



Doctoral study programme and support during your PhD

Dr Kristien Daems and Dr Stephan Missault

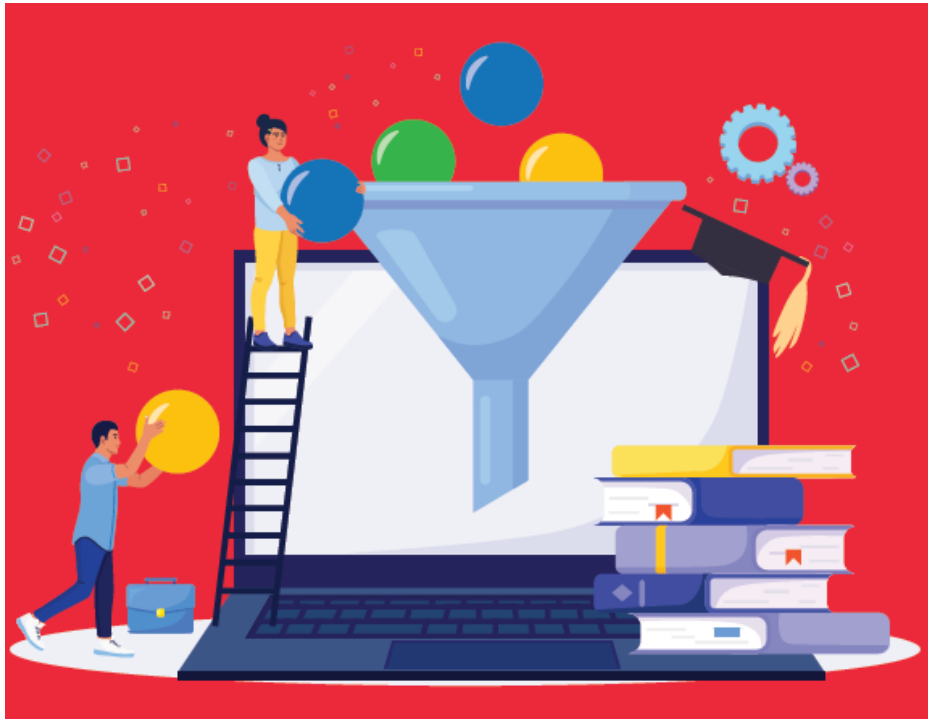
ADS Doctoral Day

19 March 2026

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

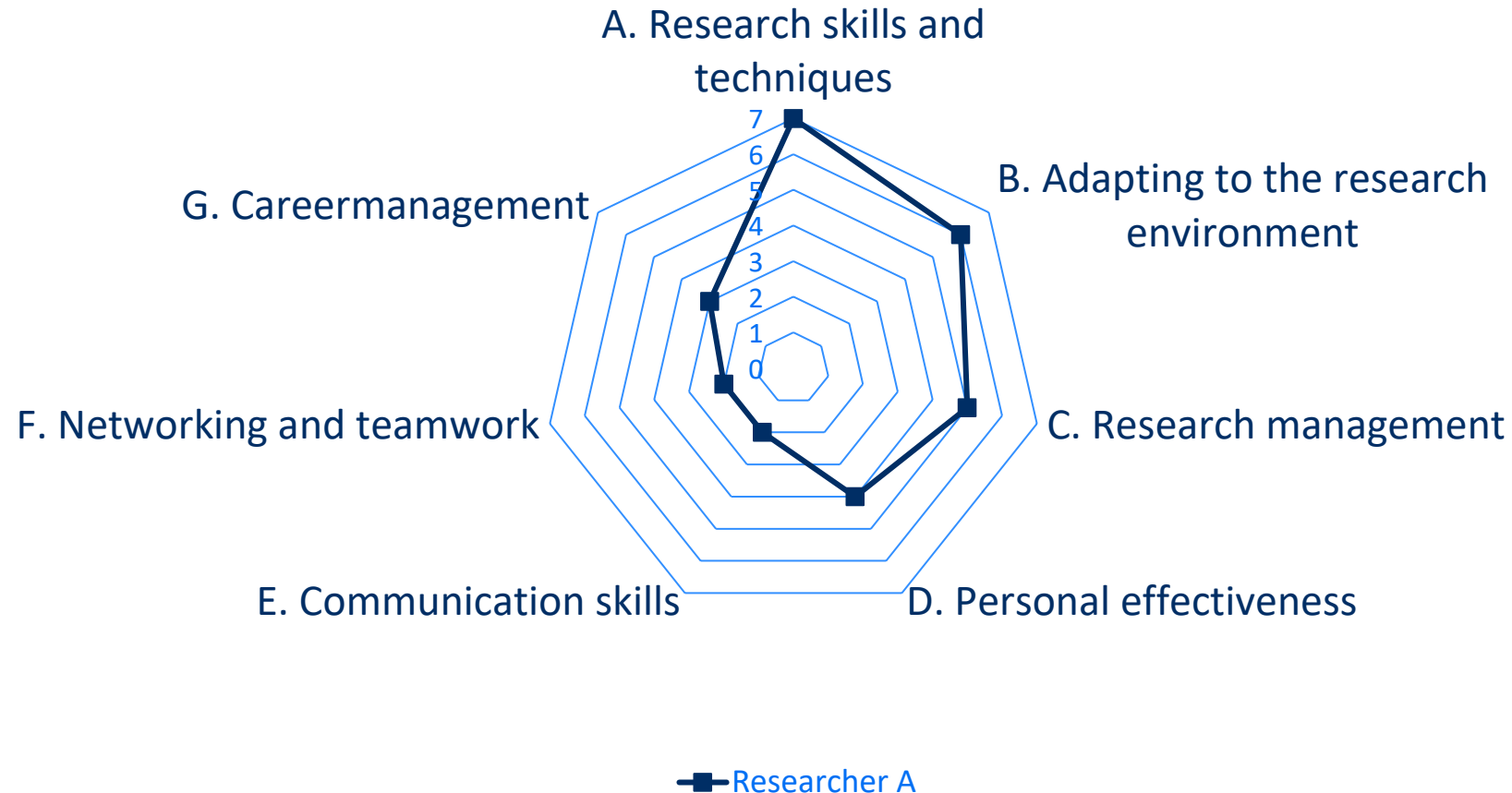
Based on the Joint Skills Statement (Vitae)



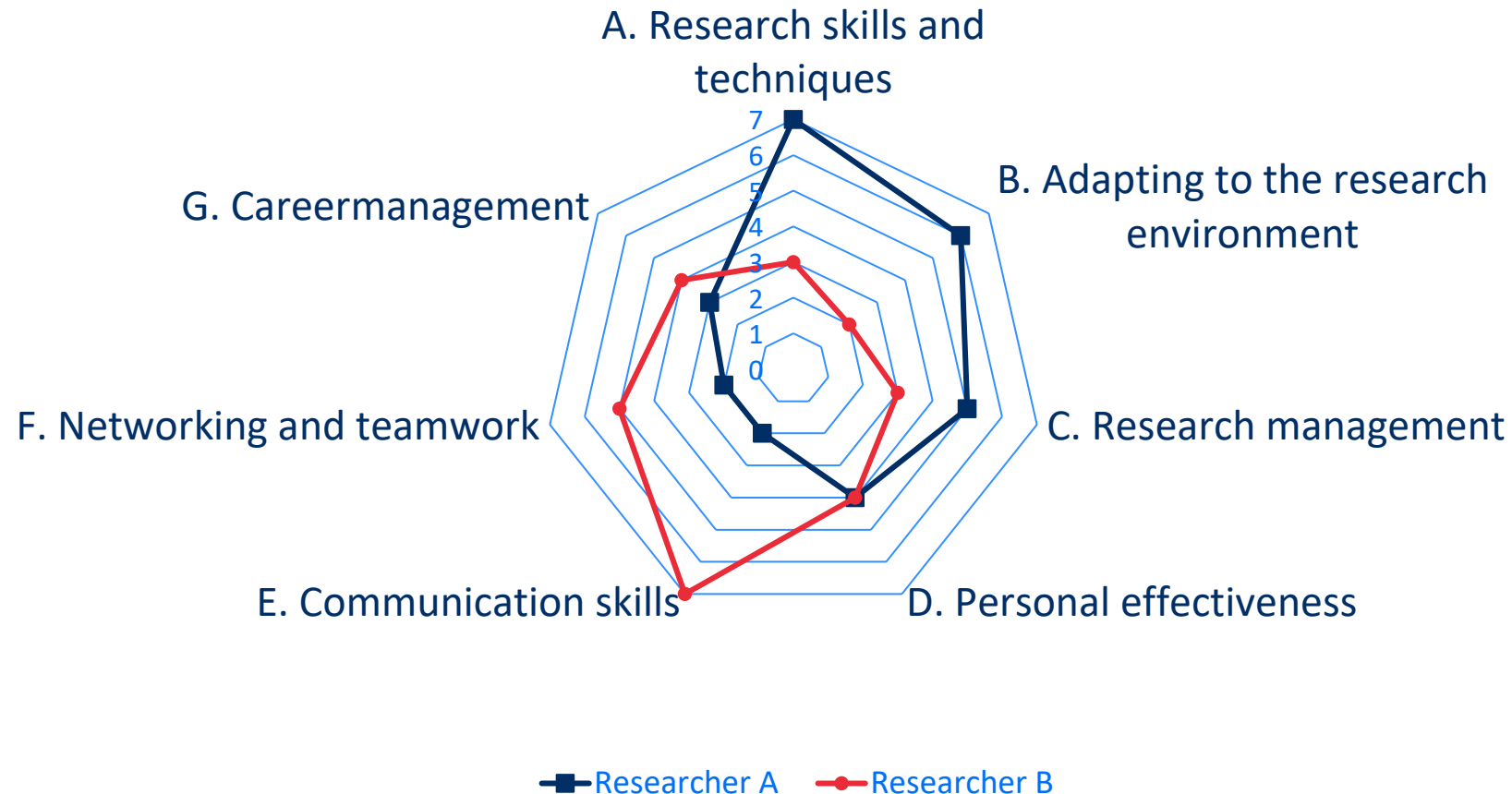
Vision



1. Identify training needs and set goals



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2. Develop competencies – learning by doing



writing a
manuscript



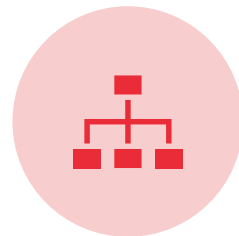
giving
presentations



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
 - ...
- Offered by **another university** or a **non-academic organisation** (if acknowledged by the Flemish government)

See [training offer for young researchers at Flemish universities](#)

Spots available in ADS courses

**LIMITED SPOTS
AVAILABLE !**

- Academic Confidence
- Applying for a job
- Communication Skills Basics 14h
- Creating a scientific poster (half day)
- From Self-Insight to Career Impact
- Giving Presentations
- Intake to FAIR
- My Personal Development Plan PhD
- Personal Effectiveness 12 h course
- Timemanagement 9h
- Under Pressure (ENG)
- Under Pressure (NL)
- Writing Academic Papers

Register via [SisA](#) Selfservice Student!

2. Develop competencies – e-learning

- Mind the GAP - **research integrity** available on Blackboard
- A toolkit for entrepreneurial minds: the basics of Intellectual Property Rights (IPR) and Valorisation - introduction to IPR, patents, and the valorisation process.
- Nature Masterclasses - self-paced **professional development training** for researchers from all domains
- Altissia – **language** courses
- YUFE ED&I - **Equity, Diversity and Inclusion**



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 – 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**
- **4 categories**
 1. Flemish interuniversity initiatives
 2. Domain-specific trainings
 3. Career development initiatives
 4. Faculty initiatives



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](#)
- [UAntwerp authorship agreement form](#)



Artificial intelligence guidelines in research



AI guidelines

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

Wellbeing

Information on wellbeing for PhD researchers



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, ...



Central ombudsperson & deputy central ombudsperson focusing on PhD researchers



Confidential counsellors focusing on PhD researchers: Kristien Daems, Margo Daems, Katrien Jansen, Stephan Missault, Karla Tersago

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

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 (for PhD researchers), 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.

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.

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), ...

Professional discretion

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

Professional secrecy

All confidential counsellors, occupational psychologists and physicians are bound by professional secrecy. 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 website.

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

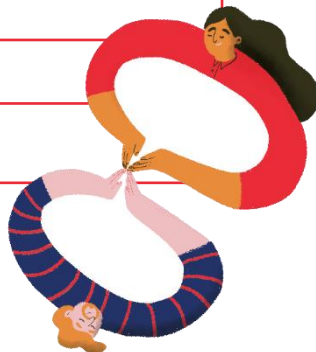
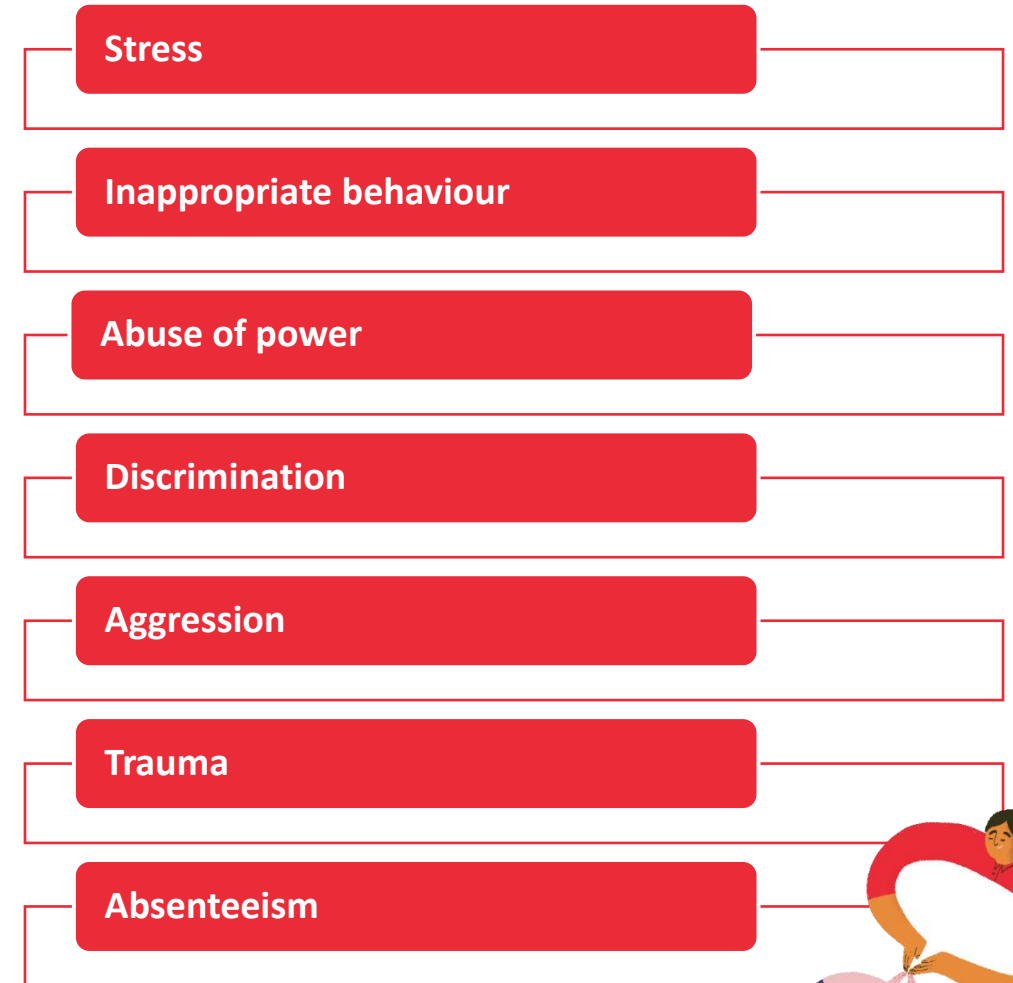


Dr Marleen Eyckmans
Quality assurance & innovation staff @FFBD

Marleen.Eyckmans@uantwerp.be

Confidential counsellors

- **Psychosocial risk aspects of your job** (e.g. 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**



Confidential counsellors focusing on PhD researchers



Dr Kristien Daems
Policy advisor ADS



Dr. Margo Daems
Expert Health Funding
FWO & EU Team



Dr Katrien Jansen
Expert VLAIO,
procurement &
defence related research



Dr Stephan Missault
Policy advisor ADS



Dr Karla Tersago
Head of ADS

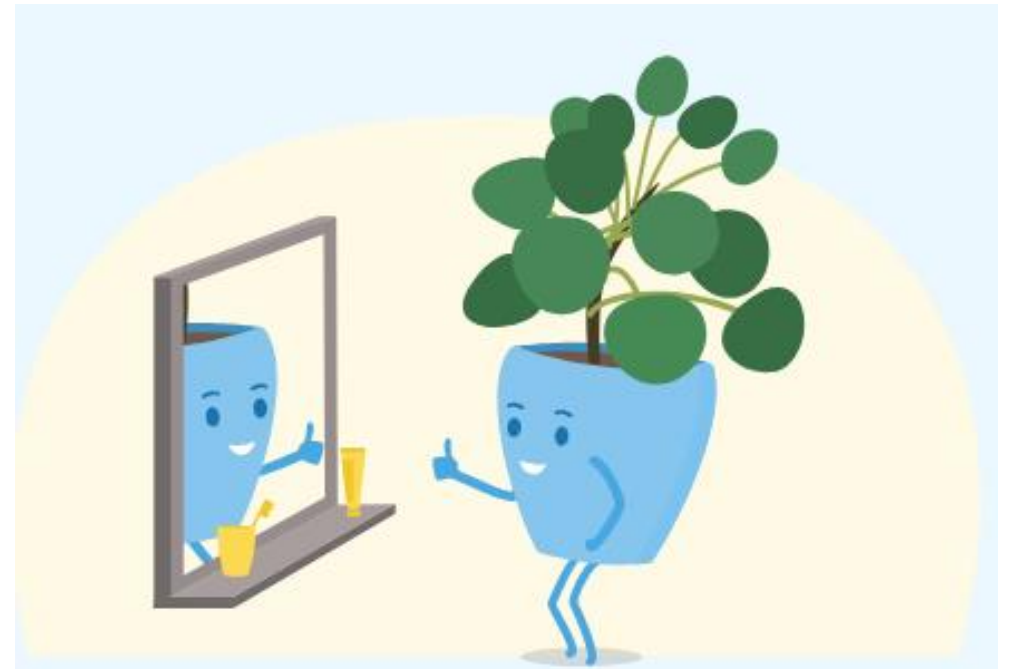
Get started yourself

Courses

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

Self-help tools

- [BloomUp Learn](#) (Pintra)



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 (Dutch/English)

[Centres](#)

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**



ADS Newsletter February 2026

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



ADS Doctoral Day

We are pleased to announce that [registrations for the ADS Doctoral Day](#) are **now open!** This event offers tailor-made info sessions for both starting PhD researchers and doctoral researchers further along their trajectory.

We would love to welcome you on **19 March** at Hof van Liere (Stadscampus), however, there's also the possibility of following most of the programme online.

Check our website for the full programme. You can register via the form on our website until **11 March** (6 p.m.).

Contact

GENERAL QUESTIONS



doctoralschool@uantwerp.be

QUESTIONS REGARDING ADS COURSES



ADScourses@uantwerp.be

QUESTIONS REGARDING JOINT PhD



JointPhD@uantwerp.be

QUESTIONS OJO CALL



OJOcall@uantwerp.be

