



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

Dr Kristien Daems

ADS Doctoral Day

11 March 2025

Well-being initiatives

Well-being initiatives

UAntwerp

- Upcoming well-being survey in 2025
- [We care \(Pintra\)](#)
- [Occupational psychologists \(Mensura\)](#)
- [Student psychologists \(STIP\)](#)
- [MindLab \(Pintra\)](#)
- [MoodSpace \(Studentportal\)](#)
- [Mind Matters Week](#)

Antwerp Doctoral School

- [Charter for PhD researchers & supervisors](#)
- [Courses](#)
 - Academic confidence
 - Active Bystander Training
 - 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

Faculty ombudspersons for PhD researchers

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



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

Dr Marleen Eyckmans

Marleen.Eyckmans@uantwerp.be

Campus Drie Eiken – building S, room S.134

+32 (0)3 265 23 32

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

Confidential counsellors for PhD researchers

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 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
 - Contact **by e-mail**



Confidential counsellors focused on PhD researchers



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UAntwerp Code of conduct



Five ways to create a safe working and studying environment

We work together in and towards a safe environment for working and studying. The diversity of students and staff enriches our organisational culture, and everyone is entitled to equal opportunities. Free speech and academic freedom go hand in hand with the respectful treatment of others.

1 RESPECTFUL interaction

You treat others respectfully in your words and actions, both within and outside the university. You treat others as equals. You are open to others without bias, and you respect each other's physical and psychological integrity.

2 CONNECTING interaction

You connect with others in interaction by listening, showing appreciation and understanding and being thoughtful in what you say and write. You accept that opinions may differ and listen to the needs of others.

3 INTEGRITY in interaction

You work with others in confidence. To this end, you are honest and reliable, and you formulate expectations clearly and transparently. You can ask for and give help, as well as formulate and receive feedback in a constructive way. You take responsibility for your own actions and can also admit your own mistakes.

4 INCLUSIVE interaction

You make everyone feel at home and give everyone equal opportunities. You refrain from discrimination, sexual harassment, aggression or violence and other forms of harassment. You indicate what is desirable behaviour for you and when your boundaries have been crossed. If you witness undesirable behaviour, you try to stop and/or report it.

5 POSITIVE interaction

If you manage people, you use your powers only in a positive and legitimate manner. You refrain from intimidating, manipulative or violent behaviour. You are aware of your task as a role model, and you act accordingly by taking any report or incident of inappropriate behaviour seriously by reporting and discussing it.

Do you still encounter problems?
Report unacceptable behaviour through our [channels](#).

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 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 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 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 website. Results are confidential, UAntwerp only receives feedback at a group level.

