

# PHD-SURVEY VUB 2019

## TECHNICAL REPORT

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## Introduction

From May 16 until the first of July 2019, the Research Group TOR – Department of sociology (VUB), organized a research project allowing the PhD candidates of the VUB to evaluate their research trajectory. This study is part of a longitudinal research project and was the third repetition of the survey, after the editions of 2017 and 2018.

This report describes the technical details of this survey. Chapter 1 describes the organization of the fieldwork, chapter 2 covers the response rate. The appendixes of this technical report will give some additional information on the communication that was used during the fieldwork. Furthermore, it also includes the questionnaire and codebook as well as the first description of the results.

Brussels, December 2019

# 1. Research Design

## 1.1 Research population

Respondents were drawn from CALI. This data source features all names and mail addresses of PhD candidates that are enrolled in one of the three Doctoral Schools at the VUB. This makes it the best available source to recruit members of the research population, namely VUB PhD candidates from all the eight faculties:

- the faculty of Arts and Philosophy
- the faculty of Economic & Social sciences & Business Solvay School
- the faculty of Engineering sciences
- the faculty of Law & Criminology
- the faculty of Medicine & Pharmacy
- the faculty of Psychology & Educational sciences
- the faculty of Sciences & Bio-science Engineering
- the faculty of Physical Education & Physiotherapy

Table 1.1 shows the numbers of the invited PhD candidates per faculty and per doctoral school. In total, 1587 PhD candidates were invited to participate.

*Table 1.1 Number of invitees per faculty and doctoral training (as stated in CALI)*

	N	In %
<b>Human Sciences (DSh)</b>		
Arts & philosophy	163	10,3
Economic & social sciences & business Solvay school	257	16,2
Law and criminology	96	6,0
Psychology & educational sciences	118	7,4
<b>Natural Sciences &amp; (bioscience) Engineering (NSE)</b>		
Sciences & bio-science engineering	292	18,4
Engineering sciences	332	20,9
<b>Life Sciences &amp; Medicine (LSM)</b>		
Medicine & pharmacy	266	16,8
Physical education & physiotherapy	63	4,0
<b>Total</b>	<b>1587</b>	<b>100</b>

## 1.2 Communication

Table 1.2 provides an overview of the timing of the communication that was used during the fieldwork. The survey was available from May 16 to the first of July 2019. All members of the research population received an invitation e-mail (see appendix 1 for all communication) on May 16. Eight days later a first reminder was sent, on May 24. A last reminder was sent on the 4<sup>th</sup> of June.

If respondents logged in on the website, but did not complete the questionnaire entirely, they received a reminder e-mail after 1 day, asking them to finish the questionnaire. A second reminder was sent to them after three days if they still failed to complete the questionnaire.

After finishing the questionnaire, the respondent was sent a thank you email.

*Table 1.2 Overview of timing of communication*

<b>Timing</b>	<b>Communication</b>
May 16, 2019	Invitation e-mail
May 24, 2019	Reminder 1
June 4, 2019	Reminder 2
First registration + 1 day	Partial completion reminder 1
First registration + 3 days	Partial completion reminder 2
Completion of the survey	Thank you e-mail

## 1.3 Participation procedure

The research project consisted of a single questionnaire (see appendix 2). This questionnaire was available on the MOTUS-website ([www.motusresearch.io](http://www.motusresearch.io)). In the invitation e-mail, respondents were asked to visit the website where they could log in using the username and password that they were provided with in the same e-mail. In case the respondent lost or forgot these credentials, they could request a new password (see appendix 1)

After they logged in, respondents were directed to a page where they received some basic information (see appendix 3) about the research project. Here, the respondents also found a link to a page with frequently asked questions (see appendix 4) with more information on privacy concerns and contact information. After finishing the questionnaire, respondents were shown a thank you page. They were also sent an e-mail to confirm that their participation was successful.

## 2. Response

In total 1587 PhD-candidates were invited to participate in this research project. Table 2.1 shows that there is a total response rate of 45%. 665 respondents (41,9%) completed the survey entirely, whereas 48 respondents (3,0%) filled in the questionnaire only partially.

*Table 2.1 Partial and complete response rate*

	N	In %
Partial	48	3,0
Complete	665	41,9
<b>Total</b>	<b>713</b>	<b>45,0</b>

Figure 2.2 shows the response during the course of the fieldwork. The graph clearly shows the importance of every reminder. The first reminder on May 24 triggered 184 PhD-candidates to respond. The second reminder on the June 4 managed to convince another 113 candidates to complete the survey. In the evening of June 26<sup>th</sup>, a final email was sent by the RTDO to convince some last respondents to fill in the survey. This caused a small peak of 13 respondents on June 26 and 21 respondents on June 27. The survey was closed on July 1<sup>st</sup>.

*Table 2.2 Response over time*

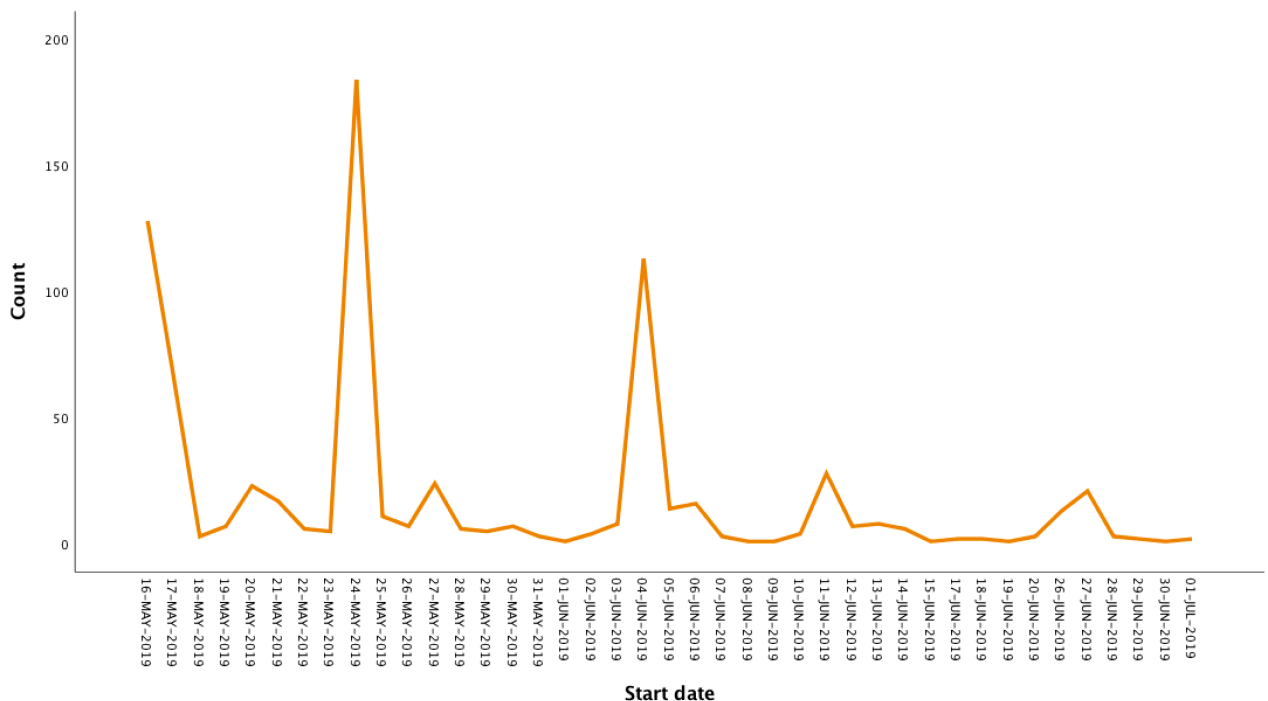


Table 2.3 shows the differences in response rate by doctoral school. The school of Natural Sciences & (bioscience) Engineering (NSE) has the highest response rate (48,9%), whereas the school of Human Science has the lowest (42,0%). The school of Natural Sciences and Bioscience

has a response rate of 43,2%. Within the school of LSM, there is a big discrepancy between the two faculties: the faculty of Medicine and Pharmacy has a response rate of 39,1% whereas the faculty of Physical education and Physiotherapy has a response rate of 60,3%, which is the highest of all faculties. The faculty of Law and Criminology has the lowest response rate (30,2%).

*Table 2.3 Total response rate per faculty and doctoral school (based on CALI-data)*

	<b>N</b>	<b>In %</b>
<b>Human Sciences (DSh)</b>	<b>266</b>	<b>42,0</b>
Arts & philosophy	70	42,9
Economic & social sciences & business Solvay school	110	42,8
Law and criminology	29	30,2
Psychology & educational sciences	57	48,3
<b>Natural Sciences &amp; (bioscience) Engineering (NSE)</b>	<b>305</b>	<b>48,9</b>
Sciences & bio-science engineering	138	47,3
Engineering sciences	167	50,3
<b>Life Sciences &amp; Medicine (LSM)</b>	<b>142</b>	<b>43,2</b>
Medicine & pharmacy	104	39,1
Physical education & physiotherapy*	38	60,3
<b>Total</b>	<b>713</b>	<b>45,0</b>

\* The faculty of Physical education & Physiotherapy belongs both to DSh and LSM, depending on the research subject. Since respondents can only be divided in one Doctoral Schools, this faculty was fully assigned to LSM, as the biggest group is doing more medical-related research.

Table 2.4 presents the response by gender. 51,9% of the respondents is male, whereas 48,0% is female. One respondent was undefined.

*Table 2.4 Response by gender*

	<b>N</b>	<b>In %</b>
<b>Female</b>	<b>342</b>	<b>48,0</b>
<b>Male</b>	<b>370</b>	<b>51,9</b>
<b>Undefined</b>	<b>1</b>	<b>0,001</b>
<b>Total</b>	<b>713</b>	<b>100</b>

## Appendixes

Appendix 1: Communication

Appendix 2: Questionnaire and Codebook

Appendix 3: Basic information page

Appendix 4: Frequently asked questions page

Appendix 5: Frequency tables

## Appendix 1: Communication

### 1.1 Invitation e-mail:

Dear **{{respondent\_firstname}} {{respondent\_name}}**,

One of the core values we hold dear at VUB is to be a warm university. In this regard, we are dedicated to **monitoring and improving the circumstances in which you, as a PhD candidate, develop the research and skills** that will be the basis for your further career.

Therefore, the Doctoral Schools and the Researcher Training and Development Office warmly invite you to fill out an online survey designed specifically for PhD researchers. The survey averagely takes **less than 20 minutes** to complete.

[CLICK HERE TO GO TO THE SURVEY](#)

By clicking this link, you will be directed to the webpage of MOTUS, a software platform developed by the Research Group TOR of the VUB. You will be asked to enter your personal login information to start the survey.

Your Username: **{{respondent\_username}}**

Your Password: **{{respondent\_newpassword}}**

The link remains active until July 1st, 2019.

#### **THE SUCCESS RATE OF THIS SURVEY IS DIRECTLY LINKED TO YOUR PARTICIPATION**

Only when a large majority of the PhD candidates participates, we can act with a strong voice and make things happen for the better. Last year we had a response rate of 53%. Let's do even better this year. Let your voice be heard and encourage your PhD colleagues to do the same!

#### **WHY THIS SURVEY?**

The main goal is to get a clearer picture of the context in which you perform your research. This survey is not only organized as a tool for us to better *monitor the PhD process* and adjust our policies, but also serves as *a channel for you to signal problems* (if any).

#### **CAN I LOOK INTO THE RESULTS?**

The Researcher Training & Development Office is dedicated to ensure the satisfaction and support of VUB PhD candidates throughout their trajectory. Therefore, it is important to us that you can consult your results of the annual survey and evaluate how your position relates to that of your colleagues. Once all the input is analyzed, you will get access to our feedback tool. If you already participated in the survey last year, you can look into your results [here](#).

#### **I ALREADY PARTICIPATED LAST YEAR, SHOULD I DO IT AGAIN?**

Definitely! It is our goal to make meaningful and comparable analyses over time. For this, your recurring participation is of high value! Please note that if you have already participated in the past, some of the questions won't reappear so you can go through the questionnaire more efficiently.

#### **FREEDOM OF SPEECH?**

We ensure you that your answers to the survey are analyzed confidentially. If you would like our ombudsperson to take a closer look at any issue you may face, you have the possibility to give your



personal details at the end of the questionnaire. Please note that this is without any obligation and completely voluntarily. Further information on privacy regulations can be found [here](#).

We thank you in advance for your cooperation!

Best regards,

Hannelore De Grande, *coordinator of the Researcher Training & Development Office*  
Doctoral School directors

More information about the survey:

- Check our [website](#)
- For technical questions regarding the survey, please contact MOTUS ([motus@vub.ac.be](mailto:motus@vub.ac.be)). MOTUS is VUB-developed research software by the [Research Group TOR](#).
- For frequently asked questions (FAQ), please visit the [FAQ-page](#).
- Unable to find an answer on the FAQ page? Please contact [Hannelore.de.grande@vub.be](mailto:Hannelore.de.grande@vub.be)



## 1.2 First reminder e-mail

Dear **{{respondent\_firstname}} {{respondent\_name}}**,

OOOPS! APPARENTLY YOU FORGOT TO FILL OUT THE SURVEY FOR PHD CANDIDATES.

Don't worry, you still have time to complete it.

[CLICK HERE TO GO TO THE SURVEY](#)

Your Username: **{{respondent\_username}}**

Your Password: **{{respondent\_newpassword}}**

The success of this research is directly linked to your participation and your opinion is of great value to us! The link remains active until June 16, 2019.

### WHY SHOULD YOU COMPLETE IT?

- To show us the extent in which you are satisfied with your PhD process (supervision, larger research context, conference participations, training, ...).
- To help us identify problems and come up with solutions that do not only improve your situation but also the situation of your PhD colleagues.

We thank you in advance for your cooperation!

Hannelore De Grande, *coordinator of the Researcher Training & Development Office*  
Doctoral School directors



### 1.3 Second reminder e-mail

Dear **{{respondent\_firstname}} {{respondent\_name}}**,

**WE AWAIT YOUR VERY VALUABLE INPUT FOR THE PHD SURVEY.**

With your participation we aim to improve the circumstances in which PhD candidates develop their research. So take this last opportunity to share your voice.

[CLICK HERE TO GO TO THE SURVEY](#)

Your Username: **{{respondent\_username}}**

Your Password: **{{respondent\_newpassword}}**

**The success of this research is directly linked to your participation!** The link remains active until June 16, 2019.

We thank you in advance for your cooperation!

Hannelore De Grande, *coordinator of the Researcher Training & Development Office*  
Doctoral School directors



## 1.4 Partial completion reminder 1

Dear **{{respondent\_firstname}} {{respondent\_name}}**,

We thank you for starting to fill out the PhD survey! We noticed that you haven't completed it yet and would like to encourage you to do so in order to have your voice heard. Maybe you forgot, or maybe you were short on time? Whatever the reason was, you can simply continue where you left off. No data is lost!

[CLICK HERE TO GO TO THE SURVEY](#)

You can find your credentials in the invitation e-mail or request a new password [here](#) by using your username: **{{respondent\_username}}**.

Thank you in advance!

Hannelore De Grande, *coordinator of the Researcher Training & Development Office*  
Doctoral School directors



## 1.5 Partial completion reminder 2

Dear **{{respondent\_firstname}} {{respondent\_name}}**,

As you hopefully know, we are ready to go the extra mile to improve the research circumstances of PhD candidates at our university. You can support us in this journey by completing your survey. You can continue where you left off. No data is lost.

[CLICK HERE TO GO TO THE SURVEY](#)

You can find your credentials in the invitation e-mail or request a new password [here](#) by using your username: **{{respondent\_username}}**.

Kind regards,

Hannelore De Grande, *coordinator of the Researcher Training & Development Office*  
Doctoral School directors



## 1.6 Thank you e-mail

Dear **{{respondent\_firstname}} {{respondent\_name}}**,

**THANK YOU FOR YOUR TIME AND VALUABLE INPUT!**

By completing the survey, you have provided us with an essential piece of the puzzle to improve the circumstances in which PhD candidates work at our university.

Once we analyzed all the input, you will get the opportunity to discover your personal results and compare your position to that of your colleagues. In the meantime, you can consult the results of earlier editions [here](#).

Kind regards,

Hannelore De Grande, *coordinator of the Researcher Training & Development Office*

Doctoral School directors



## 1.7 Reset password e-mail

Dear **{{firstname}} {{name}}**,

You requested a new password for **{{username}}**.

A new password can be defined following the link:

**{{url}}**

In case of need, you can contact us at:

[T] [+32 2 6148149](tel:+3226148149)

[E] [motus@vub.ac.be](mailto:motus@vub.ac.be)

Kind regards,

The MOTUS Research team

## Appendix 2: Questionnaire and codebook

Variable name	Description	Options	Code
<b>Thank you for starting this survey. The survey is made up of different parts, such as employment situation, planning and progress of the research, workload, your scientific network etc... These parts will be addressed as you proceed. Through this way, we aim to get a clear picture of the working conditions of PhD researchers at our university.</b>			
<b>fac</b>	My (main) faculty is (select one):	Arts & Philosophy	1
		Social Sciences & Business	2
		Solvay School	
		Engineering Sciences	3
		Law & Criminology	4
		Medicine & Pharmacy	5
		Psychology & Educational Sciences	6
		Sciences & Bio-science	7
		Engineering	
		Physical Education & Physiotherapy	8
		Interdisciplinary Doctorate	9
<b>depLW</b>	My (main) department in Arts & Philosophy is:	HARP - History, Archaeology, Arts, Philosophy and Ethics	1
		LIST - Linguistics and Literary Studies	2
<b>depES</b>	My (main) department in Social Sciences & Business Solvay School is:	APEC - Applied Economics	1
		BUSI - Business Economics	2
		BUTO - Business & Technology	3
		POLI - Political Science	4
		SOCI - Sociology	5
		SCOM - Communication & Media	6
<b>depIR</b>	My (main) department in Engineering Sciences is:	ARCH - Architectural Engineering	1
		CHIS - Chemical Engineering and Industrial Chemistry	2
		ELEC - Electricity	3
		ETEC - Electrical Engineering & Power Electronics	4
		ETRO - Electronics and Informatics	5

		HYDR - Hydrology and Hydraulic Engineering	6
		INDI - Industrial Engineering	7
		MACH - Materials and Chemistry	8
		MECH - Applied Mechanics	9
		MEMC - Mechanics of Materials and Constructions	10
		TONA - Applied Physics and Photonics	11
		WISK - Mathematics TW	12
<b>depRechten</b>	My (main) department in Law & Criminology is:	SCRI - Criminology	1
		PREC - Economic Law & Governance	2
		JURI - Metajuridica	3
		PUBR - Public Law	4
<b>depGF</b>	My (main) department in Medicine & Pharmacy is:	BMWE Basic (bio)-medical Sciences	1
		FARM - Pharmaceutical and Pharmacological Sciences	2
		GERO - Gerontology	3
		GEWE - Public Health Sciences	4
		HUIS - General practitioners and end-of-life care	5
		KLIW - Clinical sciences	6
		LABO - Supporting clinical sciences	7
		PATH - Molecular & Cellular Medicine	8
		CHIR - Surgical Clinical Sciences	9
<b>depPE</b>	My (main) department in Psychology & Educational Sciences is:	IDLO - Interdisciplinary Department of Teacher Training	1
		EDWE - Educational Sciences	2
		KLEP - Clinical Experimental Psychology	3
		EXTO - Experimental and Applied Psychology	4

<b>depWE</b>	My (main) department in Sciences & Bio-science Engineering	DBIO - Biology	1
		DSCH - Chemistry	2
		DBIT - Bio-engineering Sciences	3
		DGGF - Geography	4
		DINF - Informatics and Applied informatics	5
		DWIS - Mathematics	6
		DNTK - Physics	7
<b>depLK</b>	My (main) department in Physical Education & Physiotherapy is:	BESW - Movement and Sport Sciences	1
		KIMA - Rehabilitation sciences and physiotherapy	2

**The following section focuses on background information concerning your PhD research and previous employment.**

*You already participated in this survey last year! Because we don't want to take up more time than necessary, we will immediately skip to the questions for which the answer might have changed over time.*

<b>phdstart</b>	I started my PhD in		
<b>phdstartdk</b>		Don't know	98
		Not applicable	99
<b>phddef</b>	I plan to defend my PhD in		
<b>phddefdk</b>		Don't know yet	98
<b>jointcon</b>	Do you have a joint PhD contract?	No	0
		Yes	1
<b>typuni</b>	... with which type of university?	Flemish university	1
		Belgian Non-Flemish university	2
		Foreign European University	3
		Foreign Non-European University	4
<b>othjob</b>	Did you have another full-time or part-time job (>50%) before you started working at the VUB?	Yes	1
		I still have a job while working at the VUB	2
		No	0
<b>othsec</b>	In which sector were you employed?	Other university	1
		Other higher education institution ("hogeschool")	2
		Government (federal, regional, local)	3



		Non-profit sector (i.e. health & social services, cultural organizations, etc)	4
		Industry and private sector	5
		Other	6
<b>othsecur</b>	In which sector are you currently also employed?	Other university	1
		Other higher education institution ("hogeschool")	2
		Government (federal, regional, local)	3
		Non-profit sector (i.e. health & social services, cultural organizations, etc)	4
		Industry and private sector	5
		Other	6
<b>othfunc</b>	What function were you practicing?	Research-related function	1
		Partly research-related function	2
		No research-related function	3
<b>othfuncsec</b>	What function are you practicing in that sector?	Research-related function	1
		Partly research-related function	2
		No research-related function	3
<b>otherlong</b>	How long did you practice this job?	Less than 6 months	1
		Between 6 months and 1 year	2
		Between 1 year and 3 years	3
		More than 3 years	4
<b>othlongsofar</b>	How long have you practiced this job so far?	Less than 6 months	1
		Between 6 months and up to 1 year	2
		Between 1 year and up to 3 years	3
		More than 3 years	4
<b>typcon</b>	What type of contract do you have?	Teaching Assistant ("Mandaatassistent")	1
		Personal mandate (Funding specifically assigned to you, such as FWO, CSC, Innoviris, ...)	2

		Project funding (Funding assigned to your supervisor)	3
		I don't have a contract, I'm self-financed	4
		Other: please specify	5
		Don't know	98
<b>typconoth</b>	Other		
<b>projectdoc</b>	Is this project funding related to your PhD?	Yes	1
		Yes, but I am also involved in another project/other projects	2
		No	3
<b>emptime</b>	Are you employed	Part-time	1
		Full-time	2
<b>fund</b>	From which financing body do you have funding?	FWO (Fonds Wetenschappelijk Onderzoek) / IWT	1
		INNOVIRIS (Brussels Region)	2
		VUB (for example BOF, SRP...)	3
		ERC (European Research Council)	4
		CSC (China Scholarship Council) / Erasmus Mundus/VLIR UOS	5
		Foreign university	6
		Baekeland or sponsored by industry/non-academic organization	7
		Other	8
		Don't know	9
<b>startconphd</b>	What was the starting date of the contract during which you set the first steps of your PhD?		
<b>startconphddk</b>		Don't know	98
		Same date as the start of my PhD mentioned earlier	1
<b>conend</b>	When does your current contract end / did your contract end?		
<b>conenddk</b>		Don't know	98
<b>probconext</b>	What is the probability that your contract will be extended hereafter?	Very unlikely	1
		Rather unlikely	2
		Equally probable	3
		Rather likely	4

		Very likely	5
<b>In the following statements, we ask you to indicate the extent to which each statement corresponds to the reasons why you persevere in your doctoral research.</b>			
<b>mot_1</b>	For the satisfaction I feel when I surpass myself in my learning activities (e.g. work, presentations)	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_2</b>	Because doctoral studies are consistent with my values (e.g. curiosity, ambition, success)	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_3</b>	Because I want to improve my skills in my field of study	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_4</b>	Because my supervisor would be disappointed or angry if I gave up	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_5</b>	Because I will lose some privileges (e.g. salary, fellowship, etc.) if I quit	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_6</b>	Because I want to make the world a better place	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5

<b>mot_7</b>	For the satisfaction I have in facing challenges in my studies	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_8</b>	Because my doctoral studies are a fundamental part of who I am and my identity	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_9</b>	Because it's important for me to advance knowledge in my field of study	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_10</b>	Because I have made commitments that I must fulfill (e.g. with funding agencies, employers, collaborators, a research director)	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>In the following statements, we ask you to indicate the extent to which each statement corresponds to the reasons why you persevere in your doctoral research.</b>			
<b>mot_11</b>	To find a job with good working conditions	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_12</b>	Because I want to help science move forward	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_13</b>	For the pleasure of doing research	Does not correspond at all	1

		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_14</b>	Because my doctoral studies meet my goals and my objectives in life	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_15</b>	Because I have the opportunity to take my first steps in research (e.g. publications, collaborations) while benefitting from supervision	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_16</b>	Because I do not want to be perceived as a quitter	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_17</b>	To get a better paying job after graduation	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_18</b>	Because I want to improve things	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5
<b>mot_19</b>	Because I really enjoy my field of study	Does not correspond at all	1
		Corresponds somewhat	2
		Corresponds moderately well	3
		Corresponds well	4
		Corresponds exactly	5

**phdpass** On a scale of 0 to 10: how passionate are you about your PhD research? (0= not passionate at all and 10= totally passionate)  
11

**The following questions are about your research proposal. A research proposal is a well-defined and detailed research project, often written to attract funding from a funding body. It includes a short literature study of the research subject, research questions, methodology, involved costs and benefits of the results (for the research community and society in general).**

**propdef** How was your research proposal developed? Someone else wrote the research proposal prior to my appointment, and this I follow 1

I applied with my own research proposal, which was approved and funded afterwards 2

I was free to develop my own research proposal within a funded research project 3

I was free to develop my own research proposal, there is no relation with a funded research project 4

I don't have a research proposal, only a research theme/idea 5

I/we are still defining the research proposal 6

Other: please specify 7

**propdefoth**  
**propwrote** Who wrote the research proposal? My supervisor(s) 1

My supervisor(s) and myself 2

My colleague(s) 5

My colleague(s) and myself 3

I wrote it without cooperation from others 4

**proplinecurre** To what extent is your current research in line with the original research proposal? Not in line 1

Rather not in line 2

Undecided 3

Rather in line 4

Completely in line 5

**propsat** To what extent are you satisfied with your research proposal? Not satisfied 1

		Rather not satisfied	2
		Not satisfied nor dissatisfied	3
		Rather satisfied	4
		Satisfied	5
<b>With the following set of questions, we would like to learn more about your research planning. In contrast to your research proposal, this plan can be more individualized and can include specific short-term milestones, publication strategy, what kind of extra training you need to follow to perform certain analyses etc.</b>			
<b>resplan</b>	Do you have a personal research plan with clear milestones, deadlines...?	Yes, with short (max. a few months to 6 months) and long term (more than 6 months) milestones	1
		Yes, with short term milestones (max. a few months to 6 months)	2
		Yes, with long term milestones (more than 6 months)	3
		No	4
<b>resplanele</b>	Which of the following elements are included in your research plan (tick all that apply)?	Research goals	1
		Monthly milestones	2
		Yearly milestones	3
		Publication strategy	4
		Dissemination of research results to a larger audience	5
		Conferences to attend	6
		Specialist training schedule	7
		Transferable skills training schedule	8
		Other: please specify	9
<b>resplaneleoth</b>	Other: please specify		
<b>resplanfol</b>	To what extent do you follow this plan?	Not at all	1
		Rather not	2
		Undecided	3
		Rather yes	4
		Totally	5
<b>resplansat</b>	To what extent are you satisfied with your research plan?	Not satisfied	1
		Rather not satisfied	2
		Not satisfied nor dissatisfied	3
		Rather satisfied	4

		Satisfied	5
<b>resplaneva</b>	Do you have regular appointments to evaluate the research plan with your supervisor(s) or other advisors?	No	0
		Yes	1
<b>Next, we will ask you questions about the stage and progress of your research.</b>			
<b>phdstage</b>	In what stage/phase is your PhD?	Starting phase (developing your research plan and design, reading)	1
		Executing phase (working on experiments, data, executing research plan/method)	2
		Finalizing phase (writing up phase)	3
<b>phdtrack</b>	Do you have the feeling your PhD is on the right track?	Not at all on track	1
		Rather not on track	2
		Undecided	3
		Rather on track	4
		Totally on track	5
<b>phdsub</b>	On a scale of 0 to 10: do you think you will successfully submit your PhD? (0= totally unlikely and 10= certainly)		
<b>To what extent do the following factors influence your attitude towards, or belief in, finishing your PhD?</b>			
<b>doubtphd_1</b>	Lack of stimulating research environment	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
<b>doubtphd_2</b>	Lack of results/failed experiment(s)	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
<b>doubtphd_3</b>	Lack of guidance by my supervisor(s)	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
<b>doubtphd_4</b>	I didn't have the ambition to do a PhD in the first place	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5



<b>doubtphd_5</b>	The research topic is not that interesting after all	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
<b>doubtphd_6</b>	Uncertainty concerning funding	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
<b>doubtphd_7</b>	I doubt my own capabilities	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
<b>doubtphd_8</b>	The unbalanced combination of work and family	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
<b>doubtphd_9</b>	Personal reasons	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
<b>To what extent do you agree with the following statements?</b>			
<b>efi_1</b>	I will be able to achieve most of the goals that I have set for myself	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>efi_2</b>	When facing difficult tasks, I am certain that I will accomplish them	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>efi_3</b>	In general, I think I can obtain outcomes that are important to me	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5

<b>efi_4</b>	I believe I can succeed at almost any endeavor to which I set my mind	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>efi_5</b>	I will be able to successfully overcome many challenges	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>efi_6</b>	I am confident that I can perform many different tasks effectively	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>efi_7</b>	Compared to other people, I can do most tasks very well	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>efi_8</b>	Even when things are tough, I can perform quite well	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>timespendabro</b>	In the last academic year up until now, how much time did you spend abroad related to your research (not taking conferences into account)?	I spent no time abroad	1
		I did a research stay abroad of one week or less	2
		I did a research stay abroad of more than one week up to one month	3
		I did a research stay abroad of more than one month up to six months	4
		I did a research stay abroad of more than six months	5

I am enrolled as a PhD candidate at VUB but work on my research from abroad

**In what follows, we assess workload related issues. These questions on workload are particularly important to fill out in order to identify the variety in teaching and other tasks.**

**taskperf** Which of the following tasks did you perform during this academic year next to your research? (tick all that apply)

Teaching (incl. taking exams and scoring papers, supervising BA/MA thesis) 1

Assisting in other projects/third party services, not related to your research 2

Cooperation with industry/other sectors 3

None - I don't combine my research with other tasks within the VUB 4

**timespendtea** On average, how much time do you spend a week on teaching (including scoring papers, taking exams and supervising in BA/MA thesis)? Please take into account the average over a whole academic year.

**timetea** Did teaching (including scoring papers, taking exams and supervising in BA/MA thesis) take too much of your time? Yes 1

No 2

**timespendass** On average, how much time do you spend a week on assisting in other projects/third party services not related to your research? Please take into account the average over a whole academic year.

**timeass** Did assisting in other projects/third party services not related to your research take too much of your time? Yes 1

No 2

**timespendcoop** On average, how much time do you spend a week on cooperation with industry/other sectors? Please take into account the average over a whole academic year.

**timecoop** Did cooperation with industry/other sectors take too much of your time? Yes 1

No 2

**Timespendwork\_week** On average, how much time do you spend a week on work (including all activities of teaching, research, administration and other

	activities)? Please take into account the average over a whole academic year.		
<b>Timespendownres _week</b>	On average, how much time do you spend a week working solely on your PhD? Please take into account the average over a whole academic year.		
<b>How often do you work...</b>			
<b>worktime_1</b>	On office hours (between 8 AM and 6 PM)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
<b>worktime_2</b>	In the evening (between 6 PM and midnight)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
<b>worktime_3</b>	At night (after midnight)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
<b>worktime_4</b>	During weekends	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
<b>worktime_5</b>	In the morning (before 8 AM)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
<b>worktime_6</b>	At home	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
<b>To what extent do you agree with the following statements?</b>			
<b>WFB_1</b>	I have enough influence on my working hours	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>WFB_2</b>	I can adjust my working time to my family life	strongly disagree	1
		rather disagree	2

		neutral	3
		rather agree	4
		totally agree	5
<b>WFB_3</b>	I have ample opportunities to take time off whenever that suits me	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>WFB_4</b>	The VUB/my supervisor offers sufficient opportunities for employees to adjust their tasks depending on their private situation	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>WFB_5</b>	I often have meetings at times that are difficult to match with my family situation	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>Partner</b>	Are you currently living together with a partner?	Yes	1
		No	2
<b>Children</b>	Do you have children?	Yes, I have 1 child	1
		Yes, I have 2 or more children	2
		No, I do not have children	0
<b>To what extent do you agree or disagree with the following statements concerning your daily commitments?</b>			
<b>commit_1</b>	Too much is expected of me	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>commit_2</b>	I never catch up with my work	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>commit_3</b>	I never have time for myself	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5

<b>commit_4</b>	There are not enough hours in the day for me	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>commit_5</b>	I frequently have to cancel arrangements I have made	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>commit_6</b>	I have to do more than I want to do	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>commit_7</b>	I have no time to do the things I have to do	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>commit_8</b>	More is expected from me than I can handle	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5

**The next section zooms in on your scientific network and supervisor(s). Through these questions we want to learn more about the people involved in your research and whether you are satisfied with the support you receive within the department. If you have multiple supervisors, please answer in respect of the global average of the guidance you receive.**

<b>amountsup</b>	How many supervisors do you have?	One	1
		Two	2
		More than two	3
<b>advcomm</b>	Do you have an advisory commission?	No	0
		Yes	1
<b>advcommwant</b>	Would you like to have an advisory commission?	No	0
		Yes	1
<b>Advcomm apply</b>	Tick all that applies to your advisory commission:	Evaluates your progress without detailed feedback	1
		Evaluates your progress with detailed feedback	2
		Helps you in solving scientific issues	3

		Helps you in solving non-scientific issues (e.g. conflicts)	4
<b>advcommsat</b>	To what extent are you satisfied with how the commission operates?	Not at all satisfied	1
		Rather not satisfied	2
		Undecided	3
		Rather satisfied	4
		Very satisfied	5
<b>Advcomm freqmeet</b>	What is the frequency of meeting with your advisory commission?	Several times a week	1
		Weekly	2
		Several times a month	3
		Monthly	4
		Several times a year	5
		At most once a year	6
<b>supinv</b>	Is your supervisor involved in your research?	Not at all	1
		Rather not	2
		Undecided	3
		Rather yes	4
		Totally	5
<b>supfreqmeet</b>	What is the frequency of your meetings with your supervisor(s)?	Several times a week	1
		Weekly	2
		Several times a month	3
		Monthly	4
		Several times a year	5
		At most once a year	6
<b>intadv</b>	Do you have an internal additional advisor?	No	1
		Yes	2
<b>intadvinv</b>	Is this internal additional advisor involved in your research?	Not at all	1
		Rather not	2
		Undecided	3
		Rather yes	4
		Totally	5
<b>extadv</b>	Do you have an external additional advisor?	No	1
		Yes	2
<b>extadvinv</b>	Is your external additional advisor involved in your research?	Not at all	1
		Rather not	2
		Undecided	3
		Rather yes	4
		Totally	5
<b>collinv</b>	Are your colleague(s) involved in your research?	Not at all	1
		Rather not	2

		Undecided	3
		Rather yes	4
		Totally	5
<b>To what extent are you satisfied with the following elements in the support of your supervisor(s):</b>			
<b>satsup_1</b>	The frequency of meetings	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satsup_2</b>	The quality of meetings	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satsup_3</b>	The expertise she/he has on the research subject	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satsup_4</b>	The freedom you get to develop your own research ideas	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satsup_5</b>	The introduction to other prominent researchers in your field of interest by your supervisor(s)	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satsup_6</b>	Stimulation/inspiration to solve research problems/issues	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satsup_7</b>	The possibility to attend conferences/specialist training courses	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satsup_8</b>	The possibility to attend transferable skills training courses	not at all satisfied	1



		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satsup_9</b>	The support you receive in writing articles	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>The next part of the survey deals with the general working conditions at the VUB. Please fill this part out so we can take steps to make them better fit your needs.</b>			
<b>supsuf</b>	Is the overall support you receive within the university sufficient to develop your research?	Not at all sufficient	1
		Rather not sufficient	2
		Undecided	3
		Rather sufficient	4
		Completely sufficient	5
<b>physworkplace</b>	Did you ever have a physical working place at the VUB?	No	1
		Yes	2
<b>To what extent are you satisfied with the working conditions within the university?</b>			
<b>satworkcon_1</b>	The introduction to the research group/department	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satworkcon_2</b>	The available expertise in the department	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satworkcon_3</b>	Opportunities to present results to the department	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satworkcon_4</b>	The available space in the office	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satworkcon_5</b>	The infrastructure (lab, materials, programs) to perform your research in a suitable manner	not at all satisfied	1

		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satworkcon_6</b>	Income	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satworkcon_7</b>	The training opportunities offered within the university	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satworkcon_8</b>	The available funding to go to conferences/summer schools	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>satworkcon_9</b>	The possibility to go on vacation/take some time off	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
<b>lackexp</b>	You indicated a lack of expertise in your department. Were you informed about this beforehand?	No	0
		Yes	1
<b>lackinfra</b>	You indicated a lack of infrastructure (materials, programs). Which specific infrastructure are you missing for your research?		
<b>vacdays</b>	How many days of vacation per academic year are you allowed to take from your supervisor?	No vacation	1
		Maximum 5 working days (1 week)	2
		6 to 10 working days (2 weeks)	3
		11 to 15 working days (3 weeks)	4
		16 to 20 working days (4 weeks)	5

		21 to 25 working days (5 weeks)	6
		26 to 30 working days (6 weeks)	7
		31 to 35 working days (7 weeks)	8
		More than 35 working days (more than 7 weeks)	9
<b>The following statements are about the culture within the research team. Please indicate to what extent you agree with the following statements.</b>			
<b>cult_1</b>	The emphasis lies on realizing individual goals	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>cult_2</b>	The emphasis lies on good relationships with colleagues	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>cult_3</b>	There is a competitive atmosphere within the research team	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>cult_4</b>	More decisions are made informally than during formal meetings	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>cult_5</b>	When decisions are made, everyone's opinion is taken into account	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>cult_6</b>	There are only a limited number of people involved in the decision-making process	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5

<b>cult_7</b>	Colleagues consider each other as competitors	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
<b>Going to conferences and writing articles are core research activities. We want to know more about the practices in your department. This will be addressed in the next questions.</b>			
<b>To what extent do the following statements relate to your situation?</b>			
<b>pappres</b>	I am allowed to present my papers on conferences	Not at all	1
		Rather not	2
		Somewhat	3
		To a large extent	3
		Definitely	5
		Don't know	6
<b>papfirstaut</b>	I am allowed to write papers as first author	Not at all	1
		Rather not	2
		Somewhat	3
		To a large extent	3
		Definitely	5
		Don't know	6
<b>paprules</b>	There are clear and fair rules about (co-)authorship at our department/research group	Not at all	1
		Rather not	2
		Somewhat	3
		To a large extent	3
		Definitely	5
		Don't know	6
<b>satsupfeedpap</b>	I am satisfied with the feedback I receive from my supervisor(s) before finalizing a paper	Not at all	1
		Rather not	2
		Somewhat	3
		To a large extent	3
		Definitely	5
		Don't know	6
<b>satothfeedpap</b>	I am satisfied with the feedback I receive from the other members in my guidance network (advisors, postdocs, advisory committee, colleagues, buddies) before finalizing a paper	Not at all	1
		Rather not	2
		Somewhat	3
		To a large extent	3
		Definitely	5

		Don't know	6
<b>In the next section, we will focus is on the Doctoral Schools and the Researcher Training &amp; Development Office. The answers to these questions will give us an insight in how we can better support you in your training and further career.</b>			
<b>docstrain</b>	Did you attend activities (events/training) organized by the Doctoral Schools/Research Training and Development Office, apart from the introduction day?	Yes	1
		No	2
<b>notrain</b>	What were the reasons not to attend any activity organized by the doctoral schools so far? (tick all that apply)	I just started as a PhD candidate. Yet, I am still planning to use the offer	1
		I'm not familiar with the offer	2
		I don't have the time	3
		I want to solely focus on my research	4
		My supervisor does not allow me to participate in training/events not directly related to my research	5
		I heard the quality of the offer is not up to standard	6
		I don't find what I'm looking for in the current offer	7
		Other (please specify)	8
<b>notrainoth</b>	What other reasons? What kind of training/event have you attended? Would you be interested in attending any of the following courses?		
<b>docstrain_1</b>	Transferable skills (e.g. Personal effectiveness, leadership, creative thinking)	No, not interested	1
		No, but interested to follow in the future	2
		I followed one course	3
		I followed several courses	4
<b>docstrain_2</b>	Methodological (incl. Statistical courses and qualitative methods)	No, not interested	1
		No, but interested to follow in the future	2
		I followed one course	3
		I followed several courses	4
<b>docstrain_3</b>	Specialist training/events (e.g. Master classes, content lectures)	No, not interested	1

		No, but interested to follow in the future	2
		I followed one course	3
		I followed several courses	4
<b>docstrain_4</b>	Research culture (e.g. PhD days, scientific integrity courses)	No, not interested	1
		No, but interested to follow in the future	2
		I followed one course	3
		I followed several courses	4
<b>docstrain_5</b>	Career-related (incl. Entrepreneurship, career coaching)	No, not interested	1
		No, but interested to follow in the future	2
		I followed one course	3
		I followed several courses	4
<b>docstrain_intr_1</b>	Transferable skills (e.g. Personal effectiveness, leadership, creative thinking)	not at all	1
		rather not	2
		somewhat	3
		to a large extent	4
		definitely	5
<b>docstrain_intr_2</b>	Methodological (incl. Statistical courses and qualitative methods)	not at all	1
		rather not	2
		somewhat	3
		to a large extent	4
		definitely	5
<b>docstrain_intr_3</b>	Specialist training/events (e.g. Master classes, content lectures)	not at all	1
		rather not	2
		somewhat	3
		to a large extent	4
		definitely	5
<b>docstrain_intr_4</b>	Research culture (e.g. PhD days, scientific integrity courses)	not at all	1
		rather not	2
		somewhat	3
		to a large extent	4
		definitely	5
<b>docstrain_intr_5</b>	Career-related (incl. Entrepreneurship, career coaching)	not at all	1
		rather not	2
		somewhat	3
		to a large extent	4
		definitely	5

**docstasksoth** Are there other support initiatives you would wish the Doctoral Schools to organize?

**You have arrived at the last section of the survey. With these last questions we want to gain insight into your career prospects and thoughts.**

**finphdexpsec** After finishing my PhD, I expect to work in academia (VUB or other university): Not at all 1

Rather not 2

Somewhat 3

To a large extent 4

Definitely 5

**finphdprefsec** After finishing my PhD, I prefer to work in the following sector(s) Tick all that apply. VUB or other university 1

Other higher education institution ("hogeschool") 2

Private sector/industry 3

Government (local, regional, national) 4

Non-profit sector (health or social services) 5

Self-employed/Entrepreneur 6

Other 7

**detansw** If you want to give more detail on some of the answers you have given earlier, you can do so below. If you want to signal problems that were not touched upon in this survey, also please let us know.

**V\_265** Do you want to be contacted by the ombudsperson/faculty PhD survey coordinator to discuss specific problems you face? This talk will be strictly confidential. Find out who your faculty coordinator is here. Yes 1

No 2

**Please insert your contact details so we can get in touch with you. We assure you that your personal information will be handled confidentially.**

**firstname** First name:

**secondname** Last name:

**email2** Email address:

**Thank you for taking the time to complete this survey and to give your valuable input. By doing so, you have helped the university in taking new steps in improving the working conditions of PhD candidates. Please press submit to finish the survey.**

## Appendix 3: Basic information page

### WHAT?

PhD candidates are asked to fill out a yearly PhD survey with questions concerning their doctoral trajectory: the support from their supervisor and broader scientific guidance network, your perceived progress of your research, your career plans and training needs. Apart from that, it is also possible to indicate if you would like to meet up with the faculty representative or the ombudsperson concerning issues of your doctoral progress.

### WHY?

The main goal of this annual PhD survey is threefold:

1. Self-evaluation: it gives PhD candidates the opportunity to reflect on their PhD trajectory and to compare their own answers to that of the other VUB PhD candidates.
2. Early-problem detection mechanism: it gives the opportunity to signal problems (concerning supervision, overall satisfaction with VUB, etc.) to the faculty and - if needed - to the ombudsperson.
3. Feedback: It provides feedback to different services and entities within the university. The results will be used to adjust support offered by the Doctoral Schools & the Central PhD Office, its reports will be presented and circulated to all doctoral candidates and supervisors.

### WHO SHOULD PARTICIPATE?

All PhD candidates that are enrolled until May 2019 get an invitation to participate in the survey.

### HOW SHOULD YOU PARTICIPATE?

You will receive an email with a personal token and a link to enter the survey. Try to see this as part of the evaluation of your PhD progress: while with the annual progress report you are being evaluated, you are able to evaluate your own research trajectory and the surrounded support by filling out this survey. So don't wait too long after you received the mail and get started! This project can only be successful if you all participate!



## GENERAL QUESTIONS

### IS THE SURVEY COMPULSORY?

No, but it is in your and your colleagues' best interest to take your time to fill it out. Based on your answers, policy plans of the central PhD office, doctoral schools and faculties can be adapted. It also contains information about the PhD process you are not yet aware of and can help you in clarifying some issues.

### WHAT IS “SCIENTIFIC GUIDANCE NETWORK”?

The scientific guidance network comprises all persons that are involved in the scientific progress of the PhD research. It includes supervisors, daily advisors, guidance committee, colleagues, post-doctoral researchers, buddies ...

### WHAT IS “DOCTORAL ADVISORY COMMISSION”?

Each PhD researcher has a doctoral advisory commission. This commission minimally consists of your supervisor and another expert in your specific research field (in- or outside of your research group). They monitor the PhD progress and provide advice for the future development of the PhD. Consult the faculty specifications of the Central PhD regulations [here](#) for further information.

### DO I GET FEEDBACK FROM THIS SURVEY?

Overview reports will be generated once the survey will be closed. Using the token-based system, you will have the ability to relate your responses to the overall responses of the other PhD candidates.

If you already participated last year, you can review your results [here](#).

## FACULTY PHD SURVEY COORDINATOR AND OMBUDSPERSON

### THE SURVEY TRIGGERED SOME PERSONAL QUESTIONS. TO WHOM CAN I TURN TO?

If you want to talk about some issues without waiting for the analysis of the survey, you can always contact your faculty representative or one of the ombudspersons.

### WHO ARE THE FACULTY REPRESENTATIVES AND THE OMBUDSPERSONS?

The faculty PhD survey coordinators are listed [here](#), together with their substitute. In case your supervisor is the coordinator, the substitute or ombudsperson will take over.

## WHAT IS THE TASK OF THE FACULTY COORDINATOR?

The processing of the survey starts with the extraction and the analysis of a report for the faculty coordinator. This report uses a cluster analysis to flag problems. The owner of the flagged responses is contacted (directly if known, or by an anonymous email otherwise) by the faculty coordinator. The survey uses a token-based system which hides your identity. The faculty coordinator or the ombudspersons can send you an email to ask for additional information. This is done using the token, implying that they do not have access to your actual identify (only to the token). The faculty coordinator tries to solve the flagged issues, preferably by coaching of the PhD researcher. If the faculty coordinator is unable to solve the problem, the issue can be raised to the university's [ombudsperson](#).

## MY SUPERVISOR IS A FACULTY COORDINATOR. IS THERE A CONFLICT OF INTEREST?

We make sure that the faculty representative cannot process the responses of the PhD candidates he/she is supervising. A substitute is appointed for this purpose.

## PRIVACY AND ANONYMITY

### WHO CAN SEE MY RESPONSE TO THE SURVEY?

Only the PhD researcher, after the study, and the coordinator of the fieldwork, during the study, have access to all individual responses of the survey. In case the PhD researcher gives his/her explicit consent, the faculty coordinator and the ombudsperson can be granted access by the fieldwork coordinator. An aggregated database in which the individual identity of the PhD candidates and the supervisors are hidden is also available to the faculty coordinator.

### WHY / WHEN IS IT APPROPRIATE TO REVEAL MY IDENTITY?

Firstly, if you reveal your identity, it can only be seen by the faculty coordinator and the ombudsperson. Hence, your identity will not be known by your colleagues / network / department. Secondly, revealing your identity is important if you are looking for help. If you don't specify any contact information, then the faculty coordinator will not be able to contact you for a confidential discussion on your specific problems.

### CAN MY SUPERVISOR / GUIDANCE COMMITTEE SEE MY RESPONSES?

No, they can't. The survey is anonymous by default. If you lift your anonymity by specifying e.g. your contact information, your supervisor(s) / guidance committee still don't have access to any of the responses. Only the faculty coordinator (and possibly the ombudspersons) has access to the responses and should treat them in a confidential way. Your supervisor(s) and guidance committee will only have

access to reports where the results are aggregated on department or faculty level. The identity of the PhD researchers and the supervisors cannot be revealed.

## IS IT POSSIBLE THAT I RECEIVED A MAIL CONCERNING MY RESPONSE TO THE SURVEY ALTHOUGH I DIDN'T MENTION MY CONTACT INFORMATION (I WANTED TO STAY ANONYMOUS)?

Don't worry. Your anonymity was not breached. The survey uses a token-based system which hides your identity. The faculty coordinator or the ombudspersons can send you an email to ask for additional information. This is done using the token, implying that they do not have access to your actual identify (only to the token).

## WILL THE DATA BE USED FOR THE ACADEMIC FILE OF THE SUPERVISOR?

No, the survey is anonymous, and the supervisor(s) is(are) not identified in the survey.

## CONTACT

### I HAVE SOME GENERAL QUESTIONS ON THE DATA COLLECTION AND PROCESSING OF THE SURVEY. WHOM CAN I TURN TO?

If you have some general questions on the survey, please contact the central PhD office ([phd@vub.ac.be](mailto:phd@vub.ac.be)).

### WHOM SHOULD I CONTACT FOR TECHNICAL ISSUES WITH THE SURVEY?

Technical issues with the survey can be reported to [motus@vub.ac.be](mailto:motus@vub.ac.be)

### WHO GUARDS THE TOKEN DATABASE?

The survey is token based, implying that the database which links the user to the token is kept separately from the survey database. For this survey, it has been chosen to give the responsibility of a token database to a single (well defined) VUB-employee who is neither a PhD researcher, nor a supervisor, nor a member of the central administration of the VUB (R&D, HR department, ...). See also [goals & privacy](#).

## Appendix 5: Frequency tables

## Frequencies

### Frequency Table

#### Facultyali

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ES	110	15.4	15.4	15.4
	GF	104	14.6	14.6	30.0
	IR	167	23.4	23.4	53.4
	LK	38	5.3	5.3	58.8
	LW	70	9.8	9.8	68.6
	FE	57	8.0	8.0	76.6
	RC	29	4.1	4.1	80.6
	WE	138	19.4	19.4	100.0
	Total	713	100.0	100.0	

#### Gendercali

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	F	342	48.0	48.0	48.0
	M	370	51.9	51.9	99.9
	U	1	.1	.1	100.0
	Total	713	100.0	100.0	

#### Belgiancali

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	349	48.9	48.9	48.9
	Y	364	51.1	51.1	100.0
	Total	713	100.0	100.0	

#### Europeancali

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	224	31.4	31.4	31.4
	Y	489	68.6	68.6	100.0
	Total	713	100.0	100.0	

### Geslacht\_promotor

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	mannelijk	523	73.4	73.4	73.4
	vrouwelijk	190	26.6	26.6	100.0
	Total	713	100.0	100.0	

### Nationaliteit\_promotor

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	ARABISCHE REP. EGYPTE	7	1.0	1.0	1.0	
	BELGIE	633	88.8	88.8	89.8	
	BRAZILIE	1	.1	.1	89.9	
	BULGARIJE	4	.6	.6	90.5	
	CANADA	2	.3	.3	90.7	
	CHINA (VOLKSREP.)	3	.4	.4	91.2	
	DENEMARKEN	1	.1	.1	91.3	
	DUITSLAND (BONDSREP.)	8	1.1	1.1	92.4	
	FRANKRIJK	2	.3	.3	92.7	
	GRIEKENLAND	5	.7	.7	93.4	
	HONGARIJE	2	.3	.3	93.7	
	ITALIE	2	.3	.3	94.0	
	MALEISIE	2	.3	.3	94.2	
	MAROKKO	1	.1	.1	94.4	
	NEDERLAND	18	2.5	2.5	96.9	
	OOSTENRIJK	3	.4	.4	97.3	
	PORTUGAL	1	.1	.1	97.5	
	RUSLAND (FED. VAN )	2	.3	.3	97.8	
	SPANJE	5	.7	.7	98.5	
	TUNESIE	4	.6	.6	99.0	
	VENEZUELA	1	.1	.1	99.2	
	VERENIGD KONINKRIJK	5	.7	.7	99.9	
	ZWITSERLAND	1	.1	.1	100.0	
	Total		713	100.0	100.0	

**% female promoters in VG**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8.10	14	2.0	2.0	2.0
	12.90	3	.4	.4	2.4
	14.00	22	3.1	3.1	5.5
	14.50	16	2.2	2.2	7.7
	18.20	31	4.3	4.3	12.1
	19.00	12	1.7	1.7	13.7
	19.30	21	2.9	2.9	16.7
	20.00	3	.4	.4	17.1
	22.20	12	1.7	1.7	18.8
	22.60	9	1.3	1.3	20.1
	23.10	1	.1	.1	20.2
	23.40	6	.8	.8	21.0
	25.00	9	1.3	1.3	22.3
	29.60	21	2.9	2.9	25.2
	31.70	12	1.7	1.7	26.9
	32.00	23	3.2	3.2	30.2
	32.20	5	.7	.7	30.9
	33.30	23	3.2	3.2	34.1
	34.50	4	.6	.6	34.6
	34.80	9	1.3	1.3	35.9
	34.90	13	1.8	1.8	37.7
	39.30	79	11.1	11.1	48.8
	41.20	13	1.8	1.8	50.6
	41.40	6	.8	.8	51.5
	41.80	38	5.3	5.3	56.8
	44.80	29	4.1	4.1	60.9
	47.40	8	1.1	1.1	62.0
	47.80	8	1.1	1.1	63.1
	48.40	9	1.3	1.3	64.4
	50.00	64	9.0	9.0	73.4
	51.40	13	1.8	1.8	75.2
	53.30	7	1.0	1.0	76.2
	54.00	20	2.8	2.8	79.0
	54.30	6	.8	.8	79.8
	54.50	28	3.9	3.9	83.7
54.70	30	4.2	4.2	87.9	
54.90	32	4.5	4.5	92.4	
55.30	5	.7	.7	93.1	
60.00	13	1.8	1.8	95.0	
62.90	21	2.9	2.9	97.9	

**% female promoters in VG**

	Frequency	Percent	Valid Percent	Cumulative Percent
75.60	6	.8	.8	98.7
80.60	9	1.3	1.3	100.0
Total	713	100.0	100.0	

**% foreign promotor in VG**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.60	5	.7	.7	.7
3.40	4	.6	.6	1.3
4.50	23	3.2	3.2	4.5
5.30	8	1.1	1.1	5.6
6.50	9	1.3	1.3	6.9
6.60	19	2.7	2.7	9.5
6.70	6	.8	.8	10.4
9.70	9	1.3	1.3	11.6
10.60	6	.8	.8	12.5
12.00	20	2.8	2.8	15.3
12.50	13	1.8	1.8	17.1
12.90	3	.4	.4	17.5
14.30	21	2.9	2.9	20.5
15.40	32	4.5	4.5	25.0
16.20	14	2.0	2.0	26.9
16.70	7	1.0	1.0	27.9
16.90	5	.7	.7	28.6
17.80	13	1.8	1.8	30.4
19.00	12	1.7	1.7	32.1
20.00	3	.4	.4	32.5
20.80	37	5.2	5.2	37.7
20.90	38	5.3	5.3	43.1
22.90	6	.8	.8	43.9
23.90	28	3.9	3.9	47.8
27.60	16	2.2	2.2	50.1
28.90	16	2.2	2.2	52.3
29.60	21	2.9	2.9	55.3
30.60	14	2.0	2.0	57.2
30.70	30	4.2	4.2	61.4
31.00	18	2.5	2.5	64.0
31.80	5	.7	.7	64.7
32.30	9	1.3	1.3	65.9
34.50	6	.8	.8	66.8



### % foreign promotor in VG

	Frequency	Percent	Valid Percent	Cumulative Percent
34.80	9	1.3	1.3	68.0
34.90	21	2.9	2.9	71.0
38.50	60	8.4	8.4	79.4
42.90	12	1.7	1.7	81.1
43.60	1	.1	.1	81.2
44.00	23	3.2	3.2	84.4
51.20	13	1.8	1.8	86.3
54.50	31	4.3	4.3	90.6
55.20	11	1.5	1.5	92.1
56.90	13	1.8	1.8	94.0
57.40	12	1.7	1.7	95.7
65.20	8	1.1	1.1	96.8
67.40	22	3.1	3.1	99.9
75.00	1	.1	.1	100.0
<b>Total</b>	<b>713</b>	<b>100.0</b>	<b>100.0</b>	

### My (main) department in Arts & Philosophy is:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	HARP - History, Archaeology, Arts, Philosophy and Ethics	38	5.3	56.7	56.7
	LIST - Linguistics and Literary Studies	29	4.1	43.3	100.0
	<b>Total</b>	<b>67</b>	<b>9.4</b>	<b>100.0</b>	
Missing	Other faculty	646	90.6		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

**My (main) department in Economic & Social Sciences & Business  
Solvay School is:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	APEC - Applied Economics	9	1.3	8.0	8.0
	BUSI - Business Economics	13	1.8	11.6	19.6
	BUTO - Business & Technology	20	2.8	17.9	37.5
	POLI - Political Science	27	3.8	24.1	61.6
	SOCI - Sociology	20	2.8	17.9	79.5
	SCOM - Communication & Media	23	3.2	20.5	100.0
	Total	112	15.7	100.0	
Missing	Other faculty	601	84.3		
Total		713	100.0		

**My (main) department in Engineering Sciences is:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ARCH - Architectural Engineering	8	1.1	4.8	4.8
	CHIS - Chemical Engineering and Industrial Chemistry	8	1.1	4.8	9.5
	ELEC - Electricity	10	1.4	6.0	15.5
	ETEC - Electrical Engineering & Power Electronics	25	3.5	14.9	30.4
	ETRO - Electronics and Informatics	33	4.6	19.6	50.0
	HYDR - Hydrology and Hydraulic Engineering	11	1.5	6.5	56.5
	INDI - Industrial Engineering	9	1.3	5.4	61.9
	MACH - Materials and Chemistry	23	3.2	13.7	75.6
	MECH - Applied Mechanics	19	2.7	11.3	86.9
	MEMC - Mechanics of Materials and Constructions	6	.8	3.6	90.5
	TONA - Applied Physics and Photonics	12	1.7	7.1	97.6
	WISK - Mathematics TW	4	.6	2.4	100.0
	Total	168	23.6	100.0	
Missing	Other faculty	545	76.4		
Total		713	100.0		

**My (main) department in Law & Criminology is:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SCRI - Criminology	6	.8	20.7	20.7
	PREC - Economic Law & Governance	5	.7	17.2	37.9
	JURI - Metajuridica	13	1.8	44.8	82.8
	PUBR - Public Law	5	.7	17.2	100.0
	Total	29	4.1	100.0	
Missing	Other faculty	684	95.9		
Total		713	100.0		

**My (main) department in Medicine & Pharmacy is:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	BMWE Basic (bio)-medical Sciences	28	3.9	27.2	27.2
	FARM - Pharmaceutical and Pharmacological Sciences	22	3.1	21.4	48.5
	GERO - Gerontology	4	.6	3.9	52.4
	GEWE - Public Health Sciences	12	1.7	11.7	64.1
	HUIS - General practitioners and end-of-life care Care	13	1.8	12.6	76.7
	KLIW - Clinical sciences	11	1.5	10.7	87.4
	LABO - Supporting clinical sciences	4	.6	3.9	91.3
	PATH - Molecular & Cellular Medicine	7	1.0	6.8	98.1
	CHIR - Surgical Clinical Sciences	2	.3	1.9	100.0
Total	103	14.4	100.0		
Missing	Other faculty	610	85.6		
Total		713	100.0		

**My (main) department in Psychology & Educational Sciences is:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	IDLO - Interdisciplinary Department of Teacher Training	5	.7	8.9	8.9
	EDWE - Educational Sciences	31	4.3	55.4	64.3
	KLEP - Clinical Experimental Psychology	7	1.0	12.5	76.8
	EXTO - Experimental and Applied Psychology	13	1.8	23.2	100.0
	Total	56	7.9	100.0	
Missing	Other faculty	657	92.1		
Total		713	100.0		

**My (main) department in Sciences & Bio-science Engineering**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	DBIO - Biology	14	2.0	10.5	10.5
	DSCH - Chemistry	8	1.1	6.0	16.5
	DBIT - Bio-engineering Sciences	56	7.9	42.1	58.6
	DGGF - Geography	16	2.2	12.0	70.7
	DWIS - Mathematics	21	2.9	15.8	86.5
	DNTK - Physics	18	2.5	13.5	100.0
	Total	133	18.7	100.0	
Missing	Other faculty	580	81.3		
Total		713	100.0		

**My (main) department in Physical Education & Physiotherapy is:**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	BESW - Movement and Sport Sciences	15	2.1	38.5	38.5
	KIMA - Rehabilitation sciences and physiotherapy	24	3.4	61.5	100.0
	Total	39	5.5	100.0	
Missing	Other faculty	674	94.5		
Total		713	100.0		

**" I started my PhD in "**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1999-12	1	.1	.1	.1
	2001-02	1	.1	.1	.3
	2005-01	1	.1	.1	.4
	2010-01	1	.1	.1	.6
	2010-03	1	.1	.1	.7
	2010-09	1	.1	.1	.8
	2011-06	1	.1	.1	1.0
	2011-10	1	.1	.1	1.1
	2012-02	1	.1	.1	1.3
	2012-09	2	.3	.3	1.5
	2012-10	2	.3	.3	1.8
	2013-02	1	.1	.1	2.0
	2013-04	1	.1	.1	2.1
	2013-09	2	.3	.3	2.4
	2013-10	2	.3	.3	2.7
	2014-03	1	.1	.1	2.8
	2014-05	1	.1	.1	2.9
	2014-06	1	.1	.1	3.1
	2014-09	4	.6	.6	3.6
	2014-10	4	.6	.6	4.2
	2015-01	4	.6	.6	4.8
	2015-02	1	.1	.1	4.9
	2015-04	1	.1	.1	5.0
	2015-05	1	.1	.1	5.2
	2015-07	1	.1	.1	5.3
	2015-08	3	.4	.4	5.8
	2015-09	9	1.3	1.3	7.0
	2015-10	14	2.0	2.0	9.0
	2015-11	3	.4	.4	9.4
	2015-12	1	.1	.1	9.5
	2016-01	4	.6	.6	10.1
	2016-02	1	.1	.1	10.2
	2016-03	1	.1	.1	10.4
	2016-05	2	.3	.3	10.7
2016-08	1	.1	.1	10.8	
2016-09	6	.8	.8	11.6	
2016-10	6	.8	.8	12.5	
2016-11	2	.3	.3	12.8	
2017-01	6	.8	.8	13.6	
2017-02	2	.3	.3	13.9	

**" I started my PhD in "**

	Frequency	Percent	Valid Percent	Cumulative Percent
2017-04	3	.4	.4	14.3
2017-05	1	.1	.1	14.4
2017-06	2	.3	.3	14.7
2017-07	1	.1	.1	14.9
2017-08	3	.4	.4	15.3
2017-09	12	1.7	1.7	17.0
2017-10	13	1.8	1.8	18.8
2017-11	2	.3	.3	19.1
2017-12	2	.3	.3	19.4
2018-01	2	.3	.3	19.6
2018-02	3	.4	.4	20.1
2018-03	2	.3	.3	20.3
2018-04	3	.4	.4	20.8
2018-05	8	1.1	1.1	21.9
2018-06	7	1.0	1.0	22.9
2018-07	3	.4	.4	23.3
2018-08	13	1.8	1.8	25.1
2018-09	32	4.5	4.5	29.6
2018-10	58	8.1	8.1	37.7
2018-11	17	2.4	2.4	40.1
2018-12	8	1.1	1.1	41.2
2019-01	16	2.2	2.2	43.5
2019-02	7	1.0	1.0	44.5
2019-03	2	.3	.3	44.7
2019-04	1	.1	.1	44.9
96 - pa	387	54.3	54.3	99.2
98 - mi	6	.8	.8	100.0
<b>Total</b>	<b>713</b>	<b>100.0</b>	<b>100.0</b>	

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Don't know	2	.3	66.7	66.7
	Not applicable	1	.1	33.3	100.0
	<b>Total</b>	<b>3</b>	<b>.4</b>	<b>100.0</b>	
Missing	94	710	99.6		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

### I plan to defend my PhD in

	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>81</b>	<b>11.4</b>	<b>11.4</b>	<b>11.4</b>
0	3	.4	.4	11.8
2019-04	2	.3	.3	12.1
2019-05	9	1.3	1.3	13.3
2019-06	12	1.7	1.7	15.0
2019-07	6	.8	.8	15.8
2019-08	3	.4	.4	16.3
2019-09	37	5.2	5.2	21.5
2019-10	31	4.3	4.3	25.8
2019-11	21	2.9	2.9	28.8
2019-12	20	2.8	2.8	31.6
2020-01	12	1.7	1.7	33.2
2020-02	11	1.5	1.5	34.8
2020-03	18	2.5	2.5	37.3
2020-04	12	1.7	1.7	39.0
2020-05	10	1.4	1.4	40.4
2020-06	8	1.1	1.1	41.5
2020-07	4	.6	.6	42.1
2020-08	10	1.4	1.4	43.5
2020-09	28	3.9	3.9	47.4
2020-10	15	2.1	2.1	49.5
2020-11	11	1.5	1.5	51.1
2020-12	23	3.2	3.2	54.3
2021-01	12	1.7	1.7	56.0
2021-02	4	.6	.6	56.5
2021-03	7	1.0	1.0	57.5
2021-04	7	1.0	1.0	58.5
2021-05	4	.6	.6	59.0
2021-06	11	1.5	1.5	60.6
2021-07	9	1.3	1.3	61.9
2021-08	8	1.1	1.1	63.0
2021-09	31	4.3	4.3	67.3
2021-10	21	2.9	2.9	70.3
2021-11	6	.8	.8	71.1
2021-12	21	2.9	2.9	74.1
2022-01	5	.7	.7	74.8
2022-02	2	.3	.3	75.0
2022-03	5	.7	.7	75.7
2022-04	7	1.0	1.0	76.7
2022-05	4	.6	.6	77.3

I plan to defend my PhD in

	Frequency	Percent	Valid Percent	Cumulative Percent
2022-06	15	2.1	2.1	79.4
2022-07	6	.8	.8	80.2
2022-08	9	1.3	1.3	81.5
2022-09	31	4.3	4.3	85.8
2022-10	37	5.2	5.2	91.0
2022-11	7	1.0	1.0	92.0
2022-12	11	1.5	1.5	93.5
2023-01	10	1.4	1.4	95.0
2023-02	4	.6	.6	95.5
2023-04	2	.3	.3	95.8
2023-06	1	.1	.1	95.9
2023-09	11	1.5	1.5	97.5
2023-10	2	.3	.3	97.8
2023-11	2	.3	.3	98.0
2023-12	1	.1	.1	98.2
2024-01	1	.1	.1	98.3
2024-02	1	.1	.1	98.5
2024-06	3	.4	.4	98.9
2024-10	4	.6	.6	99.4
2024-11	1	.1	.1	99.6
2025-05	1	.1	.1	99.7
2025-06	1	.1	.1	99.9
2025-10	1	.1	.1	100.0
<b>Total</b>	<b>713</b>	<b>100.0</b>	<b>100.0</b>	

phddefdk

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>98</b>	<b>58</b>	<b>8.1</b>	<b>100.0</b>	<b>100.0</b>
<b>Missing</b>	<b>Non-PhD</b>	<b>3</b>	<b>.4</b>		
	<b>System</b>	<b>652</b>	<b>91.4</b>		
	<b>Total</b>	<b>655</b>	<b>91.9</b>		
<b>Total</b>		<b>713</b>	<b>100.0</b>		



### Do you have a joint PhD contract?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	237	33.2	74.1	74.1
	Yes	83	11.6	25.9	100.0
	Total	320	44.9	100.0	
Missing	Participated	387	54.3		
	Non-Phd	3	.4		
	Missing	3	.4		
	Total	393	55.1		
Total		713	100.0		

### ... with which type of university?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Flemish university	30	4.2	36.6	36.6
	Belgian Non-Flemish university	20	2.8	24.4	61.0
	Foreign European University	13	1.8	15.9	76.8
	Foreign Non-European University	19	2.7	23.2	100.0
	Total	82	11.5	100.0	
Missing	Participated	387	54.3		
	Non-Phd	3	.4		
	Missing	4	.6		
	No joint PhD	237	33.2		
	Total	631	88.5		
Total		713	100.0		

### Did you have another full-time or part-time job (>50%) before you started working at the VUB?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	407	57.1	57.2	57.2
	Yes	253	35.5	35.6	92.8
	I still have a job while working at the VUB	51	7.2	7.2	100.0
	Total	711	99.7	100.0	
Missing	Missing	2	.3		
Total		713	100.0		

### In which sector were you employed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Other university	32	4.5	28.1	28.1
	Other higher education institution (hogeschool)	6	.8	5.3	33.3
	Government (federal, regional, local)	11	1.5	9.6	43.0
	Non-profit sector (i.e. health & social services, cultural organizations, etc)	15	2.1	13.2	56.1
	Industry and private sector	34	4.8	29.8	86.0
	Other	16	2.2	14.0	100.0
	Total	114	16.0	100.0	
Missing	Participated	139	19.5		
	Missing	2	.3		
	Filtering	458	64.2		
	Total	599	84.0		
Total	713	100.0			

### In which sector are you currently also employed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Other university	12	1.7	23.5	23.5
	Other higher education institution (hogeschool)	6	.8	11.8	35.3
	Government (federal, regional, local)	3	.4	5.9	41.2
	Non-profit sector (i.e. health & social services, cultural organizations, etc)	9	1.3	17.6	58.8
	Industry and private sector	8	1.1	15.7	74.5
	Other	13	1.8	25.5	100.0
	Total	51	7.2	100.0	
Missing	Missing	2	.3		
	Filtering	660	92.6		
	Total	662	92.8		
Total	713	100.0			

### What function were you practising?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Research-related function	40	5.6	35.1	35.1
	Partly research-related function	28	3.9	24.6	59.6
	No research-related function	46	6.5	40.4	100.0
	Total	114	16.0	100.0	
Missing	Participated	139	19.5		
	Missing	2	.3		
	Filtering	458	64.2		
	Total	599	84.0		
Total		713	100.0		

### What function are you practicing in that sector?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Research-related function	11	1.5	21.6	21.6
	Partly research-related function	19	2.7	37.3	58.8
	No research-related function	21	2.9	41.2	100.0
	Total	51	7.2	100.0	
Missing	Missing	2	.3		
	Filtering	660	92.6		
	Total	662	92.8		
Total		713	100.0		

### How long did you practise this job?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 6 months	20	2.8	9.5	9.5
	Between 6 months and 1 year	52	7.3	24.6	34.1
	Between 1 year and 3 years	74	10.4	35.1	69.2
	More than 3 years	65	9.1	30.8	100.0
	Total	211	29.6	100.0	
Missing	Missing	44	6.2		
	Filtering	458	64.2		
	Total	502	70.4		
Total		713	100.0		

### How long have you practiced this job so far?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 6 months	4	.6	7.8	7.8
	Between 6 months and up to 1 year	1	.1	2.0	9.8
	Between 1 year and up to 3 years	8	1.1	15.7	25.5
	More than 3 years	38	5.3	74.5	100.0
	Total	51	7.2	100.0	
Missing	Missing	2	.3		
	Filtering	660	92.6		
	Total	662	92.8		
Total		713	100.0		

### What type of contract do you have?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Teaching Assistant (Mandaatassistent)	101	14.2	14.8	14.8
	Personal mandate (Funding specifically assigned to you, such as FWO, CSC, Innoviris, ...)	179	25.1	26.2	41.1
	Project funding (Funding assigned to your supervisor)	238	33.4	34.9	76.0
	I dont have a contract, Im self-financed	103	14.4	15.1	91.1
	Other: please specify	61	8.6	8.9	100.0
	Total	682	95.7	100.0	
Missing	Dont know	31	4.3		
Total		713	100.0		

### Is this project funding related to your PhD?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	161	22.6	67.9	67.9
	Yes but I am also involved in other projects	53	7.4	22.4	90.3
	No	23	3.2	9.7	100.0
	Total	237	33.2	100.0	
Missing	Non-Phd	3	.4		
	Filter	473	66.3		
	Total	476	66.8		
Total		713	100.0		

### Are you employed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	535	75.0	94.4	94.4
	Part-time	32	4.5	5.6	100.0
	Total	567	79.5	100.0	
Missing	Missing	12	1.7		
	Filter	134	18.8		
	Total	146	20.5		
Total		713	100.0		

### From which financing body do you have funding?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	FWO (Fonds Wetenschappelijk Onderzoek) / IWT	155	21.7	32.6	32.6
	INNOVIRIS (Brussels Region)	28	3.9	5.9	38.4
	VUB	81	11.4	17.0	55.5
	ERC (European Research Council)	15	2.1	3.2	58.6
	CSC (China Scholarship Council) / Erasmus Mundus/VLIR UOS	36	5.0	7.6	66.2
	Foreign university	16	2.2	3.4	69.5
	Baekeland or sponsored by industry/non-academic organization	13	1.8	2.7	72.3
	Other	102	14.3	21.4	93.7
	Dont know	30	4.2	6.3	100.0
	<b>Total</b>	<b>476</b>	<b>66.8</b>	<b>100.0</b>	
Missing	Missing	2	.3		
	Filter	235	33.0		
	<b>Total</b>	<b>237</b>	<b>33.2</b>		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

**What was the starting date of the contract during which you set the first steps of your PhD?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1999-12	1	.1	.1	.1
	2010-03	1	.1	.1	.3
	2012-02	1	.1	.1	.4
	2012-10	2	.3	.3	.7
	2013-02	1	.1	.1	.8
	2013-08	2	.3	.3	1.1
	2013-09	1	.1	.1	1.3
	2013-10	1	.1	.1	1.4
	2014-03	1	.1	.1	1.5
	2014-06	1	.1	.1	1.7
	2014-09	1	.1	.1	1.8
	2014-10	3	.4	.4	2.2
	2014-11	1	.1	.1	2.4
	2015-01	1	.1	.1	2.5
	2015-02	1	.1	.1	2.7
	2015-06	1	.1	.1	2.8
	2015-07	1	.1	.1	2.9
	2015-08	1	.1	.1	3.1
	2015-09	3	.4	.4	3.5
	2015-10	12	1.7	1.7	5.2
	2015-11	4	.6	.6	5.8
	2015-12	1	.1	.1	5.9
	2016-01	5	.7	.7	6.6
	2016-03	1	.1	.1	6.7
	2016-05	2	.3	.3	7.0
	2016-09	6	.8	.8	7.9
	2016-10	5	.7	.7	8.6
	2016-11	1	.1	.1	8.7
	2017-01	6	.8	.8	9.5
	2017-02	1	.1	.1	9.7
	2017-03	1	.1	.1	9.8
	2017-04	1	.1	.1	10.0
	2017-06	1	.1	.1	10.1
	2017-07	1	.1	.1	10.2
2017-08	2	.3	.3	10.5	
2017-09	7	1.0	1.0	11.5	
2017-10	10	1.4	1.4	12.9	
2017-11	1	.1	.1	13.0	
2017-12	2	.3	.3	13.3	

**What was the starting date of the contract during which you set the first steps of your PhD?**

	Frequency	Percent	Valid Percent	Cumulative Percent
2018-01	4	.6	.6	13.9
2018-02	2	.3	.3	14.2
2018-03	1	.1	.1	14.3
2018-04	3	.4	.4	14.7
2018-05	5	.7	.7	15.4
2018-06	7	1.0	1.0	16.4
2018-07	1	.1	.1	16.5
2018-08	12	1.7	1.7	18.2
2018-09	21	2.9	2.9	21.2
2018-10	42	5.9	5.9	27.1
2018-11	13	1.8	1.8	28.9
2018-12	5	.7	.7	29.6
2019-01	12	1.7	1.7	31.3
2019-02	4	.6	.6	31.8
2019-03	2	.3	.3	32.1
91 - Don't Know	2	.3	.3	32.4
96 - Participated	285	40.0	40.0	72.4
98 - Missing	2	.3	.3	72.7
99 - Filter	195	27.3	27.3	100.0
Total	713	100.0	100.0	

**startconphddk**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Same date as mentioned earlier	28	3.9	3.9	3.9
	98	2	.3	.3	4.2
	99	164	23.0	23.0	27.2
	9999	519	72.8	72.8	100.0
	Total	713	100.0	100.0	



**When does your current contract end / did your contract end?**

	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>2</b>	<b>.3</b>	<b>.4</b>	<b>.4</b>
2015-09	1	.1	.2	.7
2017-12	1	.1	.2	.9
2018-01	1	.1	.2	1.1
2018-08	1	.1	.2	1.3
2018-09	4	.6	.9	2.2
2018-10	2	.3	.4	2.6
2018-11	1	.1	.2	2.8
2018-12	1	.1	.2	3.1
2019-01	1	.1	.2	3.3
2019-03	1	.1	.2	3.5
2019-04	2	.3	.4	3.9
2019-05	1	.1	.2	4.2
2019-06	11	1.5	2.4	6.6
2019-07	14	2.0	3.1	9.6
2019-08	16	2.2	3.5	13.1
2019-09	75	10.5	16.4	29.5
2019-10	43	6.0	9.4	38.9
2019-11	12	1.7	2.6	41.6
2019-12	30	4.2	6.6	48.1
2020-01	14	2.0	3.1	51.2
2020-02	8	1.1	1.8	53.0
2020-03	11	1.5	2.4	55.4
2020-04	10	1.4	2.2	57.5
2020-05	6	.8	1.3	58.9
2020-06	6	.8	1.3	60.2
2020-07	1	.1	.2	60.4
2020-08	4	.6	.9	61.3
2020-09	35	4.9	7.7	68.9
2020-10	22	3.1	4.8	73.7
2020-11	4	.6	.9	74.6
2020-12	20	2.8	4.4	79.0
2021-01	5	.7	1.1	80.1
2021-02	2	.3	.4	80.5
2021-03	3	.4	.7	81.2
2021-04	3	.4	.7	81.8
2021-06	3	.4	.7	82.5
2021-07	3	.4	.7	83.2
2021-08	2	.3	.4	83.6

**When does your current contract end / did your contract end?**

		Frequency	Percent	Valid Percent	Cumulative Percent
	2021-09	18	2.5	3.9	87.5
	2021-10	9	1.3	2.0	89.5
	2021-11	1	.1	.2	89.7
	2021-12	4	.6	.9	90.6
	2022-01	5	.7	1.1	91.7
	2022-02	2	.3	.4	92.1
	2022-07	1	.1	.2	92.3
	2022-09	14	2.0	3.1	95.4
	2022-10	8	1.1	1.8	97.2
	2022-11	1	.1	.2	97.4
	2022-12	4	.6	.9	98.2
	2023-01	1	.1	.2	98.5
	2023-09	2	.3	.4	98.9
	2023-12	2	.3	.4	99.3
	2024-02	1	.1	.2	99.6
	2024-09	1	.1	.2	99.8
	2024-10	1	.1	.2	100.0
	<b>Total</b>	<b>457</b>	<b>64.1</b>	<b>100.0</b>	
<b>Missing</b>	<b>0</b>	<b>256</b>	<b>35.9</b>		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Don't know</b>	<b>54</b>	<b>7.6</b>	<b>24.8</b>	<b>24.8</b>
	<b>99</b>	<b>164</b>	<b>23.0</b>	<b>75.2</b>	<b>100.0</b>
	<b>Total</b>	<b>218</b>	<b>30.6</b>	<b>100.0</b>	
<b>Missing</b>	<b>System</b>	<b>495</b>	<b>69.4</b>		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

**What is the probability that your contract will be extended hereafter?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very unlikely	121	17.0	21.2	21.2
	Rather unlikely	76	10.7	13.3	34.4
	Equally probable	98	13.7	17.1	51.6
	Rather likely	84	11.8	14.7	66.3
	Very likely	193	27.1	33.7	100.0
	Total	572	80.2	100.0	
Missing	Non-Phd	3	.4		
	Missing	6	.8		
	Filter	132	18.5		
	Total	141	19.8		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

**For the satisfaction I feel when I surpass myself in my learning activities (e.g. work, presentations)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	13	1.8	1.9	1.9
	Corresponds somewhat	49	6.9	7.2	9.1
	Corresponds moderately well	121	17.0	17.7	26.8
	Corresponds well	348	48.8	51.0	77.7
	Corresponds exactly	152	21.3	22.3	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

**Because doctoral studies are consistent with my values (e.g. curiosity, ambition, success)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	9	1.3	1.3	1.3
	Corresponds somewhat	34	4.8	5.0	6.3
	Corresponds moderately well	98	13.7	14.3	20.6
	Corresponds well	319	44.7	46.7	67.3
	Corresponds exactly	223	31.3	32.7	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**Because I want to improve my skills in my field of study**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	10	1.4	1.5	1.5
	Corresponds somewhat	21	2.9	3.1	4.5
	Corresponds moderately well	74	10.4	10.8	15.4
	Corresponds well	312	43.8	45.7	61.1
	Corresponds exactly	266	37.3	38.9	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**Because my supervisor would be disappointed or angry if I gave up**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	316	44.3	46.3	46.3
	Corresponds somewhat	183	25.7	26.8	73.1
	Corresponds moderately well	99	13.9	14.5	87.6
	Corresponds well	66	9.3	9.7	97.2
	Corresponds exactly	19	2.7	2.8	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**Because I will lose some privileges (e.g. salary, fellowship, etc.) if I quit**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	279	39.1	40.8	40.8
	Corresponds somewhat	177	24.8	25.9	66.8
	Corresponds moderately well	101	14.2	14.8	81.6
	Corresponds well	94	13.2	13.8	95.3
	Corresponds exactly	32	4.5	4.7	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**Because I want to make the world a better place**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	71	10.0	10.4	10.4
	Corresponds somewhat	110	15.4	16.1	26.5
	Corresponds moderately well	167	23.4	24.5	51.0
	Corresponds well	197	27.6	28.8	79.8
	Corresponds exactly	138	19.4	20.2	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**For the satisfaction I have in facing challenges in my studies**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	21	2.9	3.1	3.1
	Corresponds somewhat	65	9.1	9.5	12.6
	Corresponds moderately well	170	23.8	24.9	37.5
	Corresponds well	283	39.7	41.4	78.9
	Corresponds exactly	144	20.2	21.1	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**Because my doctoral studies are a fundamental part of who I am and my identity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	72	10.1	10.5	10.5
	Corresponds somewhat	136	19.1	19.9	30.5
	Corresponds moderately well	191	26.8	28.0	58.4
	Corresponds well	193	27.1	28.3	86.7
	Corresponds exactly	91	12.8	13.3	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**Because it is important for me to advance knowledge in my field of study**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	13	1.8	1.9	1.9
	Corresponds somewhat	48	6.7	7.0	8.9
	Corresponds moderately well	144	20.2	21.1	30.0
	Corresponds well	279	39.1	40.8	70.9
	Corresponds exactly	199	27.9	29.1	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**Because I have made commitments that I must fulfill (e.g. with funding agencies, employers, collaborators, a research director)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	195	27.3	28.6	28.6
	Corresponds somewhat	143	20.1	20.9	49.5
	Corresponds moderately well	137	19.2	20.1	69.5
	Corresponds well	134	18.8	19.6	89.2
	Corresponds exactly	74	10.4	10.8	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**To find a job with good working conditions**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	59	8.3	8.6	8.6
	Corresponds somewhat	87	12.2	12.7	21.4
	Corresponds moderately well	164	23.0	24.0	45.4
	Corresponds well	269	37.7	39.4	84.8
	Corresponds exactly	104	14.6	15.2	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		



### Because I want to help science move forward

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	19	2.7	2.8	2.8
	Corresponds somewhat	72	10.1	10.5	13.3
	Corresponds moderately well	151	21.2	22.1	35.4
	Corresponds well	295	41.4	43.2	78.6
	Corresponds exactly	146	20.5	21.4	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

### For the pleasure of doing research

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	20	2.8	2.9	2.9
	Corresponds somewhat	43	6.0	6.3	9.2
	Corresponds moderately well	114	16.0	16.7	25.9
	Corresponds well	294	41.2	43.0	69.0
	Corresponds exactly	212	29.7	31.0	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**Because my doctoral studies meet my goals and my objectives in life**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	24	3.4	3.5	3.5
	Corresponds somewhat	68	9.5	10.0	13.5
	Corresponds moderately well	149	20.9	21.8	35.3
	Corresponds well	285	40.0	41.7	77.0
	Corresponds exactly	157	22.0	23.0	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**Because I have the opportunity to take my first steps in research (e. g. publications, collaborations) while benefitting from supervision**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	50	7.0	7.3	7.3
	Corresponds somewhat	92	12.9	13.5	20.8
	Corresponds moderately well	157	22.0	23.0	43.8
	Corresponds well	252	35.3	36.9	80.7
	Corresponds exactly	132	18.5	19.3	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**Because I do not want to be perceived as a quitter**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	187	26.2	27.4	27.4
	Corresponds somewhat	146	20.5	21.4	48.8
	Corresponds moderately well	132	18.5	19.3	68.1
	Corresponds well	146	20.5	21.4	89.5
	Corresponds exactly	72	10.1	10.5	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**To get a better paying job after graduation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	125	17.5	18.3	18.3
	Corresponds somewhat	139	19.5	20.4	38.7
	Corresponds moderately well	148	20.8	21.7	60.3
	Corresponds well	182	25.5	26.6	87.0
	Corresponds exactly	89	12.5	13.0	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

### Because I want to improve things

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	19	2.7	2.8	2.8
	Corresponds somewhat	53	7.4	7.8	10.5
	Corresponds moderately well	144	20.2	21.1	31.6
	Corresponds well	311	43.6	45.5	77.2
	Corresponds exactly	156	21.9	22.8	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

### Because I really enjoy my field of study

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Does not correspond at all	9	1.3	1.3	1.3
	Corresponds somewhat	25	3.5	3.7	5.0
	Corresponds moderately well	109	15.3	16.0	20.9
	Corresponds well	273	38.3	40.0	60.9
	Corresponds exactly	267	37.4	39.1	100.0
	Total	683	95.8	100.0	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	Total	30	4.2		
Total		713	100.0		

**On a scale of 1 to 10: how passionate are you about your PhD research? (1= not passionate at all and 10= totally passionate)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	1	.1	.1	.1
	1	4	.6	.6	.7
	2	4	.6	.6	1.3
	3	4	.6	.6	1.9
	4	8	1.1	1.2	3.1
	5	15	2.1	2.2	5.3
	6	48	6.7	7.0	12.3
	7	146	20.5	21.4	33.7
	8	210	29.5	30.7	64.4
	9	144	20.2	21.1	85.5
	10	99	13.9	14.5	100.0
	<b>Total</b>	<b>683</b>	<b>95.8</b>	<b>100.0</b>	
Missing	Busy	27	3.8		
	Non-Phd	3	.4		
	<b>Total</b>	<b>30</b>	<b>4.2</b>		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

**How was your research proposal developed?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Someone else wrote the research proposal prior to my appointment, and this I follow	206	28.9	30.1	30.1
	I applied with my own research proposal, which was approved and funded afterwards	102	14.3	14.9	45.0
	I was free to develop my own research proposal within a funded research project	108	15.1	15.8	60.7
	I was free to develop my own research proposal, there is no relation with a funded research project	167	23.4	24.4	85.1
	I dont have a research proposal, only a research theme/idea	52	7.3	7.6	92.7
	We are still defining the research proposal	24	3.4	3.5	96.2
	Other: please specify	26	3.6	3.8	100.0
	<b>Total</b>	<b>685</b>	<b>96.1</b>	<b>100.0</b>	

### How was your research proposal developed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Missing	Missing	28	3.9		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

### Who wrote the research proposal?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	My supervisor(s)	87	12.2	32.2	32.2
	My supervisor(s) and myself	119	16.7	44.1	76.3
	My colleague(s)	6	.8	2.2	78.5
	My colleague(s) and myself	56	7.9	20.7	99.3
	I wrote it without cooperation from others	2	.3	.7	100.0
	<b>Total</b>	<b>270</b>	<b>37.9</b>	<b>100.0</b>	
Missing	Participated	338	47.4		
	Missing	1	.1		
	Filter	104	14.6		
	<b>Total</b>	<b>443</b>	<b>62.1</b>		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

### To what extent is your current research in line with the original research proposal?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not in line	13	1.8	2.1	2.1
	Rather not in line	59	8.3	9.7	11.9
	Undecided	36	5.0	5.9	17.8
	Rather in line	359	50.4	59.1	76.9
	Completely in line	140	19.6	23.1	100.0
	<b>Total</b>	<b>607</b>	<b>85.1</b>	<b>100.0</b>	
Missing	Missing	2	.3		
	Filter	104	14.6		
	<b>Total</b>	<b>106</b>	<b>14.9</b>		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

### To what extent are you satisfied with your research proposal?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not satisfied	11	1.5	1.8	1.8
	Rather not satisfied	17	2.4	2.8	4.6
	Not satisfied nor dissatisfied	87	12.2	14.3	18.9
	Rather satisfied	259	36.3	42.5	61.4
	Satisfied	235	33.0	38.6	100.0
	Total	609	85.4	100.0	
Missing	Filter	104	14.6		
Total		713	100.0		

### Do you have a personal research (and training) plan with clear milestones, deadlines, ... ?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, with short (max. a few months to 6 months) and long term (more than 6 months) milestones	299	41.9	43.6	43.6
	Yes, with short term milestones (max. a few months to 6 months)	157	22.0	22.9	66.5
	Yes, with long term milestones (more than 6 months)	157	22.0	22.9	89.4
	No	73	10.2	10.6	100.0
	Total	686	96.2	100.0	
Missing	Missing	27	3.8		
Total		713	100.0		

### Which of the following elements are included in your research plan (tick all that apply)? Research goals

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	91	12.8	14.9	14.9
	Yes	520	72.9	85.1	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
Total		713	100.0		

**Which of the following elements are included in your research plan (tick all that apply)? Monthly milestones**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	398	55.8	65.1	65.1
	Yes	213	29.9	34.9	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
Total		713	100.0		

**Which of the following elements are included in your research plan (tick all that apply)? Yearly milestones**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	254	35.6	41.6	41.6
	Yes	357	50.1	58.4	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
Total		713	100.0		

**Which of the following elements are included in your research plan (tick all that apply)? Publication strategy**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	229	32.1	37.5	37.5
	Yes	382	53.6	62.5	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
Total		713	100.0		



**Which of the following elements are included in your research plan (tick all that apply)? Dissemination of research results to a larger audience**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	428	60.0	70.0	70.0
	Yes	183	25.7	30.0	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
Total		713	100.0		

**Which of the following elements are included in your research plan (tick all that apply)? Conferences to attend**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	295	41.4	48.3	48.3
	Yes	316	44.3	51.7	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
Total		713	100.0		

**Which of the following elements are included in your research plan (tick all that apply)? Specialist training schedule**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	515	72.2	84.3	84.3
	Yes	96	13.5	15.7	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
Total		713	100.0		

**Which of the following elements are included in your research plan (tick all that apply)? Transferable skills training schedule**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	520	72.9	85.1	85.1
	Yes	91	12.8	14.9	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
Total		713	100.0		

**Which of the following elements are included in your research plan (tick all that apply)? Other: please specify**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	601	84.3	98.4	98.4
	Yes	10	1.4	1.6	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
Total		713	100.0		

**To what extent do you follow this plan?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	4	.6	.7	.7
	Rather not	36	5.0	5.9	6.5
	Undecided	77	10.8	12.6	19.1
	Rather yes	440	61.7	72.0	91.2
	Totally	54	7.6	8.8	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
Total		713	100.0		

**To what extent are you satisfied with your research plan?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not satisfied	12	1.7	2.0	2.0
	Rather not satisfied	45	6.3	7.3	9.3
	Not satisfied nor dissatisfied	113	15.8	18.4	27.7
	Rather satisfied	340	47.7	55.5	83.2
	Satisfied	103	14.4	16.8	100.0
	Total	613	86.0	100.0	
Missing	Filter	100	14.0		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

**Do you have regular appointments to evaluate the research plan with your supervisor(s) or other advisors?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	137	19.2	22.4	22.4
	Yes	474	66.5	77.6	100.0
	Total	611	85.7	100.0	
Missing	Missing	2	.3		
	Filter	100	14.0		
	Total	102	14.3		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

**In what stage/phase is your PhD?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Starting phase (developing your research plan and design, reading)	117	16.4	17.2	17.2
	Executing phase (working on experiments, data, executing research plan/method)	354	49.6	52.0	69.2
	Finalizing phase (writing up phase)	210	29.5	30.8	100.0
	Total	681	95.5	100.0	
Missing	Non-Phd	3	.4		
	Missing	29	4.1		
	Total	32	4.5		
<b>Total</b>		<b>713</b>	<b>100.0</b>		

**Do you have the feeling your PhD is on the right track?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all on track	19	2.7	2.8	2.8
	Rather not	59	8.3	8.7	11.5
	Undecided	98	13.7	14.5	26.0
	Rather on track	390	54.7	57.7	83.7
	Totally on track	110	15.4	16.3	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

**On a scale of 1 to 10: do you think you will successfully submit your PhD? (1= totally unlikely and 10= totally likely)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	7	1.0	1.0	1.0
	1	3	.4	.4	1.5
	2	3	.4	.4	1.9
	3	5	.7	.7	2.7
	4	6	.8	.9	3.6
	5	30	4.2	4.4	8.0
	6	57	8.0	8.4	16.4
	7	126	17.7	18.6	35.1
	8	137	19.2	20.3	55.3
	9	137	19.2	20.3	75.6
	10	165	23.1	24.4	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

### Lack of stimulating research environment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	155	21.7	22.9	22.9
	rather not	172	24.1	25.4	48.4
	undecided	103	14.4	15.2	63.6
	rather yes	179	25.1	26.5	90.1
	yes	67	9.4	9.9	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

### Lack of results/Failed experiment(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	122	17.1	18.0	18.0
	rather not	187	26.2	27.7	45.7
	undecided	135	18.9	20.0	65.7
	rather yes	177	24.8	26.2	91.9
	yes	55	7.7	8.1	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

### Lack of guidance by my supervisor(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	176	24.7	26.0	26.0
	rather not	159	22.3	23.5	49.6
	undecided	112	15.7	16.6	66.1
	rather yes	157	22.0	23.2	89.3
	yes	72	10.1	10.7	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

**I didnt have the ambition to do a PhD in the first place**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	427	59.9	63.2	63.2
	rather not	140	19.6	20.7	83.9
	undecided	63	8.8	9.3	93.2
	rather yes	36	5.0	5.3	98.5
	yes	10	1.4	1.5	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

**The research topic is not that interesting after all**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	396	55.5	58.6	58.6
	rather not	173	24.3	25.6	84.2
	undecided	57	8.0	8.4	92.6
	rather yes	40	5.6	5.9	98.5
	yes	10	1.4	1.5	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

**Uncertainty concerning funding**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	325	45.6	48.1	48.1
	rather not	127	17.8	18.8	66.9
	undecided	68	9.5	10.1	76.9
	rather yes	87	12.2	12.9	89.8
	yes	69	9.7	10.2	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

### I doubt my own capabilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	169	23.7	25.0	25.0
	rather not	175	24.5	25.9	50.9
	undecided	121	17.0	17.9	68.8
	rather yes	153	21.5	22.6	91.4
	yes	58	8.1	8.6	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

### The unbalanced combination of work and family

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	223	31.3	33.0	33.0
	rather not	163	22.9	24.1	57.1
	undecided	108	15.1	16.0	73.1
	rather yes	126	17.7	18.6	91.7
	yes	56	7.9	8.3	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

### Personal reasons

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	240	33.7	35.5	35.5
	rather not	125	17.5	18.5	54.0
	undecided	181	25.4	26.8	80.8
	rather yes	95	13.3	14.1	94.8
	yes	35	4.9	5.2	100.0
	Total	676	94.8	100.0	
Missing	Busy	34	4.8		
	Non-Phd	3	.4		
	Total	37	5.2		
Total		713	100.0		

**I will be able to achieve most of the goals that I have set for myself**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	6	.8	.9	.9
	rather disagree	43	6.0	6.3	7.2
	neutral	137	19.2	20.2	27.4
	rather agree	396	55.5	58.3	85.7
	totally agree	97	13.6	14.3	100.0
	Total	679	95.2	100.0	
Missing	Busy	34	4.8		
Total		713	100.0		

**When facing difficult tasks, I am certain that I will accomplish them**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	8	1.1	1.2	1.2
	rather disagree	49	6.9	7.2	8.4
	neutral	186	26.1	27.4	35.8
	rather agree	357	50.1	52.6	88.4
	totally agree	79	11.1	11.6	100.0
	Total	679	95.2	100.0	
Missing	Busy	34	4.8		
Total		713	100.0		

**In general, I think I can obtain outcomes that are important to me**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	2	.3	.3	.3
	rather disagree	22	3.1	3.2	3.5
	neutral	97	13.6	14.3	17.8
	rather agree	433	60.7	63.8	81.6
	totally agree	125	17.5	18.4	100.0
	Total	679	95.2	100.0	
Missing	Busy	34	4.8		
Total		713	100.0		



**I believe I can succeed at almost any endeavor to which I set my mind**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	11	1.5	1.6	1.6
	rather disagree	67	9.4	9.9	11.5
	neutral	163	22.9	24.0	35.5
	rather agree	328	46.0	48.3	83.8
	totally agree	110	15.4	16.2	100.0
	Total	679	95.2	100.0	
Missing	Busy	34	4.8		
Total		713	100.0		

**I will be able to successfully overcome many challenges**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	2	.3	.3	.3
	rather disagree	28	3.9	4.1	4.4
	neutral	135	18.9	19.9	24.3
	rather agree	397	55.7	58.5	82.8
	totally agree	117	16.4	17.2	100.0
	Total	679	95.2	100.0	
Missing	Busy	34	4.8		
Total		713	100.0		

**I am confident that I can perform many different tasks effectively**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	7	1.0	1.0	1.0
	rather disagree	45	6.3	6.6	7.7
	neutral	150	21.0	22.1	29.7
	rather agree	349	48.9	51.4	81.1
	totally agree	128	18.0	18.9	100.0
	Total	679	95.2	100.0	
Missing	Busy	34	4.8		
Total		713	100.0		

**Compared to other people, I can do most tasks very well**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	13	1.8	1.9	1.9
	rather disagree	72	10.1	10.6	12.5
	neutral	278	39.0	40.9	53.5
	rather agree	243	34.1	35.8	89.2
	totally agree	73	10.2	10.8	100.0
	Total	679	95.2	100.0	
Missing	Busy	34	4.8		
Total		713	100.0		

**Even when things are tough, I can perform quite well**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	8	1.1	1.2	1.2
	rather disagree	47	6.6	6.9	8.1
	neutral	203	28.5	29.9	38.0
	rather agree	326	45.7	48.0	86.0
	totally agree	95	13.3	14.0	100.0
	Total	679	95.2	100.0	
Missing	Busy	34	4.8		
Total		713	100.0		

**In the last academic year up till now, how much time did you spend abroad related to your research (not taking conferences into account)?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I spent no time abroad	404	56.7	56.7	56.7
	I did a research stay abroad of one week or less	94	13.2	13.2	69.8
	I did a research stay abroad of more than one week up to one month	61	8.6	8.6	78.4
	I did a research stay abroad of more than one month up to six months	51	7.2	7.2	85.6
	I did a research stay abroad of more than six months	19	2.7	2.7	88.2
	I'm enrolled as a PhD candidate at VUB but work on my research from abroad	49	6.9	6.9	95.1
	Missing	35	4.9	4.9	100.0
Total	713	100.0	100.0		

**Which of the following tasks did you perform during this academic year next to your research? (tick all that apply): Teaching (incl. taking exams and scoring papers, supervising BA/MA thesis)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	299	41.9	44.2	44.2
	Yes	377	52.9	55.8	100.0
	Total	676	94.8	100.0	
Missing	Missing	37	5.2		
Total		713	100.0		

**Which of the following tasks did you perform during this academic year next to your research? (tick all that apply): Assisting in other projects/third party services, not related to your research**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	441	61.9	65.2	65.2
	Yes	235	33.0	34.8	100.0
	Total	676	94.8	100.0	
Missing	Missing	37	5.2		
Total		713	100.0		

**Which of the following tasks did you perform during this academic year next to your research? (tick all that apply): Cooperation with industry/other sectors**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	580	81.3	85.8	85.8
	Yes	96	13.5	14.2	100.0
	Total	676	94.8	100.0	
Missing	Missing	37	5.2		
Total		713	100.0		

**Which of the following tasks did you perform during this academic year next to your research? (tick all that apply): None - I do not combine my research with other tasks within the VUB**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	480	67.3	71.0	71.0
	Yes	196	27.5	29.0	100.0
	Total	676	94.8	100.0	
Missing	Missing	37	5.2		
Total		713	100.0		

**On average, how much time do you spend a week on teaching (including scoring papers, taking exams and supervising in BA/MA thesis)? Please take into account the average over a whole academic year.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	00:00	6	.8	.8	.8
	00:02	1	.1	.1	1.0
	00:03	1	.1	.1	1.1
	00:05	3	.4	.4	1.5
	00:10	2	.3	.3	1.8
	00:15	3	.4	.4	2.2
	00:20	3	.4	.4	2.7
	00:30	13	1.8	1.8	4.5
	00:40	1	.1	.1	4.6
	00:45	1	.1	.1	4.8
	01:00	45	6.3	6.3	11.1
	01:30	4	.6	.6	11.6
	01:45	1	.1	.1	11.8
	02:00	46	6.5	6.5	18.2
	02:30	3	.4	.4	18.7
	03:00	18	2.5	2.5	21.2
	03:01	1	.1	.1	21.3
	03:30	3	.4	.4	21.7
	04:00	31	4.3	4.3	26.1
	04:40	1	.1	.1	26.2
	05:00	18	2.5	2.5	28.8
	05:20	1	.1	.1	28.9
	05:30	1	.1	.1	29.0
	06:00	18	2.5	2.5	31.6
	06:30	2	.3	.3	31.8
	07:00	6	.8	.8	32.7
	07:30	1	.1	.1	32.8
	08:00	20	2.8	2.8	35.6
	08:30	1	.1	.1	35.8
	09:00	4	.6	.6	36.3
	10:00	16	2.2	2.2	38.6
	10:30	2	.3	.3	38.8
	11:00	1	.1	.1	39.0
	12:00	15	2.1	2.1	41.1
	120:00:0	6	.8	.8	41.9
	13:36	1	.1	.1	42.1
14:00	5	.7	.7	42.8	

**On average, how much time do you spend a week on teaching (including scoring papers, taking exams and supervising in BA/MA thesis)? Please take into account the average over a whole academic year.**

	Frequency	Percent	Valid Percent	Cumulative Percent
15:00	8	1.1	1.1	43.9
16:00	9	1.3	1.3	45.2
17:00	2	.3	.3	45.4
18:00	2	.3	.3	45.7
19:00	1	.1	.1	45.9
20:00	16	2.2	2.2	48.1
24:00:00	7	1.0	1.0	49.1
25:00:00	2	.3	.3	49.4
26:00:00	1	.1	.1	49.5
30:00:00	3	.4	.4	49.9
35:00:00	1	.1	.1	50.1
40:00:00	1	.1	.1	50.2
45:00:00	1	.1	.1	50.4
50:00:00	5	.7	.7	51.1
56:00:00	1	.1	.1	51.2
60:00:00	1	.1	.1	51.3
72:00:00	1	.1	.1	51.5
80:00:00	1	.1	.1	51.6
80:01:00	1	.1	.1	51.8
98	8	1.1	1.1	52.9
99	336	47.1	47.1	100.0
Total	713	100.0	100.0	

**Did teaching (including scoring papers, taking exams and supervising in BA/MA thesis) take too much of your time?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	118	16.5	31.4	31.4
	No	258	36.2	68.6	100.0
	Total	376	52.7	100.0	
Missing	Missing	1	.1		
	Filter	336	47.1		
	Total	337	47.3		
Total		713	100.0		

**On average, how much time do you spend a week on assisting in other projects/third party services not related to your research? Please take into account the average over a whole academic year.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	00:00	4	.6	.6	.6
	00:10	1	.1	.1	.7
	00:15	1	.1	.1	.8
	00:20	1	.1	.1	1.0
	00:30	10	1.4	1.4	2.4
	00:45	1	.1	.1	2.5
	01:00	27	3.8	3.8	6.3
	01:30	2	.3	.3	6.6
	02:00	23	3.2	3.2	9.8
	02:30	1	.1	.1	10.0
	03:00	15	2.1	2.1	12.1
	03:01	1	.1	.1	12.2
	03:30	1	.1	.1	12.3
	04:00	25	3.5	3.5	15.8
	05:00	14	2.0	2.0	17.8
	06:00	6	.8	.8	18.7
	06:30	1	.1	.1	18.8
	07:00	2	.3	.3	19.1
	08:00	12	1.7	1.7	20.8
	08:06	1	.1	.1	20.9
	10:00	22	3.1	3.1	24.0
	10:15	1	.1	.1	24.1
	100:00:0	1	.1	.1	24.3
	12:00	6	.8	.8	25.1
	120:00:0	4	.6	.6	25.7
	15:00	8	1.1	1.1	26.8
	15:40	1	.1	.1	26.9
	16:00	2	.3	.3	27.2
	18:00	1	.1	.1	27.3
	19:00	1	.1	.1	27.5
	20:00	6	.8	.8	28.3
	25:00:00	2	.3	.3	28.6
	30:00:00	6	.8	.8	29.5
	31:00:00	1	.1	.1	29.6
	32:00:00	1	.1	.1	29.7
	35:00:00	1	.1	.1	29.9
	38:00:00	1	.1	.1	30.0

**On average, how much time do you spend a week on assisting in other projects/third party services not related to your research? Please take into account the average over a whole academic year.**

	Frequency	Percent	Valid Percent	Cumulative Percent
40:00:00	4	.6	.6	30.6
48:00:00	1	.1	.1	30.7
50:00:00	2	.3	.3	31.0
60:00:00	1	.1	.1	31.1
98	13	1.8	1.8	33.0
99	478	67.0	67.0	100.0
<b>Total</b>	<b>713</b>	<b>100.0</b>	<b>100.0</b>	

**Did assisting in other projects/third party services not related to your research take too much of your time?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Yes</b>	92	12.9	39.8	39.8
	<b>No</b>	139	19.5	60.2	100.0
	<b>Total</b>	231	32.4	100.0	
<b>Missing</b>	<b>Missing</b>	4	.6		
	<b>Filter</b>	478	67.0		
	<b>Total</b>	482	67.6		
<b>Total</b>		713	100.0		



**On average, how much time do you spend a week on cooperation with industry/other sectors? Please take into account the average over a whole academic year.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	00:00	1	.1	.1	.1
	00:05	1	.1	.1	.3
	00:10	2	.3	.3	.6
	00:15	1	.1	.1	.7
	00:20	1	.1	.1	.8
	00:30	4	.6	.6	1.4
	01:00	13	1.8	1.8	3.2
	01:10	1	.1	.1	3.4
	01:30	1	.1	.1	3.5
	02:00	16	2.2	2.2	5.8
	02:04	1	.1	.1	5.9
	03:00	6	.8	.8	6.7
	03:30	1	.1	.1	6.9
	04:00	3	.4	.4	7.3
	05:00	7	1.0	1.0	8.3
	08:00	6	.8	.8	9.1
	10:00	4	.6	.6	9.7
	12:00	1	.1	.1	9.8
	13:00	1	.1	.1	10.0
	15:00	3	.4	.4	10.4
	15:20	1	.1	.1	10.5
	16:00	3	.4	.4	10.9
	20:00	2	.3	.3	11.2
	25:00	2	.3	.3	11.5
	25:30	1	.1	.1	11.6
	40:00	1	.1	.1	11.8
	48:00	1	.1	.1	11.9
	60:00	1	.1	.1	12.1
	70:00	1	.1	.1	12.2
	98	9	1.3	1.3	13.5
	99	617	86.5	86.5	100.0
	Total	713	100.0	100.0	

**Did cooperation with industry/other sectors take too much of your time?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	25	3.5	26.9	26.9
	No	68	9.5	73.1	100.0
	Total	93	13.0	100.0	
Missing	Missing	3	.4		
	Filter	617	86.5		
	Total	620	87.0		
Total		713	100.0		

**On average, how much time do you spend a week on work (including all activities of teaching, research, administration and other activities)? Please take into account the average over a whole academic year.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		68	9.5	9.5	9.5
	00:00	21	2.9	2.9	12.5
	00:10	1	.1	.1	12.6
	00:20	1	.1	.1	12.8
	00:30	1	.1	.1	12.9
	01:00	7	1.0	1.0	13.9
	01:30	1	.1	.1	14.0
	02:00	6	.8	.8	14.9
	02:02	1	.1	.1	15.0
	02:30	1	.1	.1	15.1
	03:00	2	.3	.3	15.4
	04:00	3	.4	.4	15.8
	05:00	6	.8	.8	16.7
	05:30	1	.1	.1	16.8
	06:00	4	.6	.6	17.4
	07:00	1	.1	.1	17.5
	08:00	7	1.0	1.0	18.5
	09:00	4	.6	.6	19.1
	10:00	7	1.0	1.0	20.1
	12:00	3	.4	.4	20.5
	120:00:0	3	.4	.4	20.9
14:00	1	.1	.1	21.0	
15:00	5	.7	.7	21.7	
15:30	1	.1	.1	21.9	
16:00	1	.1	.1	22.0	
18:00	2	.3	.3	22.3	

**On average, how much time do you spend a week on work (including all activities of teaching, research, administration and other activities)? Please take into account the average over a whole academic year.**

	Frequency	Percent	Valid Percent	Cumulative Percent
19:00	2	.3	.3	22.6
20:00	9	1.3	1.3	23.8
20:36	1	.1	.1	24.0
21:00	1	.1	.1	24.1
22:00	2	.3	.3	24.4
24:00:00	3	.4	.4	24.8
25:00:00	6	.8	.8	25.7
28:00:00	1	.1	.1	25.8
29:00:00	1	.1	.1	25.9
30:00:00	15	2.1	2.1	28.1
30:24:00	1	.1	.1	28.2
30:30:00	1	.1	.1	28.3
32:00:00	3	.4	.4	28.8
32:30:00	1	.1	.1	28.9
33:00:00	1	.1	.1	29.0
34:00:00	1	.1	.1	29.2
34:21:00	1	.1	.1	29.3
34:30:00	1	.1	.1	29.5
35:00:00	32	4.5	4.5	33.9
36:00:00	8	1.1	1.1	35.1
37:00:00	3	.4	.4	35.5
38:00:00	43	6.0	6.0	41.5
39:00:00	2	.3	.3	41.8
40:00:00	158	22.2	22.2	64.0
40:02:00	1	.1	.1	64.1
40:30:00	1	.1	.1	64.2
40:50:00	1	.1	.1	64.4
41:30:00	1	.1	.1	64.5
42:00:00	19	2.7	2.7	67.2
42:03:00	1	.1	.1	67.3
42:30:00	1	.1	.1	67.5
43:00:00	3	.4	.4	67.9
44:00:00	7	1.0	1.0	68.9
45:00:00	84	11.8	11.8	80.6
46:00:00	3	.4	.4	81.1
47:00:00	2	.3	.3	81.3
47:30:00	1	.1	.1	81.5

**On average, how much time do you spend a week on work (including all activities of teaching, research, administration and other activities)? Please take into account the average over a whole academic year.**

	Frequency	Percent	Valid Percent	Cumulative Percent
48:00:00	11	1.5	1.5	83.0
48:30:00	1	.1	.1	83.2
49:00:00	1	.1	.1	83.3
50:00:00	62	8.7	8.7	92.0
50:40:00	1	.1	.1	92.1
54:00:00	1	.1	.1	92.3
55:00:00	11	1.5	1.5	93.8
56:00:00	6	.8	.8	94.7
58:00:00	1	.1	.1	94.8
60:00:00	21	2.9	2.9	97.8
63:00:00	2	.3	.3	98.0
65:00:00	4	.6	.6	98.6
70:00:00	6	.8	.8	99.4
72:00:00	1	.1	.1	99.6
78:00:00	1	.1	.1	99.7
80:00:00	2	.3	.3	100.0
<b>Total</b>	<b>713</b>	<b>100.0</b>	<b>100.0</b>	

**On average, how much time do you spend a week working solely on your PhD? Please take into account the average over a whole academic year.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	00:00	4	.6	.6	.6
	01:00	2	.3	.3	.8
	02:00	5	.7	.7	1.5
	02:03	1	.1	.1	1.7
	03:00	7	1.0	1.0	2.7
	04:00	2	.3	.3	2.9
	05:00	11	1.5	1.5	4.5
	06:00	9	1.3	1.3	5.8
	07:00	3	.4	.4	6.2
	07:40	1	.1	.1	6.3
	07:59	1	.1	.1	6.5
	08:00	12	1.7	1.7	8.1
	09:00	1	.1	.1	8.3
	10:00	24	3.4	3.4	11.6
	10:30	1	.1	.1	11.8
	100:00:0	1	.1	.1	11.9
	12:00	10	1.4	1.4	13.3
	120:00:0	2	.3	.3	13.6
	14:00	5	.7	.7	14.3
	15:00	20	2.8	2.8	17.1
	16:00	5	.7	.7	17.8
	16:48	1	.1	.1	18.0
	17:00	2	.3	.3	18.2
	18:00	9	1.3	1.3	19.5
	19:00	2	.3	.3	19.8
	20:00	51	7.2	7.2	26.9
	21:00	2	.3	.3	27.2
	22:00	3	.4	.4	27.6
	23:00	1	.1	.1	27.8
	24:00:00	7	1.0	1.0	28.8
	24:30:00	1	.1	.1	28.9
	25:00:00	35	4.9	4.9	33.8
	27:00:00	3	.4	.4	34.2
	27:30:00	1	.1	.1	34.4
	28:00:00	15	2.1	2.1	36.5
29:00:00	2	.3	.3	36.7	
30:00:00	96	13.5	13.5	50.2	
30:30:00	1	.1	.1	50.4	

**On average, how much time do you spend a week working solely on your PhD? Please take into account the average over a whole academic year.**

	Frequency	Percent	Valid Percent	Cumulative Percent
31:00:00	2	.3	.3	50.6
32:00:00	12	1.7	1.7	52.3
32:21:00	1	.1	.1	52.5
33:00:00	3	.4	.4	52.9
34:00:00	5	.7	.7	53.6
35:00:00	51	7.2	7.2	60.7
36:00:00	15	2.1	2.1	62.8
37:00:00	6	.8	.8	63.7
38:00:00	17	2.4	2.4	66.1
39:00:00	4	.6	.6	66.6
39:30:00	2	.3	.3	66.9
40:00:00	80	11.2	11.2	78.1
40:50:00	1	.1	.1	78.3
41:00:00	1	.1	.1	78.4
42:00:00	6	.8	.8	79.2
43:00:00	5	.7	.7	79.9
44:00:00	3	.4	.4	80.4
45:00:00	25	3.5	3.5	83.9
46:00:00	1	.1	.1	84.0
48:00:00	4	.6	.6	84.6
49:00:00	1	.1	.1	84.7
50:00:00	21	2.9	2.9	87.7
51:00:00	1	.1	.1	87.8
54:00:00	1	.1	.1	87.9
55:00:00	3	.4	.4	88.4
60:00:00	6	.8	.8	89.2
65:00:00	1	.1	.1	89.3
70:00:00	3	.4	.4	89.8
80:00:00	2	.3	.3	90.0
Non-Phd	3	.4	.4	90.5
98	68	9.5	9.5	100.0
Total	713	100.0	100.0	

**On office hours (between 8 AM and 6 PM)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	never	5	.7	.7	.7
	seldom	18	2.5	2.7	3.4
	occasionally	34	4.8	5.1	8.5
	usually	268	37.6	40.0	48.5
	always	345	48.4	51.5	100.0
	Total	670	94.0	100.0	
Missing	System	43	6.0		
Total		713	100.0		

**In the evening (between 6 PM and midnight)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	never	23	3.2	3.5	3.5
	seldom	133	18.7	20.2	23.7
	occasionally	294	41.2	44.6	68.3
	usually	167	23.4	25.3	93.6
	always	42	5.9	6.4	100.0
	Total	659	92.4	100.0	
Missing	System	54	7.6		
Total		713	100.0		

**At night (after midnight)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	never	322	45.2	49.8	49.8
	seldom	174	24.4	26.9	76.8
	occasionally	115	16.1	17.8	94.6
	usually	22	3.1	3.4	98.0
	always	13	1.8	2.0	100.0
	Total	646	90.6	100.0	
Missing	System	67	9.4		
Total		713	100.0		

### During weekends

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	never	37	5.2	5.6	5.6
	seldom	130	18.2	19.6	25.2
	occasionally	286	40.1	43.1	68.2
	usually	155	21.7	23.3	91.6
	always	56	7.9	8.4	100.0
	Total	664	93.1	100.0	
Missing	System	49	6.9		
Total		713	100.0		

### In the morning (before 8 AM)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	never	273	38.3	42.1	42.1
	seldom	200	28.1	30.8	72.9
	occasionally	102	14.3	15.7	88.6
	usually	50	7.0	7.7	96.3
	always	24	3.4	3.7	100.0
	Total	649	91.0	100.0	
Missing	System	64	9.0		
Total		713	100.0		

### At home

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	never	25	3.5	3.8	3.8
	seldom	96	13.5	14.5	18.2
	occasionally	321	45.0	48.3	66.6
	usually	164	23.0	24.7	91.3
	always	58	8.1	8.7	100.0
	Total	664	93.1	100.0	
Missing	System	49	6.9		
Total		713	100.0		



**I have enough influence on my working hours**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	14	2.0	2.1	2.1
	rather disagree	32	4.5	4.8	6.9
	neutral	79	11.1	11.8	18.7
	rather agree	297	41.7	44.5	63.3
	totally agree	245	34.4	36.7	100.0
	Total	667	93.5	100.0	
Missing	System	46	6.5		
Total		713	100.0		

**I can adjust my working time to my family life**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	17	2.4	2.6	2.6
	rather disagree	53	7.4	8.0	10.5
	neutral	138	19.4	20.7	31.2
	rather agree	265	37.2	39.8	71.0
	totally agree	193	27.1	29.0	100.0
	Total	666	93.4	100.0	
Missing	System	47	6.6		
Total		713	100.0		

**I have ample opportunities to take time off whenever that suits me**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	30	4.2	4.5	4.5
	rather disagree	73	10.2	11.0	15.5
	neutral	127	17.8	19.1	34.6
	rather agree	269	37.7	40.5	75.2
	totally agree	165	23.1	24.8	100.0
	Total	664	93.1	100.0	
Missing	System	49	6.9		
Total		713	100.0		

**The VUB/my supervisor offers sufficient opportunities for employees to adjust their tasks depending on their private situation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	19	2.7	2.9	2.9
	rather disagree	31	4.3	4.7	7.6
	neutral	128	18.0	19.4	27.0
	rather agree	249	34.9	37.7	64.7
	totally agree	233	32.7	35.3	100.0
	Total	660	92.6	100.0	
Missing	System	53	7.4		
Total		713	100.0		

**I often have meetings at times that are difficult to match with my family situation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	277	38.8	41.8	41.8
	rather disagree	244	34.2	36.8	78.6
	neutral	100	14.0	15.1	93.7
	rather agree	29	4.1	4.4	98.0
	totally agree	13	1.8	2.0	100.0
	Total	663	93.0	100.0	
Missing	System	50	7.0		
Total		713	100.0		

**Are you currently living together with a partner?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	369	51.8	55.2	55.2
	No	299	41.9	44.8	100.0
	Total	668	93.7	100.0	
Missing	System	45	6.3		
Total		713	100.0		

### Do you have children?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No, I do no have children	545	76.4	81.3	81.3
	Yes, I have 1 child	67	9.4	10.0	91.3
	Yes, I have 2 or more children	58	8.1	8.7	100.0
	Total	670	94.0	100.0	
Missing	System	43	6.0		
Total		713	100.0		

### Too much is expected of me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	61	8.6	9.1	9.1
	rather disagree	211	29.6	31.5	40.6
	neutral	241	33.8	36.0	76.6
	rather agree	117	16.4	17.5	94.0
	totally agree	40	5.6	6.0	100.0
	Total	670	94.0	100.0	
Missing	Busy	43	6.0		
Total		713	100.0		

### I never catch up with my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	79	11.1	11.8	11.8
	rather disagree	212	29.7	31.6	43.4
	neutral	159	22.3	23.7	67.2
	rather agree	171	24.0	25.5	92.7
	totally agree	49	6.9	7.3	100.0
	Total	670	94.0	100.0	
Missing	Busy	43	6.0		
Total		713	100.0		

**I never have time for myself**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	106	14.9	15.8	15.8
	rather disagree	289	40.5	43.1	59.0
	neutral	148	20.8	22.1	81.0
	rather agree	98	13.7	14.6	95.7
	totally agree	29	4.1	4.3	100.0
	Total	670	94.0	100.0	
Missing	Busy	43	6.0		
Total		713	100.0		

**There are not enough hours in the day for me**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	61	8.6	9.1	9.1
	rather disagree	154	21.6	23.0	32.1
	neutral	130	18.2	19.4	51.5
	rather agree	222	31.1	33.1	84.6
	totally agree	103	14.4	15.4	100.0
	Total	670	94.0	100.0	
Missing	Busy	43	6.0		
Total		713	100.0		

**I frequently have to cancel arrangements I have made**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	162	22.7	24.2	24.2
	rather disagree	310	43.5	46.3	70.4
	neutral	125	17.5	18.7	89.1
	rather agree	63	8.8	9.4	98.5
	totally agree	10	1.4	1.5	100.0
	Total	670	94.0	100.0	
Missing	Busy	43	6.0		
Total		713	100.0		

**I have to do more than I want to do**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	103	14.4	15.4	15.4
	rather disagree	242	33.9	36.1	51.5
	neutral	166	23.3	24.8	76.3
	rather agree	125	17.5	18.7	94.9
	totally agree	34	4.8	5.1	100.0
	Total	670	94.0	100.0	
Missing	Busy	43	6.0		
Total		713	100.0		

**I have no time to do the things I have to do**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	92	12.9	13.7	13.7
	rather disagree	233	32.7	34.8	48.5
	neutral	180	25.2	26.9	75.4
	rather agree	133	18.7	19.9	95.2
	totally agree	32	4.5	4.8	100.0
	Total	670	94.0	100.0	
Missing	Busy	43	6.0		
Total		713	100.0		

**More is expected from me than I can handle**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	125	17.5	18.7	18.7
	rather disagree	257	36.0	38.4	57.0
	neutral	176	24.7	26.3	83.3
	rather agree	88	12.3	13.1	96.4
	totally agree	24	3.4	3.6	100.0
	Total	670	94.0	100.0	
Missing	Busy	43	6.0		
Total		713	100.0		

### How many supervisors do you have?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	245	34.4	36.6	36.6
	2	310	43.5	46.3	83.0
	3	114	16.0	17.0	100.0
	Total	669	93.8	100.0	
Missing	Missing	44	6.2		
Total		713	100.0		

### Do you have an advisory commission?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	234	32.8	35.4	35.4
	Yes	427	59.9	64.6	100.0
	Total	661	92.7	100.0	
Missing	Non-Phd	3	.4		
	Missing	49	6.9		
	Total	52	7.3		
Total		713	100.0		

### Would you like to have a commission?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	128	18.0	55.2	55.2
	Yes	104	14.6	44.8	100.0
	Total	232	32.5	100.0	
Missing	Non-Phd	3	.4		
	Missing	2	.3		
	Filter	476	66.8		
	Total	481	67.5		
Total		713	100.0		

**Tick all that applies to your advisory commission:  
Evaluates your progress without detailed feedback**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	248	34.8	58.1	58.1
	Yes	179	25.1	41.9	100.0
	Total	427	59.9	100.0	
Missing	Non-Phd	3	.4		
	Filter	283	39.7		
	Total	286	40.1		
Total		713	100.0		

**Tick all that applies to your advisory commission:  
Evaluates your progress with detailed feedback**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	200	28.1	46.8	46.8
	Yes	227	31.8	53.2	100.0
	Total	427	59.9	100.0	
Missing	Non-Phd	3	.4		
	Filter	283	39.7		
	Total	286	40.1		
Total		713	100.0		

**Tick all that applies to your advisory commission: Helps  
you in solving scientific issues**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	235	33.0	55.0	55.0
	Yes	192	26.9	45.0	100.0
	Total	427	59.9	100.0	
Missing	Non-Phd	3	.4		
	Filter	283	39.7		
	Total	286	40.1		
Total		713	100.0		

**Tick all that applies to your advisory  
commission: Helps you in solving non-scientific issues**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	359	50.4	84.1	84.1
	Yes	68	9.5	15.9	100.0
	Total	427	59.9	100.0	
Missing	Non-Phd	3	.4		
	Filter	283	39.7		
	Total	286	40.1		
Total		713	100.0		

**To what extent are you satisfied with how the commission  
operates?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all satisfied	13	1.8	3.1	3.1
	Rather not satisfied	28	3.9	6.6	9.7
	Undecided	123	17.3	29.0	38.7
	Rather satisfied	180	25.2	42.5	81.1
	Very satisfied	80	11.2	18.9	100.0
	Total	424	59.5	100.0	
Missing	Non-Phd	3	.4		
	Missing	3	.4		
	Filter	283	39.7		
	Total	289	40.5		
Total		713	100.0		

**What is the frequency of meeting with your advisory commission**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Several times a week	6	.8	1.4	1.4
	Weekly	11	1.5	2.6	4.0
	Several times a month	7	1.0	1.6	5.6
	Monthly	33	4.6	7.8	13.4
	Several times a year	131	18.4	30.8	44.2
	At most once a year	237	33.2	55.8	100.0
	Total	425	59.6	100.0	
Missing	Non-Phd	3	.4		
	Missing	2	.3		
	Filter	283	39.7		
	Total	288	40.4		
Total		713	100.0		



**Is your Supervisor involved in your research?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	22	3.1	3.3	3.3
	Rather not	52	7.3	7.8	11.0
	Undecided	55	7.7	8.2	19.3
	Rather yes	299	41.9	44.6	63.9
	Totally	242	33.9	36.1	100.0
	Total	670	94.0	100.0	
Missing	Busy	43	6.0		
Total		713	100.0		

**What is the frequency of your meetings with your Supervisor(s)?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Several times a week	53	7.4	7.9	7.9
	Weekly	117	16.4	17.5	25.4
	Several times a month	147	20.6	22.0	47.5
	Monthly	187	26.2	28.0	75.4
	Several times a year	141	19.8	21.1	96.6
	At most once a year	23	3.2	3.4	100.0
	Total	668	93.7	100.0	
Missing	Missing	45	6.3		
Total		713	100.0		

**Do you have an Internal Additional Advisor (postdocs or professors you can turn to when you are stuck with your research methodologically or theoretically)?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	431	60.4	64.7	64.7
	Yes	235	33.0	35.3	100.0
	Total	666	93.4	100.0	
Missing	Missing	47	6.6		
Total		713	100.0		

**Is this Internal Additional Advisor involved in your research?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	18	2.5	7.7	7.7
	Rather not	41	5.8	17.5	25.2
	Undecided	21	2.9	9.0	34.2
	Rather yes	98	13.7	41.9	76.1
	Totally	56	7.9	23.9	100.0
	Total	234	32.8	100.0	
Missing	Missing	1	.1		
	Filter	478	67.0		
	Total	479	67.2		
Total		713	100.0		

**Do you have an External Additional Advisor (postdocs or professors you can turn to when you are stuck with your research methodologically or theoretically)?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	467	65.5	70.4	70.4
	Yes	196	27.5	29.6	100.0
	Total	663	93.0	100.0	
Missing	Missing	50	7.0		
Total		713	100.0		

**Is your External Additional Advisor involved in your research?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	17	2.4	8.7	8.7
	Rather not	28	3.9	14.3	23.0
	Undecided	24	3.4	12.2	35.2
	Rather yes	92	12.9	46.9	82.1
	Totally	35	4.9	17.9	100.0
	Total	196	27.5	100.0	
Missing	Filter	517	72.5		
Total		713	100.0		

### Are your Colleague(s) involved in your research?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	168	23.6	25.1	25.1
	Rather not	175	24.5	26.2	51.3
	Undecided	74	10.4	11.1	62.4
	Rather yes	214	30.0	32.0	94.5
	Totally	37	5.2	5.5	100.0
	Total	668	93.7	100.0	
Missing	System	45	6.3		
Total		713	100.0		

### To what extend are you satisfied with: The frequency of meetings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	28	3.9	4.2	4.2
	rather not satisfied	94	13.2	14.1	18.3
	undecided	84	11.8	12.6	30.8
	rather satisfied	290	40.7	43.4	74.3
	very satisfied	172	24.1	25.7	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

### To what extend are you satisfied with: The quality of the meetings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	29	4.1	4.3	4.3
	rather not satisfied	66	9.3	9.9	14.2
	undecided	96	13.5	14.4	28.6
	rather satisfied	287	40.3	43.0	71.6
	very satisfied	190	26.6	28.4	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**To what extent are you satisfied with: The expertise she/he has on the research subject**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	22	3.1	3.3	3.3
	rather not satisfied	51	7.2	7.6	10.9
	undecided	85	11.9	12.7	23.7
	rather satisfied	260	36.5	38.9	62.6
	very satisfied	250	35.1	37.4	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**To what extent are you satisfied with: The freedom you get to develop your own research ideas**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	13	1.8	1.9	1.9
	rather not satisfied	34	4.8	5.1	7.0
	undecided	68	9.5	10.2	17.2
	rather satisfied	252	35.3	37.7	54.9
	very satisfied	301	42.2	45.1	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**To what extent are you satisfied with: The introduction to other prominent researchers in your field of interest by your supervisor(s)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	50	7.0	7.5	7.5
	rather not satisfied	98	13.7	14.7	22.2
	undecided	183	25.7	27.4	49.6
	rather satisfied	218	30.6	32.6	82.2
	very satisfied	119	16.7	17.8	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**To what extend are you satisfied with: Stimulation/Inspiration  
to solve research problems/issues**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	30	4.2	4.5	4.5
	rather not satisfied	55	7.7	8.2	12.7
	undecided	129	18.1	19.3	32.0
	rather satisfied	290	40.7	43.4	75.4
	very satisfied	164	23.0	24.6	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**To what extend are you satisfied with: The possibility to attend  
conferences/specialist training courses**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	24	3.4	3.6	3.6
	rather not satisfied	29	4.1	4.3	7.9
	undecided	95	13.3	14.2	22.2
	rather satisfied	250	35.1	37.4	59.6
	very satisfied	270	37.9	40.4	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**To what extend are you satisfied with: The possibility to attend  
transferable skills training courses**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	27	3.8	4.0	4.0
	rather not satisfied	27	3.8	4.0	8.1
	undecided	165	23.1	24.7	32.8
	rather satisfied	244	34.2	36.5	69.3
	very satisfied	205	28.8	30.7	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**To what extend are you satisfied with: The support you receive in writing articles**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	34	4.8	5.1	5.1
	rather not satisfied	49	6.9	7.3	12.4
	undecided	148	20.8	22.2	34.6
	rather satisfied	214	30.0	32.0	66.6
	very satisfied	223	31.3	33.4	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**Is the overall support you receive within the university sufficient to develop your research?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all sufficient	31	4.3	4.6	4.6
	Rather not sufficient	68	9.5	10.2	14.8
	Undecided	146	20.5	21.9	36.7
	Rather sufficient	319	44.7	47.8	84.4
	Completely sufficient	104	14.6	15.6	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**Did you ever have a physical working place at the VUB?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	129	18.1	19.3	19.3
	Yes	539	75.6	80.7	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

### The introduction to the research group/department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	19	2.7	3.5	3.5
	rather not satisfied	43	6.0	8.0	11.5
	undecided	65	9.1	12.1	23.6
	rather satisfied	258	36.2	47.9	71.4
	very satisfied	154	21.6	28.6	100.0
	Total	539	75.6	100.0	
Missing	Busy	45	6.3		
	Filter	129	18.1		
	Total	174	24.4		
Total		713	100.0		

### The available expertise in the department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	12	1.7	2.2	2.2
	rather not satisfied	39	5.5	7.2	9.5
	undecided	98	13.7	18.2	27.6
	rather satisfied	243	34.1	45.1	72.7
	very satisfied	147	20.6	27.3	100.0
	Total	539	75.6	100.0	
Missing	Busy	45	6.3		
	Filter	129	18.1		
	Total	174	24.4		
Total		713	100.0		

### Opportunities to present results to the department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	16	2.2	3.0	3.0
	rather not satisfied	54	7.6	10.0	13.0
	undecided	101	14.2	18.7	31.7
	rather satisfied	224	31.4	41.6	73.3
	very satisfied	144	20.2	26.7	100.0
	Total	539	75.6	100.0	
Missing	Busy	45	6.3		
	Filter	129	18.1		
	Total	174	24.4		
Total		713	100.0		

### The available space in the office

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	28	3.9	5.2	5.2
	rather not satisfied	44	6.2	8.2	13.4
	undecided	40	5.6	7.4	20.8
	rather satisfied	210	29.5	39.0	59.7
	very satisfied	217	30.4	40.3	100.0
	Total	539	75.6	100.0	
Missing	Busy	45	6.3		
	Filter	129	18.1		
	Total	174	24.4		
Total		713	100.0		

### The infrastructure (lab, materials, programs) to perform your research in a suitable manner

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	24	3.4	4.5	4.5
	rather not satisfied	49	6.9	9.1	13.5
	undecided	95	13.3	17.6	31.2
	rather satisfied	222	31.1	41.2	72.4
	very satisfied	149	20.9	27.6	100.0
	Total	539	75.6	100.0	
Missing	Busy	45	6.3		
	Filter	129	18.1		
	Total	174	24.4		
Total		713	100.0		

### Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	22	3.1	4.1	4.1
	rather not satisfied	20	2.8	3.7	7.8
	undecided	78	10.9	14.5	22.3
	rather satisfied	230	32.3	42.7	64.9
	very satisfied	189	26.5	35.1	100.0
	Total	539	75.6	100.0	
Missing	Busy	45	6.3		
	Filter	129	18.1		
	Total	174	24.4		
Total		713	100.0		



### The training opportunities offered within the university

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	7	1.0	1.3	1.3
	rather not satisfied	30	4.2	5.6	6.9
	undecided	116	16.3	21.5	28.4
	rather satisfied	279	39.1	51.8	80.1
	very satisfied	107	15.0	19.9	100.0
	Total	539	75.6	100.0	
Missing	Busy	45	6.3		
	Filter	129	18.1		
	Total	174	24.4		
Total		713	100.0		

### The available funding to go to conferences / summer schools

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	29	4.1	5.4	5.4
	rather not satisfied	43	6.0	8.0	13.4
	undecided	136	19.1	25.2	38.6
	rather satisfied	203	28.5	37.7	76.3
	very satisfied	128	18.0	23.7	100.0
	Total	539	75.6	100.0	
Missing	Busy	45	6.3		
	Filter	129	18.1		
	Total	174	24.4		
Total		713	100.0		

### The possibility to go on vacation/take some time off

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all satisfied	10	1.4	1.9	1.9
	rather not satisfied	12	1.7	2.2	4.1
	undecided	75	10.5	13.9	18.0
	rather satisfied	265	37.2	49.2	67.2
	very satisfied	177	24.8	32.8	100.0
	Total	539	75.6	100.0	
Missing	Busy	45	6.3		
	Filter	129	18.1		
	Total	174	24.4		
Total		713	100.0		

**You indicated a lack of expertise in your department,  
were you informed about this beforehand?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	34	4.8	68.0	68.0
	Yes	16	2.2	32.0	100.0
	Total	50	7.0	100.0	
Missing	98	1	.1		
	99	662	92.8		
	Total	663	93.0		
Total		713	100.0		

**How many days of vacation per academic year are you allowed to  
take from your supervisor?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No vacation	1	.1	4.5	4.5
	6 to 10 working days (2 weeks)	2	.3	9.1	13.6
	11 to 15 working days (3 weeks)	6	.8	27.3	40.9
	16 to 20 working days (4 weeks)	3	.4	13.6	54.5
	21 to 25 working days (5 weeks)	2	.3	9.1	63.6
	26 to 30 working days (6 weeks)	2	.3	9.1	72.7
	31 to 35 working days (7 weeks)	6	.8	27.3	100.0
	Total	22	3.1	100.0	
Missing	Filter	691	96.9		
Total		713	100.0		

**The emphasis lies on realizing individual goals**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	17	2.4	2.5	2.5
	rather disagree	68	9.5	10.2	12.7
	neutral	186	26.1	27.8	40.6
	rather agree	305	42.8	45.7	86.2
	totally agree	92	12.9	13.8	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**The emphasis lies on good relationships with colleagues**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	24	3.4	3.6	3.6
	rather disagree	57	8.0	8.5	12.1
	neutral	203	28.5	30.4	42.5
	rather agree	283	39.7	42.4	84.9
	totally agree	101	14.2	15.1	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**There is a competitive atmosphere within the research team**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	123	17.3	18.4	18.4
	rather disagree	236	33.1	35.3	53.7
	neutral	196	27.5	29.3	83.1
	rather agree	90	12.6	13.5	96.6
	totally agree	23	3.2	3.4	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**More decisions are made informally than during formal meetings**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	29	4.1	4.3	4.3
	rather disagree	94	13.2	14.1	18.4
	neutral	303	42.5	45.4	63.8
	rather agree	188	26.4	28.1	91.9
	totally agree	54	7.6	8.1	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**When decisions are made, everyone's opinion is taken into account**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	35	4.9	5.2	5.2
	rather disagree	80	11.2	12.0	17.2
	neutral	250	35.1	37.4	54.6
	rather agree	237	33.2	35.5	90.1
	totally agree	66	9.3	9.9	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**There are only a limited number of people involved in the decision-making process**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	37	5.2	5.5	5.5
	rather disagree	131	18.4	19.6	25.1
	neutral	271	38.0	40.6	65.7
	rather agree	176	24.7	26.3	92.1
	totally agree	53	7.4	7.9	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**Colleagues consider each other as competitors**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	216	30.3	32.3	32.3
	rather disagree	228	32.0	34.1	66.5
	neutral	170	23.8	25.4	91.9
	rather agree	37	5.2	5.5	97.5
	totally agree	17	2.4	2.5	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**I am allowed to present my papers on conferences**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	6	.8	.9	.9
	Rather not	9	1.3	1.3	2.2
	Somewhat	140	19.6	21.0	23.2
	Definitely	446	62.6	66.8	90.0
	Dont know	67	9.4	10.0	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**I am allowed to write papers as first author**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	7	1.0	1.1	1.1
	Somewhat	107	15.0	16.1	17.1
	Definitely	485	68.0	72.8	89.9
	Dont know	67	9.4	10.1	100.0
	Total	666	93.4	100.0	
Missing	Busy	45	6.3		
	System	2	.3		
	Total	47	6.6		
Total		713	100.0		

**There are clear and fair rules about (co-)authorship at our department/research group**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	31	4.3	4.6	4.6
	Rather not	58	8.1	8.7	13.3
	Somewhat	249	34.9	37.3	50.7
	Definitely	196	27.5	29.4	80.1
	Dont know	133	18.7	19.9	100.0
	Total	667	93.5	100.0	
Missing	Busy	45	6.3		
	System	1	.1		
	Total	46	6.5		
Total		713	100.0		

**I am satisfied with the feedback I receive from my supervisor(s) before finalizing a paper**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	21	2.9	3.1	3.1
	Rather not	39	5.5	5.8	9.0
	Somewhat	229	32.1	34.3	43.3
	Definitely	275	38.6	41.2	84.4
	Dont know	104	14.6	15.6	100.0
	Total	668	93.7	100.0	
Missing	Busy	45	6.3		
Total		713	100.0		

**I am satisfied with the feedback I receive from the other members in my guidance network (advisors, postdocs, advisory committee, colleagues, buddies) before finalizing a paper**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not at all	26	3.6	5.0	5.0
	Rather not	40	5.6	7.7	12.8
	Somewhat	291	40.8	56.3	69.1
	Definitely	160	22.4	30.9	100.0
	Total	517	72.5	100.0	
	Missing	Dont know	151	21.2	
Busy		45	6.3		
Total		196	27.5		
Total		713	100.0		

**Did you attend activities (events/training) organized by the Doctoral Schools/Research Training and Development Office, apart from the introduction day?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	478	67.0	71.6	71.6
	No	190	26.6	28.4	100.0
	Total	668	93.7	100.0	
Missing	Missing	45	6.3		
Total		713	100.0		

**What were the reasons not to attend any activity organized by the doctoral schools so far? : I just started as a PhD candidate. Yet, I am still planning to use the offer**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	152	21.3	80.0	80.0
	Yes	38	5.3	20.0	100.0
	Total	190	26.6	100.0	
Missing	Filter	523	73.4		
Total		713	100.0		

**What were the reasons not to attend any activity organized by the doctoral schools so far?: I am not familiar with the offer**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	161	22.6	84.7	84.7
	Yes	29	4.1	15.3	100.0
	Total	190	26.6	100.0	
Missing	Filter	523	73.4		
Total		713	100.0		

**What were the reasons not to attend any activity organized by the doctoral schools so far?: I do not have the time**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	116	16.3	61.1	61.1
	Yes	74	10.4	38.9	100.0
	Total	190	26.6	100.0	
Missing	Filter	523	73.4		
Total		713	100.0		

**What were the reasons not to attend any activity organized by the doctoral schools so far?: I want to solely focus on my research**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	144	20.2	75.8	75.8
	Yes	46	6.5	24.2	100.0
	Total	190	26.6	100.0	
Missing	Filter	523	73.4		
Total		713	100.0		

**What were the reasons not to attend any activity organized by the doctoral schools so far?: My supervisor does not allow me to participate in training/events not directly related to my research**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	188	26.4	98.9	98.9
	Yes	2	.3	1.1	100.0
	Total	190	26.6	100.0	
Missing	Filter	523	73.4		
Total		713	100.0		

**What were the reasons not to attend any activity organized by the doctoral schools so far?: I heard the quality of the offer is not up to standard**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	188	26.4	98.9	98.9
	Yes	2	.3	1.1	100.0
	Total	190	26.6	100.0	
Missing	Filter	523	73.4		
Total		713	100.0		

**What were the reasons not to attend any activity organized by the doctoral schools so far?: I do not find what I am looking for in the current offer**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	147	20.6	77.4	77.4
	Yes	43	6.0	22.6	100.0
	Total	190	26.6	100.0	
Missing	Filter	523	73.4		
Total		713	100.0		

**What were the reasons not to attend any activity organized by the doctoral schools so far?: Other (please specify)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	140	19.6	73.7	73.7
	Yes	50	7.0	26.3	100.0
	Total	190	26.6	100.0	
Missing	Filter	523	73.4		
Total		713	100.0		



**Did you attend: Transferable skills (e.g. Personal effectiveness, leadership, creative thinking)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No, not interested	57	8.0	12.8	12.8
	No, but interested to follow in the future	132	18.5	29.6	42.4
	I followed one course	164	23.0	36.8	79.1
	I followed several courses	93	13.0	20.9	100.0
	Total	446	62.6	100.0	
Missing	Missing	32	4.5		
	Filter	235	33.0		
	Total	267	37.4		
Total		713	100.0		

**Did you attend: Methodological (incl. Statistical courses and qualitative methods)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No, not interested	52	7.3	11.6	11.6
	No, but interested to follow in the future	152	21.3	33.9	45.5
	I followed one course	133	18.7	29.7	75.2
	I followed several courses	111	15.6	24.8	100.0
	Total	448	62.8	100.0	
Missing	Missing	30	4.2		
	Filter	235	33.0		
	Total	265	37.2		
Total		713	100.0		

**Did you attend: Specialist training/events (e.g. Master classes, content lectures)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No, not interested	80	11.2	18.6	18.6
	No, but interested to follow in the future	188	26.4	43.8	62.5
	I followed one course	98	13.7	22.8	85.3
	I followed several courses	63	8.8	14.7	100.0
	Total	429	60.2	100.0	
Missing	Missing	49	6.9		
	Filter	235	33.0		
	Total	284	39.8		
Total		713	100.0		

**Did you attend: Research culture (e.g. PhD days, scientific integrity courses)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No, not interested	52	7.3	11.6	11.6
	No, but interested to follow in the future	95	13.3	21.3	32.9
	I followed one course	177	24.8	39.6	72.5
	I followed several courses	123	17.3	27.5	100.0
	Total	447	62.7	100.0	
Missing	Missing	31	4.3		
	Filter	235	33.0		
	Total	266	37.3		
Total		713	100.0		

**Did you attend: Career-related (incl. Entrepreneurship, career coaching)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No, not interested	96	13.5	22.3	22.3
	No, but interested to follow in the future	204	28.6	47.3	69.6
	I followed one course	89	12.5	20.6	90.3
	I followed several courses	42	5.9	9.7	100.0
	Total	431	60.4	100.0	
Missing	Missing	47	6.6		
	Filter	235	33.0		
	Total	282	39.6		
Total		713	100.0		

**Would you be interested in attending: Transferable skills (e.g. Personal effectiveness, leadership, creative thinking)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	33	4.6	17.7	17.7
	rather not	36	5.0	19.4	37.1
	somewhat	52	7.3	28.0	65.1
	to a large extent	39	5.5	21.0	86.0
	definitely	26	3.6	14.0	100.0
	Total	186	26.1	100.0	
Missing	Missing	4	.6		
	Filter	523	73.4		
	Total	527	73.9		
Total		713	100.0		

**Would you be interested in attending: Methodological (incl. Statistical courses and qualitative methods)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	26	3.6	14.0	14.0
	rather not	17	2.4	9.1	23.1
	somewhat	51	7.2	27.4	50.5
	to a large extend	61	8.6	32.8	83.3
	definitely	31	4.3	16.7	100.0
	Total	186	26.1	100.0	
Missing	Missing	4	.6		
	Filter	523	73.4		
	Total	527	73.9		
Total		713	100.0		

**Would you be interested in attending: Specialist training/events (e.g. Master classes, content lectures)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	27	3.8	14.4	14.4
	rather not	25	3.5	13.4	27.8
	somewhat	60	8.4	32.1	59.9
	to a large extend	48	6.7	25.7	85.6
	definitely	27	3.8	14.4	100.0
	Total	187	26.2	100.0	
Missing	Missing	3	.4		
	Filter	523	73.4		
	Total	526	73.8		
Total		713	100.0		

**Would you be interested in attending: Research culture (e.g. PhD days, scientific integrity courses)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	41	5.8	22.0	22.0
	rather not	39	5.5	21.0	43.0
	somewhat	63	8.8	33.9	76.9
	to a large extend	25	3.5	13.4	90.3
	definitely	18	2.5	9.7	100.0
	Total	186	26.1	100.0	
Missing	Missing	4	.6		
	Filter	523	73.4		
	Total	527	73.9		
Total		713	100.0		

**Would you be interested in attending: Career-related (incl. Entrepreneurship, career coaching)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	35	4.9	18.7	18.7
	rather not	37	5.2	19.8	38.5
	somewhat	53	7.4	28.3	66.8
	to a large extend	34	4.8	18.2	85.0
	definitely	28	3.9	15.0	100.0
	Total	187	26.2	100.0	
Missing	Missing	3	.4		
	Filter	523	73.4		
	Total	526	73.8		
Total		713	100.0		

**After finishing my PhD I expect to work in academia (VUB or other university):**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	not at all	81	11.4	12.2	12.2
	rather not	141	19.8	21.3	33.5
	somewhat	204	28.6	30.8	64.4
	to a large extend	149	20.9	22.5	86.9
	definitely	87	12.2	13.1	100.0
	Total	662	92.8	100.0	
Missing	Non-Phd	3	.4		
	System	48	6.7		
	Total	51	7.2		
Total		713	100.0		

**After finishing my PhD I prefer to work in the following sector(s): VUB or other Belgian University**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	228	32.0	34.4	34.4
	Yes	435	61.0	65.6	100.0
	Total	663	93.0	100.0	
Missing	Non-Phd	3	.4		
	System	47	6.6		
	Total	50	7.0		
Total		713	100.0		

**After finishing my PhD I prefer to work in the following sector(s): Other higher education institution (hogeschool)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	465	65.2	70.1	70.1
	Yes	198	27.8	29.9	100.0
	Total	663	93.0	100.0	
Missing	Non-Phd	3	.4		
	System	47	6.6		
	Total	50	7.0		
Total		713	100.0		

**After finishing my PhD I prefer to work in the following sector(s): Private sector/industry**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	301	42.2	45.4	45.4
	Yes	362	50.8	54.6	100.0
	Total	663	93.0	100.0	
Missing	Non-Phd	3	.4		
	System	47	6.6		
	Total	50	7.0		
Total		713	100.0		

**After finishing my PhD I prefer to work in the following sector(s): Government (local, regional, national)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	376	52.7	56.7	56.7
	Yes	287	40.3	43.3	100.0
	Total	663	93.0	100.0	
Missing	Non-Phd	3	.4		
	System	47	6.6		
	Total	50	7.0		
Total		713	100.0		

**After finishing my PhD I prefer to work in the following sector(s): Non-profit sector (health or social services)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	467	65.5	70.4	70.4
	Yes	196	27.5	29.6	100.0
	Total	663	93.0	100.0	
Missing	Non-Phd	3	.4		
	System	47	6.6		
	Total	50	7.0		
Total		713	100.0		

**After finishing my PhD I prefer to work in the following sector(s): Self-employed/Entrepreneur**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	505	70.8	76.2	76.2
	Yes	158	22.2	23.8	100.0
	Total	663	93.0	100.0	
Missing	Non-Phd	3	.4		
	System	47	6.6		
	Total	50	7.0		
Total		713	100.0		

**After finishing my PhD I prefer to work in the following sector(s): Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	613	86.0	92.5	92.5
	Yes	50	7.0	7.5	100.0
	Total	663	93.0	100.0	
Missing	Non-Phd	3	.4		
	System	47	6.6		
	Total	50	7.0		
Total		713	100.0		