REPORT ON THE ANNUAL DOCTORAL CANDIDATE SURVEY #2017

12 February 2018

Central PhD Council

Sarah Eskens (chair), Faculty of Law
Monique Alblas, Faculty of Social and Behavioural Sciences
Tijmen Münker, Faculty of Dentistry
Jan Overwijk, Faculty of Humanities

With many thanks to Jort ten Berg (former chair), Faculty of Economics and Business

TABLE OF CONTENTS

1 INTRODUCTION

The Central PhD Council (formerly 'UvAPro') of the University of Amsterdam represents the interests of doctoral candidates at the central organizational level of the University of Amsterdam (UvA).[1] We serve as a sounding board for the Executive Board and shared service units in matters concerning doctoral candidates and we work to improve the working conditions of doctoral candidates.

Each year, the Central PhD Council surveys doctoral candidates of all faculties of the UvA, with the exception of the Faculty of Medicine (AMC). Doctoral candidates of the Faculty of Medicine are organized in a separate council. This survey thus contains responses from the Faculty of Economics and Business (FEB), Faculty of Science (FNWI), Faculty of Social and Behavioural Sciences (FMG), Faculty of Humanities (FGw), Faculty of Law (FdR), and the Faculty of Dentistry (ACTA). Together, these faculties accommodate over 1600 doctoral candidates. In this report, we present the findings of the survey conducted in October 2017.

Annually recurring topics in the survey include employment conditions, international doctoral candidates, supervision, teaching duties, career development, and research environment. In addition to these recurring topics, for this year's survey we added questions on disabilities and chronic illnesses and support arrangements.[2] These questions were added to provide input to the Disability, Chronic Illness and Occupational Impairment (*Commissie Functiebeperking, Chronische ziekte, Arbeidsbeperking*, FCA) Committee of the UvA. The FCA Committee was set up in October 2016 and is responsible for implementing a policy plan to support students and staff with disabilities or chronic illnesses so they can study and work freely. We also added questions about the Basic Teaching Qualification (*Basiskwalificatie Onderwijs*, BKO). Finally, via the survey people could sign up to provide input to the Student Medical Service, where doctors and researchers of the UvA are developing an eHealth module for doctoral candidates.

If you have questions about the survey, please contact us at centralepromovendiraad@uva.nl.

---

[1]   In line with the Doctorate Regulations of the University of Amsterdam (2014) we use the term 'doctoral candidate' instead of 'PhD candidate' or 'PhD student'.
[2]   We have not attached these data for privacy reasons, but we do describe the most important findings in paragraph 3.9.

2 METHODS

The survey was emailed to all doctoral candidates of the faculties of the UvA (N = 1601), excluding doctoral candidates at AMC and including doctoral candidates at the Faculty of Dentistry employed by the Vrije Universiteit (VU). In total, 738 people responded to the survey (46%), and 521 respondents completed the survey (33%).[3]

The respondents were distributed among the different faculties as expected on the basis of the number of doctoral candidates that are registered per faculty. The response rate was highest for the Faculty of Social and Behavioural Sciences (FMG: 47%), and lowest for the Faculty of Law (FdR: 28%).

The invitation to the survey was sent out via email on 4 October 2017 and closed on 25 October 2017. To maximize participation, we raffled two diner vouchers of 50 EUR each, and we sent a first reminder after one week, a second after two weeks and a final reminder two days before closure.

Table 1: Response rate per faculty[4]

	Received survey	Response	Response [%]	Completed	Incomplete	**Complete response [%]**
ACTA	156	47	30	39	8	**25**
FEB	94	38	40	29	9	**31**
FGw	353	123	35	102	21	**29**
FdR	109	30	28	27	3	**25**
FNWI	577	225	39	192	33	**33**
FMG	311	145	47	127	18	**41**
Total	1601	738	46	521	217	**33**

---

[3] For the 2016 survey, 40% of the doctoral candidates responded, and 32% filled in the complete survey.
[4] 121 people opened the survey but quit during the very first questions. These responses are excluded.

3 SUMMARY OF THE RESULTS

Below, we summarize our findings. We have rounded off the data to make the report more reader friendly. Chapter 5 contains an overview of the exact data.

3.1 PERSONAL BACKGROUND

Our respondents are on average 30 years old with a standard deviation of 7,27. 56% of the respondents is female. The gender distribution of the respondents differs strongly per faculty, which is in line with the total doctoral candidate population of each faculty. Around 62% of doctoral candidates has obtained a master degree or equivalent, and 35% has a research master degree.

3.2 EMPLOYMENT CONDITIONS

Around 70% of the doctoral candidates has a research contract at the UvA, but this differs strongly for the Faculty of Dentistry. Here, around 34% of the doctoral candidates has a research contract.

Next to our question about the type of position doctoral candidates have, we asked who funds the doctoral research. Across the university, about 22% of the doctoral candidates is funded directly via the university. Close to a quarter of doctoral candidates is funded by the Netherlands Organisation for Scientific Research (*Nederlandse Organisatie voor Wetenschappelijk Onderzoek*, NWO), and around 14% of the doctoral candidates is self-funded (external doctoral candidates). For about 16% of the doctoral candidates, funding comes from a European organisation.

Close to 75% of doctoral candidates has a four-year contract. An explanation for shorter, three-year contracts could be that these doctoral candidates are funded through a grant of the European Research Council or a Marie Skłodowska-Curie action. These grants provide funding for three-year doctoral research projects. At the Faculty of Science, almost all contracts are for four years. At the Faculty of Law, only about half of the contracts is for four years, and one third of the contracts is for three years. At the Faculty of Economics and Business, just more than half of the contracts is for four years. Another explanation for three-year contracts could be an organisational link between the Research Master program and doctoral research program, such as is common at the Tinbergen Institute to which the Faculty of Economics and Business is linked.

About half of the doctoral candidates (44%) are informed about the employment conditions during an appointment with human resource management. Some doctoral candidates receive information about their employment conditions via other routes. For example, some faculties organize a day for new doctoral candidates where different institutional bodies, including HRM, present themselves and answer questions. Yet still 28% of the doctoral candidates do not feel well informed about their employment conditions. These people indicated that they do not know their exact contract conditions (e.g. composition of salary, teaching requirements, arrangements for sick leave) or what rights they have when it comes to holidays or reimbursement of travelling costs. Out of this group, one third of the doctoral candidates indicates to experience real problems due to the lack of information. These problems mostly relate to spending and reimbursement of research and travel budget.

The majority of doctoral candidates (70%) acquires their doctorate on the basis of a doctoral thesis in the form of a (compilation of) articles. Articles are the most common at the Faculty of Dentistry and the Faculty of Economics and Business, and very uncommon at the Faculty of Law and the Faculty of Humanities, where the standard is a monograph.

3.3 INTERNATIONAL DOCTORAL CANDIDATES

International doctoral candidates form about 40% of the total population. 45% of reported nationalities were non-Dutch, with most of them coming from the Schengen area.

About half of international doctoral candidates have experienced difficulties (in varying degrees) arranging their arrival and stay in the Netherlands. The main issue is housing, and other issues are language, healthcare, or social related. International doctoral candidates indicate on average receiving the amount of help they expected, though some differences between faculties do arise. International doctoral candidates at the Faculty of Dentistry indicate to have received (much) less help than expected. International doctoral candidates at the Faculty of Science are more likely to have received help finding housing, whereas at the Faculty of Dentistry and the Faculty of Law they received less help with housing. The international office of the university plays an important role in providing help with housing, however the results indicate that when it comes to other matters (e.g. health care/ insurance/ bank account) the international office is less likely to offer help.

One important factor in feeling uninformed is language: international doctoral candidates indicate that often information is only provided in Dutch.

3.4 PROGRESS AND WORK PRESSURE

The Collective Labour Agreement for Dutch Universities (*CAO Nederlandse Universiteiten*) of 2 July 2016 - 30 June prescribes that university employees have an annual consultation with their direct supervisor (*jaargesprek* of *functioneringsgesprek*).[5] This annual meeting will focus on, inter alia: the well-being of the employee (including physical and mental health aspects); the employee's employability, including personal development and any additional education needs; and the employee's degree of motivation.[6] This requirement also holds for doctoral candidates that are employed by the university.

Around two third of the respondents had an performance assessment interview since they were appointed as a doctoral candidate, and about a quarter indicates that they did not yet have such consultation but that it would take place soon or at least this academic year. Still 15% of the respondents did not have a consultation and had not been notified of having one soon.

Of doctoral candidates who have had an annual consultation 76% indicates having an interview at least once a year. 14% of doctoral candidates have a consultation less often than this; this percentage is almost equal for employee and external doctoral candidates. Around 73% of doctoral candidates were

---

[5]   Article 6.6, paragraph 1. Note that the annual consultation is different from other periodic assessments that may take place. Find the Collective Labour Agreement at http://www.vsnu.nl/en_GB/cao-universiteiten.html. See also https://medewerker.uva.nl/en/content-secured/az/annual-consultation/annual-consultation.html

[6]   Article 6.6, paragraph 1.

extremely satisfied or somewhat satisfied with their last annual consultation. Dissatisfaction is highest in the Faculty of Economics and Business and the Faculty of Humanities (both around 12%).

Next to that, doctoral candidates may have a 'go/no go' meeting after their first year. On average, only about 40% of the doctoral candidates did have such a meeting. At the Faculty of Economics and Business, 83% indicates that they didn't had such a meeting.

Almost 56% of doctoral candidates are on schedule with their project, and around one third are behind. Asked differently, the majority of doctoral candidates (75%) expect to graduate within the allotted time and 18% expect not to. On average, people in the latter group expect to have a nine months delay. The main reasons for delay are the project being too big and practical setbacks, followed by too little supervision, teaching load and illness (all around 10%).

Around 52% of the doctoral candidates describe the work pressure in their doctoral research as high and 7% finds the work pressure just too high. Of all the respondents, 39% indicates that the amount of work pressure impacts their work performance. Pressure is perceived highest at the Faculty of Economics and Business.

3.5 SUPERVISION

For 48% of the doctoral candidates, their promoter supervises them the most. For 36% of the candidates, their co-promotor provides most of the supervision. Around 8,5% of the respondents changed supervisors once.

There is a wide variety in the amount of supervision doctoral candidates receive from their promotor. Around 20% of the doctoral candidates meets their promotor once a week; 18% of the doctoral candidates two times per month; 18% meets once a month, 17% meets once every two months, and 20% meets once every six months or even less. That said, still 66% of the doctoral candidates finds the frequency of the supervision neither little or much, and almost 60% of the doctoral candidates finds the overall quality of the supervision high or very high. Just 4% of the doctoral candidates finds the overall quality of the supervision very low.

We see similar variety in the amount of supervision doctoral candidates receive from their co-promotor, if they have one. Around 27% of the doctoral candidates meets their co-promotor once a week; 19% meets twice per month; 17% once every month; 14% once every two months, and 17% once every six months or even less. A small group of 6% of the respondents meets their co-promotor multiple times per week. Again, the majority of doctoral candidates finds the frequency of the supervision by their co-promotor neither little nor much (61%), and about 65% assesses the overall quality of the supervision by their co-promotor high or very high.

When looked at the total package of supervision, 36% of the doctoral candidates is extremely satisfied with their supervision, and 44% is somewhat satisfied. Only 4% of the people is extremely dissatisfied. Still, in the open field for comments a substantial number of respondents mentioned that their

supervisor is extremely busy, which makes it hard to schedule meetings and makes people hesitant in approaching their supervisor.

The Collective Labour Agreement for Dutch Universities prescribes that doctoral candidates together with their supervisor develop a Training and Guidance Plan (*Opleidings- en Begeleidingsplan*, OBP).[7] The University of Amsterdam in its Doctorate Regulations of 2014 uses the term 'Training and Supervision Plan', and this report will do so too. A Training and Supervision Plan should in any case establish: what knowledge and skills the doctoral candidate must acquire and how this should be done; who shall act as mentor for the doctoral candidate; the extent, in minimum hours per month, of personal guidance from the appointed mentor to which the doctoral candidate is entitled.[8]

However, 28% of the doctoral candidates have never heard of the Training and Supervision Plan and many respondents indicate they are little or only somewhat familiar with the plan (approx. 35%). The Training and Supervision Plan is only required in the relationship between employers and doctoral candidates as employee. In other words, the Training and Supervision Plan is not mandatory for 'external' or self-funded doctoral candidates. Therefore, we divided the data about the Training and Supervision Plan according to who funds the research. Out of the doctoral candidates who are funded by the University of Amsterdam, 23% has never heard of the Training and Supervision Plan. Almost half of the doctoral candidates who are self-funded has never heard of the Training and Supervision Plan. Out of the people who are funded by the University of Amsterdam and do have a Training and Supervision Plan, 40% discusses the plan less than once a year. Finally, of the people who are funded by the University of Amsterdam and do have a Training and Supervision Plan, about 30% agrees or strongly agrees that the plan is useful and almost a quarter disagrees the plan is useful.

3.6   TEACHING QUALIFICATIONS

69% of the doctoral candidates teaches or supervises students. The vast majority of doctoral candidates at Faculties of Economics and Business (73%) and Science (83%) have to teach, whereas it is more often voluntary at the Faculty of Dentistry and the Faculty of Humanities. At the Faculty of Law, 75% of the doctoral candidates indicate that they do not teach.

Teaching activities mostly constitute tutorials and thesis supervision. 60% of the respondents indicates that their teaching load is neither too much nor too little. Around 11% indicates their teaching load is (far) too much. Particularly in the Faculty of Economics and Business and the Faculty of Science issues arise around heavy teaching load, as in both faculties 40% indicates the teaching load is too high. 70% of doctoral candidates feel that they can perform their teaching activities with sufficient quality, whereas the other 30% has doubts.

The university requires that all lecturers obtain the Basic Teaching Qualification (*Basiskwalificatie Onderwijs*, BKO). The Basic Teaching Qualification is a nationally accredited teaching certificate, and should also be obtained by doctoral candidates who give lectures. However, 83% is not in the process of

---

[7]   Article 6.8, paragraph 1.
[8]   Article 6.8, paragraph 3.

obtaining a Basic Teaching Qualification. What's more, almost 37% of doctoral candidates have never heard of it. When asked if they would be interested in obtaining the Basic Teaching Qualification, 58% of the respondents indicate they would be interested in obtaining one.

There are alternatives for the full Basic Teaching Qualification. The Faculty of Economic and Business offers a didactics course for doctoral candidates,[9] and at the Faculty of Science it is compulsory for doctoral candidates to take the training 'Teaching Skills for PhD candidates'.[10] Next to that, faculties have occasionally offered a 'BKO light' course, which consists out of a three-day didactics training for doctoral candidates. Of those who followed an alternative, 67% found it very useful.

3.7 CAREER DEVELOPMENT

55% of the doctoral candidates indicated that they have sufficient time to participate in educational activities, and slightly over half of the doctoral candidates are satisfied with the courses that are on offer. 61% of doctoral candidates feel that the educational activities that they participated in thus far contributed to the completion of their doctoral research. Half of doctoral candidates feel motivated by their supervisors to participate in these courses.

In the Collective Labour Agreement for Dutch Universities the parties have agreed to improve the employment market prospects of doctoral candidates.[11] Doctoral candidates will be given the time within their employment to obtain the required qualifications for a continued academic career, or for career counselling and obtaining qualifications leading to broader labour market prospects. In addition, they will receive training in writing research applications. Universities will work actively to provide from job-to-job guidance for doctoral candidates. Furthermore, on the basis of the Collective Labour Agreement for Dutch Universities, university employees should be granted at least two development days per year for working on his or her long-term employability.[12]

The university offers various career development services. ProActief UvA offers free and confidential career advice for employees with an employment agreement of one year or more. People do not need permission from their supervisor to make use of this option. The career programme of ProActief UvA may consist of one-on-one talks with a careers adviser, and can also be combined with (career) tests or assignments.[13] The Student Careers Centre offers workshops, trainings, and an individual consultation

---

[9]   https://medewerker.uva.nl/en/economics-and-business/content-secured/news/2017/12/revamped-didactics-course-for-phd-students.html
[10]   See http://gss.uva.nl/current-phds/skills-development/faculty-level/courseteaching-skills-for-phd-candidates.html
[11]   Article E.12, paragraph b.
[12]   Article 6.9, paragraph 1.
[13]   https://medewerker.uva.nl/en/content-secured/az/professional-development/career-advice/career-advice-from-proactief-uva.html and https://www.proactief.uva.nl/en/

session with a careers adviser.[14] Although the centre is aimed at students and can only be found at the student's website, it seems the centre's services are also available to doctoral candidates.[15]

New are online courses via GoodHabitz, such as how to make mind maps or how to work more effectively. These courses are offered since December 2017 to all staff members, but seem to be available in Dutch only until now.[16]

27% of the respondents is dissatisfied about career-orientation activities on offer. 70% of the doctoral candidates indicate that the offered career-guidance doesn't help them in preparing for their future career or are indifferent. Around one third of the doctoral candidates plan to pursue an academic career at a university, and almost 50% indicates to make the switch to business. Around 10% don't know what career they will pursue.

3.8 RESEARCH ENVIRONMENT

Doctoral candidates are (very) satisfied with their workplace (79%) and computer (75%). Satisfaction with access to information is even higher (87%). Even though doctoral candidates are in general also very satisfied with research facilities, it looks like improvements could be made here.

Around 18% of doctoral candidates indicate they don't have a research budget. At the Faculty of Science and Faculty of Social and Behavioural Sciences the majority indicates that the research budget is considered to be very or extremely sufficient. At the Faculty of Humanities, 10% indicates that their research budget is insufficient.

At the Faculty of Dentistry 25% indicates that their department/research group doesn't provide opportunities to become involved in the broader research culture. Both within the Faculty of Economics and Business and Faculty of Humanities around 20% indicates that the research ambiance does not stimulate their work. Further, the results indicate that also within these two Faculties a large amount of doctoral candidates do not feel integrated into their research group (within Humanities this is 40% and within Business and Economics this is 27%).

Almost three-quarter of doctoral candidates is satisfied with their social relationships at work, and an equal amount is satisfied with their contact with staff members of their research group. Almost a quarter of doctoral candidates feel disintegrated from the wider university community.

3.9 DISABILITIES AND CHRONIC ILLNESSES

15% of the doctoral candidates have a physical or mental condition that they perceive is impacting their work performance. From the doctoral candidates that indicated to have a disability, 10% suffers from dyslexia. 30% of those with a physical or mental condition indicates that depression is impacting their

---

[14]   http://career.uva.nl/career-services/career-services.html
[15]   http://www.uva.nl/en/research/phd/doctoral-programme/during-the-doctoral-programme/during-the-doctoral-programme.html
[16]   https://medewerker.uva.nl/content-secured/nieuws/2017/12/online-trainingen-via-goodhabitz.html

work performance. In the category 'other' (36%), a lot of times mental issues such as stress, burn-out and anxiety were mentioned.

The aspects that are mostly impacted by the disability are free time activities (47%), the progress of the doctoral research project (38%), and social contact outside of work (36%) and with colleagues (31%).

36% indicated that their disability is causing a delay in the doctoral research project, of which 70% expects to be delayed between one and six months. In 54% of the cases it is unclear whether there are arrangements the enables the doctoral candidate to get a contract extension, and 10% indicates they have a special arrangement.

The most common support that is received at work are working from home (30%) and shorter working days (20%). When asked about what kind of support they additionally need or how support could be improved the doctoral candidates suggested lower thresholds for seeking help, a course for people with dyslexia, brighter and more colourful offices, more private office space, setting up a support group or network of people with similar struggles, understanding from direct colleagues and the university.

4 RECOMMENDATIONS

Almost one third of the doctoral candidates do not feel well informed about their employment conditions. We recognize that an appointment with human resource management at the commencement of the research should not be obligatory across the university, but **faculties should stimulate people to inform themselves about their employment conditions, so that people do not find out about advantageous arrangements after the fact**. The Central PhD Council will also inform doctoral candidates and create awareness about employment conditions via our newsletters.

Doctoral candidates are overall quite satisfied with the supervision they receive. In current discussions about Doctoral Candidates and their mental health, it is often suggested that problems that arise during the doctoral research are attributable to sub-par supervision. Our results do not support this correlation. Nevertheless, we stress that **supervisors and the wider community have an important role in recognizing and signalling (mental) health problems that doctoral candidates encounter**. Doctoral candidates should feel safe to make their well-being subject of discussion either with their supervisors or with someone else in their research team or academic community.

A Training and Supervision Plan is obligatory for doctoral candidates who are employed by the University of Amsterdam. However, out of the doctoral candidates who are funded by the university, 23% has never heard of the Training and Supervision Plan. **The obligation to develop a Training and Supervision Plan should be monitored and enforced**, because this provides a standardised framework for doctoral candidates and their supervisors to monitor progress and make satisfaction with supervision subject of discussion.

Doctoral candidates are very willingly to obtain teaching qualifications in the form of the Basic Teaching Qualification (BKO). However, only a small percentage of doctoral candidates is currently involved in obtaining a teaching qualification. This might be because doctoral candidates are not familiar with the Basic Teaching Qualification. Therefore, we recommend that **the faculties communicate the availability of Basic Teaching Qualification courses clearly to their Doctoral Candidates**. In addition, due to a lack of financial resources and time, we do not recommend offering or mandating a full Basic Teaching Qualification for all doctoral candidates. However, we do advise to **make a shortened 'BKO-light' course available for all doctoral candidates in Dutch and English**. Faculties could collaborate in developing and offering BKO-light courses.

International doctoral candidates experience difficulties with arranging health care, insurance, a bank account, and so on. **The international office could assist in these matters, for example, by offering information leaflets in English that guide foreign candidates through the Dutch system** and referring them to service providers that are suitable for doctoral candidates.

Doctoral candidates mostly indicate that they are either indifferent to the offered career-guidance or that they feel it doesn't help them in preparing for their future career. Therefore, we find **the university should investigate the possibilities of strengthening both the content of the career-guidance programmes and the communication of these programmes to doctoral candidates specifically**.

5 DATA

5.1 PERSONAL BACKGROUND

Q2.3 – What is your gender?

Male   Female   Other

acta

25.53%

74.47%

feb

39.47%

60.53%

fgw

40.65%

59.35%

fdr

43.33%

56.67%

fnwi

47.11%

52.89%

fmg

28.97%

71.03%
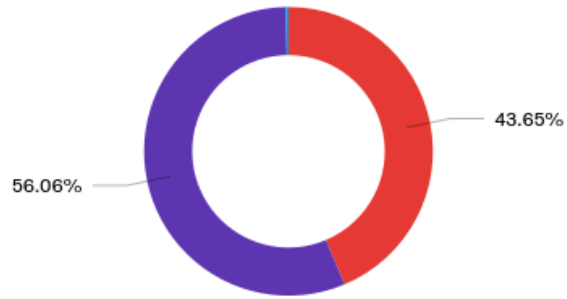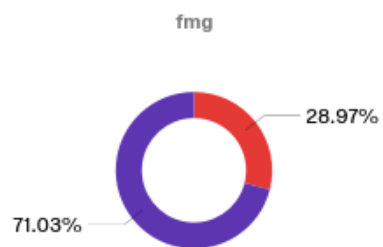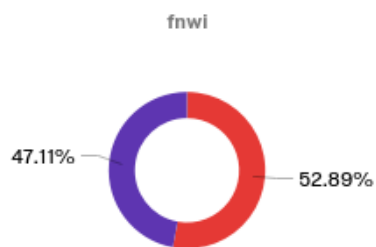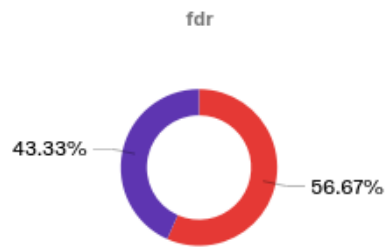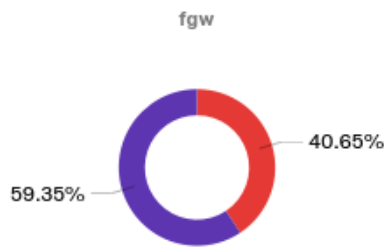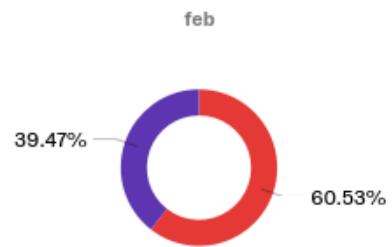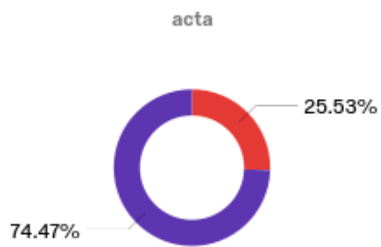
Q2.5 - Are you an international PhD Candidate?

41.25%

58.75%
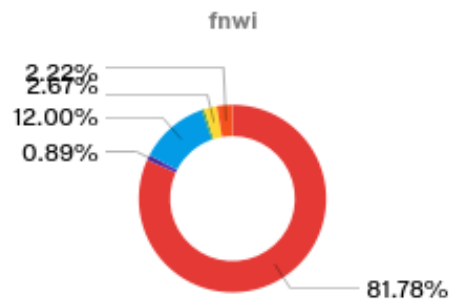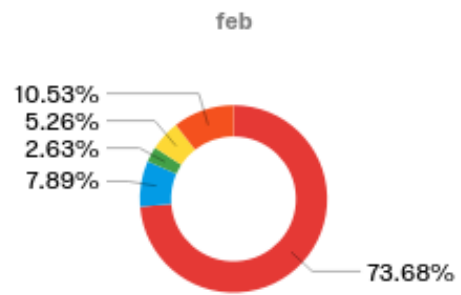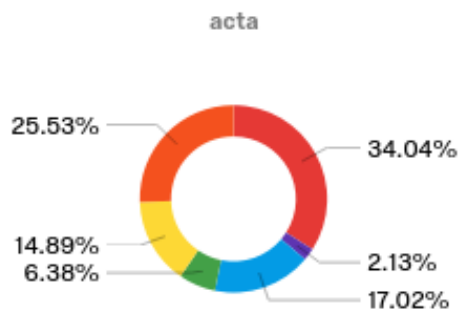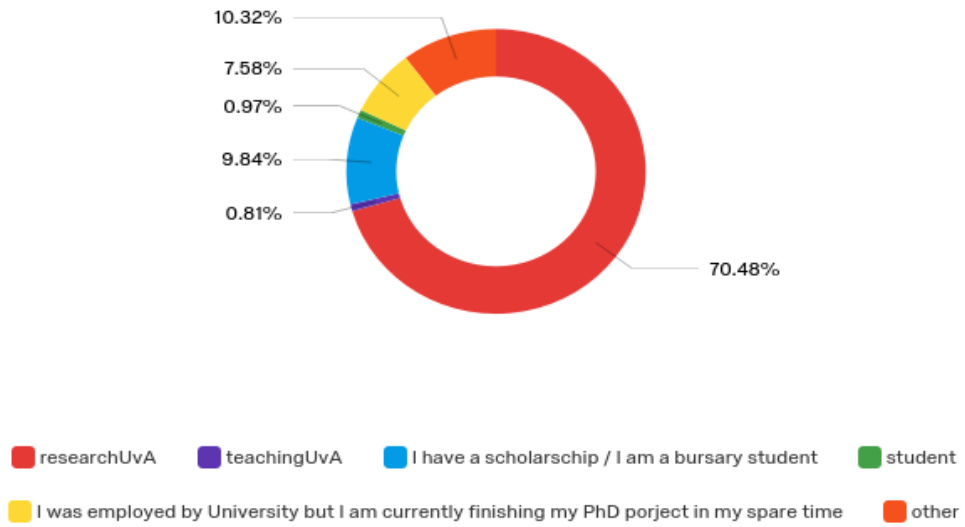
yes   no
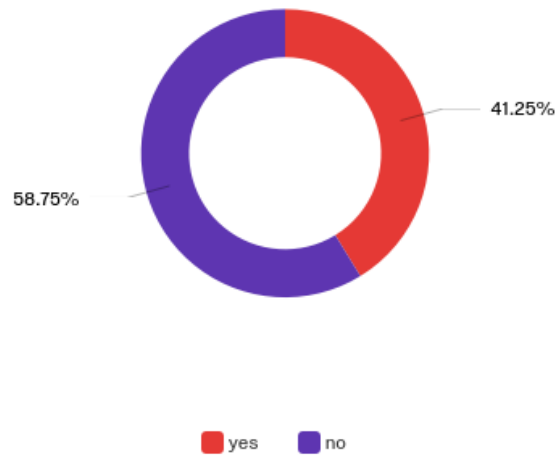
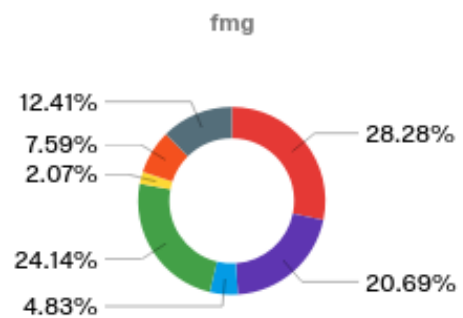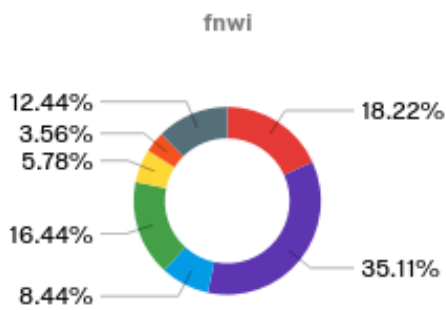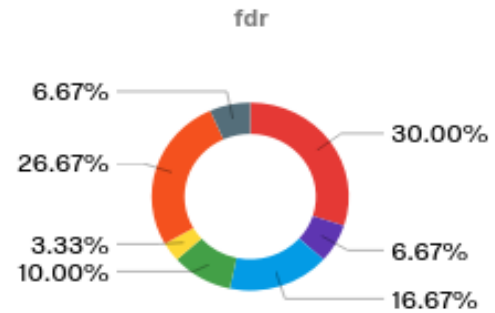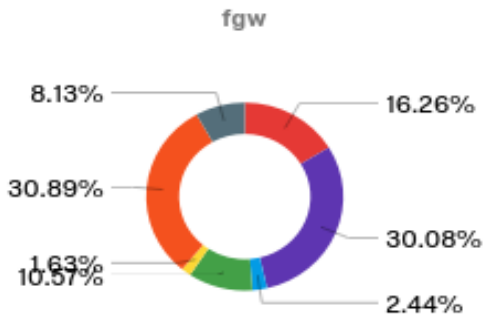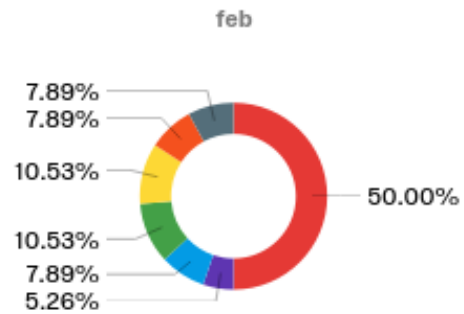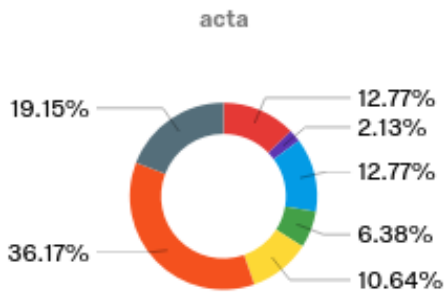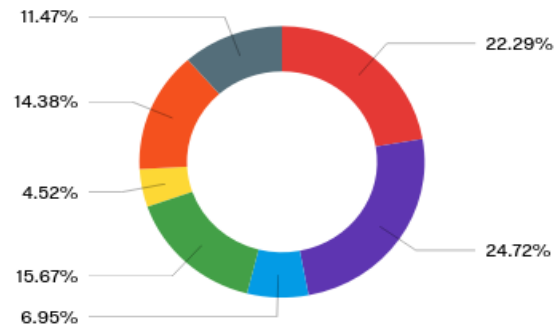Q2.6 - Which degree did you obtain before you started your PhD project?

2.67%

35.22%

62.11%

msc   rmsc   other
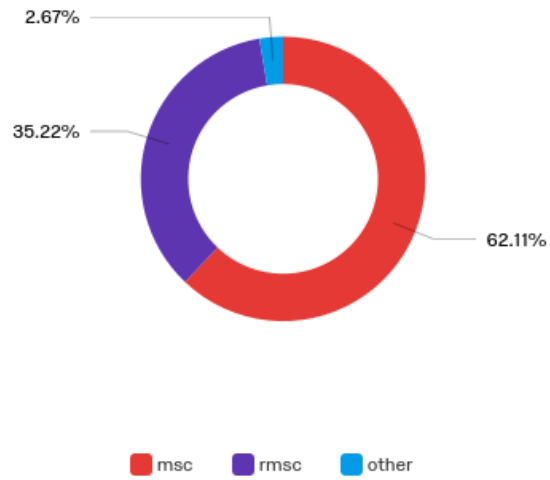
5.2 EMPLOYMENT CONDITIONS

Q3.6 - What type of position do you have?

10.32%
7.58%
0.97%
9.84%
0.81%
70.48%

■ researchUvA   ■ teachingUvA   ■ I have a scholarschip / I am a bursary student   ■ student

■ I was employed by University but I am currently finishing my PhD porject in my spare time   ■ other

acta

25.53%
34.04%
14.89%
6.38%
2.13%
17.02%

feb

10.53%
5.26%
2.63%
7.89%
73.68%

fnwi

2.22%
2.67%
12.00%
0.89%
81.78%

fmg

8.97%
3.45%
5.52%
81.38%

fgw

20.33%
17.07%
6.50%
56.10%

fdr

6.67%
20.00%
3.33%
6.67%
63.33%
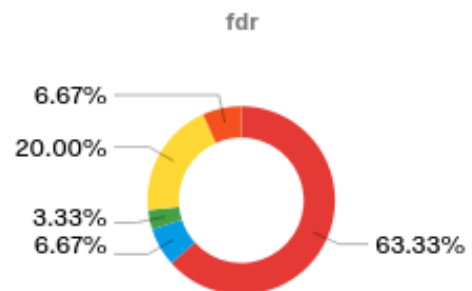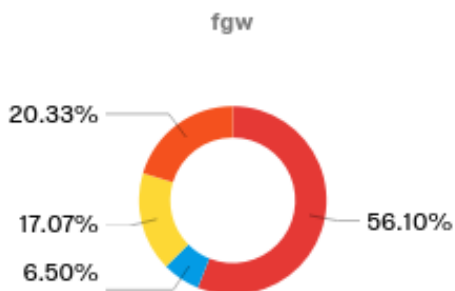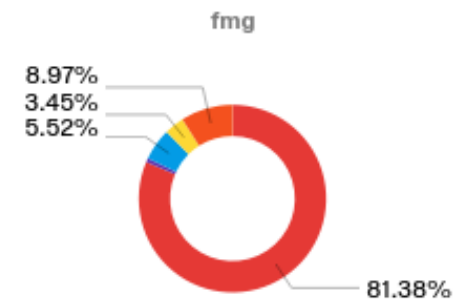
Q3.7 - Who funds your position as PhD candidate?

Legend:
- University of Amsterdam
- The Netherlands Organisation for Scientific Research (NWO)
- Other funding from the Netherlands
- Other funding from Europe
- A firm or non-profit organization
- Self-funded (External PhD/ Buitenpromovendus)
- Other

acta

feb

fgw

fdr

fnwi

fmg

Q3.8 - For how many years is your position as PhD candidate funded?

Legend: 1, 2, 3, 4, 5, 6, More than 6 years

Overall chart:
- 0.98%
- 2.62%
- 13.44%
- 70.00%
- 4.59%
- 0.82%
- 7.54%

acta

- 2.22%
- 11.11%
- 15.56%
- 24.44%
- 24.44%
- 17.78%
- 4.44%

feb

- 7.89%
- 42.11%
- 50.00%

fgw

- 4.17%
- 19.17%
- 1.67%
- 7.50%
- 60.00%

fdr

- 10.00%
- 3.33%
- 13.33%
- 30.00%
- 43.33%

fnwi

- 0.90%
- 3.14%
- 95.52%

fmg

- 4.17%
- 4.86%
- 3.47%
- 23.61%
- 63.19%
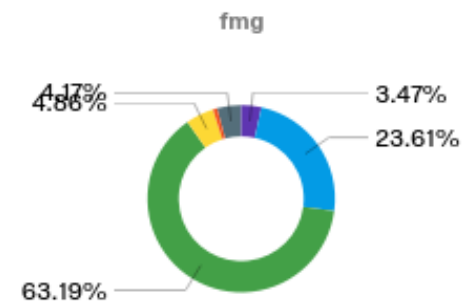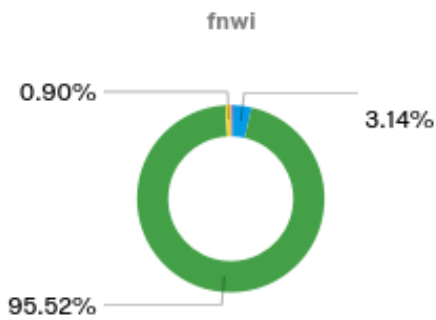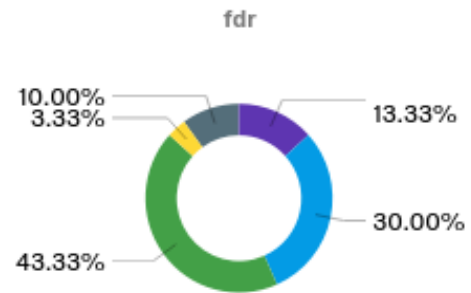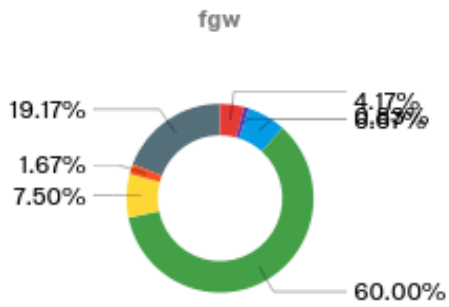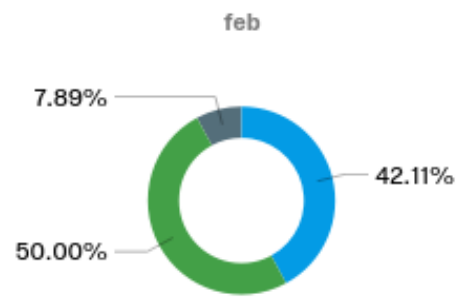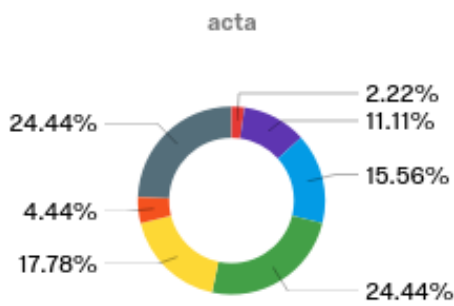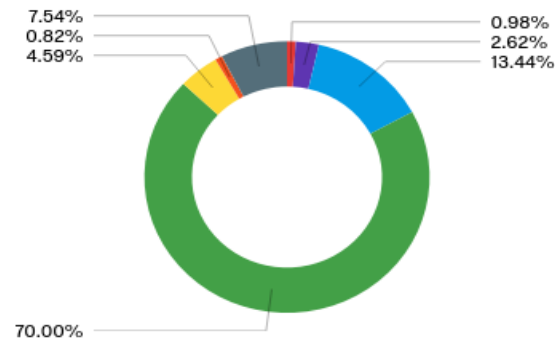
Q3.15 - In which year are you now?

1.79%
0.54%
0.81%
3.75%
17.59%
22.31%
24.76%
28.99%

■ 1 ■ 2 ■ 3 ■ 4 ■ 5 ■ 6 ■ moreThan6
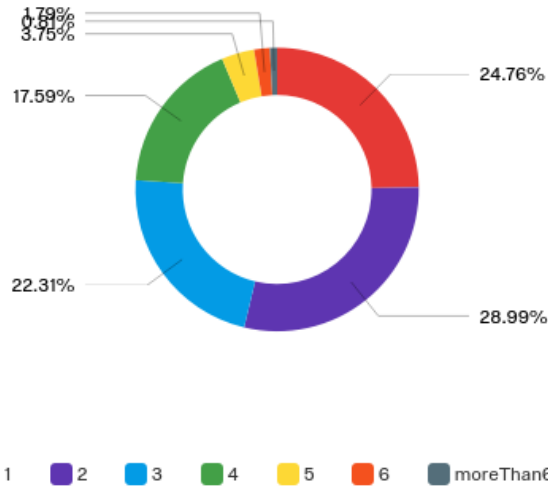
Q3.17 - Where did you get the information about your employment conditions?

13.17%
6.33%
7.33%
11.17%
7.67%
2.17%
8.50%
43.67%

■ At my job interview   ■ At the appointment with HRM

■ At the intake interview at the Graduate School   ■ From the information package

■ From the university's website   ■ From my PhD guide   ■ Other, namely

■ I did not receive any information
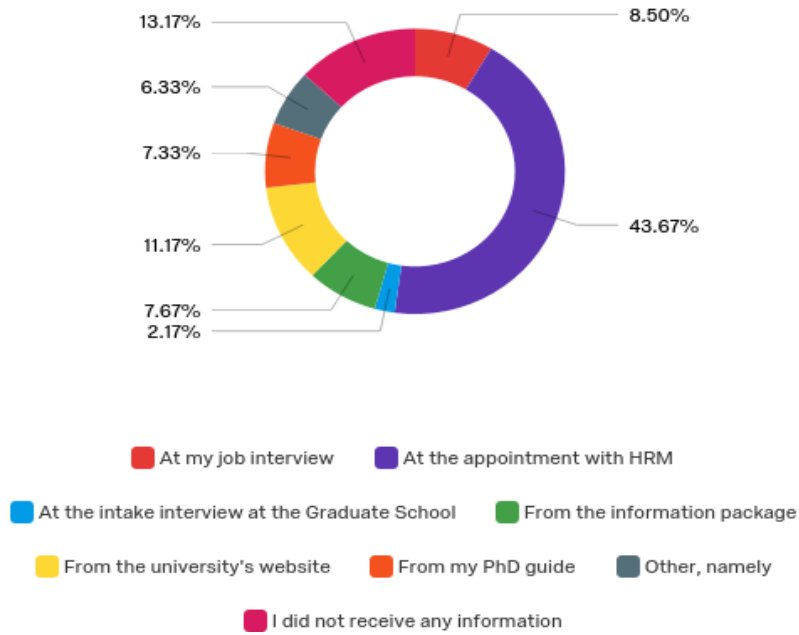
Q3.19 - Where did you get the information about your scholarship conditions?

14.04%
3.51%
1.75%
14.04%
14.04%
36.84%
15.79%

■ At my admission interview   ■ At the intake interview at the Graduate School

■ From the information package   ■ From the university's website   ■ From my PhD guide

■ Other, namely   ■ I did not receive any information
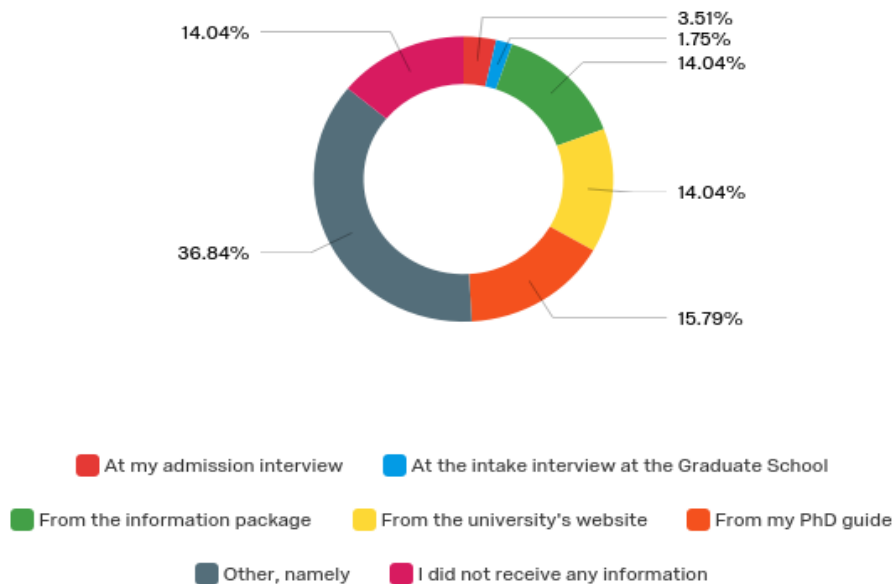
Q3.20 - Do you feel you are well informed about your employment conditions?

28.48%

71.52%

■ Yes ■ No

acta

34.78%

65.22%

feb

17.24%

82.76%

fgw

40.45%

59.55%

fdr

52.00% 48.00%

fnwi

19.15%

80.85%

fmg

31.71%

68.29%
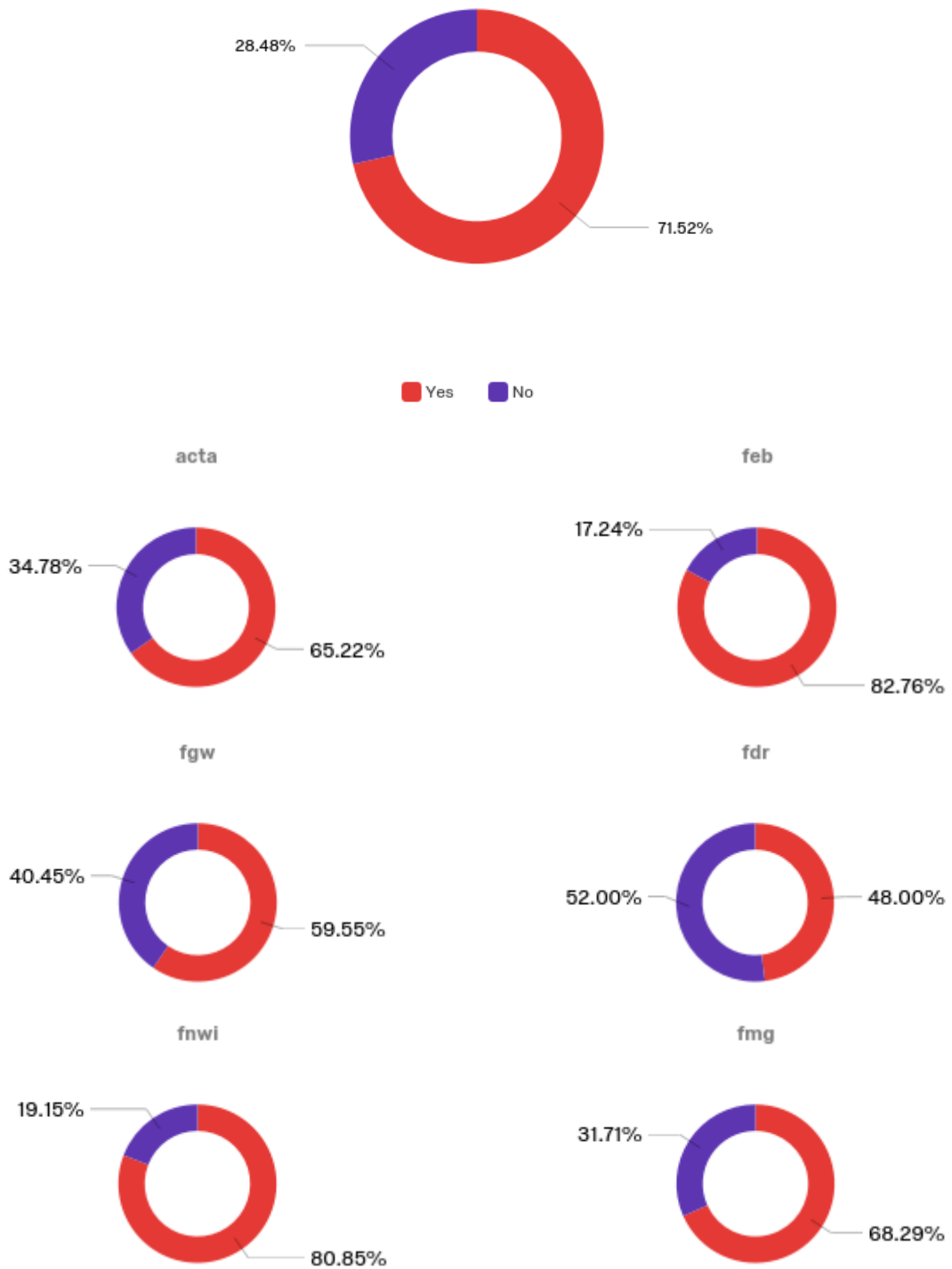
Q3.23 - Did you experience problems due to the lack of information regarding your employment conditions?

31.85%

68.15%

Yes   No

acta

25.00%

75.00%

feb

20.00%

80.00%

fgw

44.44%

55.56%

fdr

30.77%

69.23%

fnwi

25.00%

75.00%

fmg

21.62%

78.38%
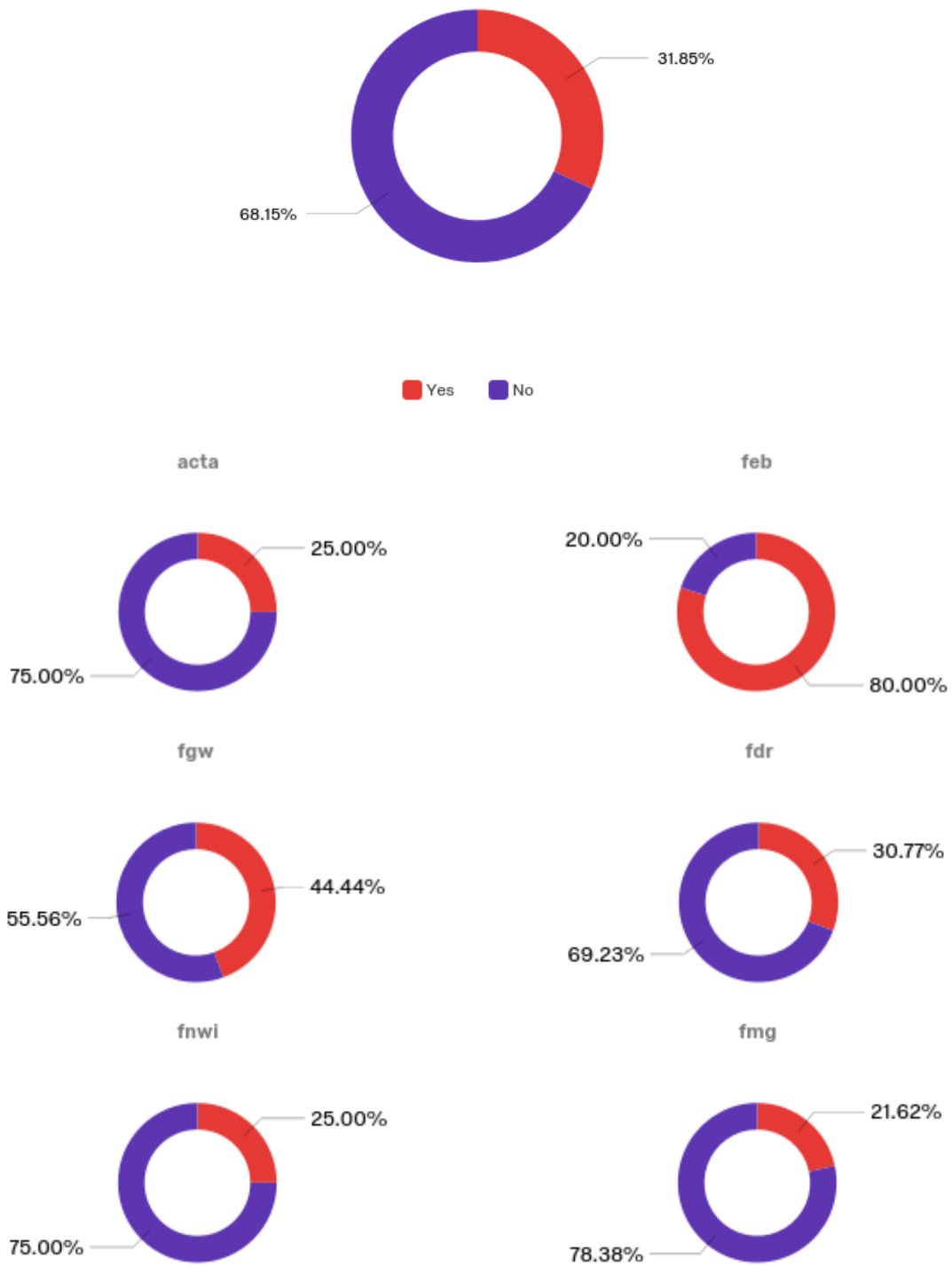
Q3.28 - What is the format of your PhD project?

3.21%
26.57%
70.22%

■ Doctoral thesis by publication of (a compilation of) articles   ■ Doctoral thesis as a monograph
■ Other, namely:
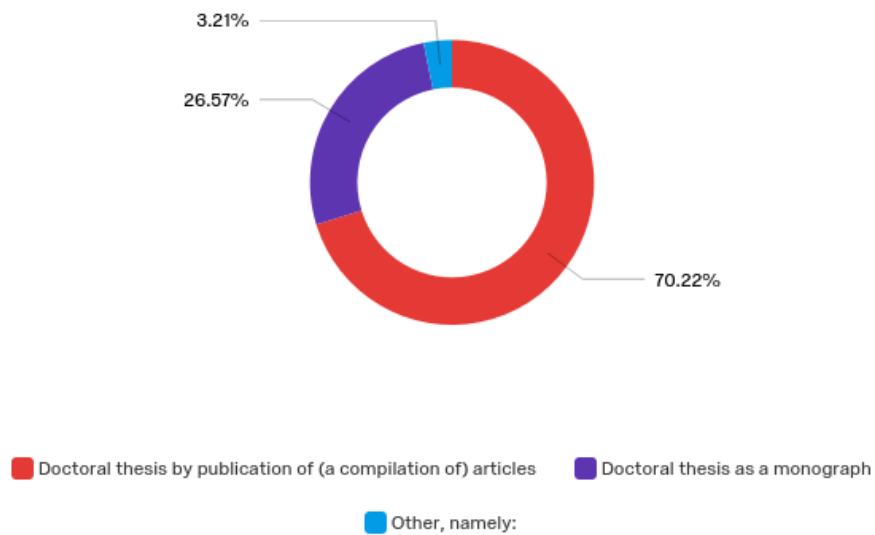
Q3.30 - How many scientific articles are expected by the end of your PhD project?

1.95%
1.95%
18.73%
19.95%
56.93%

■ 0   ■ 1   ■ 2   ■ 3   ■ 4   ■ 5 or more
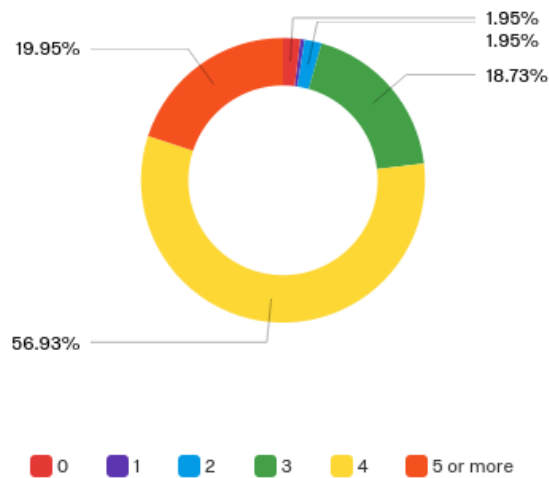
Q3.31 - Do these scientific articles need to be published (or be accepted for publication) in order to obtain your PhD degree?

18.98%
24.09%
19.22%
8.76%
28.95%

■ Yes, all of them   ■ Yes, at least one   ■ They should be of publishable quality
■ No restrictions apply   ■ I don't know
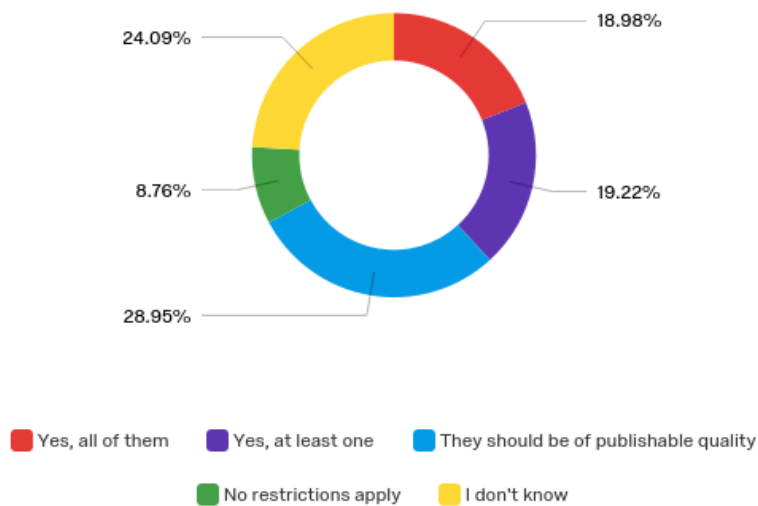
5.3 INTERNATIONAL DOCTORAL CANDIDATES

Q4.2 - Did you experience any difficulties in arranging your arrival and stay in the Netherlands?

acta

feb

fgw

fdr

fnwi

fmg

Legend:
- No, everything went smoothly
- Yes, I had some difficulties
- Yes, I had many difficulties
- Yes, I still have some difficulties
- Yes, I still have many difficulties
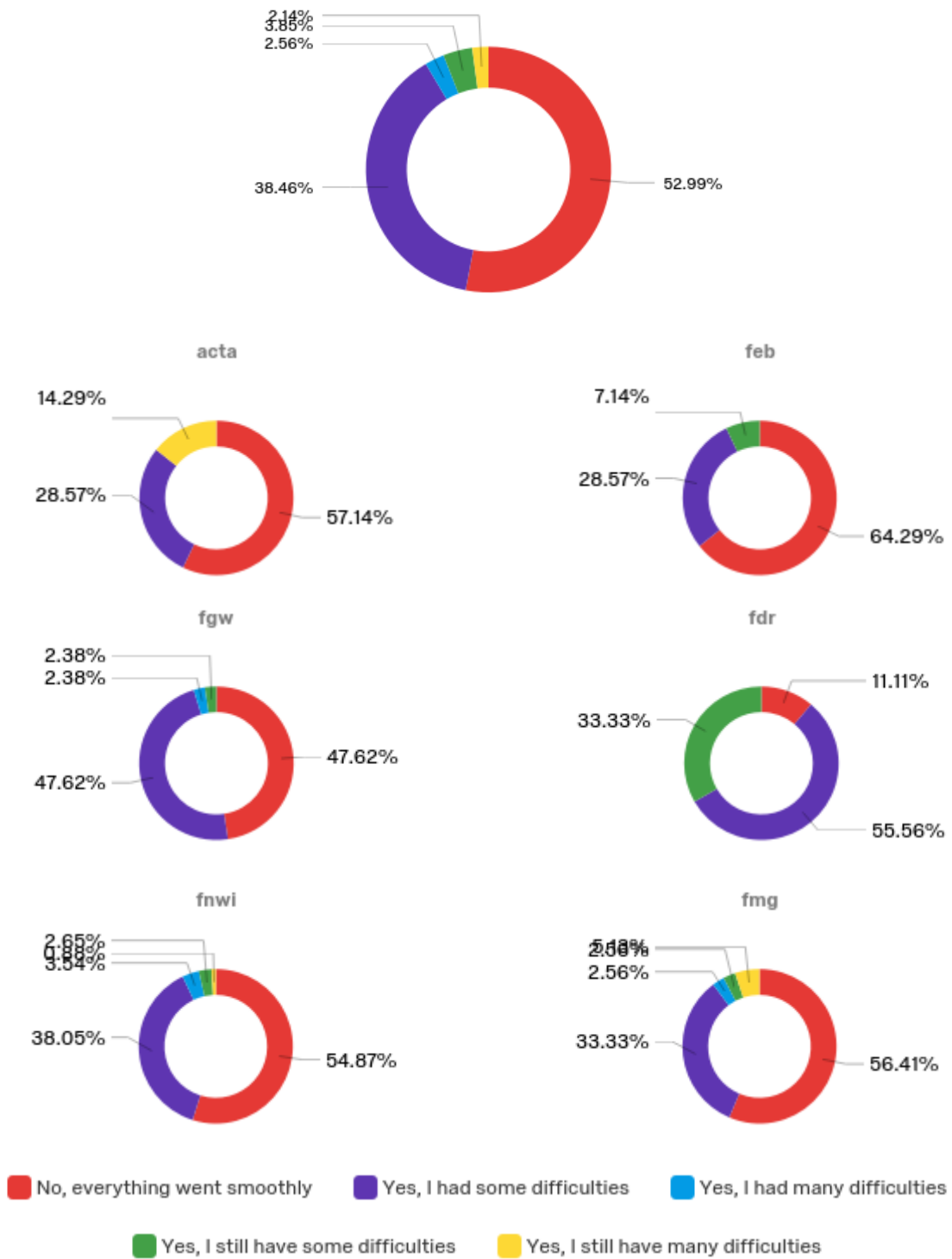
Q4.3 - What kind of problems did you or do you still experience as an international PhD candidate?

- 4.65%
- 14.73%
- 16.67%
- 14.73%
- 6.59%
- 28.68%
- 12.40%
- 1.55%

Legend: immigration, housing, healthcare, transport, social, language, financial, other
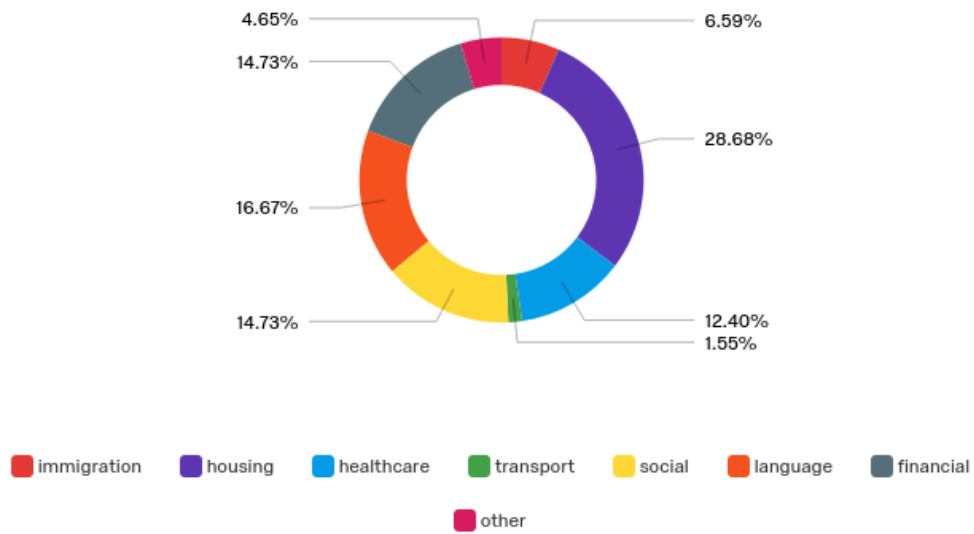
Q4.4 - How much help did you receive from UvA to arrange your arrival and stay in the Netherlands?

- 5.58%
- 14.59%
- 53.22%
- 9.01%
- 17.60%

Legend: much less than expected, less than expected, as expected, more than expected, much more than expected
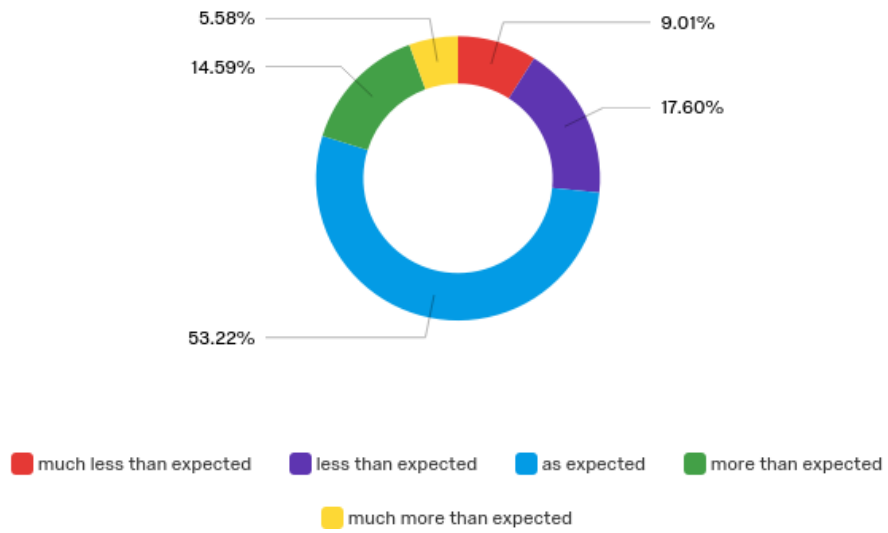
Q4.6 - Did you receive support with housing?

- 33.48%
- 66.52%

Legend: Yes, No
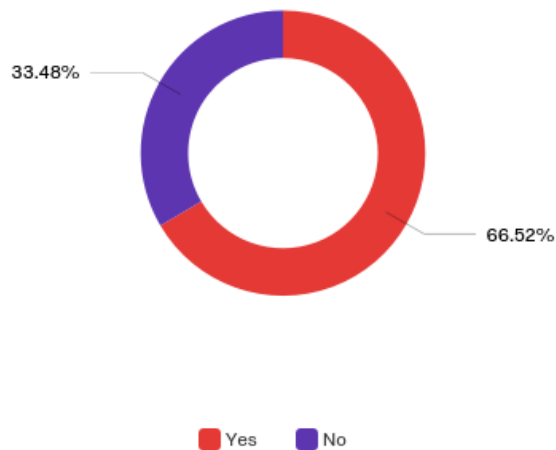
Q4.7 - Who helped you with finding housing?

11.61%
9.68%
35.48%
43.23%

Legend:
- Someone from my research group
- Someone at the faculty
- The international office of the university
- Someone else, namely:
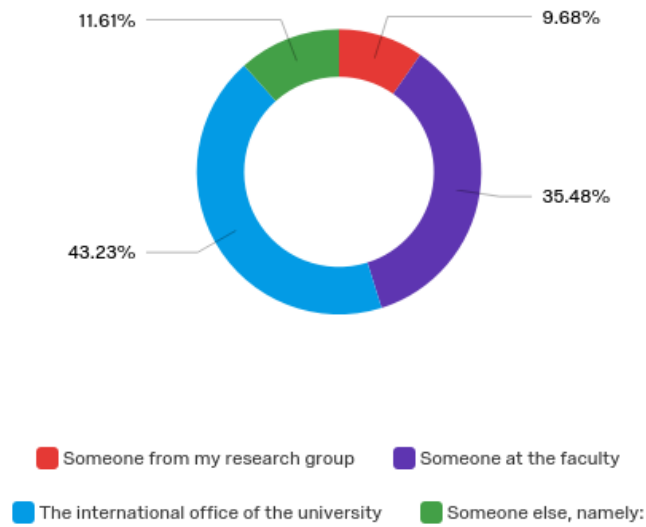
Q4.8 - Did you receive support in arranging other matters (e.g. health care, insurance)?

42.49%
57.51%

Legend:
- Yes
- No
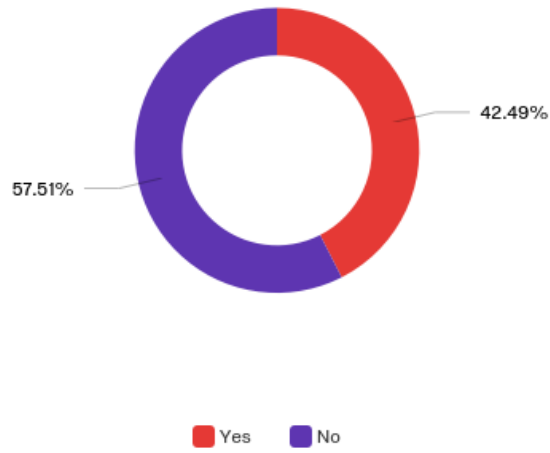
Q4.9 - Who helped you in arranging other matters?

12.24%
14.29%
23.47%
50.00%

Legend:
- Someone from my research group
- Someone at the faculty
- The international office of the university
- Someone else, namely:
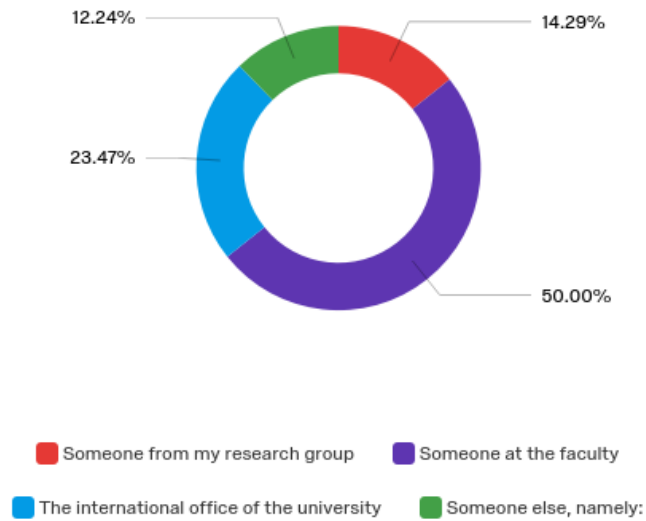
5.4 PROGRESS AND WORK PRESSURE

Q5.2 - Have you had a performance assessment interview since you were appointed as a PhD candidate?

14.96%
12.70%
10.26%
62.09%

- 🔴 Yes
- 🟣 No, but this will take place soon
- 🔵 No, but I'm certain that it will take place this academic year
- 🟢 No, and nor have I been notified.
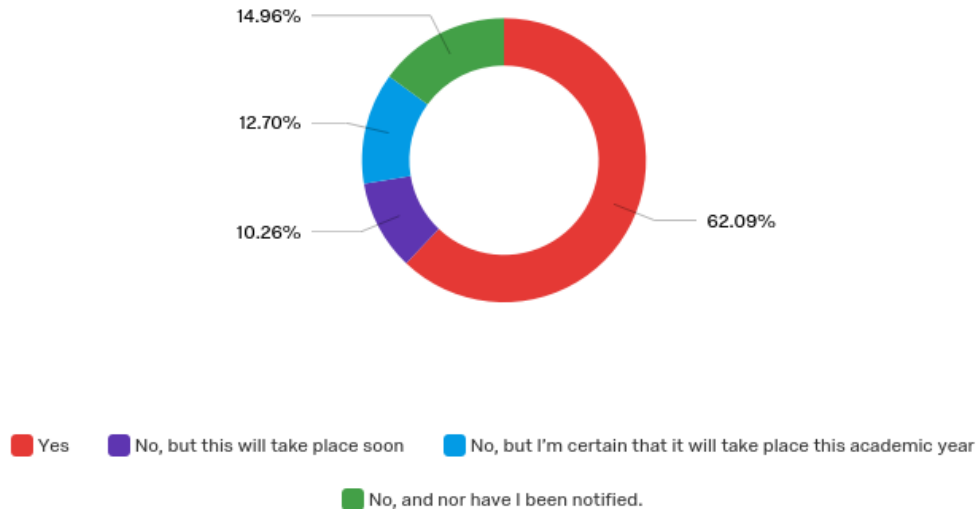
Q5.4 - How satisfied are you with the last interview?

1.68%
7.56%
17.37%
27.45%
45.94%

- 🔴 Extremely satisfied
- 🟣 Somewhat satisfied
- 🔵 Neither satisfied nor dissatisfied
- 🟢 Somewhat dissatisfied
- 🟡 Extremely dissatisfied
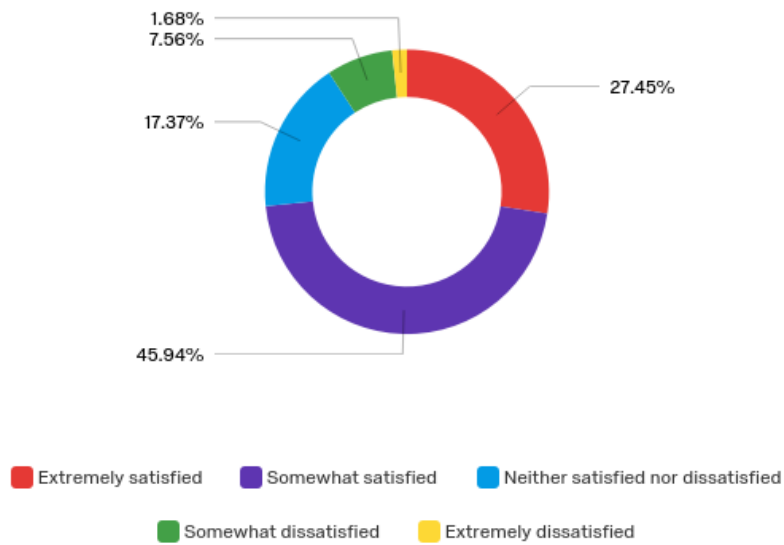
Q5.6 - Have you had a Go/No Go review meeting?

39.65%
60.35%

- 🔴 Yes
- 🟣 No
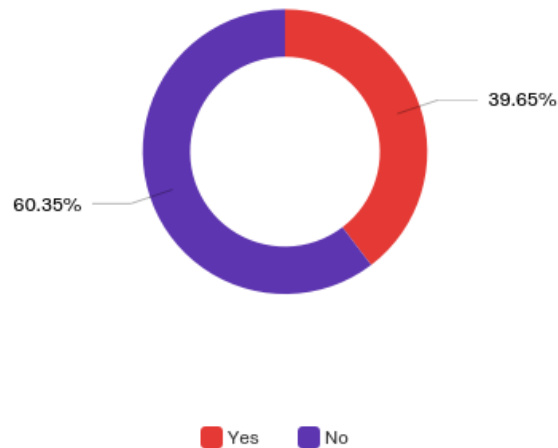
Q5.7 - How familiar are you with the Training and Supervision Plan?
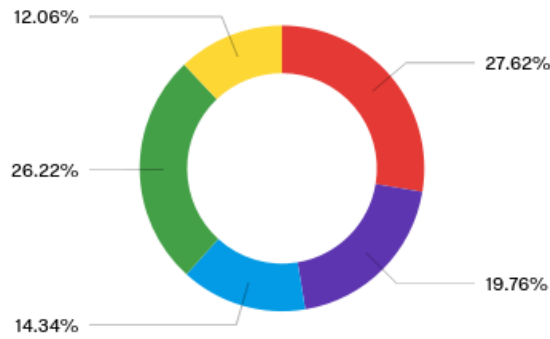
How familiar are you with the Training and Supervision Plan? (per source of funding)

University of Amsterdam

The Netherlands Organisation for Scientific Research (NWO)

Other funding from the Netherlands

Other funding from Europe

A firm or non-profit organization

Self-funded (External PhD/ Buitenpromovendus)

■ Never heard of it   ■ Little   ■ Neither little or much   ■ Much   ■ Very much

How familiar are you with the Training and Supervision Plan? (per faculty)

acta

14.29%
19.05%
2.38%
7.14%
57.14%

feb

5.71%
28.57%
34.29%
5.71%
25.71%

fgw

14.66%
31.03%
23.28%
12.07%
18.97%

fdr

21.43%
28.57%
7.14%
21.43%
21.43%

fnwi

11.59%
13.04%
22.22%
32.85%
20.29%

fmg

10.14%
11.59%
10.87%
47.83%
19.57%

■ Never heard of it ■ Little ■ Neither little or much ■ Much ■ Very much

Q5.8 - How often is the Training and Supervision Plan discussed?
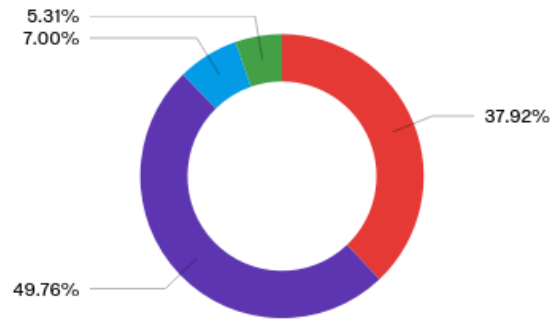
How often is the Training and Supervision Plan discussed (per source of funding)
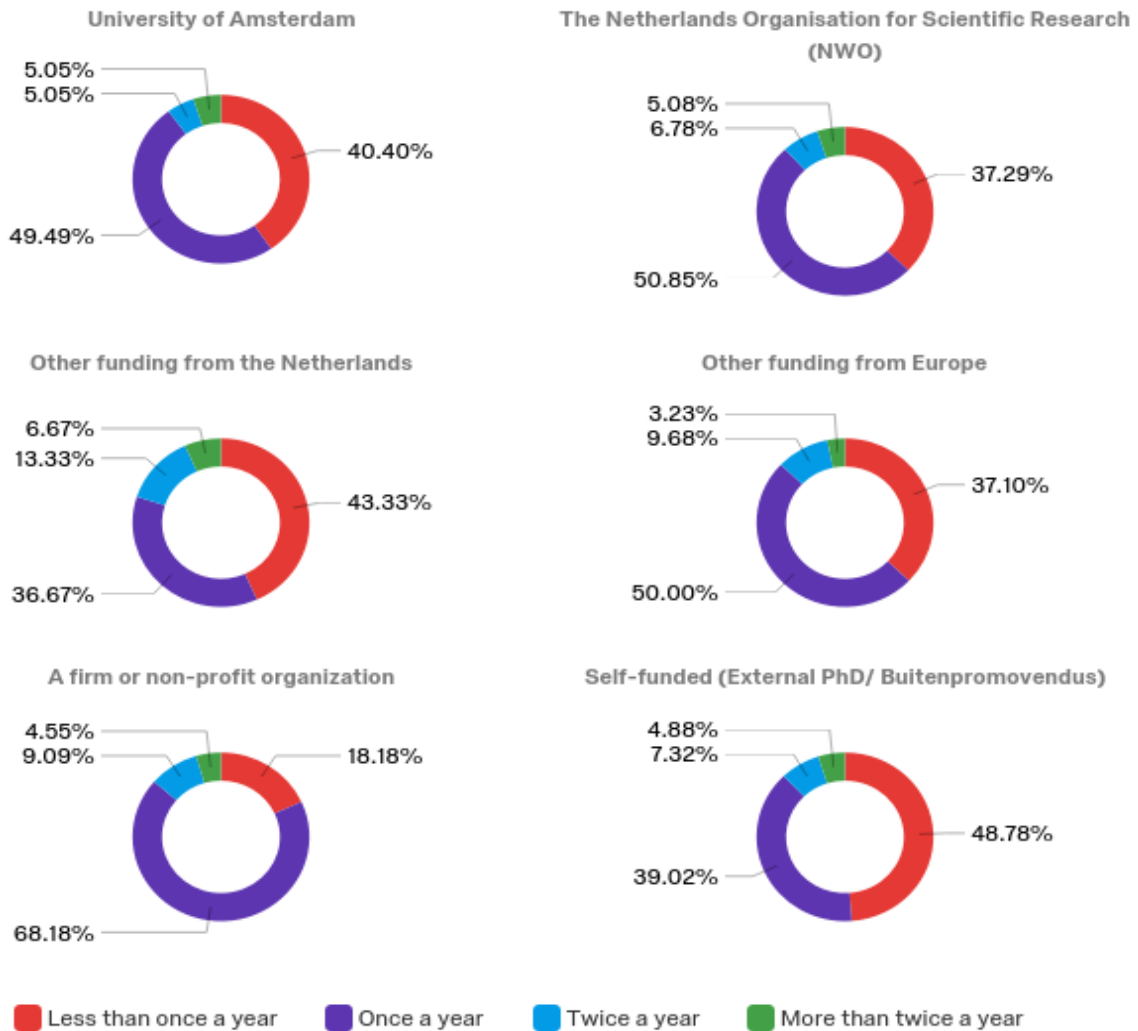
How often is the Training and Supervision Plan discussed (per faculty)

acta

- 8.82%
- 14.71%
- 23.53%
- 52.94%

feb

- 4.00%
- 48.00%
- 48.00%

fgw

- 2.50%
- 2.50%
- 45.00%
- 50.00%

fdr

- 25.00%
- 45.00%
- 30.00%

fnwi

- 4.44%
- 9.44%
- 35.00%
- 51.11%

fmg

- 4.17%
- 5.56%
- 33.33%
- 56.94%

■ Less than once a year   ■ Once a year   ■ Twice a year   ■ More than twice a year
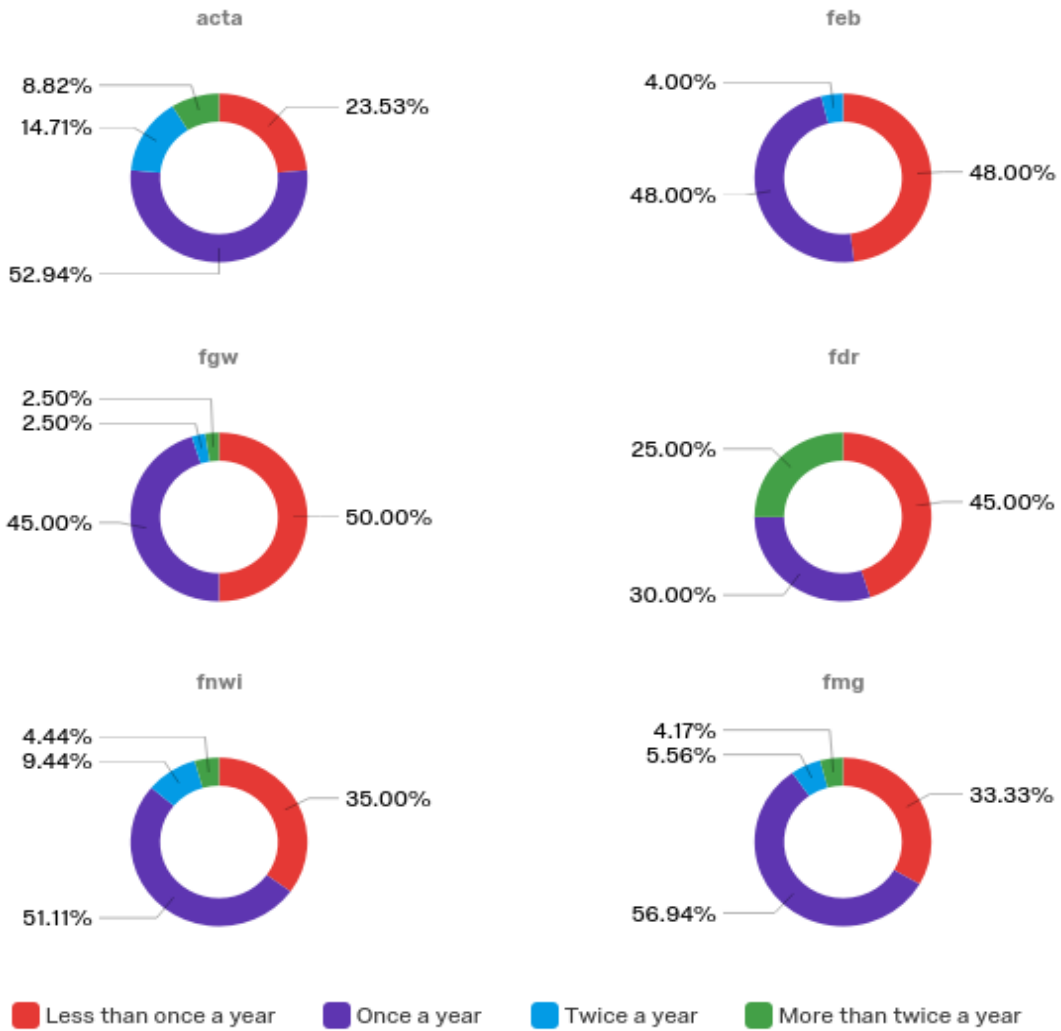
Q5.9 - Please respond to the following statement: The Training and Supervision Plan is useful.
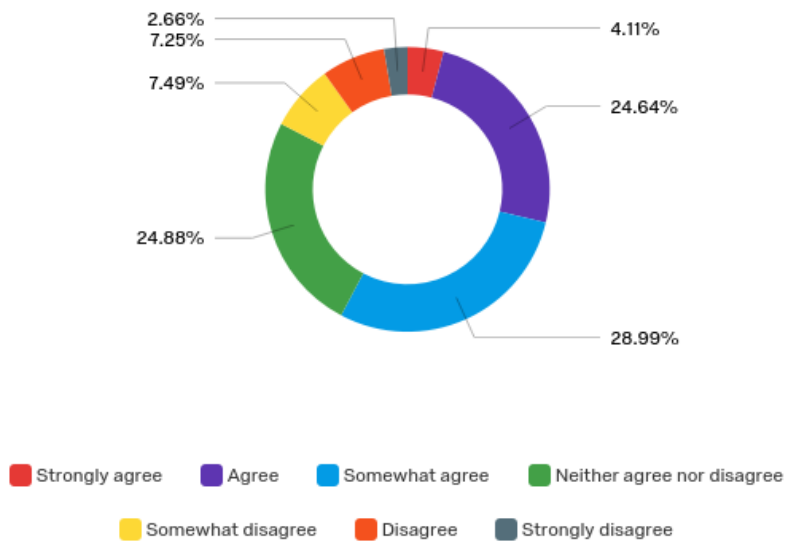
The Training and Supervision Plan is useful. (per source of funding)
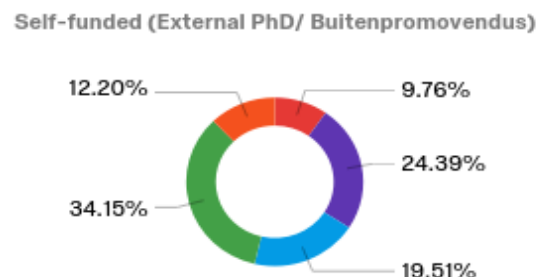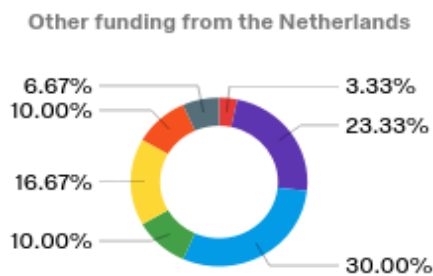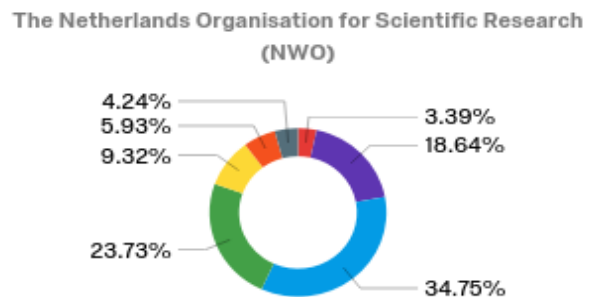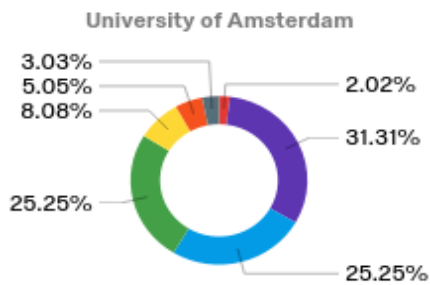
The Training and Supervision Plan is useful. (per faculty)

acta

- 2.94%
- 8.82%
- 14.71%
- 14.71%
- 17.65%
- 41.18%

feb

- 8.00%
- 4.00%
- 8.00%
- 28.00%
- 12.00%
- 40.00%

fgw

- 3.75%
- 7.50%
- 7.50%
- 3.75%
- 22.50%
- 25.00%
- 30.00%

fdr

- 5.00%
- 10.00%
- 35.00%
- 30.00%
- 20.00%

fnwi

- 2.78%
- 8.89%
- 7.78%
- 1.11%
- 25.56%
- 21.11%
- 32.78%

fmg

- 5.56%
- 11.11%
- 6.94%
- 25.00%
- 29.17%
- 22.22%

🟥 Strongly agree   🟪 Agree   🟦 Somewhat agree   🟩 Neither agree nor disagree

🟨 Somewhat disagree   🟧 Disagree   ▨ Strongly disagree

Q5.10 - Are you currently on schedule with your project?

- 10.84%
- 30.77%
- 2.80%
- 55.59%

yes ■ noAhead ■ noBehind ■ dontKnow
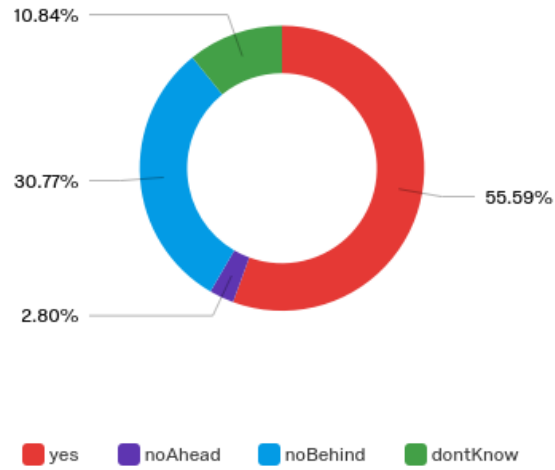
Q5.11 - Do you expect to graduate within the allotted time?

- 8.04%
- 18.18%
- 73.78%

yes ■ no ■ n/a
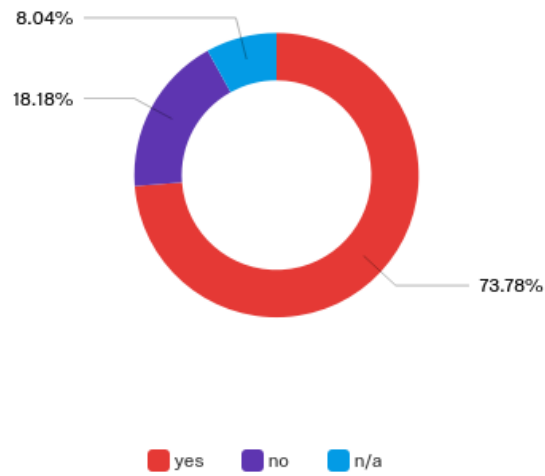
Q5.12 - How long is the expected delay? (in months)

- 3.88%
- 5.83%
- 2.91%
- 0.97%
- 20.39%
- 0.97%
- 3.88%
- 0.97%
- 6.80%
- 0.97%
- 7.77%
- 11.65%
- 2.91%
- 28.16%

■ 1 ■ 2 ■ 3 ■ 4 ■ 5 ■ 6 ■ 7 ■ 8 ■ 9 ■ 10 ■ 11 ■ 12
■ 13 ■ 14 ■ 15 ■ 16 ■ 17 ■ 18 ■ 19 ■ 20 ■ 21 ■ 22 ■ 23
■ 24
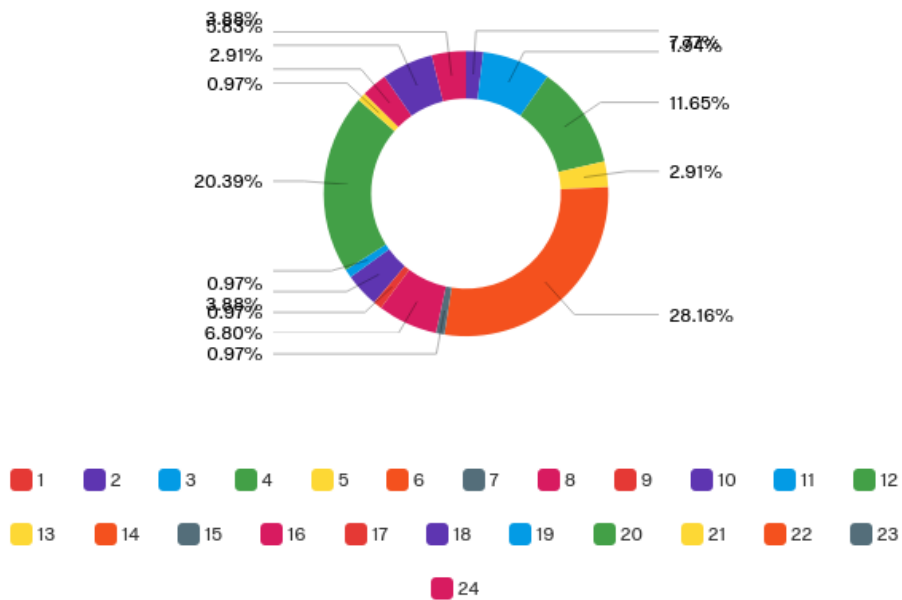
Q5.13 - What are/were the main reasons for your delay? (more answers possible)
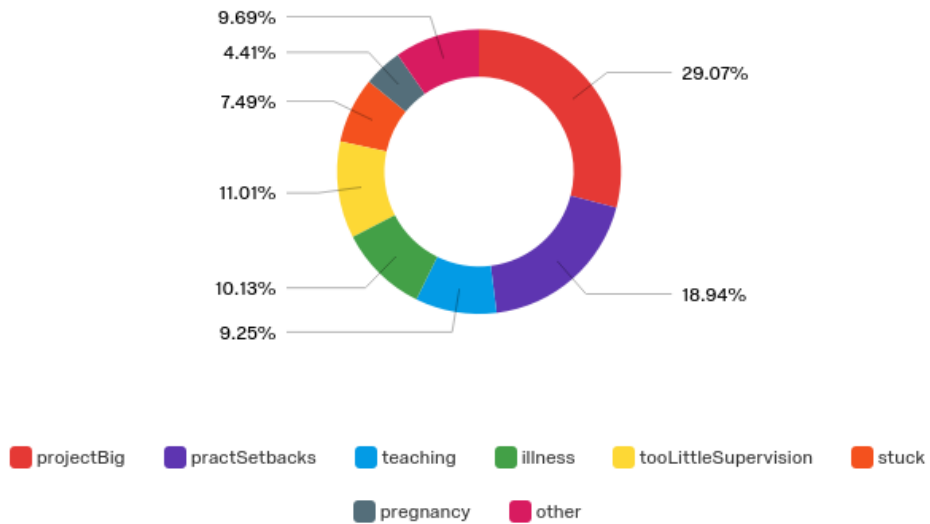
Q5.14 - Have agreements been made about possible extension of the contract and how this will be financed?
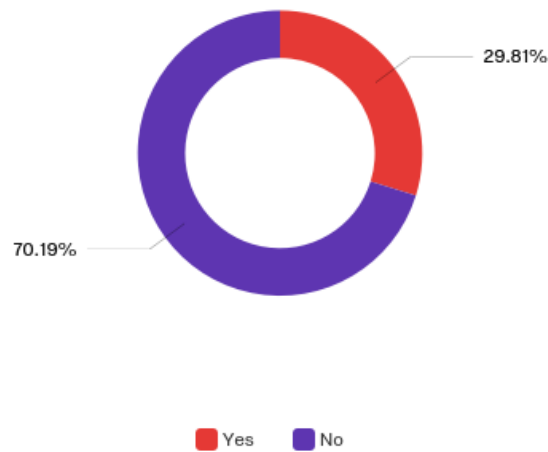
Q5.15 - How would you describe the work pressure in your PhD project?
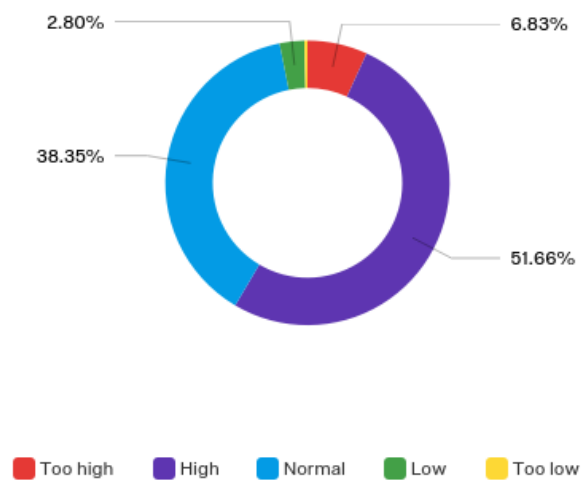
Q5.16 - To what extent does this work pressure impact your work performance?

2.28%
7.71%
6.30%
32.40%
51.31%

Very much   Much   Neither much nor little   Little   Very little
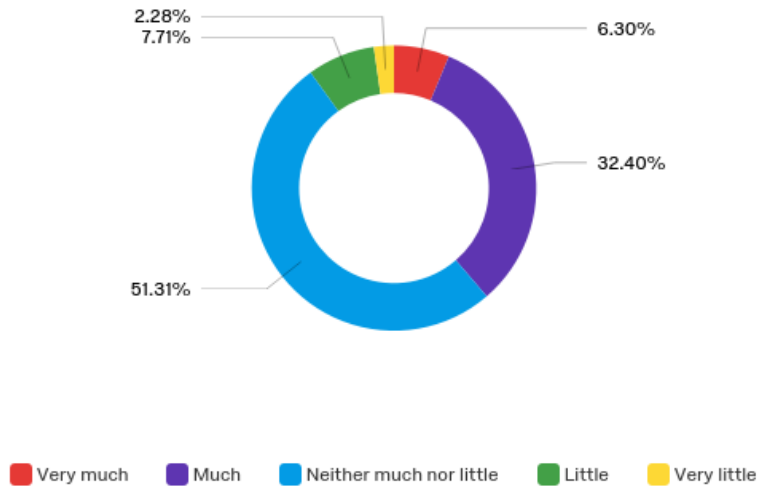
5.5 SUPERVISION

Q6.3 - Who supervises you the most?

5.14%
10.99%
48.05%
35.82%

■ promotor ■ coProm ■ otherSuper ■ other
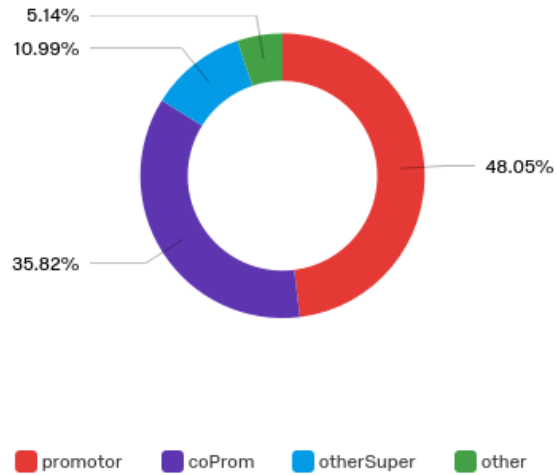
Q6.4 - How often did your experience a change of supervisor(s)?

8.51%
90.43%

■ never ■ once ■ twice ■ more than twice
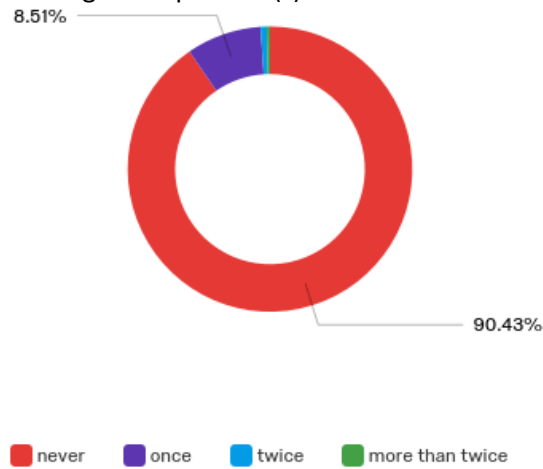
Q6.5 - How often do you meet with your promotor to discuss your research?
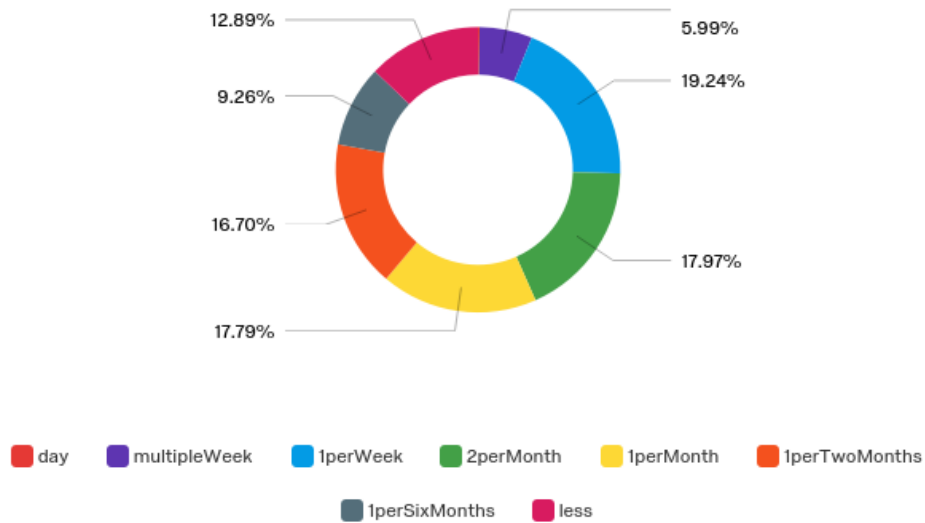
12.89%
5.99%
19.24%
9.26%
16.70%
17.97%
17.79%

■ day ■ multipleWeek ■ 1perWeek ■ 2perMonth ■ 1perMonth ■ 1perTwoMonths

■ 1perSixMonths ■ less

Q6.6 - How do you assess the frequency of the supervision by your promotor?

9.65%   8.01%

16.21%

65.76%

| too little | little | neither little nor much | much | too much |

Q6.7 - How do you assess the overall quality of the supervision by your promotor?

4.02%
8.59%

17.92%

28.70%

40.77%

| very low | low | neither low nor high | high | very high |
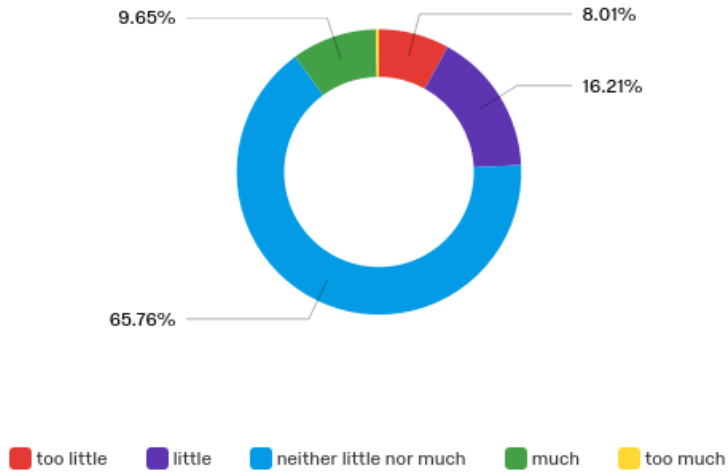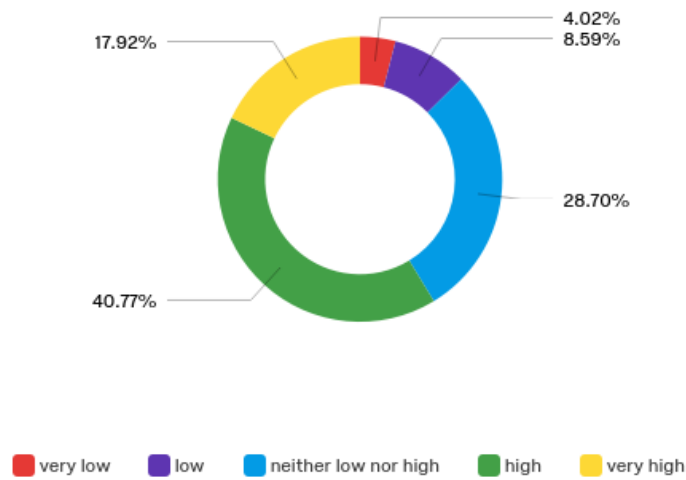
Q6.8 - How often do you meet with your co-promotor(s) to discuss your research?
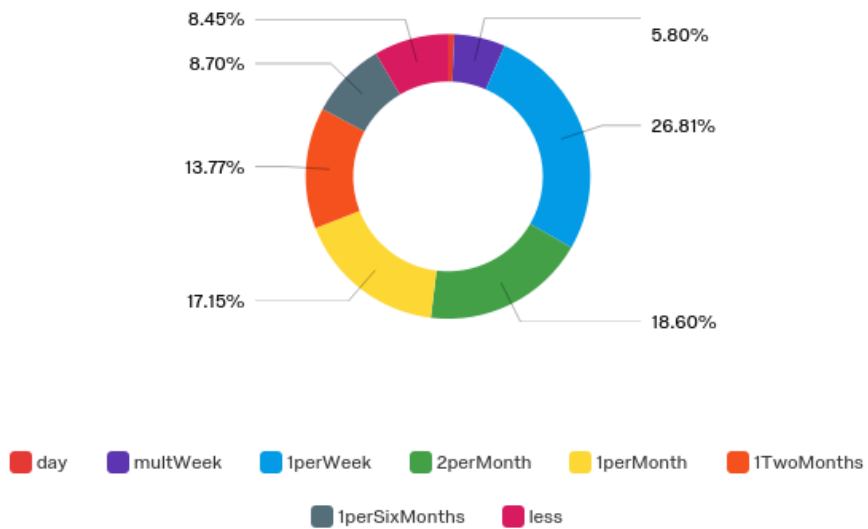
8.45%   5.80%

8.70%

26.81%

13.77%

17.15%

18.60%

| day | multWeek | 1perWeek | 2perMonth | 1perMonth | 1TwoMonths |
| 1perSixMonths | less |

Q6.9 - How do you assess the frequency of the supervision by your co-promotor(s)?

0.97%
19.32%
5.07%
13.53%
61.11%

■ too little   ■ little   ■ neither little nor much   ■ much   ■ too much

Q6.10 - How do you assess the overall quality of the supervision by your co-promotor(s)?

3.38%
4.59%
22.46%
28.02%
41.55%

■ very low   ■ low   ■ neither low nor high   ■ high   ■ very high
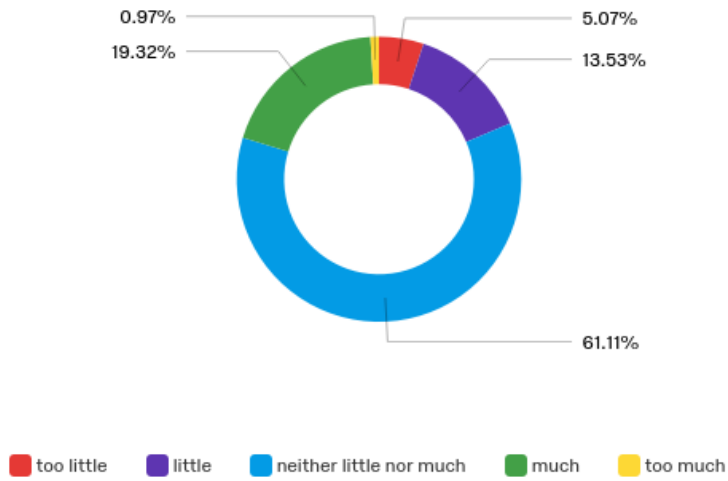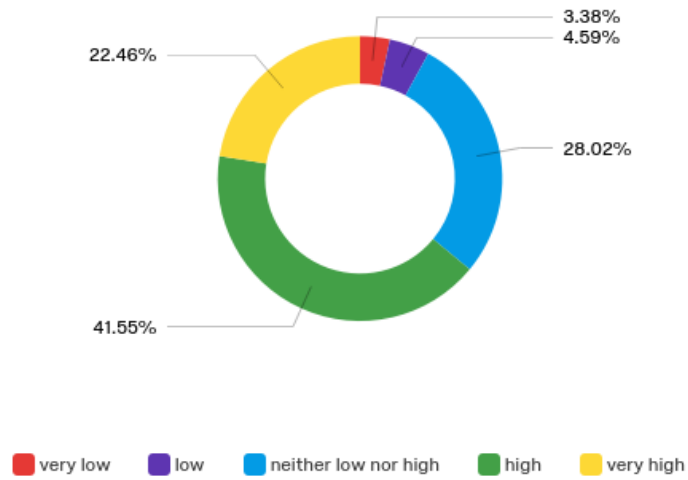
Q6.14 - How satisfied are you overall with your supervision?
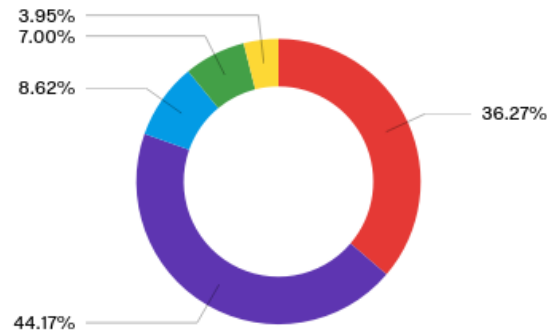
(per faculty)
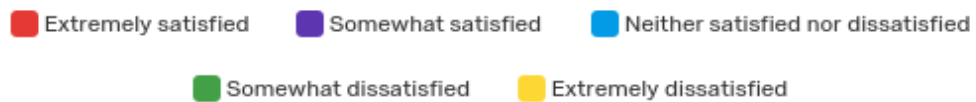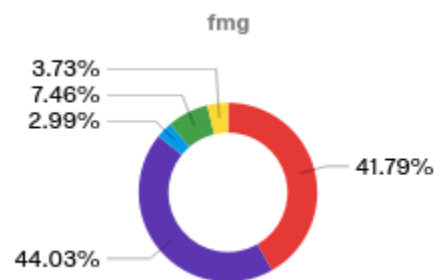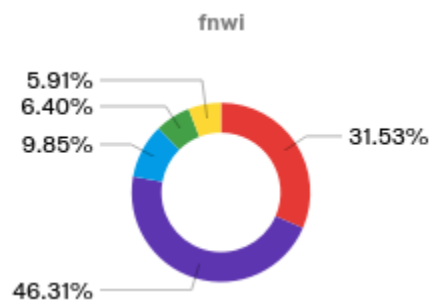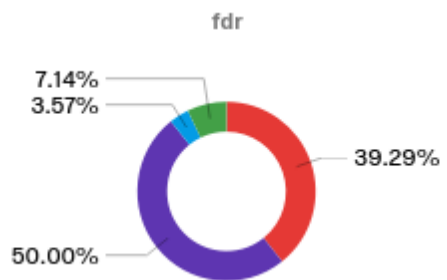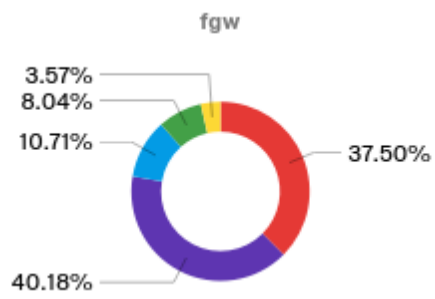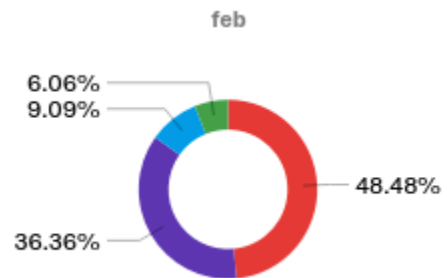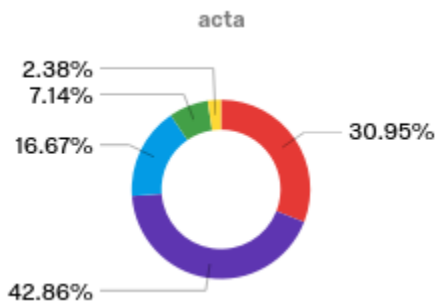
6.15 My promotor…

Field	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree	Total
Takes an interest in my personal life	21.24% 55	29.73% 77	19.31% 50	13.51% 35	4.63% 12	6.56% 17	5.02% 13	259
Understands my problems and knows what I need	23.94% 62	31.66% 82	17.37% 45	11.97% 31	7.72% 20	4.63% 12	2.70% 7	259
Knows how to motivate me	23.55% 61	29.73% 77	17.37% 45	15.06% 39	6.95% 18	3.09% 8	4.25% 11	259
Offers career guidance	17.76% 46	25.48% 66	17.76% 46	17.37% 45	10.42% 27	5.79% 15	5.41% 14	259
Stimulates me to visit conferences	30.50% 79	32.43% 84	15.83% 41	9.65% 25	5.02% 13	4.63% 12	1.93% 5	259
Introduces me to his/her network	32.43% 84	28.19% 73	14.29% 37	11.20% 29	6.18% 16	4.63% 12	3.09% 8	259
Treats my ideas with respect and does not cling to his/her own opinion	38.22% 99	38.22% 99	13.90% 36	4.63% 12	1.93% 5	0.77% 2	2.32% 6	259
Is knowledgable on the subject of my research	46.33% 120	30.12% 78	12.74% 33	3.47% 9	4.63% 12	1.54% 4	1.16% 3	259
Gives me regular and constructive feedback	29.34% 76	37.45% 97	15.44% 40	6.18% 16	6.56% 17	4.25% 11	0.77% 2	259
Is available to me when I need help with my research	42.47% 110	35.14% 91	11.58% 30	3.47% 9	4.25% 11	2.32% 6	0.77% 2	259
Keeps an eye on the progress and developments of my project	27.03% 70	41.70% 108	16.22% 42	6.95% 18	5.02% 13	2.70% 7	0.39% 1	259
Gives me freedom to perform my research	51.74% 134	35.52% 92	7.34% 19	2.32% 6	1.93% 5	0.77% 2	0.39% 1	259
Respects the parameters of my job description	32.82% 85	45.95% 119	7.72% 20	8.11% 21	4.25% 11	0.77% 2	0.39% 1	259

Showing Rows: 1 - 13 Of 13
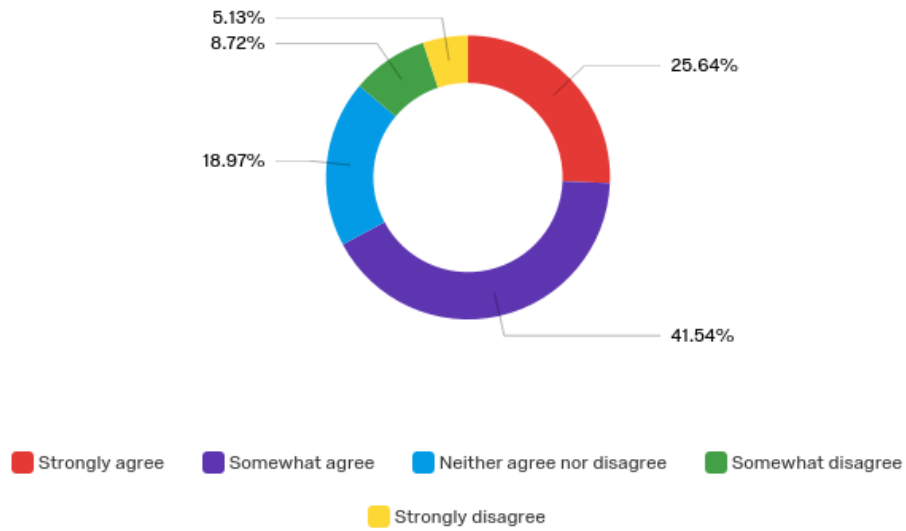
Field	Strongly agree		Agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Disagree		Strongly disagree		Total
Respects the parameters of my job description	23.08%	45	51.28%	100	12.31%	24	7.69%	15	2.05%	4	2.05%	4	1.54%	3	195
Gives me freedom to perform my research	45.13%	88	37.95%	74	9.74%	19	1.03%	2	3.59%	7	1.54%	3	1.03%	2	195
Keeps an eye on the progress and developments of my project	28.72%	56	38.97%	76	17.44%	34	3.08%	6	5.13%	10	6.15%	12	0.51%	1	195
Is available to me when I need help with my research	33.85%	66	39.49%	77	12.31%	24	4.62%	9	5.64%	11	2.56%	5	1.54%	3	195
Gives me regular and constructive feedback	30.26%	59	32.82%	64	17.44%	34	6.15%	12	6.15%	12	4.62%	9	2.56%	5	195
Is knowledgable on the subject of my research	42.05%	82	32.31%	63	15.90%	31	4.62%	9	2.05%	4	1.54%	3	1.54%	3	195
Treats my ideas with respect and does not cling to his/her own opinion	43.08%	84	29.23%	57	12.31%	24	5.64%	11	4.62%	9	2.05%	4	3.08%	6	195
Introduces me to his/her network	20.51%	40	33.33%	65	16.41%	32	13.85%	27	8.72%	17	3.59%	7	3.59%	7	195
Stimulates me to visit conferences	26.15%	51	32.31%	63	17.44%	34	9.23%	18	9.23%	18	1.54%	3	4.10%	8	195
Offers career guidance	12.31%	24	26.67%	52	18.46%	36	16.41%	32	10.77%	21	8.72%	17	6.67%	13	195
Knows how to motivate me	17.95%	35	29.23%	57	22.56%	44	12.31%	24	6.67%	13	4.62%	9	6.67%	13	195
Understands my problems and knows what I need	18.46%	36	31.28%	61	18.46%	36	10.77%	21	9.74%	19	5.13%	10	6.15%	12	195
Takes an interest in my personal life	18.97%	37	34.36%	67	13.33%	26	14.87%	29	7.18%	14	6.15%	12	5.13%	10	195

Showing Rows: 1 - 13 Of 13

Q6.18 - My promotor critically evaluates his/her own behavior, viewpoints and methods and is open to evaluation by others...

3.88%
6.20%
28.68%
21.71%
39.53%

Strongly agree   Somewhat agree   Neither agree nor disagree   Somewhat disagree

Strongly disagree
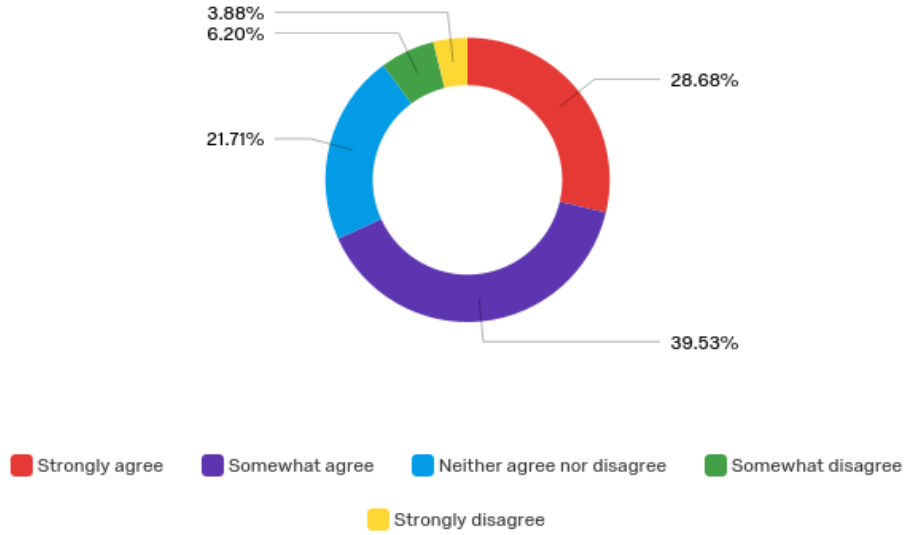
Q6.19 - My co-promotor critically evaluates his/her own behavior, viewpoints and methods and is open to evaluation by others...

5.13%
8.72%
25.64%
18.97%
41.54%

Strongly agree   Somewhat agree   Neither agree nor disagree   Somewhat disagree

Strongly disagree

5.6 TEACHING QUALIFICATIONS

Q7.2 - Do you teach and/or supervise students?

28.60%

47.79%

2.40%

21.22%

oblig ▢ volunt ▢ not allowed ▢ noTeach
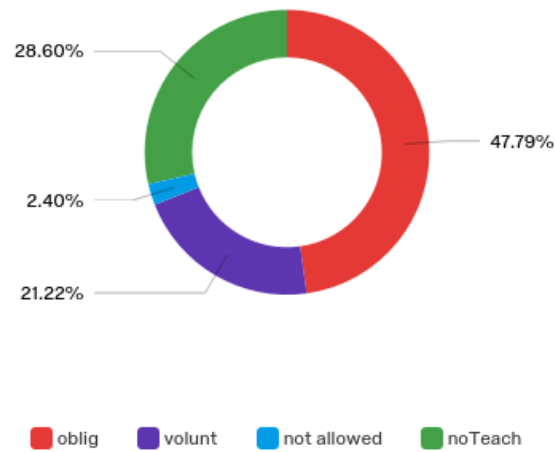
Q7.3 - What constitutes your teaching activities?

4.79%

7.23%

12.66%

24.57%

28.83%

21.91%

Course coordination ▢ Lectures ▢ Tutorials (werkcollege) ▢ Grading

Supervising internships/ thesis writing ▢ Other
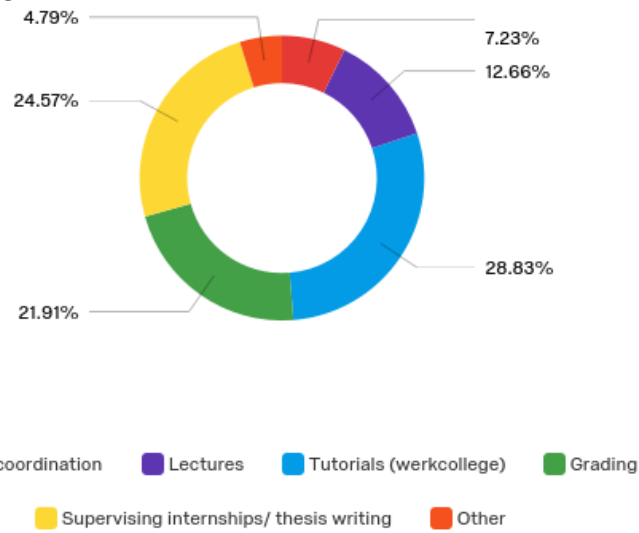
Q7.4 - What do you think of your teaching load?

7.93%
1.85%
4.24%

2.77%
8.49%

14.94%

59.78%

Far too much ▢ Moderately too much ▢ Slightly too much ▢ Neither too much nor too little

Slightly too little ▢ Moderately too little ▢ Far too little
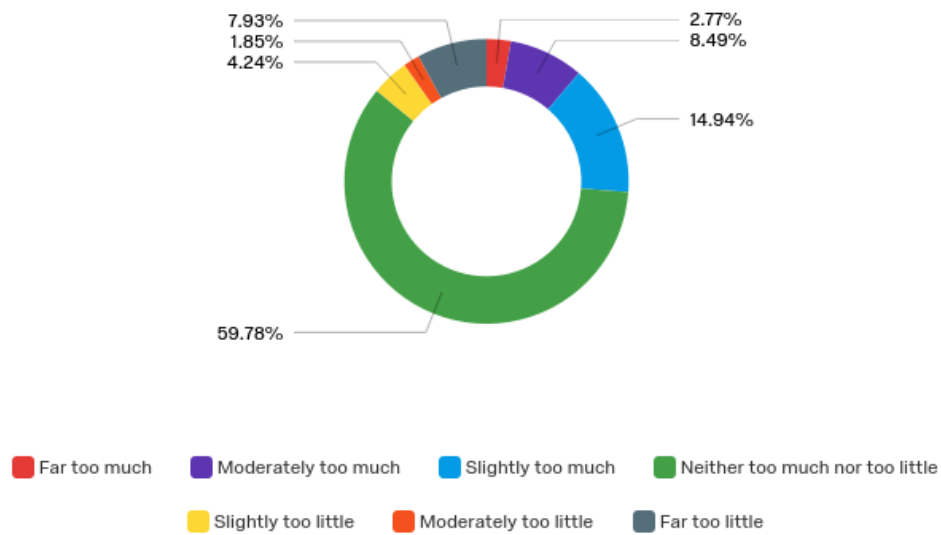
Q7.6 - Are you receiving support for teaching activities?

7.75%
16.84%
31.02%
44.12%

■ too little ■ little ■ neither little nor much ■ much ■ very much
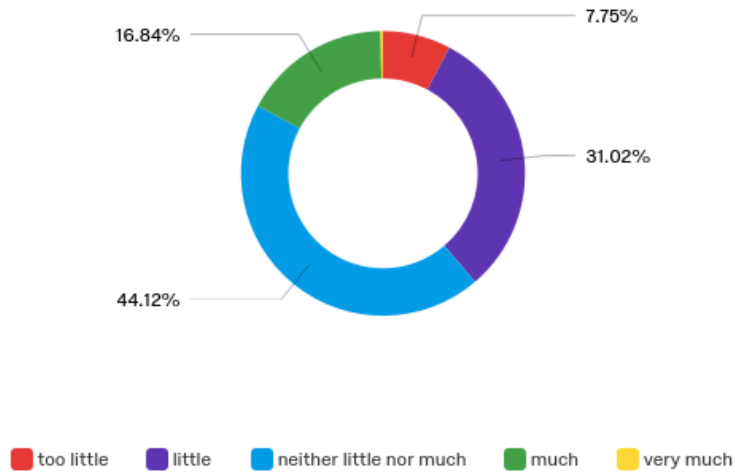
Q7.8 - Do you feel that you can perform your teaching activities with sufficient quality?

8.04%
16.35%
22.25%
53.08%

■ definately yes ■ probably yes ■ might or might not ■ probably not ■ definately not

Q7.10 - How familiar are you with the Dutch teaching certificate (BKO)?

7.21%
13.31%
36.97%
17.74%
24.77%

■ never heard of it ■ little ■ neither little nor much ■ much ■ very much

Q7.10 - How familiar are you with the Dutch teaching certificate (BKO)?

international phd student

- 1.42%
- 7.11%
- 8.06%
- 21.80%
- 61.61%

dutch phd student

- 10.91%
- 21.21%
- 17.27%
- 23.94%
- 26.67%

Legend: never heard of it | little | neither little nor much | much | very much

(per faculty)

acta

- 5.00%
- 15.00%
- 22.50%
- 12.50%
- 45.00%

feb

- 3.33%
- 16.67%
- 20.00%
- 30.00%
- 30.00%

fgw

- 17.59%
- 13.89%
- 18.52%
- 29.63%
- 20.37%

fdr

- 7.14%
- 21.43%
- 10.71%
- 32.14%
- 28.57%

fnwi

- 2.00%
- 7.50%
- 12.00%
- 30.00%
- 48.50%

fmg

- 8.46%
- 19.23%
- 26.15%
- 23.08%
- 23.08%
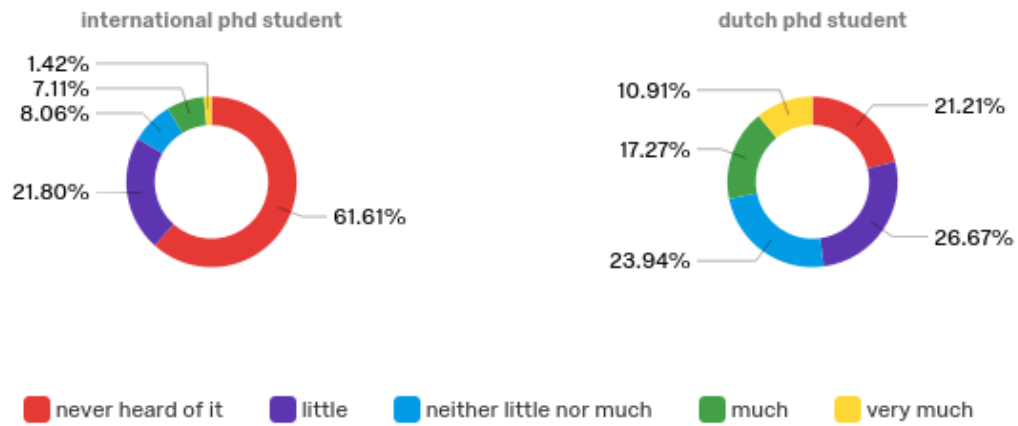
Q7.11 - Are you currently involved in obtaining a teaching certificate/ BKO?

9.80%

7.39%

82.81%
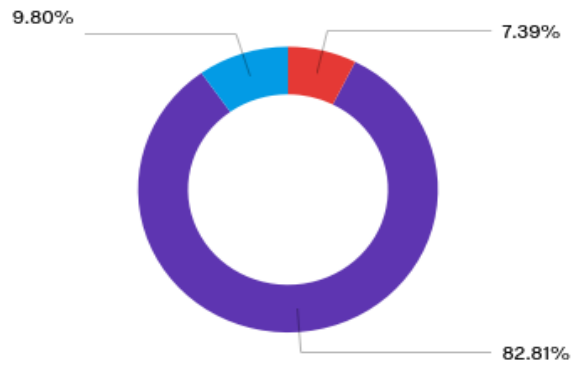
■ yes   ■ no   ■ not able to obtain BKO

(per faculty)

acta

5.00%   7.50%

87.50%

feb

10.00%   3.33%

86.67%

fgw

11.11%   21.30%

67.59%

fdr

21.43%

78.57%

fnwi

5.00%   3.50%

91.50%

fmg

14.62%   4.62%

80.77%
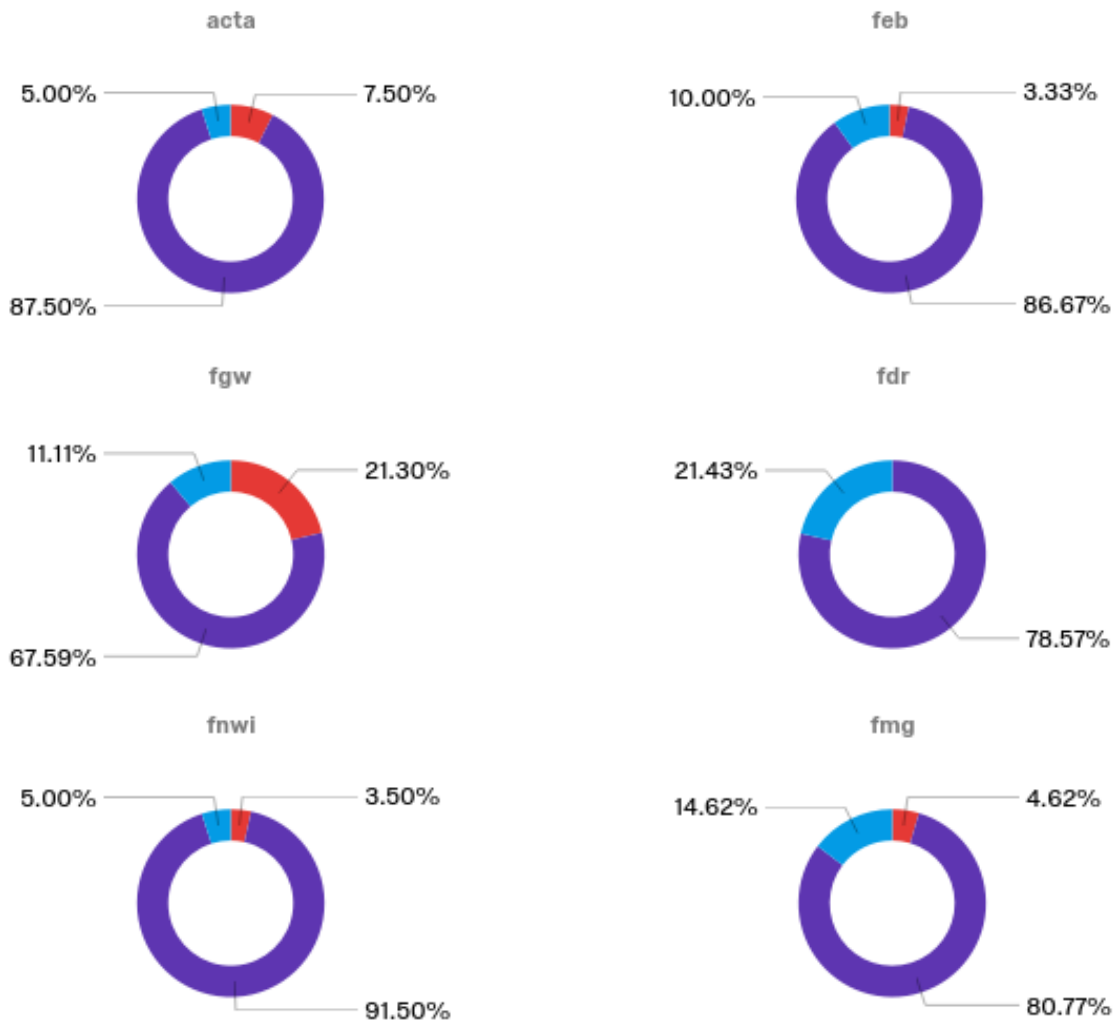
Q7.12 - Would you be interested in obtaining a teaching certificate (BKO)?

(per faculty)

Q7.13 - Did you follow the 'Didactic course for PhD students' or a BKO-light course?

7.77%
30.03%
62.20%

(per faculty)

acta

4.76%
4.76%
90.48%

feb

8.33%
50.00%
41.67%

fgw

1.85%
25.93%
72.22%

fdr

14.29%
85.71%

fnwi

13.33%
28.89%
57.78%

fmg

1.20%
37.35%
61.45%

■ Yes   ■ No   ■ I don't remember

47
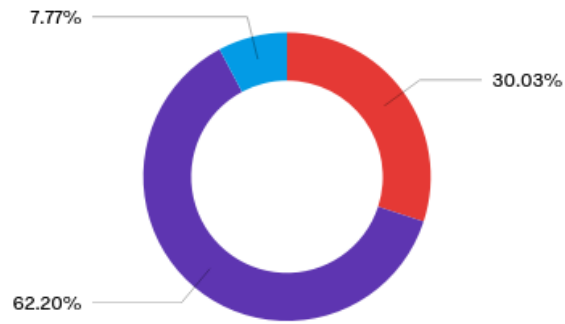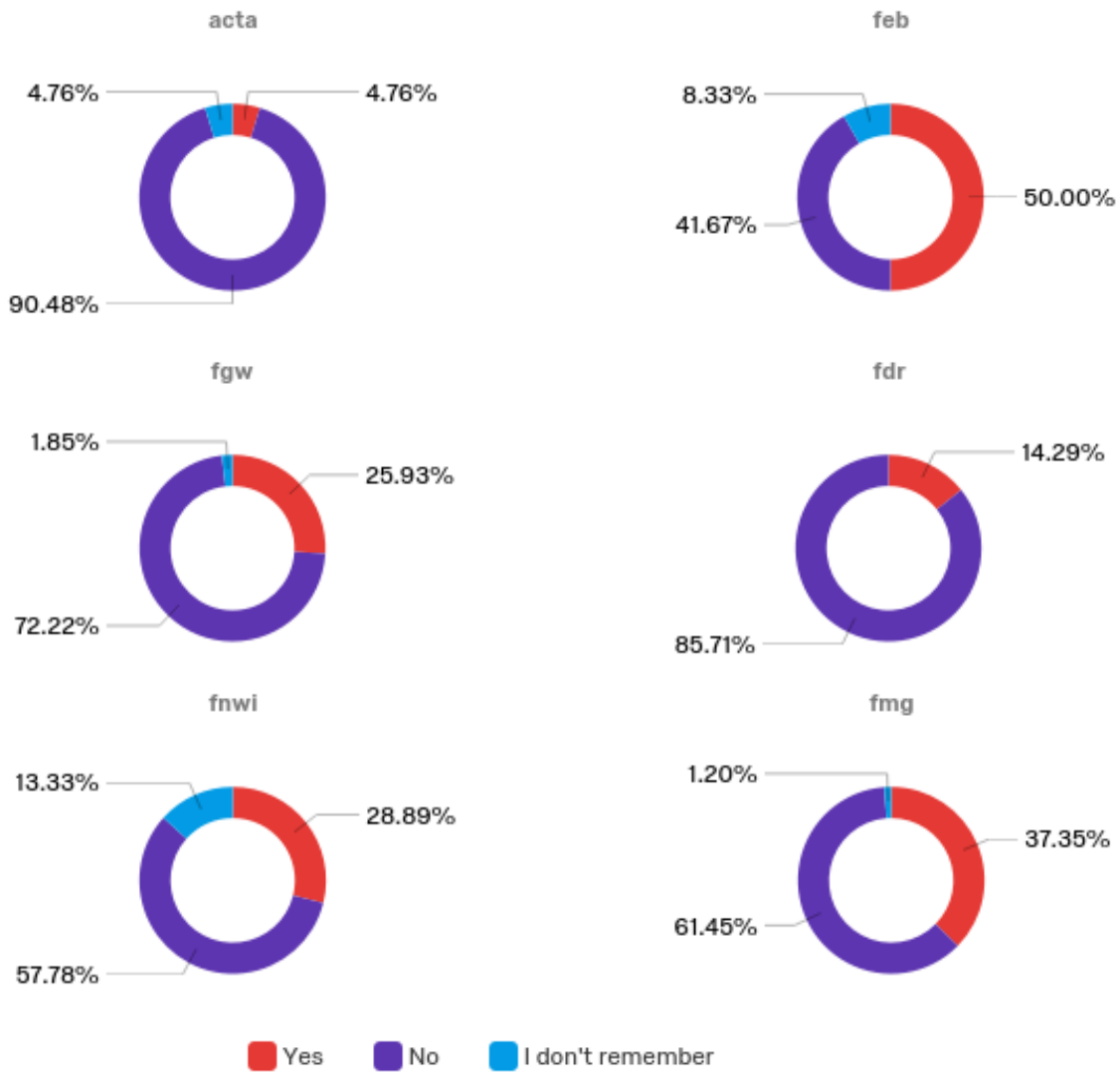
Q7.14 - Was this course useful for you?

3.57%
14.29%
32.14%
15.18%
34.82%

■ definately yes   ■ probabaly yes   ■ might or might not   ■ probably no   ■ definately no
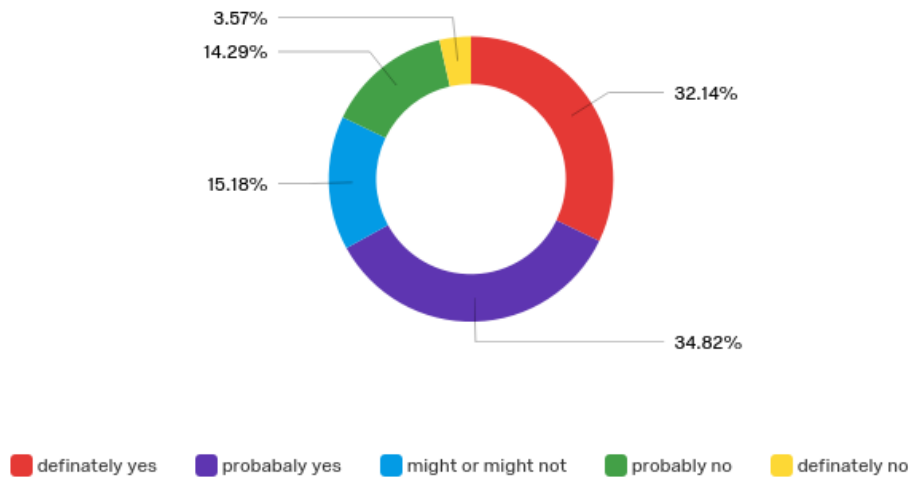
5.7 CAREER DEVELOPMENT

Q8.2 - I have sufficient time to participate in educational activities (o.a. personal development, teaching-specific courses, project-specific courses) to further develop on a personal and scientific level...

Strongly agree · Somewhat agree · Neither agree nor disagree · Somewhat disagree · Strongly disagree
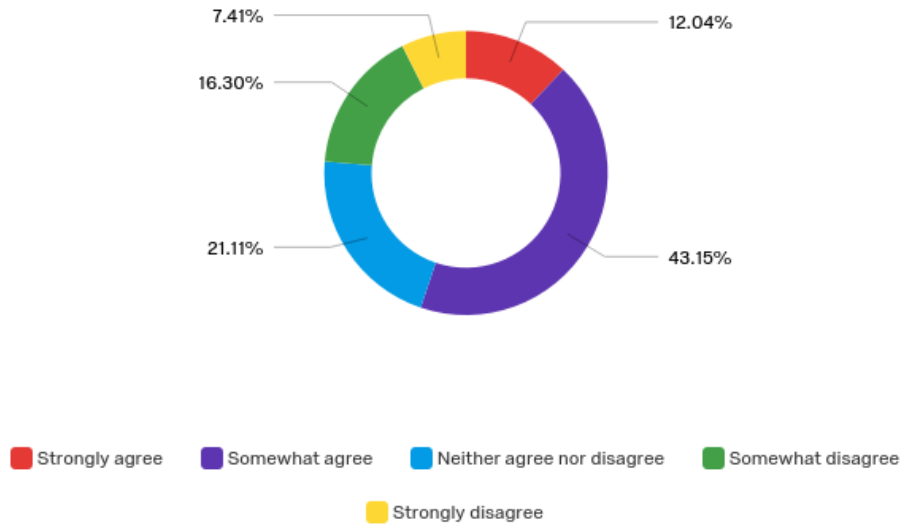
Q8.3 - In general I am satisfied with the educational activities on offer...
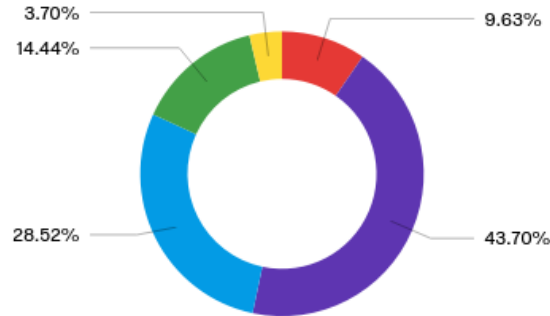
Q8.6 - The educational activities I have participated in contribute to the completion of my PhD...
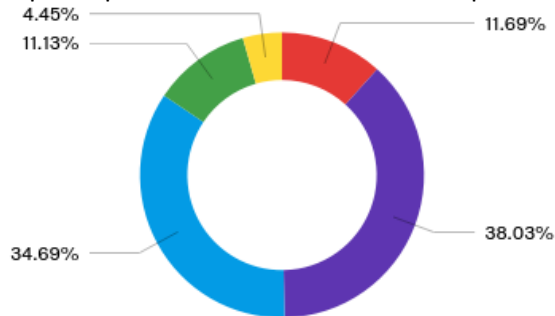
Q8.7 - My supervisors motivate me to participate in educational activities...
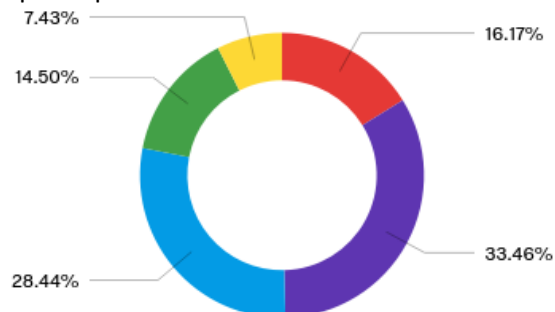
Q8.8 - I am satisfied with the number and diversity of career-orientation activities offered.

acta

feb

fgw

fdr

fnwi

fmg

Strongly agree   Somewhat agree   Neither agree nor disagree   Somewhat disagree

Strongly disagree
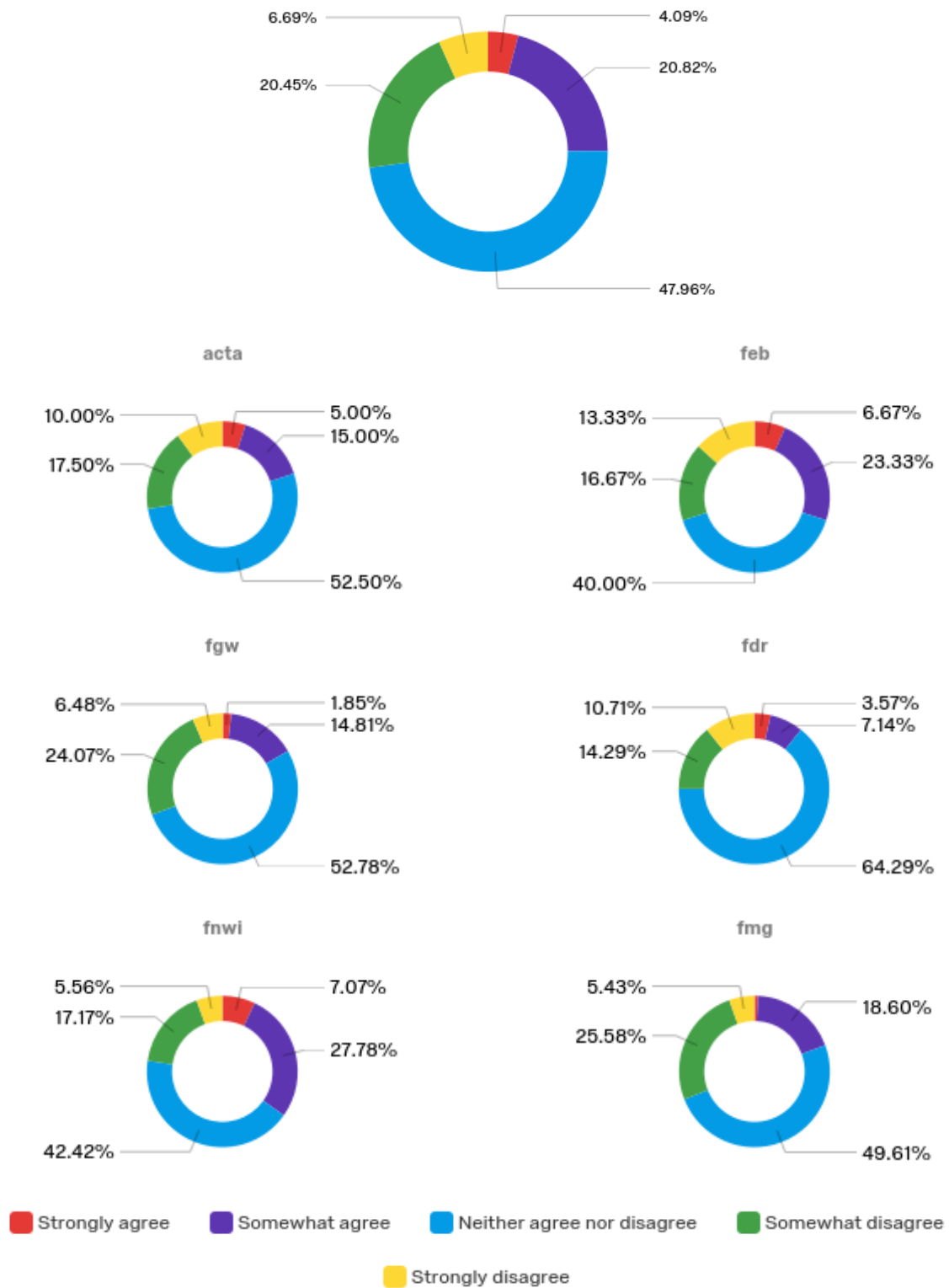
Q8.9 - The career-orientation activities offered contribute to preparing me for my future career...

9.04% 5.59%
12.23% 22.07%
51.06%

Legend: Strongly agree · Somewhat agree · Neither agree nor disagree · Somewhat disagree · Strongly disagree

acta

16.13% 3.23%
16.13%
22.58%
41.94%

feb

4.76% 4.76%
4.76% 4.76%
80.95%

fgw

17.07% 2.44%
17.07%
13.41%
50.00%

fdr

13.64% 4.55%
9.09%
72.73%

fnwi

4.41% 10.29%
11.03%
28.68%
45.59%

fmg

5.00% 2.50%
15.00% 26.25%
51.25%
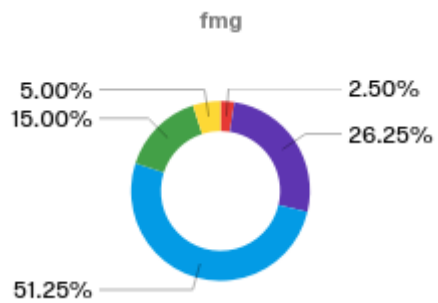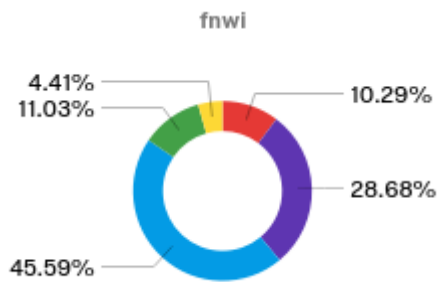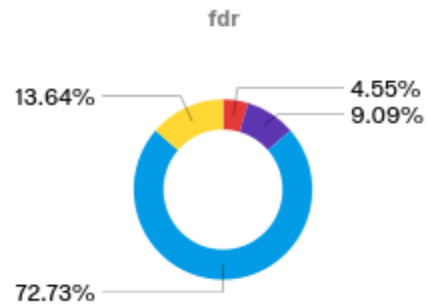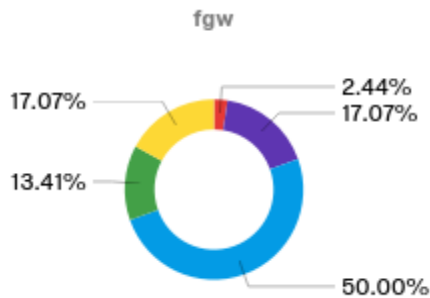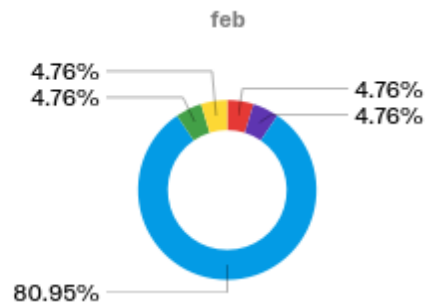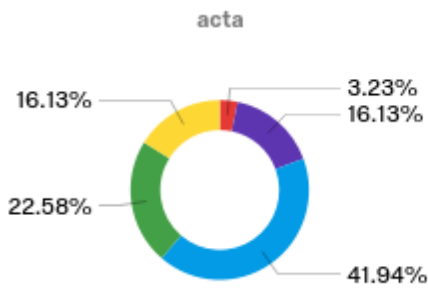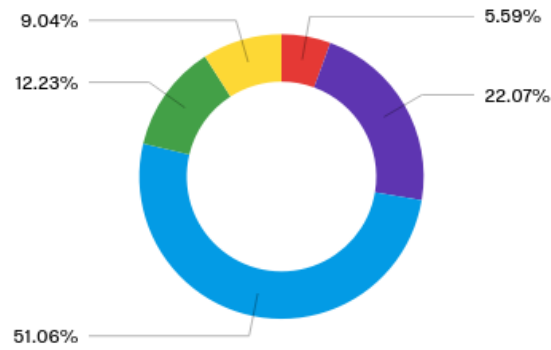
Q8.10 - What career perspectives do you see for yourself after graduation? (more than one answer possible)

2.71%
10.12%
8.02%
33.97%
23.15%
22.04%

- an academic career
- a non-academic career in the private sector
- a non-academic career in the public sector
- to start my own business
- i dont know
- something else
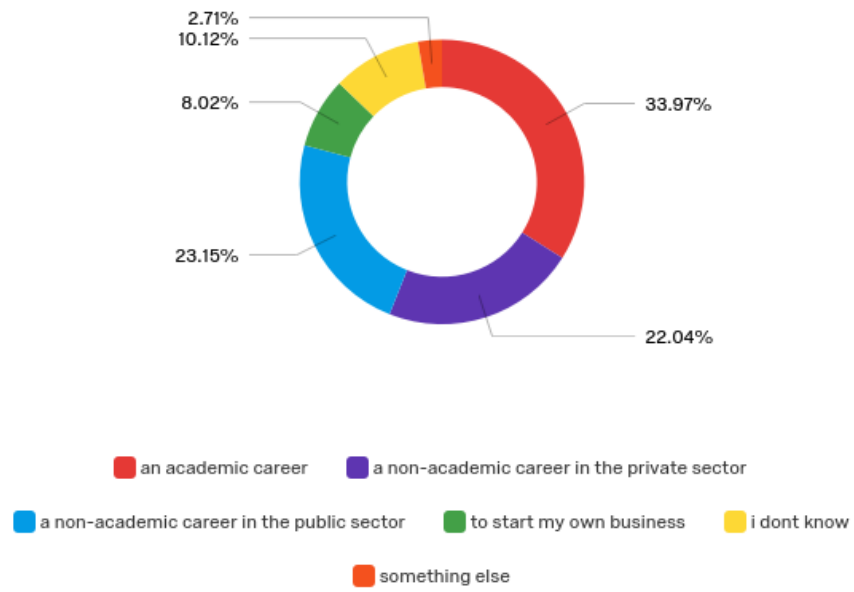
5.8 RESEARCH ENVIRONMENT

Q9.2 - In your opinion, to what extent have the following facilities been adequately provided?
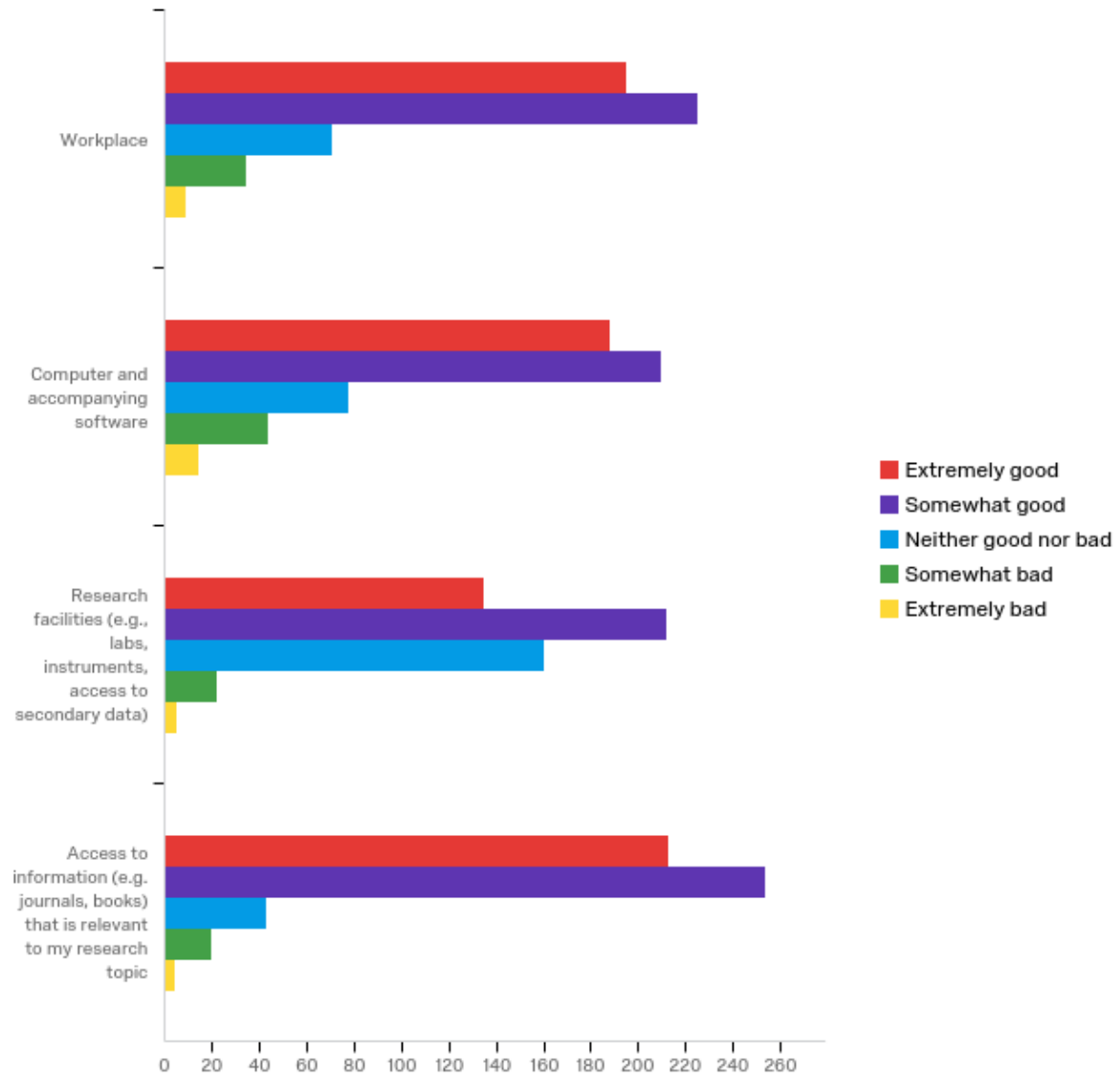
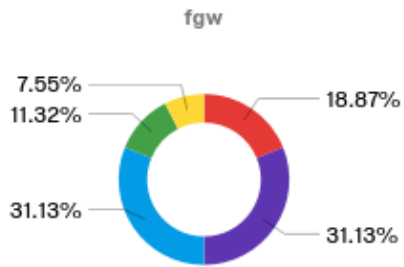Q9.3 - What do you think of your total research budget? (e.g. for experiments, fieldwork)

9.55%

17.79%

4.12%

7.49%

33.33%

27.72%

Extremely sufficient   Very sufficient   Moderately sufficient   Slightly sufficient
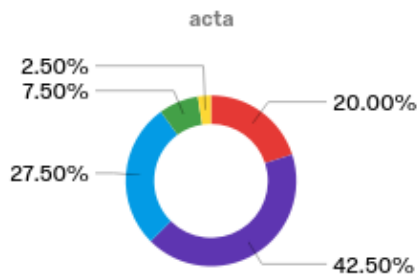
Not sufficient at all   I don't have a research budget
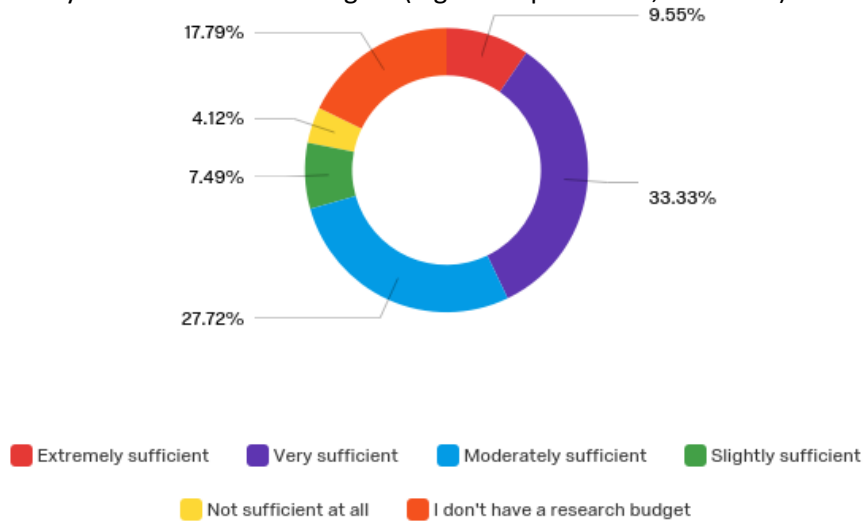
Q9.4 - What do you think of your total travel budget? (e.g. for conferences, visiting fellowships)

12.92%

7.30%

10.30%

10.86%

27.72%

30.90%

Extremely sufficient   Very sufficient   Moderately sufficient   Slightly sufficient

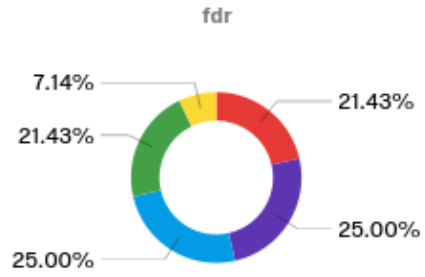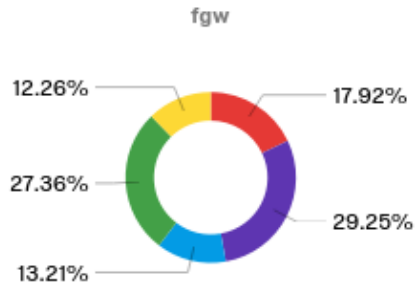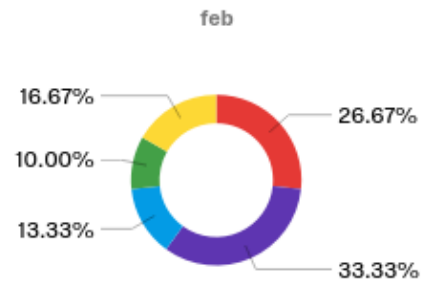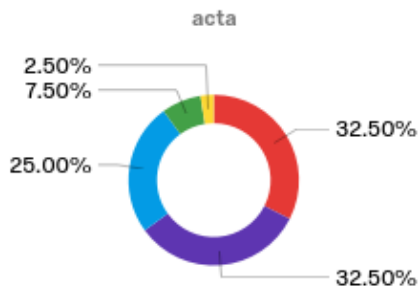Not sufficient at all   I don't have a travel budget
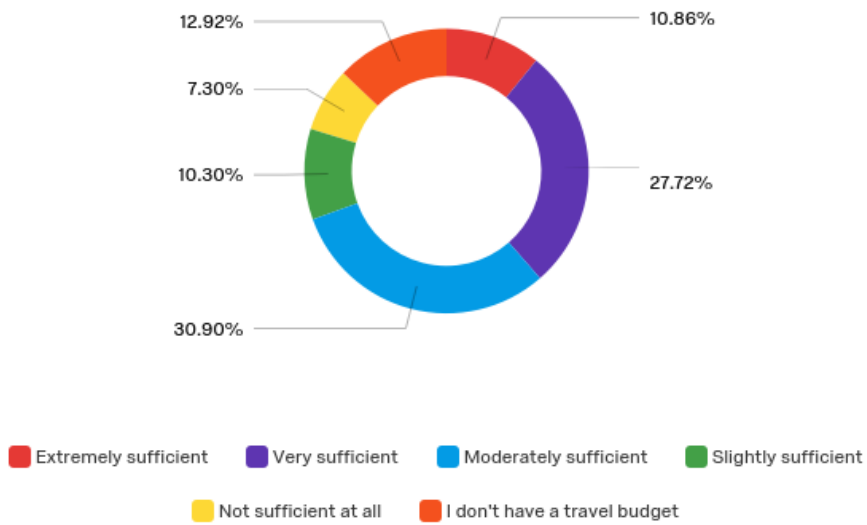
Q9.5 - My department/research group/graduate school provides opportunities for me to become involved in the broader research culture...
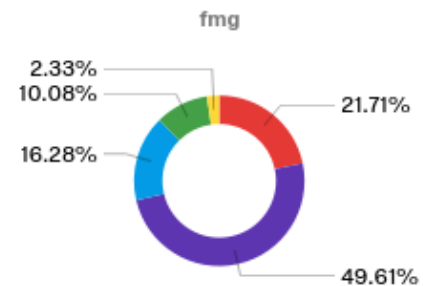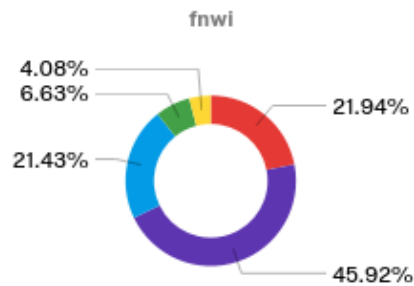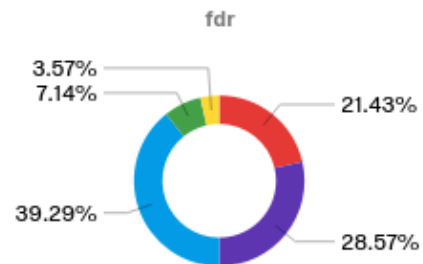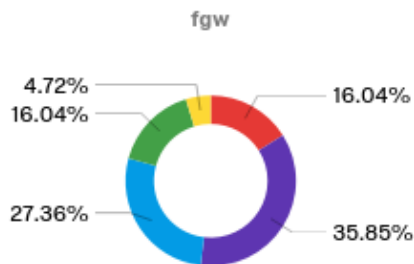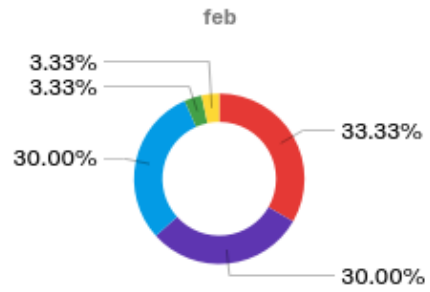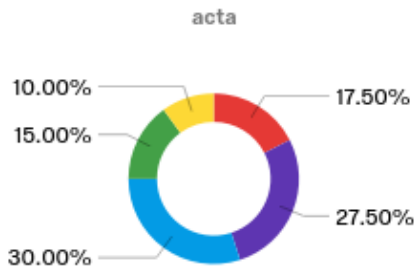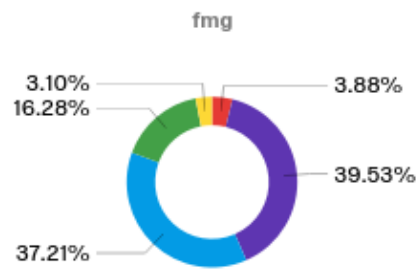

acta
- 17.50%
- 27.50%
- 30.00%
- 15.00%
- 10.00%

feb
- 33.33%
- 30.00%
- 30.00%
- 3.33%
- 3.33%

fgw
- 16.04%
- 35.85%
- 27.36%
- 16.04%
- 4.72%

fdr
- 21.43%
- 28.57%
- 39.29%
- 7.14%
- 3.57%

fnwi
- 21.94%
- 45.92%
- 21.43%
- 6.63%
- 4.08%

fmg
- 21.71%
- 49.61%
- 16.28%
- 10.08%
- 2.33%

Legend:
- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

acta

2.50%
7.50%
20.00%
27.50%
42.50%

feb

3.33%
16.67%
26.67%
16.67%
36.67%

fgw

7.55%
18.87%
11.32%
31.13%
31.13%

fdr

7.14%
7.14%
32.14%
32.14%
21.43%

fnwi

4.59%
5.61%
27.55%
19.90%
42.35%

fmg

1.55%
10.85%
24.03%
18.60%
44.96%

■ Strongly agree   ■ Somewhat agree   ■ Neither agree nor disagree   ■ Somewhat disagree

■ Strongly disagree
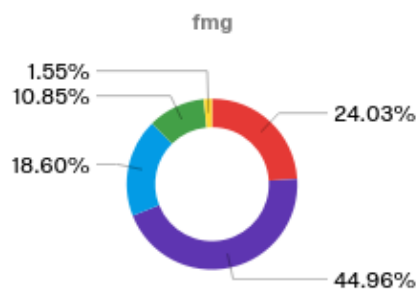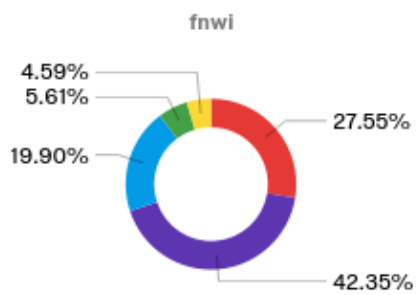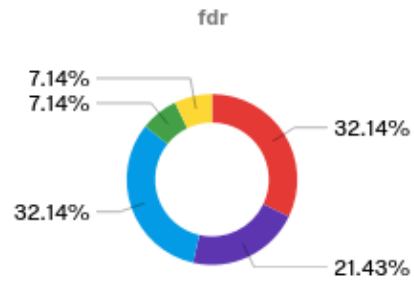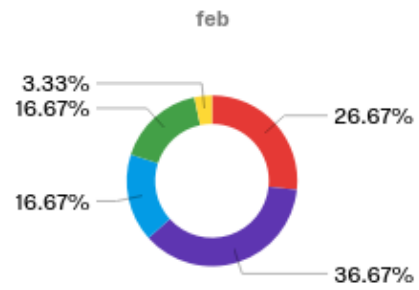
Q9.7 - I feel integrated into my department/ research group/graduate school community…
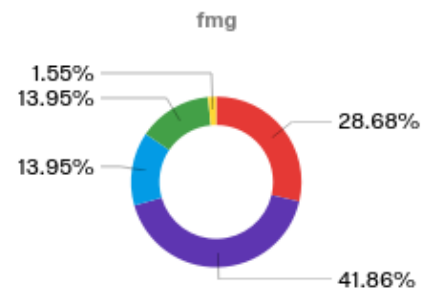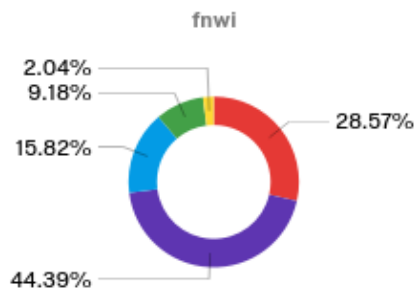
acta
2.50%
7.50%
25.00%
32.50%
32.50%

feb
16.67%
10.00%
13.33%
26.67%
33.33%

fgw
12.26%
27.36%
13.21%
17.92%
29.25%

fdr
7.14%
21.43%
25.00%
21.43%
25.00%

fnwi
2.04%
9.18%
15.82%
28.57%
44.39%

fmg
1.55%
13.95%
13.95%
28.68%
41.86%

■ Strongly agree ■ Somewhat agree ■ Neither agree nor disagree ■ Somewhat disagree
■ Strongly disagree

acta

7.50%
7.50%
15.00%
40.00%
30.00%

feb

13.33%
3.33%
10.00%
40.00%
33.33%

fgw

9.43%
7.55%
14.15%
33.02%
35.85%

fdr

7.14%
7.14%
17.86%
35.71%
32.14%

fnwi

9.18%
10.71%
15.82%
26.02%
38.27%

fmg

3.10%
3.88%
16.28%
39.53%
37.21%

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree
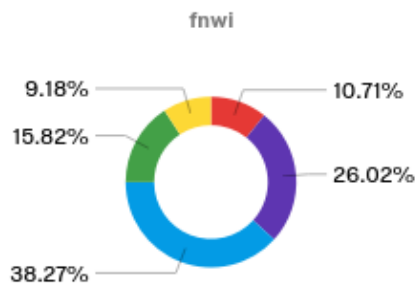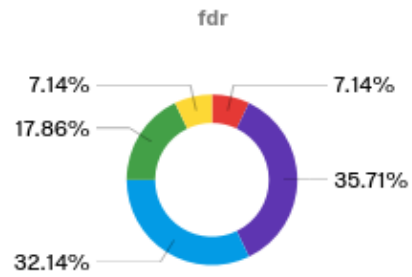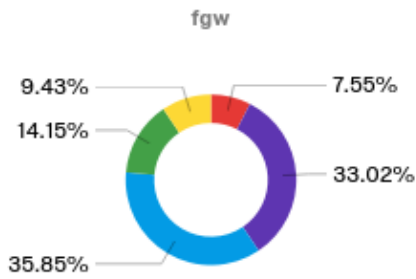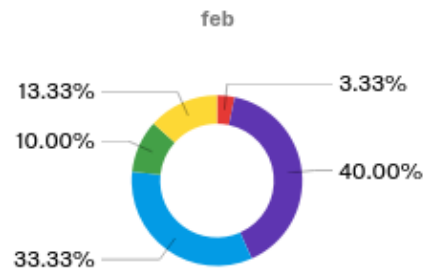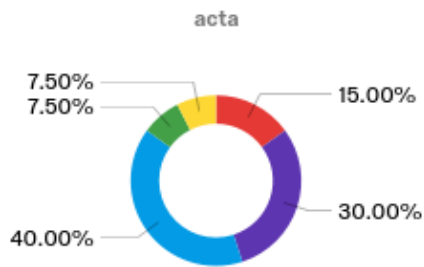
Q9.10 - I am satisfied with my social relationships at work...

- 1.87%
- 8.43%
- 15.92%
- 34.08%
- 39.70%
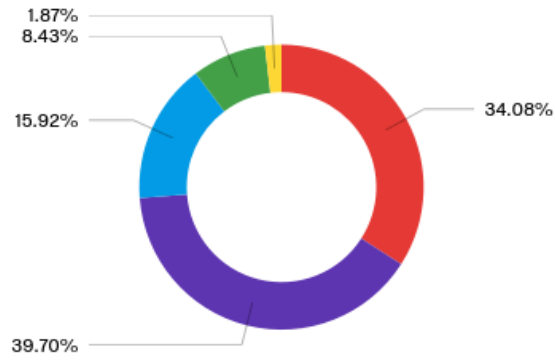
Q9.11 - I am satisfied with my contact with other staff members of the research group...

- 1.50%
- 11.05%
- 15.17%
- 27.72%
- 44.57%
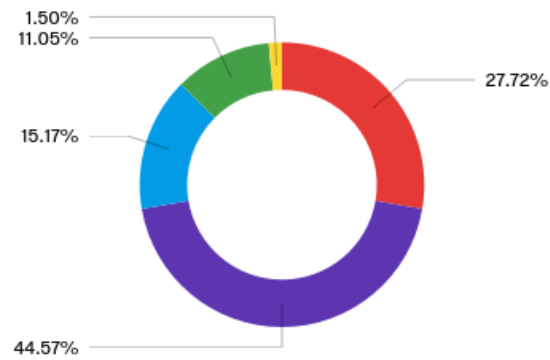
Q9.12 - I feel I am a part of the university community...

- 6.74%
- 16.48%
- 17.04%
- 22.85%
- 36.89%

Legend:
- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

--------- END---------