



Wellbeing initiatives, confidential advisors and ombudsperson for PhD students

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ADS Doctoral Day

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

Dr. Marleen Eyckmans

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PhD in Biomedical Sciences

Quality assurance & innovation staff @FFBD

Central ombudsperson:

Luc Van de Poele luc.vandepoele@uantwerpen.be

Head of the Department of Education

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

- **Psychosocial risk aspects of your job** (stress, unwanted behaviour) but also problems of (work-related) discrimination, traumatic event, etc.
- **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** – **overview ADS website**
- **Advise / support** provided in other **languages** than Dutch (e.g. English, French, German, Spanish, Portuguese, Italian)
- Overview of all confidential counsellors on **Pintra**
 - Complete list: [Start>Mijn Subsites>Health and Safety at Work>Health & Wellbeing>Psychosocial aspects of work](#)
 - Contact **by e-mail**

Stress

Unwanted behaviour

Aggression

Trauma

Alcohol & drugs

Absenteeism

Confidential counsellors focused on PhD researchers



Karla Tersago
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Reporting and support channels psychosocial well-being for PhD's

Are you confronted with stress, burn-out, or conflicts with a colleague or supervisor/promotor? 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 lending ear, advice, information on possible procedures, mediation or third-party intervention

Confidential counsellors (for PhD's), 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 ombudsperson or confidential counsellors will refer you.

Ombudsperson for PhD's

- mediation with your supervisor concerning PhD regulations, progress or defense...
 - support when accused of fraud/plagiarism
 - ...
- Not sure? Feel free to ask and we'll refer you to the right person

Duty of discretion

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

Professional confidentiality

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

How can you take action

- Strengthen your skills through [trainings](#) on (self)leadership, giving/receiving feedback, bystander training, inclusive thinking and acting, implicit bias, ...
- Test your stress level and get personalised tips via [mystresscoach](#). The results are confidential, UAntwerpen only receives feedback at the group level.

Active bystander training



Keep an eye on the university's communication channels about this training in the future to register

