



Presentation of well-being initiatives, confidential counsellors and ombudspersons for PhD researchers

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ADS Doctoral Day

21.03.2024

Well-being initiatives

Well-being initiatives

UAntwerp

- [Well-being surveys \(2021, 2016\)](#)
- [MindLab \(Pintra\)](#)
- [MoodSpace \(Studentportal\)](#)
- [Occupational psychologists \(Mensura\)](#)
- [Student psychologists \(STIP\)](#)
- [Mind Matters Week](#)
- [My Stress Coach](#)

Antwerp Doctoral School

- [Charter for PhD researchers & supervisors](#)
- [Courses](#)
 - Academic confidence
 - [Active bystander training 16.04.2024 \(spots available!\)](#)
 - Connecting communication
 - Personal effectiveness
 - The art of feedback
 - Time management
 - Under pressure
 - ...
- [Faculty ombudspersons for PhD researchers](#)
- [Confidential counsellors with specific focus on PhD researchers](#)
- [Peer network MONDO for internationals](#)

Ombudspersons for PhD researchers



Central ombudsperson – *deputy* *with specific focus on PhD questions*

Dr Marleen Eyckmans

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Campus Drie Eiken – building S, room S.134

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PhD in Biomedical Sciences

Quality assurance & innovation staff @FFBD

Central ombudsperson:

Luc Van de Poele Luc.VandePoele@uantwerp.be

Head of the Department of Education

Faculty ombudspersons for PhD researchers



NEW! Since this academic year

see who's who [here](#)

Impartial third party – discretion!

Preferably contact the ombudsperson from your faculty

- **Get in contact when:**
 - You need mediation between your supervisor and yourself concerning PhD regulations, progress or your defense
 - When you are accused of fraud/plagiarism and need support
 - Not sure? Please feel free to ask and we'll refer you to the person/service you need

Confidential counsellors for PhD researchers

Confidential counsellors

- **Psychosocial risk aspects of your job** (stress, transgressive behaviour), but also problems of (work-related) discrimination, traumatic event, ...
- **You can choose which counsellor to talk to** – it doesn't have to be someone from your campus/faculty
- Some confidential counsellors **specifically focus on PhD researchers**
- **Advice / support** provided in other **languages** than Dutch (e.g. English, French, German, Spanish, Portuguese, Italian)
- Overview of all confidential counsellors on **Pintra**
 - [Complete list](#)
 - Contact **by e-mail**

Stress

Transgressive behaviour

Aggression

Trauma

Alcohol & drugs

Absenteeism

Confidential counsellors focused on PhD researchers



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Reporting and support channels psychosocial well-being for PhD researchers

Reporting and support channels psychosocial well-being for PhD researchers

Are you confronted with stress, burn-out, or conflicts with a colleague or supervisor? Have you experienced or witnessed transgressive behaviour? You should not keep dealing with it alone. In principle, your supervisor is your first point of contact, but that may not always be an option. There are several support channels and there is often more than one option. In the overview below, we will guide you through the channels you can turn to for:

a listening ear, advice, information on possible procedures, mediation or third-party intervention

Confidential counsellors, occupational psychologist/physician

- stress and burn-out
- transgressive behaviour such as:
 - physical or verbal aggression
 - unwanted (sexual) behaviour
 - abuse of power
 - discrimination, racism
 - bullying
 - ...

Contact details of occupational physicians and psychologists can be found on Pintra. Don't have access? The ombudspersons or confidential counsellors will refer you.

Duty of confidentiality

All confidential counsellors, occupational psychologists and physicians are bound by duty of confidentiality. What you share with them will remain confidential between you and will not be discussed with others, except with your explicit permission.

Faculty and central ombudspersons for PhD researchers

- mediation with your supervisor concerning PhD regulations, progress or defence, ...
- support when accused of fraud/plagiarism, ...

Not sure? Feel free to ask and we'll refer you to the right person.

Professional discretion

Ombudspersons, HR and Health & Safety staff also handle your question in full confidence. Legally they are not subject to duty of confidentiality, but they have professional discretion.

HR Department

- illness
- types of leave and holidays
- long-term absence
- reintegration
- questions (about a conflict) concerning working conditions, ...

Health & Safety Department

- safety at work
- incidents & emergency situations, danger
- stalking
- questions on well-being
- working with a disability (adjustments to workplace), ...

How you can take action

- Strengthen your skills through trainings on (self)leadership, giving/receiving feedback, bystander training, inclusive thinking and acting, implicit bias, ...
- Tools with tips & tricks regarding mental well-being can be found on the ADS website. Results are confidential, UAntwerp only receives feedback at a group level.

