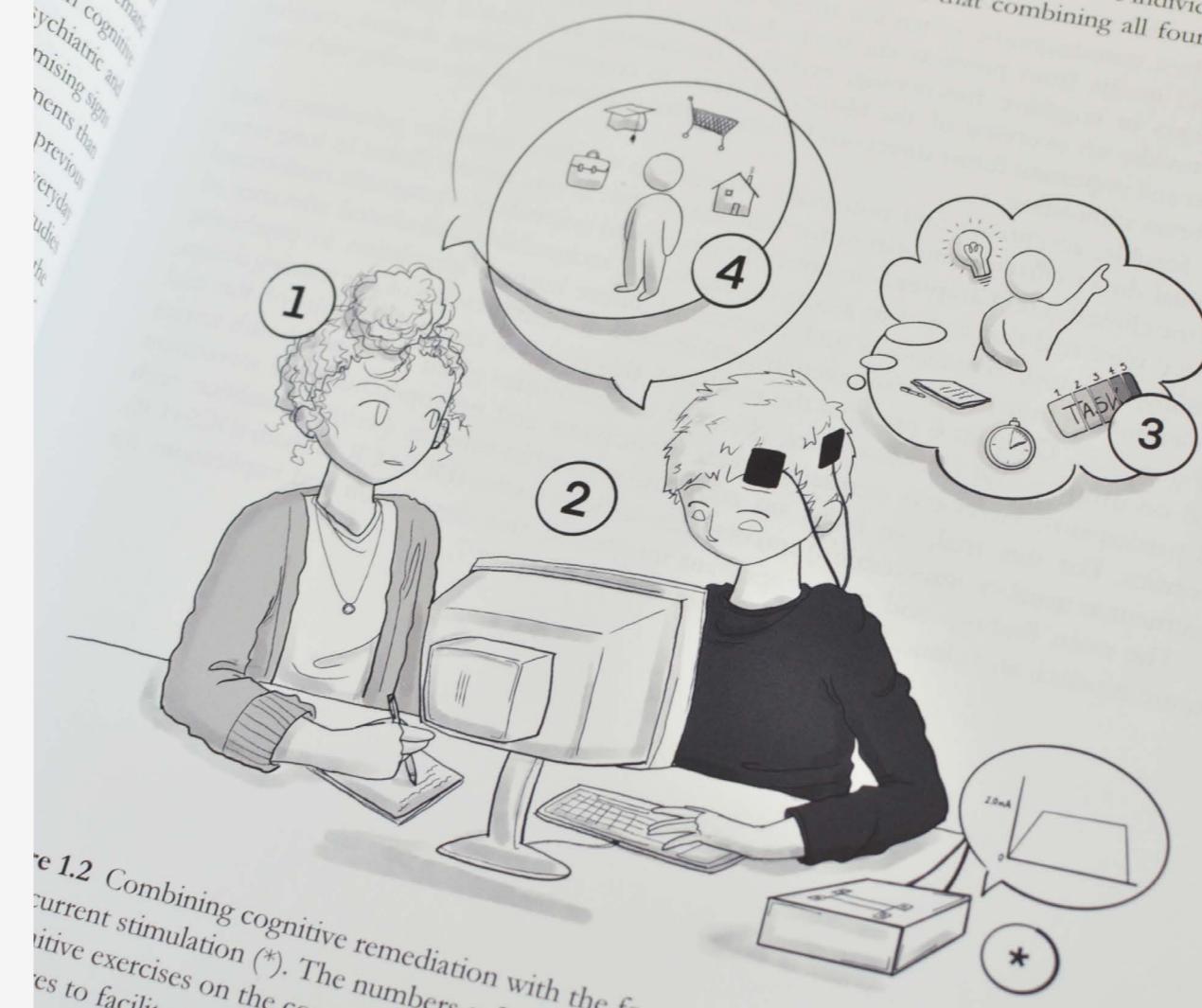


Figure 1.2 Combining cognitive remediation with the four core elements and transcranial current stimulation (*). The numbers refer to the core elements: (1) trained therapist; (2) cognitive exercises on the computer; (3) problem-solving strategies; and (4) generalization exercises to facilitate transfer to real-world functioning.

PSYCHOLOGY CARTOONS

(since 2020)

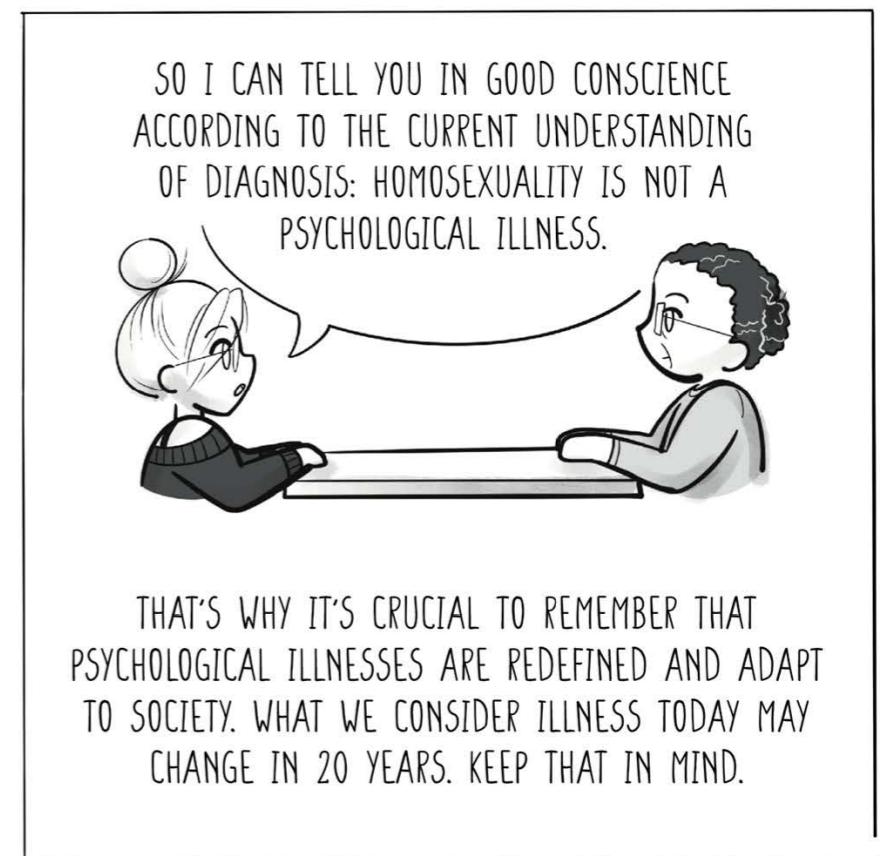
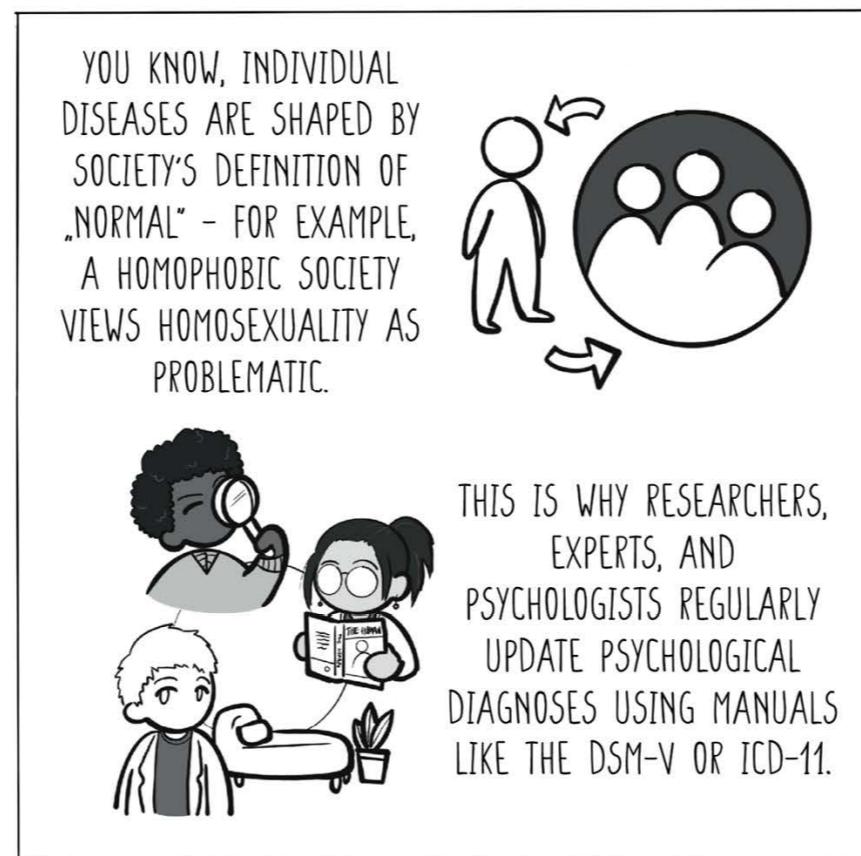
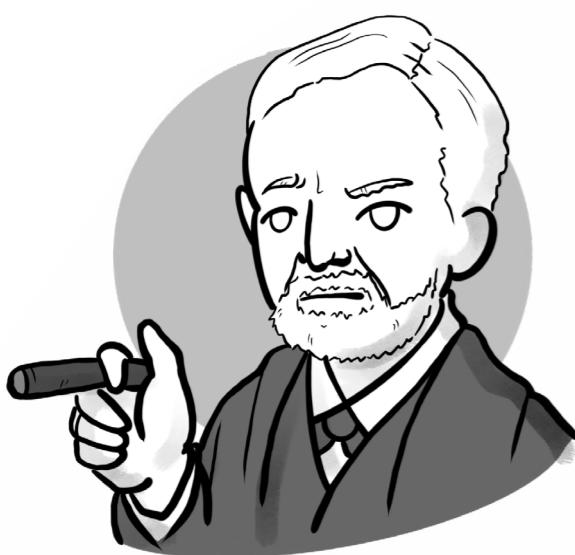
Client | Free work

Type of work | Cartoons

Tasks | Plot, story, text & image –
content design & visual concept –
typography

Designing cartoons on
psychological and social science topics
for educational and informational
purposes

Instagram @lis.strations



PSYCHOLOGY EXPLAINED: HYSTERIA

PEOPLE!
FOR MY 100TH COMIC, LET'S TALK
ABOUT THE ROLE OF PSYCHOLOGY
IN THE CONCEPT OF HYSTERIA AND
WHAT IT HAS TO DO WITH
HAVING AN UTERUS.



ANCIENT GREEKS BELIEVED THE
UTERUS (HYSTERA IN GREEK)
TO AFFECT WOMEN'S HEALTH BY
WANDERING THROUGH THE FEMALE
BODY, CAUSING ANXIETY AND
DEPRESSION.
(THANKS, PLATO!)



IN 1880, JEAN-MARTIN CHARCOT INTRODUCED
THE FEMALE-ONLY DISEASE „HYSTERIA“ TO
SCIENCE TO DESCRIBE EVERYTHING WRONG
WITH WOMEN - SUCH AS NOT BEING
SUBMISSIVE.



FREUD - A STUDENT OF HIS - FURTHER
STATED THAT HYSTERIA WAS DUE TO WOMEN
REALISING THAT THEY WERE ROBBED OF A
PENIS. THE SOLUTION (STILL): PENETRATION
(NOTA BENE: INCLUDING AN ORGASM!)

THIS SEXIST DIAGNOSIS OF „HYSTERIA“ WAS
DELETED FROM THE DSM - THE DIAGNOSTIC
AND STATISTICAL MANUAL OF MENTAL
DISORDERS - ONLY IN 1980!

SO, WE SHOULD BE CAREFUL
NEXT TIME WE WANT TO USE
PHRASES LIKE „SHE WAS
BEING SO HYSTERICAL!“





Berufsverband
Deutscher
Psychologinnen
und Psychologen



Deutscher
Psychologen
Verlag GmbH



rijksuniversiteit
groningen

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References (selection)

Berufsverband deutscher Psychologinnen und Psychologen (bdp)

Deutscher Psychologenverlag (dpv)

Promovendi Netwerk Nederland (PNN)

University of Groningen (RUG/UG)

MoonWalker Verlag



