



Doctoral study programme and support during your PhD

Dr Kristien Daems and Dr Stephan Missault

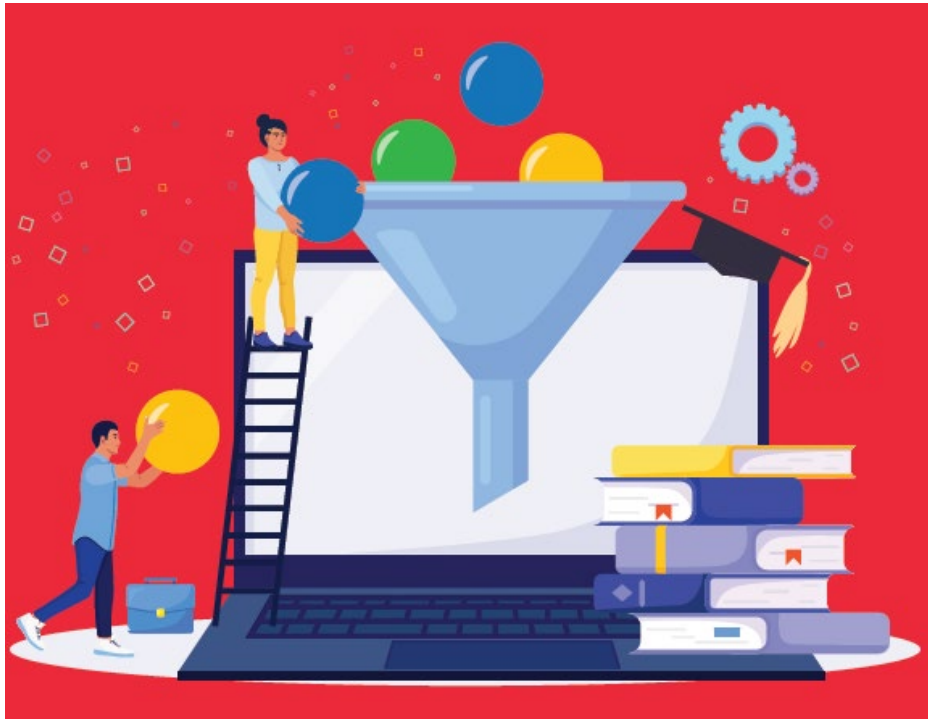
ADS Doctoral Day

October 2026

Doctoral study programme

Doing a PhD at the University of Antwerp

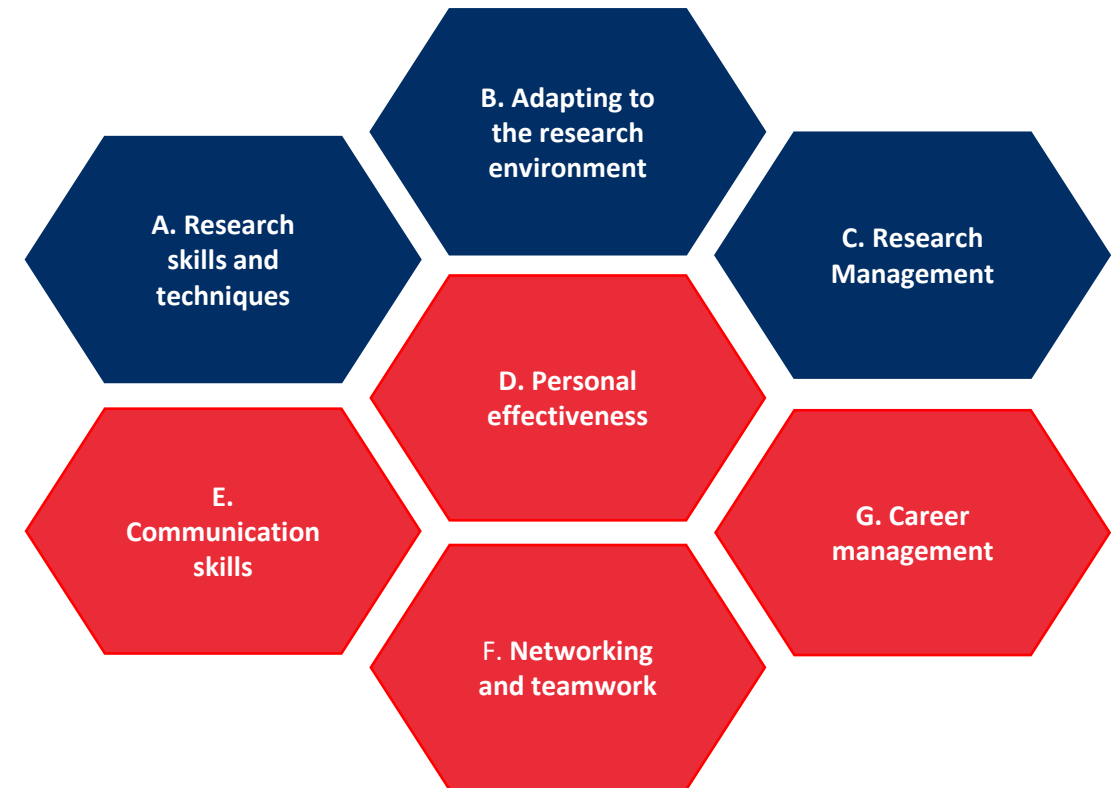
Research



Supervisor(s) &
individual doctoral commission (IDC)

Doctoral study programme

Mandatory but flexible



Antwerp Doctoral School &
peer review commission

Competence profile



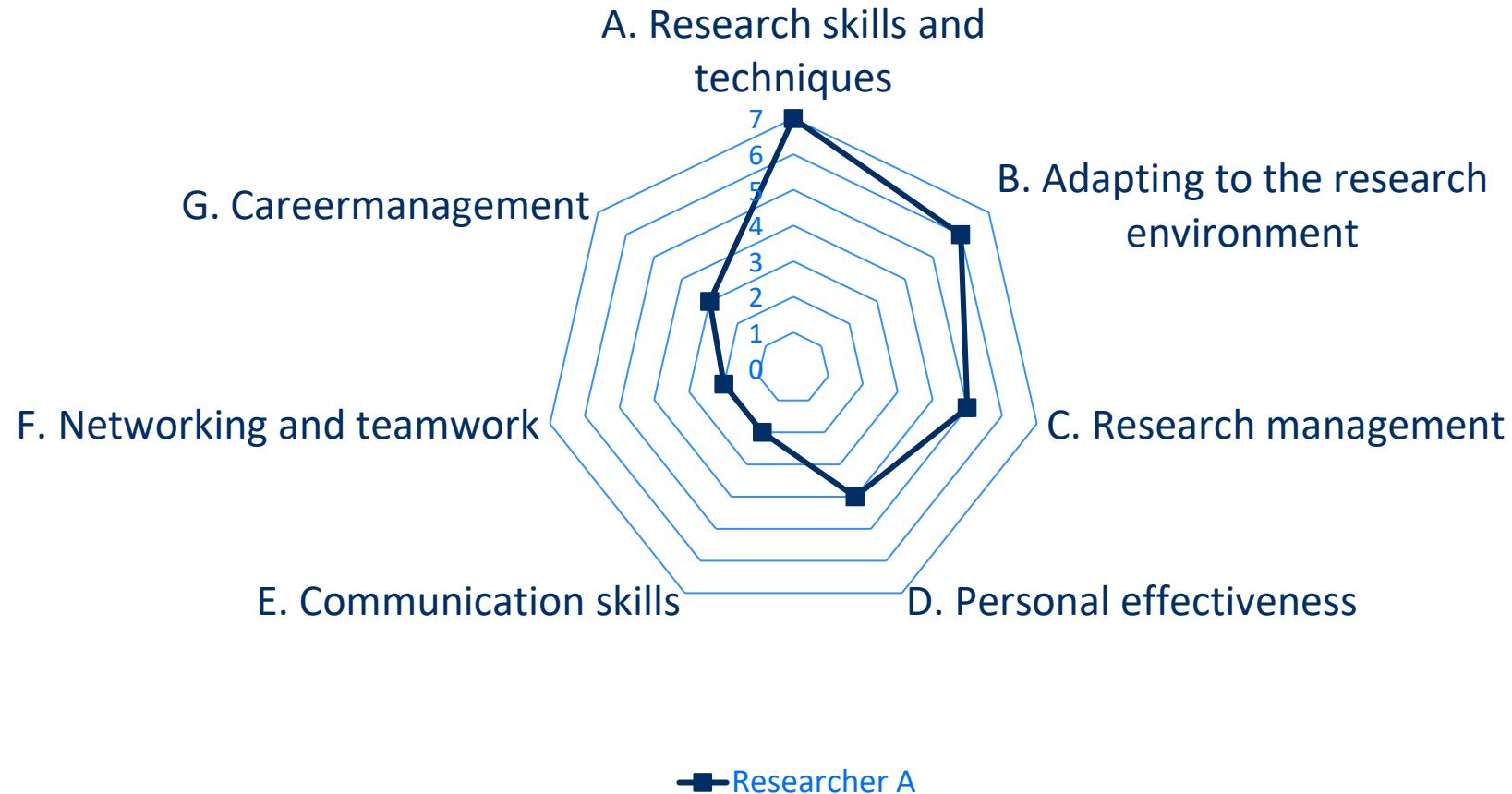
Based on the Joint Skills Statement (Vitae)



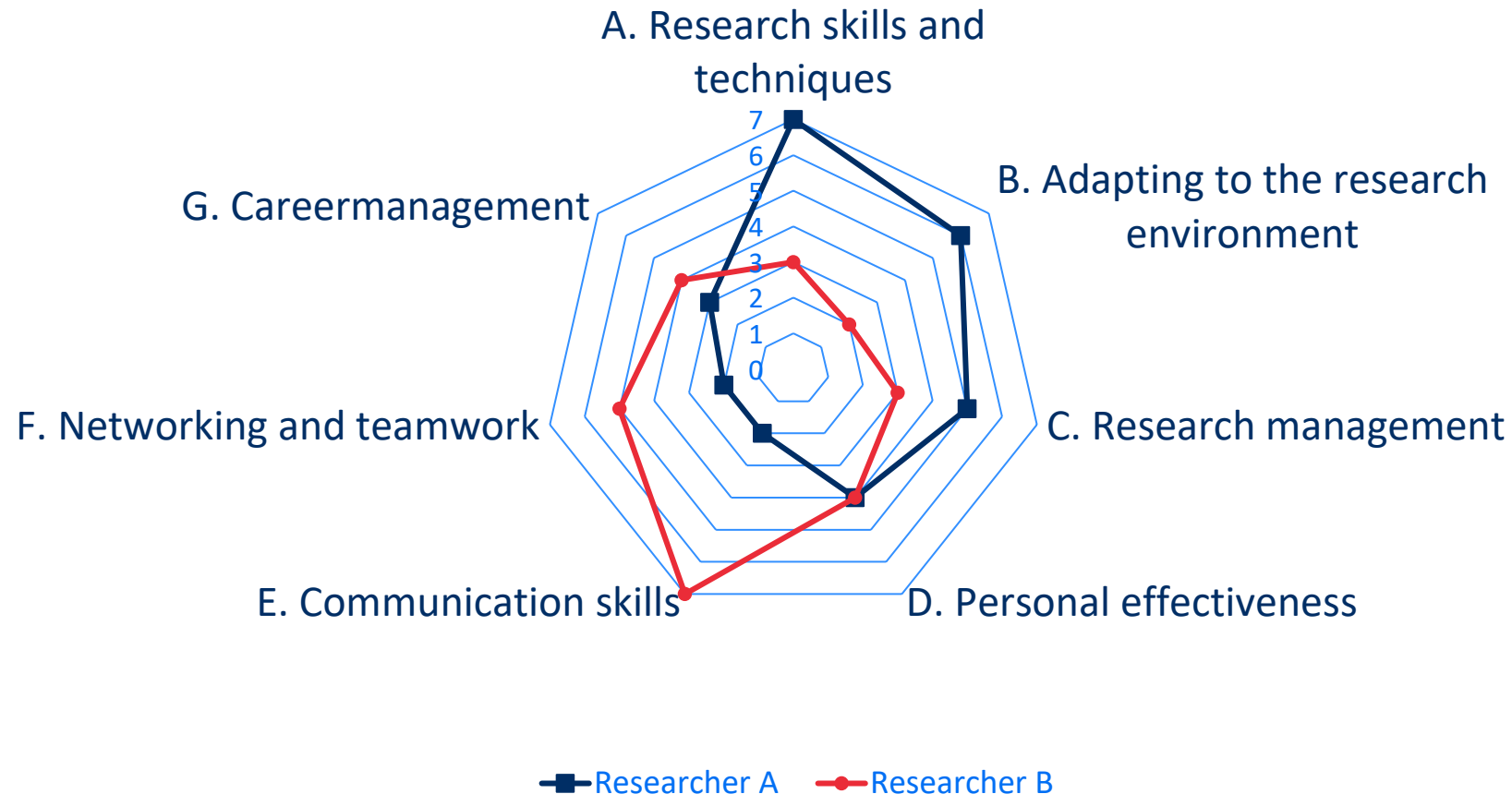
Vision



1. Identify training needs and set goals



1. Identify training needs and set goals



2. Develop competencies – learning by doing



writing a
manuscript



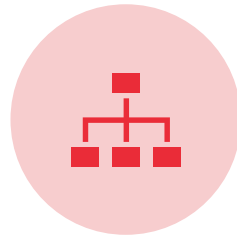
giving
presentations



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
 - Mind the GAP
 - ...
- 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



Register via [SisA](#) Selfservice Student!

- [Building your search queries for systematic reviews](#)
- [Communication Skills Basics 14h](#)
- [Connecting communication](#)
- [Creating a scientific poster \(full day\)](#)
- [Creating a scientific poster \(half day online\)](#)
- [Effective prompting](#)
- [E-sources for exact sciences](#)
- [E-sources for \(bio\)medical sciences](#)
- [E-sources social sciences & humanities](#)
- [Interdisciplinary thinking](#)
- [Introduction to Data Management Plans](#)
- [Personal Effectiveness 12 h](#)
- [Processing your search results for systematic reviews](#)
- [Under Pressure \(ENG\)](#)
- [Writing Academic Papers](#)

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](#)

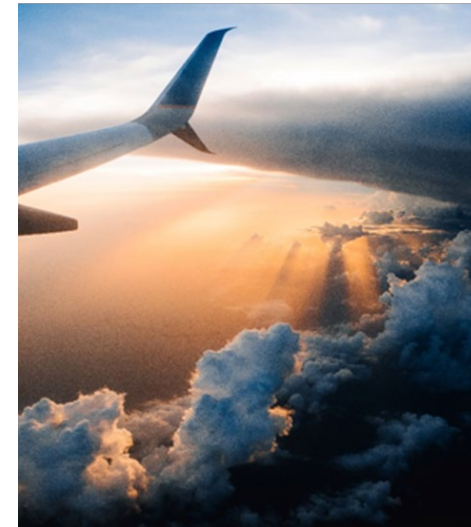


2. Develop competencies – financial support

- **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

General Charter regarding the PhD Trajectory

- **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 doctoral commission, faculty PhD coordinator, ombudspersons, ADS, ...
 - The document complements the [General PhD Regulations](#), the [faculty PhD regulations](#), as well as the various staff regulations that may apply to PhD researchers
- **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**

one-pager of the General Charter

Your PhD at a glance

Your role	Your supervisor's role	Your support network
- Plan realistically - Communicate constructively - Meet deadlines - Work with integrity	- Guide your research - Give timely feedback - Help you to plan realistically - Support your development	You can rely on academic, administrative and peer support throughout your PhD.
What you are expected to do	What to expect from your supervisor(s)	Where to go for help
Enrol as a PhD student and re-enrol every year. - Agree on a research plan and timeline with your supervisor(s) early on and discuss your professional and career development. - Participate in the mandatory doctoral study programme. - Submit both research and doctoral study programme progress reports on time via ePhD in SisA. - Use ePhD in SisA to complete administrative milestones. - Raise any concerns that could affect your PhD progress early. - Know and follow the rules and principles on scientific integrity, ethics, AI regulations, intellectual property and confidentiality.	- Proper introduction to the research group, department and/or faculty. - Guidance on your research plan, methods and timetable. - Facilitation of contact between you and your IDC. - Progress monitoring and regular constructive feedback. - Support to develop your research and professional development, including guidance on career-related questions. - Agreements on expectations, working time and leave. - Information on integrity, core values, intellectual property rights, funding, regulations, confidentiality, ...	- Supervisor(s): research progress and day-to-day issues. - Research group: integration and practical support. - Faculty / department: administrative procedures, scientific activities and coordination progress reporting. - Individual Doctoral Commission (IDC): progress monitoring, feedback, and mediation in case of content-related issues. - Faculty Doctoral Commission: faculty-level doctoral procedures and requirements. - Faculty PhD representative(s): peer support, representation of PhD researchers' interests. - Antwerp Doctoral School: doctoral study programme, administration. - Education Administration: admission, enrolment and diploma. - HR Department: employment-related questions & support and career coaching. Reporting and support channels: work-related psychosocial well-being issues, mediation, ...

Your PhD journey



Three things to remember

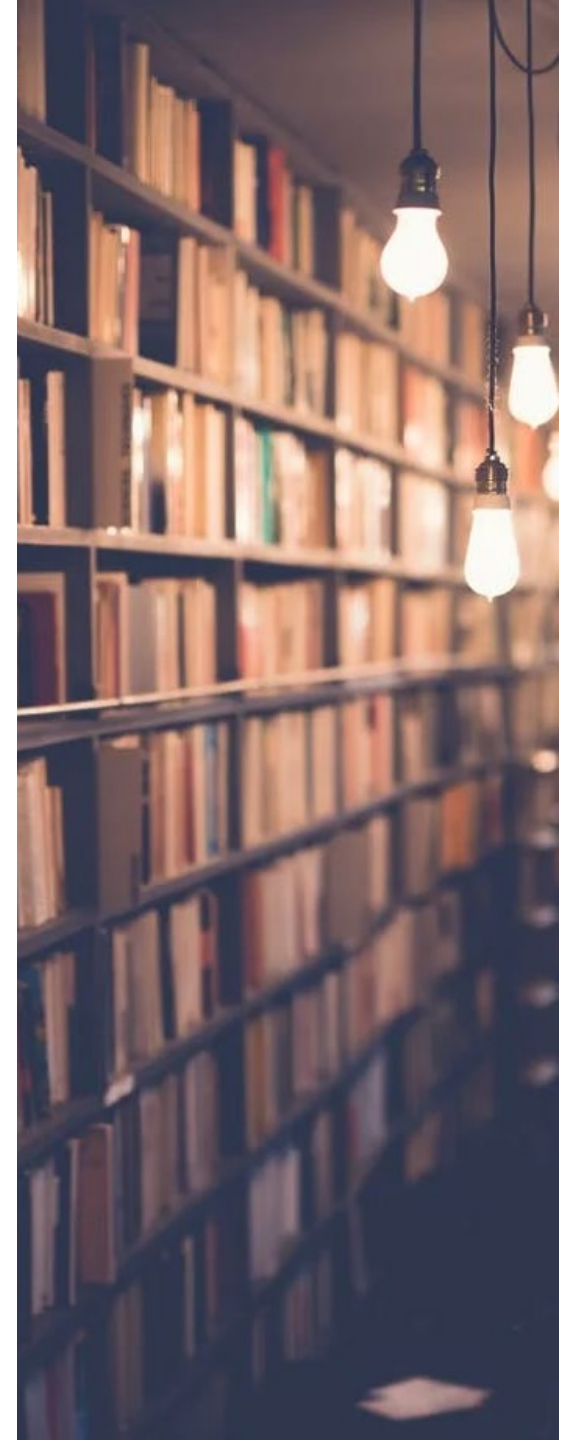
You are not expected to navigate your PhD journey alone	Transparent, open and constructive communication and timely follow-up are essential	Do not let issues escalate, seek support early
---	---	--

Research integrity and ethics

- **Integrity Charter** for PhD Researchers and Supervisors of UAntwerp
 - Appendix to the General Charter
 - 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

- [Guidelines Authorship in Research](#)
- [Authorship Agreement Form](#)



Artificial Intelligence guidelines



- [Guidelines for \(Generative\) AI in Research at UAntwerp](#)
- ! Crucial to mention the use of AI in the **methodology section** of publications, presentations and your PhD thesis

Wellbeing

Information on wellbeing for PhD researchers



Need help? – Supervisor and faculty level



Supervisor(s) and individual doctoral commission



Administrative contacts: practical questions about research progress reports, thesis submission, thesis defence, ...



Faculty ombudspersons and academic coordinators: advice, contact in case of problems with supervisor, ...

Need help? – Central level



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



Central ombudsperson & deputy central ombudsperson focusing on PhD researchers



Confidential counsellors 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

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 PhD 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 Elise Drijbooms
Staff member core tasks @ Faculty of Law

Elise.Drijbooms@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**

Stress

Inappropriate behaviour

Abuse of power

Discrimination

Aggression

Trauma

Absenteeism



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

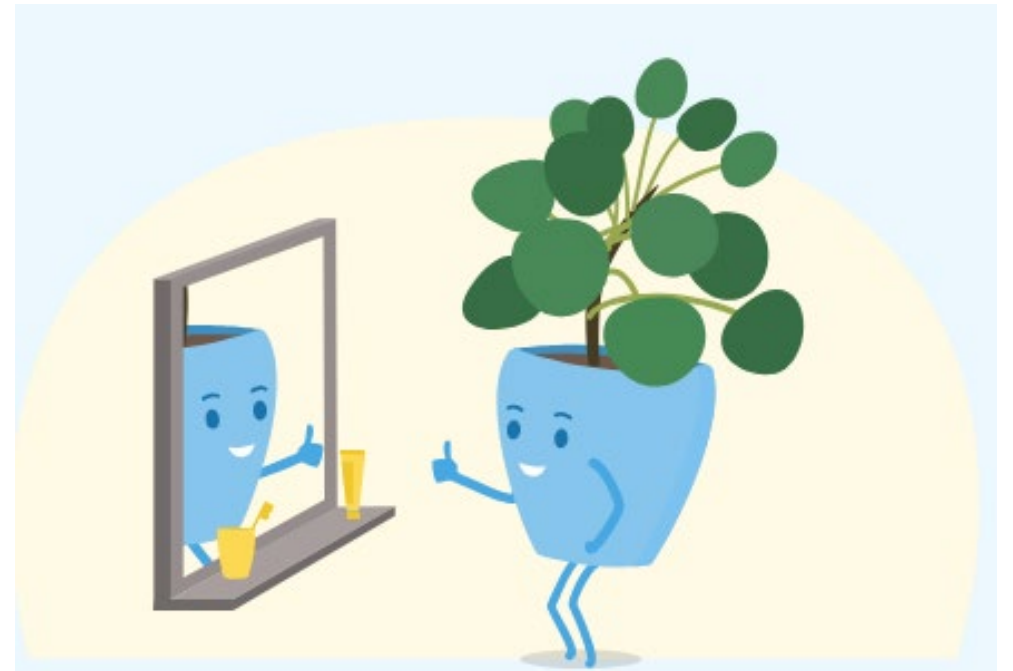
Courses

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

Check all [ADS courses](#)

Self-help tools

- [BloomUp Learn](#) (Pintra)



16.11.2026 - 20.11.2026

MIND MATTERS WEEK

uantwerpen.be/mindmattersweek-eng

Staying Sane: Stress and Work-Life Balance as a PhD Researcher

Wednesday 18 November, 6 - 7.30 p.m.

Stadscampus

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)

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 | monthly ADS newsletter (via student account!)



ADS Newsletter October 2026



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



ADS Doctoral day: final call

This is your final call to register for the ADS Doctoral Day if you haven't done so yet. You can still register for **online** participation on **Monday 19 October** or for **in-person** participation on **Tuesday 20 October**.

The event is designed to support early-stage PhD researchers as they start their doctoral journey, while also offering tailored sessions for researchers further along in their PhD trajectory. Check out the [ADS website](#) for more information. Please note that [registrations](#) close on **12 October at 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

