



# **Doctoral study programme and support during your PhD**

**Dr Kristien Daems and Dr Stephan Missault**

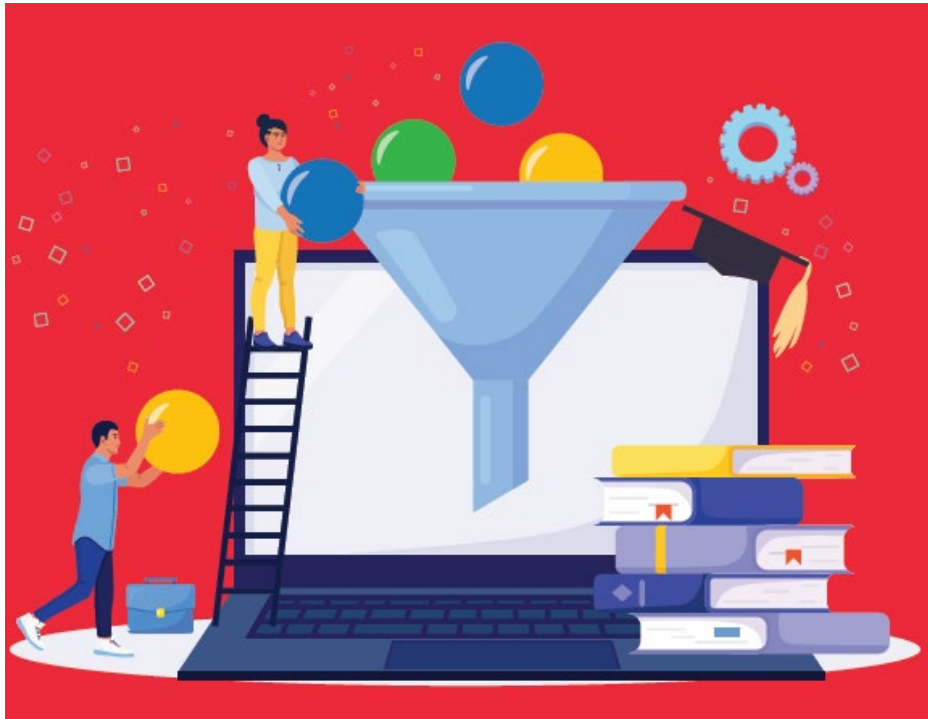
**ADS Doctoral Day**

**October 2025**

# Doctoral study programme

# Doing a PhD at the University of Antwerp

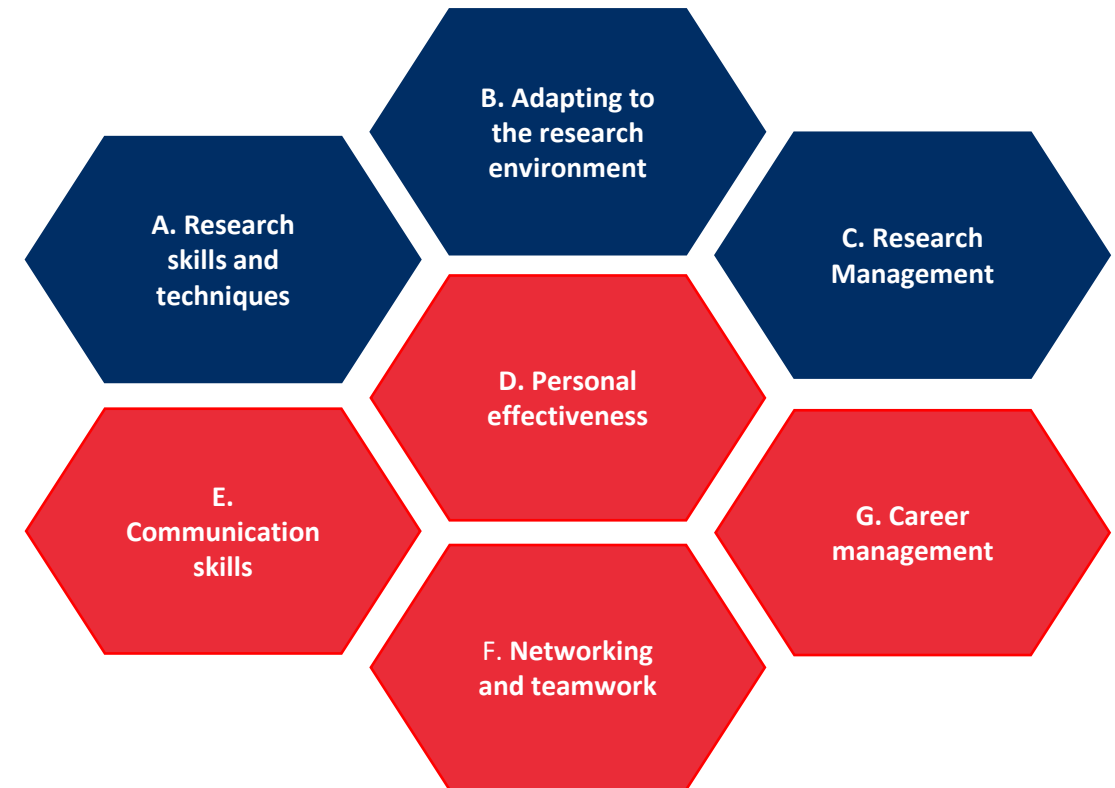
Research



Supervisor(s) &  
individual PhD commission

Doctoral study programme

**Mandatory but flexible**



Antwerp Doctoral School &  
peer review commission

# Competence profile



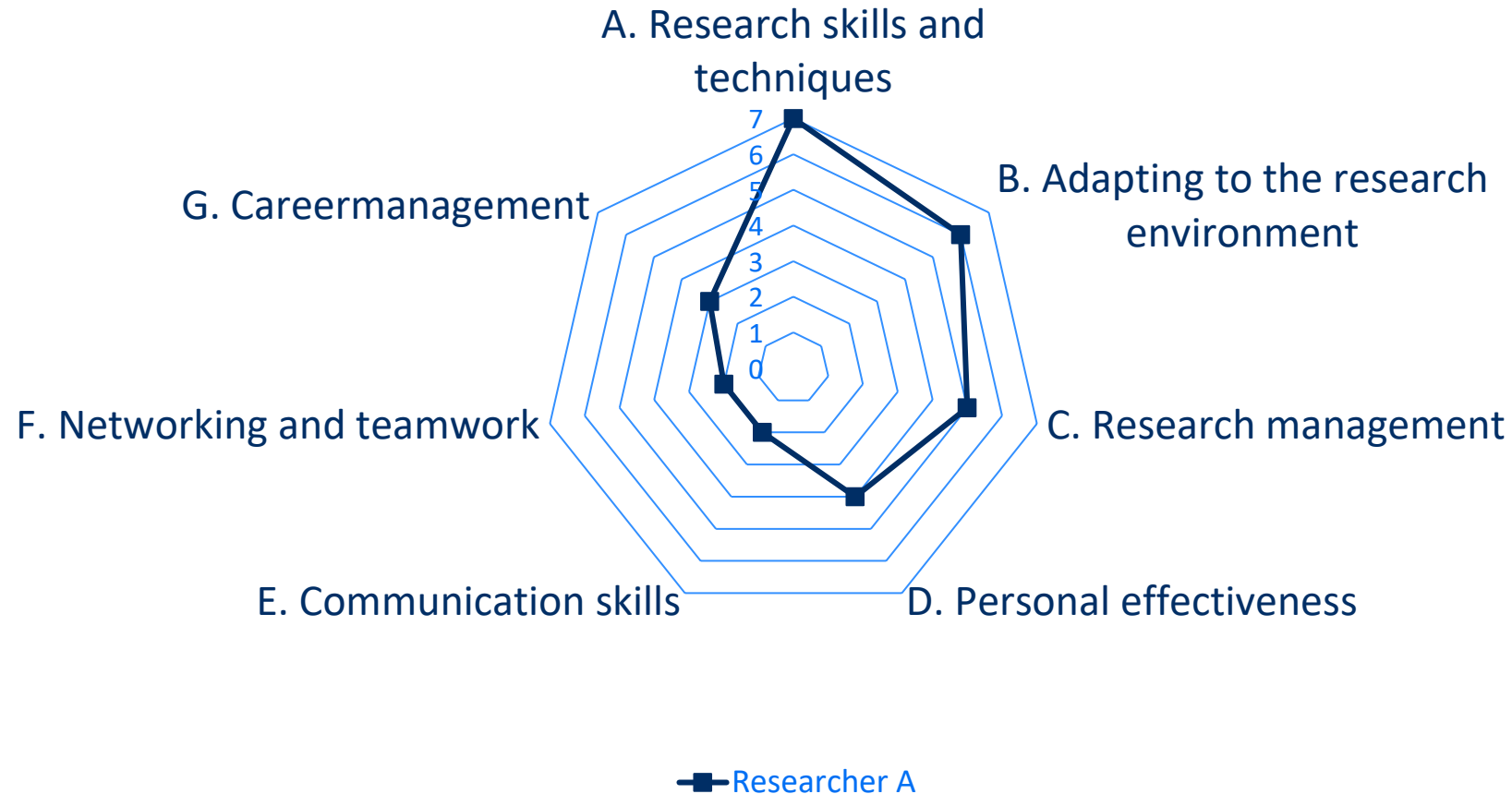
*Based on the Joint Skills Statement (Vitae)*



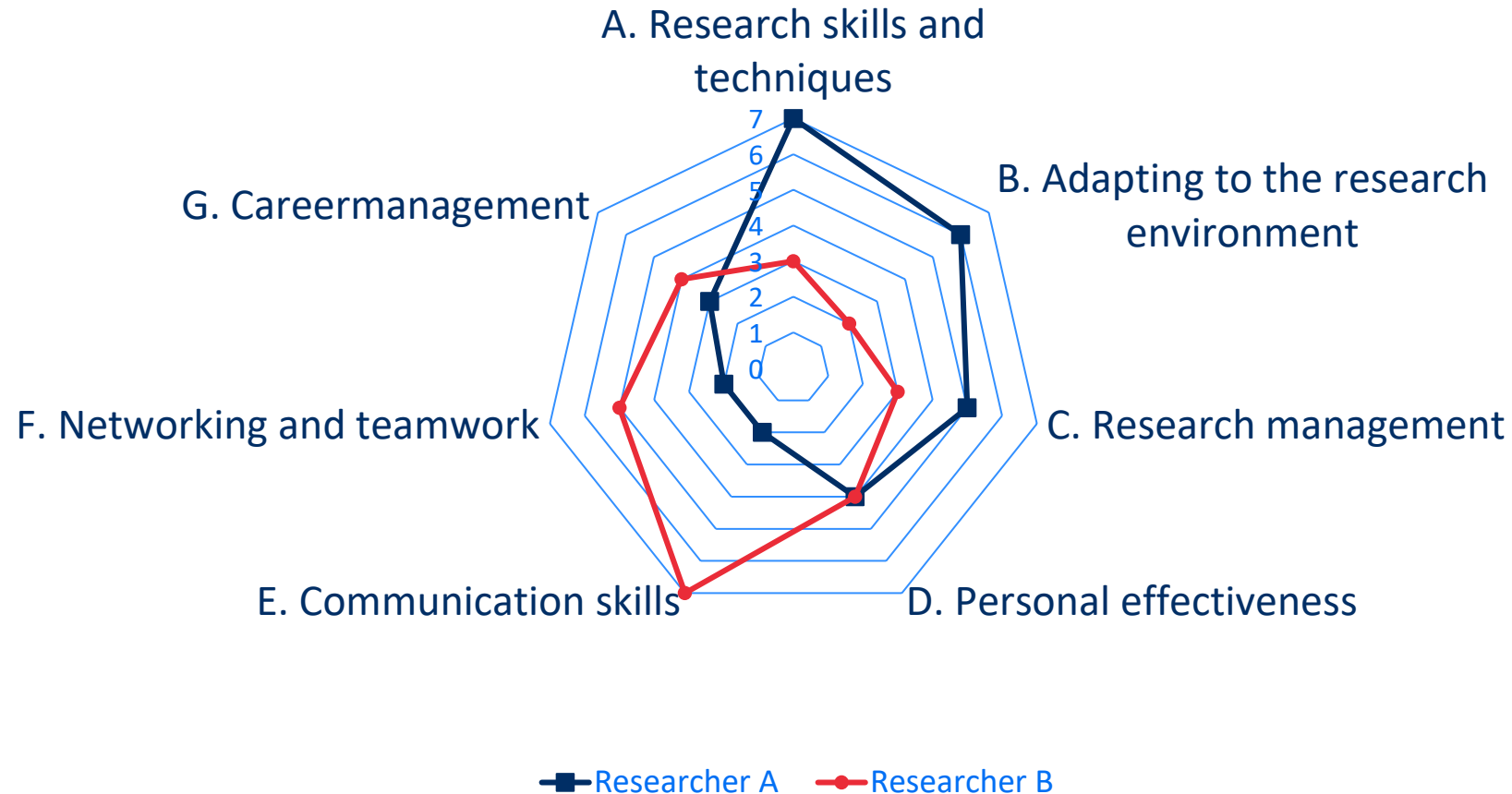
# Vision



# 1. Identify training needs and set goals



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## 2. Develop competencies – learning by doing



writing a  
manuscript



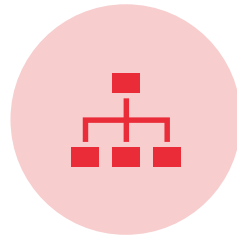
giving  
presentations



going to a  
conference



working together  
in a research group



organising an  
event



...

## 2. Develop competencies – training offer



- Course offer Antwerp Doctoral School
  - Courses relevant for all disciplines
  - Free of charge!
- UAntwerp course offer
  - RIVA's Dive-into programmes
  - Linguapolis language training
  - ...
- Flemish interuniversity course offer
  - FLAMES
  - VAIA
  - Mind the GAP
  - ...
- Offered by **another university** or a **non-academic organisation** (if acknowledged by the Flemish government)

## 2. Develop competencies

- Mind the GAP = Good Academic Practices
  - **Mandatory** training for **starting** PhD researchers
  - Flemish interuniversity online training tool on **research integrity** available via Blackboard
  - 4 basic modules + a final **test**
  - You need to obtain a score of at least **80%** to pass and obtain a certificate

! Make sure to **add this activity** to your **annual progress report** for the doctoral study programme + **upload the certificate** as proof



**Mind the GAP podcast**

Available on [Spotify](#) or [Apple Podcasts](#)



## 2. Develop competencies



Menu **nature**masterclasses



# nature masterclasses

## Nature Masterclasses



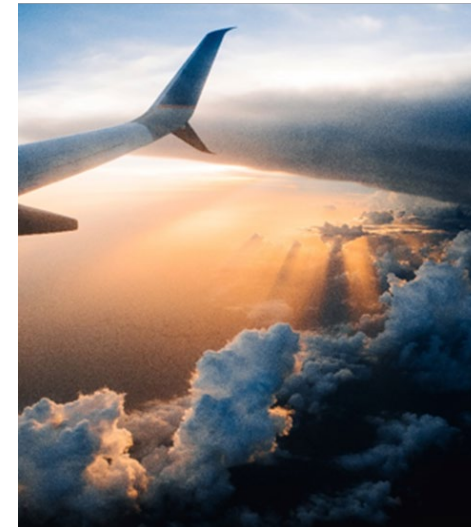
- Professional development training for researchers via online courses and workshops
- E-Learning
- Learn at your own pace whenever it suits you!

## 2. Develop competencies – financial support

- **Educational credit!** (up to €1500 per PhD researcher)  
→ Check conditions and procedure on the [ADS website](#)
- **For international transport and accommodation** costs you are required to first apply for an **FWO travel grant**  
**! Apply at the latest 3 months before travelling!**  
→ Check conditions and procedure on the [ADS website](#)



**fwo** Research Foundation  
Flanders  
Opening new horizons



## 2. Develop competencies – financial support

- **Bottom-up initiatives to support young researchers**
  - Activities organised by individual researchers, a research group, ... for a **group of young researchers**
  - Possibility to obtain funding through [OJO call](#):
    - Yearly call in **autumn**
    - Deadline this year: 30 October 2025 at 5 p.m.
- **4 categories**
  1. Flemish interuniversity initiatives
  2. Domain-specific trainings
  3. Career development initiatives
  4. Faculty initiatives



[OJOcall@uantwerp.be](mailto:OJOcall@uantwerp.be)



### 3. Reflecting on activities



Which skills do you develop while supervising a master thesis?

### 3. Reflecting on activities

Moving on to a **next job** after your PhD will be easier if you:

- are **self-aware** of your strengths and weaknesses
- have (and are aware of) a wide range of competencies - **a broad professional profile**
- can **explain the added value of your PhD** especially in a non-academic setting
- can demonstrate the **transferability** of your skills



# Practical

- Yearly submission of progress report and evaluation by a peer review commission
- To complete the doctoral study programme:
  - **A minimum number of points** must be obtained to make it an equal effort for all PhD researchers
  - Points must be obtained **in different categories** to achieve a broad professional profile
  - You meet all requirements (e.g. max. points per category, ...) as laid out in the [faculty PhD regulations](#)

Doctoral study programme = mandatory  
but above all a unique opportunity!

# Charters & guidelines

# Charter for PhD researchers

- **Appendix 1 of the general PhD regulations**
  - Describes what is **expected** from all parties involved in the PhD process
  - Involved parties: PhD researcher, supervisor(s), individual PhD commission, faculty PhD coordinator, ombudspersons, ADS, ...
  - The document complements the [university's general PhD regulations](#), the faculty PhD regulations, as well as the various staff regulations that may apply to PhD researchers
  - The commitments expressed in the charter are **not legally binding**
- **The charter can serve as**
  - A tool to shape the **supervisor-PhD researcher relationship**. Preferably discussed at the start of the PhD.
  - A point of reference for all parties involved if **problems arise** in the collaborative relationship as well as in the process of **remediation or conflict resolution**

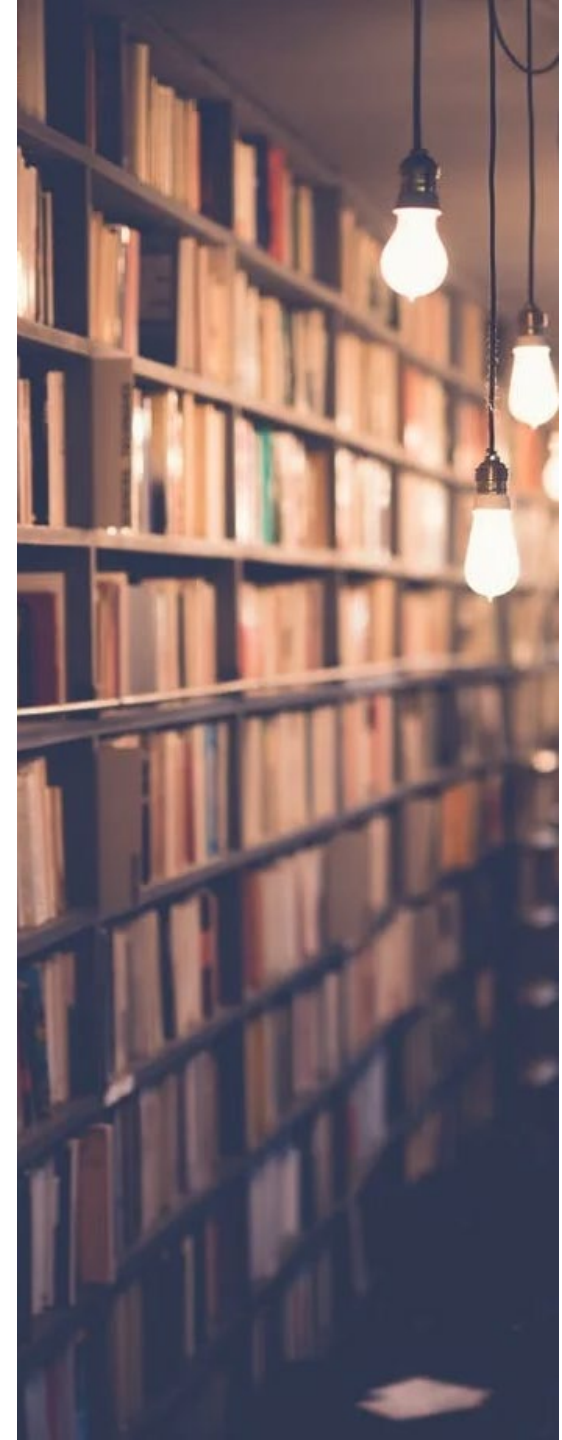
# Research integrity and ethics

- **Integrity charter** for PhD researchers and supervisors of UAntwerp
  - Appendix to the Charter for PhD researchers
  - Basic principles of the [Code of Ethics for Scientific Research in Belgium](#) and the [European Code of Conduct for Research Integrity](#) (ALLEA code)
- **Mandatory [Mind the GAP](#) course**
- **Ethical approval** might be needed for your research
  - [Committee for Medical Ethics](#)
  - [Ethical Committee for Animal Testing](#)
  - [Ethics Committee for Social Sciences & Humanities](#)
  - [Ethics Committee for Misuse, Human Rights & Security](#)
- **To report an infraction on scientific integrity**
  - [Committee Scientific Integrity](#)

# Authorship guidelines in research

## Authorship guidelines

- UAntwerp authorship guidelines in research
  - Find the [authorship policy of UAntwerp](#)



# Artificial intelligence guidelines in research



## AI guidelines

- UAntwerp guidelines on the use of (generative) AI in research
  - Find the [AI guidelines](#)
- ! Crucial to mention the use of AI in the **methodology section** of publications and the PhD thesis

# Wellbeing

Information on wellbeing 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 inappropriate 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
- Inappropriate 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.

### Faculty and central ombuds- persons 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.

### 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 work-place), ...

### 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.

### 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.

### **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 web-site. Results are confidential, UAntwerp only receives feedback at a group level.

# Faculty ombudspersons for PhD researchers

See who's who [here](#)

Impartial third party – discretion!

Preferably contact the ombudsperson from your faculty

## Get into contact

- If you need **mediation** between your supervisor and yourself concerning PhD regulations, progress or your defence
- If you are **accused of fraud/plagiarism** and need support
- Not sure? Please feel free to ask and you'll be referred to the person/service you need

# Deputy central ombudsperson focusing on PhD researchers



**Dr Marleen Eyckmans**  
**Quality assurance & innovation staff @FFBD**  
[Marleen.Eyckmans@uantwerp.be](mailto:Marleen.Eyckmans@uantwerp.be)

# Confidential counsellors

- **Psychosocial risk aspects of your job** (stress, inappropriate 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 [focus on PhD researchers](#)
- Overview of all [confidential counsellors](#)
  - First contact **by email**

Stress

Inappropriate behaviour

Abuse of power

Discrimination

Aggression

Trauma

Absenteeism



# Confidential counsellors focusing on PhD researchers



**Dr Karla Tersago**  
**Head of ADS**

[Karla.Tersago@uantwerp.be](mailto:Karla.Tersago@uantwerp.be)



**Dr Stephan Missault**  
**Policy advisor ADS**

[Stephan.Missault@uantwerp.be](mailto:Stephan.Missault@uantwerp.be)



**Dr Kristien Daems**  
**Policy advisor ADS**

[Kristien.Daems@uantwerp.be](mailto:Kristien.Daems@uantwerp.be)



# Get started yourself

## Courses

- Academic confidence
- Active bystander training
- Connecting communication
- Personal effectiveness
- The art of feedback
- Time management
- Under pressure
- ...

## Self-help tools

- [MindLab](#) (Pintra)
- [MoodSpace](#) ([Studentportal](#))

## Need help? – Supervisor and faculty level



Supervisor(s) and individual PhD commission



**Administrative contacts (faculty):** practical questions about admission procedures for PhD researchers, research progress reports, submission, defence, ...



**Faculty ombudspersons and academic contacts (faculty):**  
advice, contact in case of problems with supervisor, ...

## Need help? – Central level



**Staff of Antwerp Doctoral School:** educational credit, study programme including progress report, joint PhDs, ...

**ADS confidential counsellors focusing on PhD researchers:**

Kristien Daems, Stephan Missault & Karla Tersago



**Central ombudsperson & deputy central ombudsperson focusing on PhD researchers**

# Need help? – **Peer researchers**



## **Representation of PhD researchers**

- PhD representatives in the **Bureau & Council of ADS**
- Associations of PhD researchers (BAR, WDW, YRN)



## **MONDO**

- Network for international students, staff & researchers @UAntwerp

17.11.2025 - 21.11.2025

# MIND MATTERS WEEK

[uantwerpen.be/mindmattersweek-eng](https://uantwerpen.be/mindmattersweek-eng)

# Safety, health & environment



## **Safe workplace:**

Manage risks  
Prevent accidents  
Act in emergencies

[Presentation for everyone](#)  
[Presentation for laboratories](#)



Carbon footprint  
Sustainable university  
Legal environmental requirements

[Presentation for everyone](#)  
[Presentation for laboratories](#)

Join the [UAntwerp Climate Team!](#)

# Communication

# Information | website: [www.uantwerpen.be/ads](http://www.uantwerpen.be/ads) (Dutch/English)

## Antwerp Doctoral School

Develop yourself as a researcher and as a person



I want to start a  
PhD



I am a supervisor



I want to start a  
joint or double  
PhD

# Information | website: [www.uantwerpen.be/ads](http://www.uantwerpen.be/ads) (Dutch/English)

## 🏠 ANTWERP DOCTORAL SCHOOL



[PhD procedure](#) [Doctoral study programme](#) [Regulations and documents](#) [Joint PhD](#) [Support](#) [Events](#) [Contact](#)

[Centres](#) > [Antwerp Doctoral School](#) > [Events](#)

### Events

#### Doctoral Day

[Job Market for Young Researchers](#)

[Knowledge for Growth](#)

[Meet the Jury](#)

[What does it mean to be a researcher](#)

[Job shadowing](#)

[Upcoming PhD defences](#)

[Calls](#)

## ADS Doctoral Day

Thursday 16 October & Friday 17 October 2025 (Stadscampus, Hof van Liere)

During the Doctoral Day, the Antwerp Doctoral School welcomes new PhD researchers, but also offers seminars that could be of interest for PhD researchers who are at a more advanced stage of their PhD journey. All PhD researchers are expected to attend at least once over the course of their PhD.

The upcoming autumn editions will take place on:

- **Thursday 16 October 2025 (on-campus & online via Blackboard Collaborate);**
- **Friday 17 October 2025 (only on-campus).**

The programme is **identical** for both editions.

Programme



# Information | monthly ADS newsletter (via student account!)

## ADS Newsletter October 2025



Your monthly update from the Antwerp Doctoral School on events, workshops and valuable resources to support your doctoral journey

**REMINDER**

**ADS  
Doctoral Day**

**16 – 17 October**

### ADS Doctoral Day: final call

This is a final call to register for the ADS Doctoral Day, on **Thursday 16 or Friday 17 October**, if you haven't done so yet. This event is designed to support early-stage PhD researchers as they embark on their doctoral journey, while also offering tailored sessions for those further along their trajectory.

Participants may attend in person on one of both days or join online on Thursday 16 October. The full programme and practical details are available on the [ADS website](#).

Please note that [registrations](#) will close on **8 October at 6 p.m.**

# Contact

## GENERAL QUESTIONS



[doctoralschool@uantwerp.be](mailto:doctoralschool@uantwerp.be)

## QUESTIONS REGARDING ADS COURSES



[ADScourses@uantwerp.be](mailto:ADScourses@uantwerp.be)

## QUESTIONS REGARDING JOINT PhD



[JointPhD@uantwerp.be](mailto:JointPhD@uantwerp.be)

## QUESTIONS OJO CALL



[OJOcall@uantwerp.be](mailto:OJOcall@uantwerp.be)

# Team ADS

**Policy, career development**

Dr Kristien Daems



**Policy, ePhD, OJO call**

Dr Stephan Missault



**YUFE**

Dr Ynte Vanderhoydonc



**Joint PhD, communication,  
doctoral study programme**

Katleen Anthierens



**ADS courses, communication,  
doctoral study programme**

Catherine Bayart



**Joint PhD, communication,  
educational credit, OJO call**

Jana Cuyvers



**Educational credit,  
OJO call, joint PhD**

Kristel De Poorter



**Joint PhD,  
educational credit**

Simone Kramer



**ADS courses,  
doctoral study programme**

Eva Becquaert



**Coordination, YUFE**

Dr Karla Tersago



