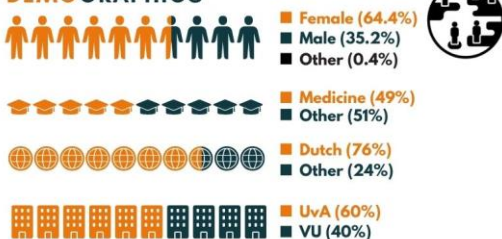


A 2023 OVERVIEW OF THE ADVICE AND MONITORING FINDINGS OF AMSTERDAM UMC DOCTORAL SCHOOL

MONITORING & ADVICE IN FIGURES

DEMOGRAPHICS



3374 PHD CANDIDATES REGISTERED

390 PHD CANDIDATES STARTED THEIR TRAJECTORY

PHD PLAN

PhD candidates and their supervisors compile a PhD Plan to ensure proper training and supervision and to specify mutual expectations and goals.

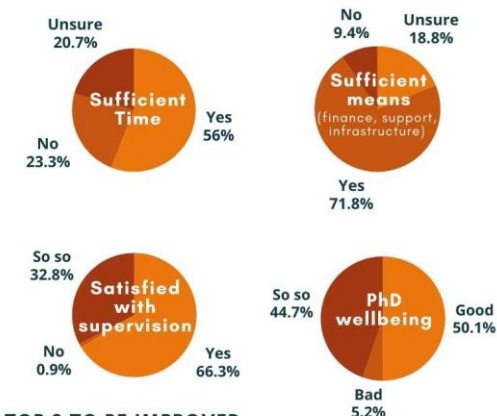
321 PHD CANDIDATES COMPILED A PHD PLAN & HAD AN INTAKE MEETING WITH PHD ADVISOR

71% DID SO WITHIN THE FIRST 6 MONTHS

PHD PROGRESS & CONSULTATION

An opportunity to reflect on the PhD trajectory halfway with supervisory team and independent PhD counsellor.

119 PHD CANDIDATES DID PHD PROGRESS & CONSULTATION



TOP 3 TO BE IMPROVED

- | | |
|--|--|
| <p>PhD candidate:</p> <ol style="list-style-type: none"> Unpredictable research Project/time management Personal development | <p>PhD counsellor:</p> <ol style="list-style-type: none"> Plan/expectations Personal development Wellbeing/mental health |
|--|--|

MONITORING & ADVICE IN FIGURES



PHD CONCLUSION

Survey after graduation about supervision, infrastructure, research climate, thesis examination, clear goals & expectations, and gained skills.

87 SURVEYS RECEIVED



PhD candidates scored higher on PhD satisfaction when:



Their supervisors provided support by:

- talking about clear **expectations**
- Discussing **personal goals and needs**
- Regularly **evaluating satisfaction**
- Providing space for **feedback**
- Discussing **future career**

PhD candidates scored lower on PhD satisfaction when they:



- Did not finish PhD within **time**
- Worried about **funding**
- Had no **contract** with Amsterdam UMC but a contract with another institution or an external grant
- Received no **career** development support

TOP 3 TO BE IMPROVED

- Supervision
- Financial support
- Workspace



ADVISORY CONVERSATIONS

360 ADVISORY CONVERSATIONS WITH 129 PHD CANDIDATES

TOP 3 TOPICS

- Problems with supervision (52%)**
 - Unfriendly behavior, criticism, verbal aggression (26%)
 - Disappointment about quality supervision (21%)
- Personal problems (41%)**
 - Fear of failure/insecurities (63%)
 - Psychological problems (33%)
- Other (39%)**
 - Time management/planning (33%)
 - Career advice (28%)



PhDadvisor
eamsterdamumc.nl



RECOMMENDATIONS

CONCLUSIONS

Similar to 2021, problems with supervision was the most common theme in 2023. PhD candidates mainly reported unfriendly behavior and criticism of supervisors, as well as disappointment in quality of supervision.

The number of PhD candidates reporting mental health issues remains high, especially among female and international PhD candidates.

PhD candidates with a background not in medicine seem to struggle more with lack of supervision, publication pressure, stress and burn-out complaints.

Many PhD candidates experience lack of time and funding.

SUPERVISORS, CARE FOR YOUR PHD CANDIDATES



- Supervisors, guiding PhD candidates is not an easy task and it comes with responsibility. Make sure that you receive **supervision training and evaluation**.
- Supervisors, you are responsible for **frequent meetings** with your PhD candidates to provide support in PhD content and process, as well as their personal goals and needs.
- Most importantly, supervisors, **be kind and prioritize the person over the project**. Attending to personal support and positive feedback makes all the difference.



PHD EQUALITY AND EQUITY



- On the one hand, ensure that PhD candidates get equal chances to meet the quality standards of Amsterdam UMC by providing each candidate with the **same amount of time, funding, and quality criteria**.
- On the other hand, **respect and support individual differences** between PhD candidates and projects by providing tailored support and making well-founded exceptions when needed.

ACTIONS DOCTORAL SCHOOL

We revised our **monitoring procedures** to incorporate realistic planning and priorities, bidirectional expectations, regular evaluations, and wellbeing of the PhD candidate.

We provide **workshops and courses** to improve wellbeing, mental resilience, and communication skills of PhD candidates.

We set up a **Signaling, Escalation and Action (SEA) plan** for recurring problems at departments or with supervisors.

Together with HR and Research Policy Office we wrote a **Guideline for PhD Contracts** to tend to equality in time and funding of PhD projects.

Together with the working group 'PhD Wellbeing' we wrote a **Guideline for PhD Quality** that includes criteria to enhance PhD quality, yet provides space for individual differences and needs.

We will form a vision plan on **mandatory supervision training** and how we can provide more support for supervisors.