



VRIJE
UNIVERSITEIT
BRUSSEL

PHD-SURVEY VUB 2020

TECHNICAL REPORT

Anaïs Glorieux¹
Petrus te Braak¹
Ilse Laurijssen¹
Freek Van Deynze²
Hannelore De Grande²
Joeri Minnen¹
Bram Spruyt¹

Research Group TOR
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¹ Research Group TOR, Sociology department, Vrije Universiteit Brussel

² Researcher Training & Development Office, Vrije Universiteit Brussel

Introduction

From April 28 until June 5, 2020, the Researcher Training & Development Office (RTDO) of the Vrije Universiteit Brussel (VUB) organized a research project allowing the PhD candidates of the VUB to evaluate their research trajectory. This study was carried out by Research Group TOR (sociology department, VUB) and is part of a longitudinal research project. This survey was the fourth repetition after the previous editions of 2017, 2018 and 2019.

This report describes the technical details of this survey. Chapter 1 describes the organization of the fieldwork; chapter 2 covers the response rate. The appendices 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 frequency tables of the variables.

Brussels, November 2020.

1. Research Design

1.1 Research population

The respondents for this survey were drawn from CALI. This data source features all names and e-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, 1607 PhD candidates were invited to participate.

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

	N	In %
Human Sciences (DSh)		
Arts & philosophy	176	11,0
Economic & social sciences & business Solvay school	247	15,4
Law and criminology	101	6,3
Psychology & educational sciences	96	6,0
Natural Sciences & (bioscience) Engineering (NSE)		
Sciences & bio-science engineering	279	17,4
Engineering sciences	330	20,5
Life Sciences & Medicine (LSM)		
Medicine & pharmacy	302	18,8
Physical education & physiotherapy	59	3,7
Total	1607	100

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 April 28 to the June 5, 2020. All members of the research population received an invitation e-mail (see appendix 1 for all communication) on April 28. Eight days later a first reminder was sent, on May 6. A last reminder was sent on May 20.

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 respondents were sent a thank you email.

Table 1.2: Overview of timing of communication

Timing	Communication
April 28, 2020	Invitation e-mail
May 6, 2020	Reminder 1
May 20, 2020	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). In the invitation e-mail, respondents were asked to visit the website and to 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 about the research project. Here, the respondents also found a link to a page with frequently asked questions (see appendix 3) 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

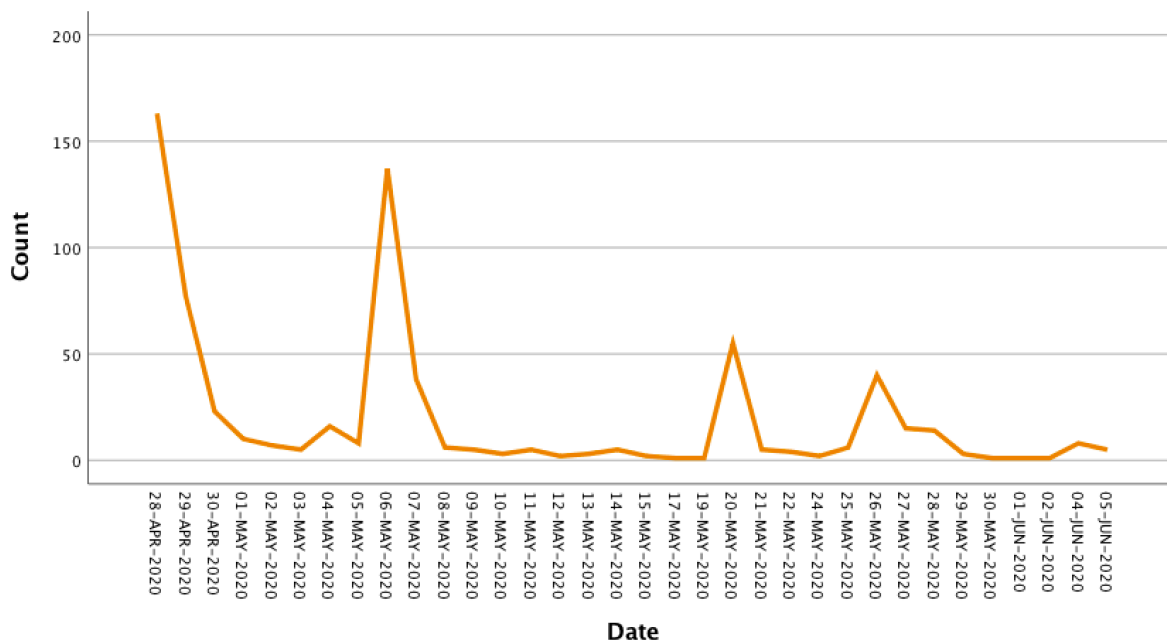
In total 1607 PhD-candidates were invited to participate in this research project. Table 2.1 shows that there is a total response rate of 45,3%. 679 respondents (42,3%) completed the survey entirely, whereas 49 respondents (3,0%) filled in the questionnaire only partially.

Table 2.1: Partial and complete response rate

	N	In %
Partial	49	3,0
Complete	679	42,3
Total	728	45,3

Figure 2.1 shows the response during the course of the fieldwork. The graph clearly shows the importance of every reminder. The first reminder on May 6 triggered 137 PhD-candidates to respond and another 38 on the following day. The second reminder on May 20 managed to convince another 55 candidates to complete the survey. On May 26, a final email was sent out by the RTDO to convince some last respondents to fill in the survey. This caused a small peak of 40 respondents on May 26 and the following two days. The survey closed on June 5, 2020.

Figure 2.1: Response over time



In table 2.2 the response rate per faculty can be found. The doctoral school of Life Sciences & Medicine (LSM) has the highest response rate (49,0%). The Doctoral School of Human Science (DSh) has the lowest response rate (40,5%), just like last year. The faculty with the highest

response in that of Physical education & physiotherapy (57,6%). The faculty of Law and Criminology has the lowest response rate (28,7%).

Table 2.2: Total response rate per faculty and doctoral school (based on student administration data)

	N	Response rate (%)
Human Sciences (DSh)	251	40,5
Arts & philosophy	66	37,5
Economic & social sciences & business Solvay school	108	43,7
Law and criminology	29	28,7
Psychology & educational sciences	48	50,0
Natural Sciences & (bioscience) Engineering (NSE)	292	47,9
Sciences & bio-science engineering	147	52,7
Engineering sciences	145	43,9
Life Sciences & Medicine (LSM)	177	49,0
Medicine & pharmacy	143	47,4
Physical education & physiotherapy*	34	57,6
Interdisciplinary	8	47,1
Total	728	45,3

* 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 2.3 shows the response rate per gender. Female PhD candidates have a higher response rate than men.

Table 2.3: Response by gender

	N	Response rate (%)
Female	372	48,2
Male	356	42,6

Appendices

Appendix 1: Communication

Appendix 2: Questionnaire and codebook

Appendix 3: Frequently asked questions page

Appendix 4: Frequency tables

Invitation to participate in the PhD survey 2020

Dear #name#,

Being a *warm* university is something we aim for in all that we do at VUB. The Doctoral Schools and the Researcher Training and Development Office (RTDO) is dedicated to *monitoring and improving the circumstances in which you, as a PhD candidate, develop yourself as a researcher*.

Therefore, RTDO warmly invites you to fill out our online PhD survey designed specifically for PhD researchers, because we truly want to know how you are doing. The survey takes **less than 20 minutes** to complete.

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

Login with your personal credentials:

Your Username: **#username#**

Your Password: **#password#**

This password can be reset in your profile overview by clicking on the stacked bars top left of the research overview.

The survey will remain open until May 29, 2020.

The success of this study is directly linked to your participation. The more PhD candidates participate, the stronger the leverage for change. 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 meant as a tool for us to better *monitor the PhD process* and to adjust our policies, but also serves as a *channel for you to signal any problems or concerns* in an early stage.

Can I look into the results? / Do I get feedback of my results?

Of course! 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 analysed, you will get access to our feedback tool.

I already participated last year, should I do it again?

Definitely! As a researcher you understand the importance of making meaningful and comparable analyses over time. Therefore, 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.

What about my privacy?

We ensure you that your answers to the survey are analysed confidentially.

If, however, you would like our ombudsperson to take a closer look at any issue you may be facing, you have the possibility to share your personal details at the end of the questionnaire. The [ombudsperson](#) or [faculty coordinator](#) will reach out to you and see how they can help you further. Please note that this is without any obligation and completely voluntarily. Further information on privacy regulations can be found [here](#).

Thank you in advance!

Warm regards,

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

Gerd Vandersteen, director of the Doctoral School of Natural Sciences and (Bio-Science) Engineering

More information about the survey:

- Check our [website](#)
- For technical questions regarding the survey, please contact MOTUS (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

Reminder to fill in the PhD survey 2020

Dear #name#,

It looks like you haven't gotten around to completing our survey!

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

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

Your Username: #username#

Your Password: #password#

The success of this research is directly linked to your participation and your opinion is of great value to us!

Why should you complete it?

- To let us know to what extent you are satisfied with your PhD process (supervision, larger research context, conference participations, training...).
- To get insight into your own satisfaction with the working conditions at the VUB, and to situate yourself with regards to your peers
- To help us identify problems and come up with solutions that not only benefit you, but the entire PhD community.

Participate and co-create the perfect context for you to thrive as a PhD researcher.

We thank you in advance for your cooperation!

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

Gerd Vandersteen, director of the Doctoral School of Natural Sciences and (Bio-Science) Engineering

Reminder to fill in the PhD survey 2020

Dear #name#,

We are almost closing the PhD survey and wouldn't want to miss your very valuable input!

Your participation will help us create the ideal circumstances for you and the rest of the PhD community to thrive as researchers.

Take this last opportunity to share your voice.

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

Your Username: **#username#**

Your Password: **#password#**

Now is your chance to co-create the context in which you complete your PhD!

We thank you in advance for your cooperation!

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

Gerd Vandersteen, director of the Doctoral School of Natural Sciences and (Bio-Science) Engineering

1.4 Partial completion: first reminder

Please complete the PhD survey

Dear #name#,

Thank you for starting to fill out the PhD survey!

We noticed that you haven't completed it entirely. Maybe you forgot, maybe you were short on time... No worries, you can simply continue where you left off. No data got lost.

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

Your Username: **#username#**

Your Password: **#password#**

Thank you in advance!

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

Gerd Vandersteen, director of the Doctoral School of Natural Sciences and (Bio-Science) Engineering

1.5 Partial completion: second reminder

Please complete the PhD survey

Dear #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 just continue where you left off. No data is lost.

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

Your Username: **#username#**

Your Password: **#password#**

Kind regards,

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

Gerd Vandersteen, director of the Doctoral School of Natural Sciences and (Bio-Science) Engineering

Thank you for your valuable participation!

Dear #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 tailor the working environment of the PhD candidates at our university.

Once we analysed all the input, you will get the opportunity to browse through 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

Gerd Vandersteen, director of the Doctoral School of Natural Sciences and (Bio-Science) Engineering

Useful links:

- [Mental health care](#)
- [Helpline for offensive behaviour and harassment](#)
- [PhD community](#)
- [Brussels University Consultation Center](#)

1.7 Reset password e-mail

Reset your password

Dear #name#,

You requested a new password for #username#

A new password can be defined following the link:

<https://www.motusbuilder.io/user/confirm?id=0&token=somescrethash&valid=5fc4cac5>

In case of need, you can contact us at:

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

[E] motus@vub.ac.be

Kind regards,
The MOTUS Research team

Appendix 2: Questionnaire and codebook

Variable name	Description	Options	Code
	Thank you for starting this survey. The survey is made up out 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.		
fac	My (main) faculty is (select one):	Arts & Philosophy	1
		Social Sciences & Business Solvay School	2
		Engineering Sciences	3
		Law & Criminology	4
		Medicine & Pharmacy	5
		Psychology & Educational Sciences	6
		Sciences & Bio-science Engineering	7
		Physical Education & Physiotherapy	8
		Interdisciplinary Doctorate	9
depLW	My (main) department in Arts & Philosophy is:	HARP - History, Archaeology, Arts, Philosophy and Ethics	1
		LIST - Linguistics and Literary Studies	2
depES	My (main) department in Social Sciences & Solvay Business 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
depIR	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
depRechten	My (main) department in Law & Criminology is:	SCRI - Criminology	1
		PREC - Economic Law & Governance	2
		JURI - Metajuridica	3
		PUBR - Public Law	4
depGF	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 Care	5
		KLIW - Clinical sciences	6

		LABO - Supporting clinical sciences	7
		PATH - Molecular & Cellular Medicine	8
		CHIR - Surgical Clinical Sciences	9
depPE	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
depWE	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
depLK	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.

phdstart	I started my PhD in		
phdstartdk		Don't know	98
		Not applicable	99
phddef	I plan to defend my PhD in		
phddefdk		Don't know yet	98
jointcon	Do you have a joint PhD contract?	No	0
		Yes	1
typuni	... with which type of university?	Flemish university	1
		Belgian Non-Flemish university	2
		Foreign European University	3
		Foreign Non-European University	4
othjob	Did you have another full-time or part-time job (>50%) before you started working at the VUB?	No	0
		Yes	1
		I still have a job while working at the VUB	2
othsec	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
othsecur	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
typcon	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
typconoth	Other		
projectdoc	Is this project funding related to your PhD?	Yes	1
		Yes, but I am also involved in another project/other projects	2
		No	3
emptime	Are you employed...?	Part-time	1
		Full-time	2
fund	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
startconphd	What was the starting date of the contract during which you set the first steps of your PhD?		
startconphddk		Don't know	98
		Same date as the start of my PhD mentioned earlier	1
conend	When does your current contract end / did your contract end?		
conenddk		Don't know	98
		I have a contract of indefinite length	99
	The following statements are about how you feel at work. Please read each statement carefully and decide if you ever feel this way about your job.		
engage_1	At my job, I feel like bursting with energy	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3
		I always have this feeling	4
engage_2	I am immersed in my work	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3
		I always have this feeling	4
engage_3	I am enthusiastic about my job	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2

		I often have this feeling	3
		I always have this feeling	4
engage_4	I can make the world a better place with the work that I do	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3
		I always have this feeling	4
engage_5	At my job, I feel strong and vigorous	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3
		I always have this feeling	4
engage_6	I get carried away when I'm working	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3
		I always have this feeling	4
engage_7	I am proud of the work that I do	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3
		I always have this feeling	4
engage_8	I'm helping science move forward with the work that I do	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3

		I always have this feeling	4
engage_9	When I get up in the morning, I feel like going to work	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3
		I always have this feeling	4
engage_10	I am happy when I'm working intensely	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3
		I always have this feeling	4
engage_11	My job inspires me	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3
		I always have this feeling	4
engage_12	I improve things with the work that I do	I never have this feeling	0
		I rarely have this feeling	1
		I sometimes have this feeling	2
		I often have this feeling	3
		I always have this feeling	4
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)		

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.

resplan	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
resplanele	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
resplaneleoth	Other: please specify		
resplanfol	To what extent do you follow this plan?	Not at all	1
		Rather not	2
		Undecided	3
		Rather yes	4
		Totally	5
resplansat	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

resplaneva	Do you have regular appointments to evaluate the research plan with your supervisor(s) or other advisors?	No	0
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		Yes	1
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Next, we will ask you questions about the stage and progress of your research.

phdstage	In what stage/phase is your PhD?	Starting phase (developing your research plan and design, reading...)	1
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		Executing phase (working on experiments, data, executing research plan/method)	2
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		Finalizing phase (writing up phase)	3
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phdtrack	Do you have the feeling your PhD is on the right track?	Not at all on track	1
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		Rather not on track	2
--	--	---------------------	---

		Undecided	3
--	--	-----------	---

		Rather on track	4
--	--	-----------------	---

		Totally on track	5
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phdsub	On a scale of 0 to 10: do you think you will successfully submit your PhD? (0= totally unlikely and 10= certainly)		
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To what extent do the following factors influence your attitude towards, or belief in, finishing your PhD?

doubtphd_1	Lack of stimulating research environment	not at all	1
------------	--	------------	---

		rather not	2
--	--	------------	---

		undecided	3
--	--	-----------	---

		rather yes	4
--	--	------------	---

		yes	5
--	--	-----	---

doubtphd_2	Lack of results/failed experiment(s)	not at all	1
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		rather not	2
--	--	------------	---

		undecided	3
--	--	-----------	---

		rather yes	4
--	--	------------	---

		yes	5
--	--	-----	---

doubtphd_3	Lack of guidance by my supervisor(s)	not at all	1
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		rather not	2
		undecided	3
		rather yes	4
		yes	5
doubtphd_4	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
doubtphd_5	The research topic is not that interesting after all	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
doubtphd_6	Uncertainty concerning funding	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
doubtphd_7	I doubt my own capabilities	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
doubtphd_8	The unbalanced combination of work and family	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
doubtphd_9	Personal reasons	not at all	1
		rather not	2
		undecided	3
		rather yes	4
		yes	5
To what extent do you agree with the following statements?			
efi_1	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
efi_2	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
efi_3	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
efi_4	I believe I can succeed at almost any endeavour to which I set my mind	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
efi_5	I will be able to successfully overcome many challenges	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
efi_6	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
efi_7	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
efi_8	Even when things are tough, I can perform quite well	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
timespendabro	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	6
In what follows, we assess workload related issues. These questions on workload are particularly important to fill out in order to identify the time spent on 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	2

		services, not related to your research	
		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.		
timespendownres_week	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.		
How often do you work...?			
worktime_1	On office hours (between 8 AM and 6 PM)	never	1

		seldom	2
		occasionally	3
		usually	4
		always	5
worktime_2	In the evening (between 6 PM and midnight)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
worktime_3	At night (after midnight)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
worktime_4	During weekends	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
worktime_5	In the morning (before 8 AM)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
worktime_6	At home	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
	To what extent do you agree with the following statements?		
WFB_1	I have enough influence on my working hours	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
WFB_2	I can adjust my working time to my family life	strongly disagree	1
		rather disagree	2
		neutral	3

		rather agree	4
		totally agree	5
WFB_3	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
WFB_4	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
WFB_5	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
Partner	Are you currently living together with a partner?	Yes	1
		No	2
Children	Do you have children?	No, I do not have children	0
		Yes, I have 1 child	1
		Yes, I have two or more children	2
To what extent do you agree or disagree with the following statements concerning your daily commitments?			
commit_1	Too much is expected of me	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
commit_2	I never catch up with my work	strongly disagree	1

		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
commit_3	I never have time for myself	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
commit_4	There are not enough hours in the day for me	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
commit_5	I frequently have to cancel arrangements I have made	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
commit_6	I have to do more than I want to do	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
commit_7	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
commit_8	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.

amountsup	How many supervisors do you have?	One	1
		Two	2
		More than two	3
advcomm	Do you have an advisory commission?	No	0
		Yes	1
advcommwant	Would you like to have an advisory commission?	No	0
		Yes	1
advcommapply	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
advcommsat	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
advcommfreqmeet	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
supinv	Is your supervisor involved in your research?	Not at all	1
		Rather not	2
		Undecided	3

		Rather yes	4
		Totally	5
supfreqmeet	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
collinv	Are your colleague(s) involved in your research?	Not at all	1
		Rather not	2
		Undecided	3
		Rather yes	4
		Totally	5
To what extent are you satisfied with the following elements in the support of your supervisor(s):			
satsup_1	The frequency of meetings	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
satsup_2	The quality of meetings	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
satsup_3	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
satsup_4	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
satsup_5	The introduction to other prominent researchers in your	not at all satisfied	1

field of interest by your supervisor(s)			
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
satsup_6	Stimulation/inspiration to solve research problems/issues	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
satsup_7	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
satsup_8	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
satsup_9	The support you receive in writing articles	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
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.			
supsuf	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
physworkplace	Did you ever have a physical working place at the VUB?	No	1
		Yes	2
To what extent are you satisfied with the working conditions within the university?			
satworkcon_1	The introduction to the research group/department	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
satworkcon_2	The available expertise in the department	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
satworkcon_3	Opportunities to present results to the department	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
satworkcon_4	The available space in the office	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
satworkcon_5	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
satworkcon_6	Income	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5

satworkcon_7	The training opportunities offered within the university	not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
satworkcon_8	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
satworkcon_9	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
lackexp	You indicated a lack of expertise in your department. Were you informed about this beforehand?	No	0
		Yes	1
lackinfra	You indicated a lack of infrastructure (materials, programs). Which specific infrastructure are you missing for your research?		
vacdays	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
The following statements are about the culture within the research team. Please indicate to what extent you agree with the following statements.			
cult_1	The emphasis lies on realizing individual goals	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
cult_2	The emphasis lies on good relationships with colleagues	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
cult_3	There is a competitive atmosphere within the research team	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
cult_4	More decisions are made informally than during formal meetings	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
cult_5	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

cult_6	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
cult_7	Colleagues consider each other as competitors	strongly disagree	1
		rather disagree	2
		neutral	3
		rather agree	4
		totally agree	5
Please indicate the number of times you had personally witnessed a co-worker directing the described behaviors towards you within the last year			
victim_1	Said bad things about you to your co-workers	Never	1
		One to three times	2
		Four to six times	3
		Seven to nine times	4
		More than ten times	5
victim_2	Cursed at you	Never	1
		One to three times	2
		Four to six times	3
		Seven to nine times	4
		More than ten times	5
victim_3	Sabotaged your work	Never	1
		One to three times	2
		Four to six times	3
		Seven to nine times	4
		More than ten times	5
victim_4	Made an ethnic, racial, religious or offensive slur towards you	Never	1
		One to three times	2
		Four to six times	3
		Seven to nine times	4
		More than ten times	5
victim_5	Did something to make you look bad	Never	1
		One to three times	2
		Four to six times	3

		Seven to nine times	4
		More than ten times	5
victim_6	Made an obscene comment or gesture in front of you	Never	1
		One to three times	2
		Four to six times	3
		Seven to nine times	4
		More than ten times	5
victim_7	Lied to get you in trouble	Never	1
		One to three times	2
		Four to six times	3
		Seven to nine times	4
		More than ten times	5
victim_8	Threatened you with physical harm	Never	1
		One to three times	2
		Four to six times	3
		Seven to nine times	4
		More than ten times	5

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.

To what extent do the following statements relate to your situation?

pappres	I am allowed to present my papers on conferences	Not at all	1
		Rather not	2
		Somewhat	3
		To a large extent	4
		Definitely	5
		Don't know	6
papfirstaut	I am allowed to write papers as first author	Not at all	1
		Rather not	2
		Somewhat	3
		To a large extent	4
		Definitely	5
		Don't know	6
satsupfeedpap	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	4
	Definitely	5
	Don't know	6

In the next section, we will focus is on the Doctoral Schools and the Researcher Training & 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.

docstrain	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
notrain	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
notrainoth	What other reasons? What kind of training/event have you attended?		
	Would you be interested in attending any of the following courses?		
docstrain_1	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
docstrain_2	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
docstrain_3	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
docstrain_4	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
docstrain_5	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
docstrain_intr_1	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
docstrain_intr_2	Methodological (incl. Statistical courses and qualitative methods)	not at all	1
		rather not	2
		somewhat	3
		to a large extent	4
		definitely	5
docstrain_intr_3	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
docstrain_intr_4	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
docstrain_intr_5	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

Please indicate to what extent the following factors influence your decision to pursue an academic career. A negative influence means it makes you not want to pursue an academic career, a positive influence means it makes you want to pursue an academic career.

findphdfac_1	The use of your research competence	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_2	Interest in teaching	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_3	The academic environment	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_4	The academic lifestyle	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4

		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_5	Plans for parenthood	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_6	Factors concerning a (potential) partner or spouse	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_7	Extended family (parents, siblings...)	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_8	Ability to settle down in a university	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_9	Salary/finances	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7

finphdfac_10	Interest in research	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_11	Job security/stability	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_12	Autonomy	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	7
finphdfac_13	Being able to contribute something to the greater good, making the world a better place	Strongly negative	1
		Moderately negative	2
		Weakly negative	3
		No influence	4
		Weakly positive	5
		Moderately positive	6
		Strongly positive	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. Click here for a list of the faculty coordinators. Click here for a list of the ombudspersons.	Yes	1

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.

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](#).

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 (rtdo@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

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 4: Frequency tables

Frequency Table

Faculty

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	DOCBE	8	1.1	1.1	1.1
	ES	108	14.8	14.8	15.9
	GF	143	19.6	19.6	35.6
	IR	145	19.9	19.9	55.5
	LK	34	4.7	4.7	60.2
	LW	66	9.1	9.1	69.2
	PE	48	6.6	6.6	75.8
	RC	29	4.0	4.0	79.8
	WE	147	20.2	20.2	100.0
	Total	728	100.0	100.0	

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	F	372	51.1	51.1	51.1
	M	356	48.9	48.9	100.0
	Total	728	100.0	100.0	

Belgian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	389	53.4	53.4	53.4
	Y	339	46.6	46.6	100.0
	Total	728	100.0	100.0	

EU

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	249	34.2	34.2	34.2
	Y	479	65.8	65.8	100.0
	Total	728	100.0	100.0	

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 HARP - History, Archaeology, Arts, Philosophy and Ethics	36	4.9	56.3	56.3
	2 LIST - Linguistics and Literary Studies	28	3.8	43.8	100.0
	Total	64	8.8	100.0	
Missing	99 Filter: Other faculty	664	91.2		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 APEC - Applied Economics	6	.8	5.5	5.5
	2 BUSI - Business Economics	19	2.6	17.4	22.9
	3 BUTO - Business & Technology	21	2.9	19.3	42.2
	4 POLI - Political Science	27	3.7	24.8	67.0
	5 SOCI - Sociology	14	1.9	12.8	79.8
	6 SCOM - Communication & Media	22	3.0	20.2	100.0
	Total	109	15.0	100.0	
Missing	99 Filter: Other faculty	619	85.0		
Total		728	100.0		

depIR My (main) department in Engineering Sciences is:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 ARCH - Architectural Engineering	7	1.0	4.9	4.9
	2 CHIS - Chemical Engineering and Industrial Chemistry	16	2.2	11.3	16.2
	3 ELEC - Electricity	6	.8	4.2	20.4
	4 ETEC - Electrical Engineering & Power Electronics	17	2.3	12.0	32.4
	5 ETRO - Electronics and Informatics	28	3.8	19.7	52.1
	6 HYDR - Hydrology and Hydraulic Engineering	12	1.6	8.5	60.6
	7 INDI - Industrial Engineering	6	.8	4.2	64.8
	8 MACH - Materials and Chemistry	16	2.2	11.3	76.1
	9 MECH - Applied Mechanics	15	2.1	10.6	86.6
	10 MEMC - Mechanics of Materials and Constructions	5	.7	3.5	90.1
	11 TONA - Applied Physics and Photonics	12	1.6	8.5	98.6
	12 WISK - Mathematics TW	2	.3	1.4	100.0
	Total	142	19.5	100.0	
Missing	99 Filter: Other faculty	586	80.5		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 SCRI - Criminology	4	.5	12.9	12.9
	2 PREC - Economic Law & Governance	6	.8	19.4	32.3
	3 JURI - Metajuridica	15	2.1	48.4	80.6
	4 PUBR - Public Law	6	.8	19.4	100.0
		Total	31	4.3	100.0
Missing	99 Filter: Other faculty	697	95.7		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 BMWE Basic (bio)- medical Sciences	30	4.1	21.1	21.1
	2 FARM - Pharmaceutical and Pharmacological Sciences	28	3.8	19.7	40.8
	3 GERO - Gerontology	9	1.2	6.3	47.2
	4 GEWE - Public Health Sciences	19	2.6	13.4	60.6
	5 HUIS - General practitioners and end-of- live care Care	16	2.2	11.3	71.8
	6 KLIW - Clinical sciences	19	2.6	13.4	85.2
	7 LABO - Supporting clinical sciences	7	1.0	4.9	90.1
	8 PATH - Molecular & Cellular Medicine	10	1.4	7.0	97.2
	9 CHIR - Surgical Clinical Sciences	4	.5	2.8	100.0
	Total	142	19.5	100.0	
Missing	99 Filter: Other faculty	586	80.5		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 IDLO - Interdisciplinary Department of Teacher Training	2	.3	4.2	4.2
	2 EDWE - Educational Sciences	30	4.1	62.5	66.7
	3 KLEP - Clinical Experimental Psychology	5	.7	10.4	77.1
	4 EXTO - Experimental and Applied Psychology	11	1.5	22.9	100.0
	Total	48	6.6	100.0	
Missing	99 Filter: Other faculty	680	93.4		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 DBIO - Biology	10	1.4	6.6	6.6
	2 DSCH - Chemistry	22	3.0	14.6	21.2
	3 DBIT - Bio-engineering Sciences	46	6.3	30.5	51.7
	4 DGGF - Geography	18	2.5	11.9	63.6
	5 DINF - Informatics and Applied informatics	37	5.1	24.5	88.1
	6 DWIS - Mathematics	7	1.0	4.6	92.7
	7 DNTK - Physics	11	1.5	7.3	100.0
	Total	151	20.7	100.0	
Missing	99 Filter: Other faculty	577	79.3		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 BESW - Movement and Sport Sciences	11	1.5	31.4	31.4
	2 KIMA - Rehabilitation sciences and physiotherapy	24	3.3	68.6	100.0
	Total	35	4.8	100.0	
Missing	99 Filter: Other faculty	693	95.2		
Total		728	100.0		

phdstart I started my PhD in

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2001-02	1	.1	.1	.1
	2003-07	1	.1	.1	.3
	2009-03-01	1	.1	.1	.4
	2009-09	1	.1	.1	.6
	2010-09-01	1	.1	.1	.7
	2010-10	1	.1	.1	.9
	2010-10-01	1	.1	.1	1.0
	2011-09	1	.1	.1	1.1
	2012-03	1	.1	.1	1.3
	2012-04-01	1	.1	.1	1.4
	2012-09	4	.5	.6	2.0
	2012-09-01	1	.1	.1	2.1
	2012-10	4	.5	.6	2.7
	2013-01	2	.3	.3	3.0
	2013-02	1	.1	.1	3.1
	2013-04	2	.3	.3	3.4
	2013-07-01	1	.1	.1	3.6
	2013-08-01	1	.1	.1	3.7
	2013-09	3	.4	.4	4.1
	2013-09-01	1	.1	.1	4.3
	2013-10	2	.3	.3	4.6
	2013-10-01	1	.1	.1	4.7
	2013-11-01	1	.1	.1	4.9
	2014-01	2	.3	.3	5.2
	2014-01-01	1	.1	.1	5.3
	2014-08	2	.3	.3	5.6
	2014-09	4	.5	.6	6.2
	2014-10	8	1.1	1.1	7.3
	2014-10-01	2	.3	.3	7.6
	2014-11	2	.3	.3	7.9
	2014-11-01	2	.3	.3	8.2
	2014-12	2	.3	.3	8.4
	2015-01	1	.1	.1	8.6
	2015-01-01	2	.3	.3	8.9
2015-02	2	.3	.3	9.2	
2015-03	2	.3	.3	9.4	
2015-04	2	.3	.3	9.7	
2015-05	2	.3	.3	10.0	
2015-06	1	.1	.1	10.2	
2015-07	1	.1	.1	10.3	

phdstart I started my PhD in

	Frequency	Percent	Valid Percent	Cumulative Percent
2015-08	2	.3	.3	10.6
2015-09	12	1.6	1.7	12.3
2015-09-01	1	.1	.1	12.4
2015-10	17	2.3	2.4	14.9
2015-10-01	3	.4	.4	15.3
2015-11	4	.5	.6	15.9
2015-12	1	.1	.1	16.0
2016-01	4	.5	.6	16.6
2016-02	5	.7	.7	17.3
2016-03	3	.4	.4	17.7
2016-03-01	1	.1	.1	17.9
2016-04	4	.5	.6	18.5
2016-05	3	.4	.4	18.9
2016-06	1	.1	.1	19.0
2016-06-01	1	.1	.1	19.2
2016-07	1	.1	.1	19.3
2016-08	4	.5	.6	19.9
2016-08-01	1	.1	.1	20.0
2016-09	21	2.9	3.0	23.0
2016-09-01	1	.1	.1	23.2
2016-10	25	3.4	3.6	26.8
2016-10-01	4	.5	.6	27.3
2016-11	5	.7	.7	28.0
2016-11-01	1	.1	.1	28.2
2016-12	7	1.0	1.0	29.2
2016-12-01	2	.3	.3	29.5
2017-01	7	1.0	1.0	30.5
2017-01-01	2	.3	.3	30.8
2017-02	3	.4	.4	31.2
2017-02-01	2	.3	.3	31.5
2017-03-01	4	.5	.6	32.0
2017-04	3	.4	.4	32.5
2017-04-01	2	.3	.3	32.8
2017-05	1	.1	.1	32.9
2017-06	1	.1	.1	33.0
2017-06-01	2	.3	.3	33.3
2017-07	3	.4	.4	33.8
2017-08	8	1.1	1.1	34.9
2017-09	19	2.6	2.7	37.6
2017-09-01	3	.4	.4	38.1

phdstart I started my PhD in

	Frequency	Percent	Valid Percent	Cumulative Percent
2017-10	42	5.8	6.0	44.1
2017-10-01	3	.4	.4	44.5
2017-11	9	1.2	1.3	45.8
2017-11-01	2	.3	.3	46.1
2017-12	7	1.0	1.0	47.1
2018-01	12	1.6	1.7	48.8
2018-02	4	.5	.6	49.4
2018-03	6	.8	.9	50.2
2018-03-01	1	.1	.1	50.4
2018-04	3	.4	.4	50.8
2018-05	6	.8	.9	51.6
2018-06	4	.5	.6	52.2
2018-06-01	2	.3	.3	52.5
2018-07	2	.3	.3	52.8
2018-08	7	1.0	1.0	53.8
2018-08-01	1	.1	.1	53.9
2018-09	17	2.3	2.4	56.4
2018-09-01	10	1.4	1.4	57.8
2018-10	38	5.2	5.4	63.2
2018-10-01	15	2.1	2.1	65.4
2018-11	9	1.2	1.3	66.7
2018-11-01	3	.4	.4	67.1
2018-12	3	.4	.4	67.5
2018-12-01	3	.4	.4	68.0
2019-01	14	1.9	2.0	70.0
2019-01-01	3	.4	.4	70.4
2019-02	4	.5	.6	71.0
2019-02-01	4	.5	.6	71.5
2019-03	1	.1	.1	71.7
2019-03-01	7	1.0	1.0	72.7
2019-04-01	6	.8	.9	73.5
2019-05-01	8	1.1	1.1	74.7
2019-06-01	4	.5	.6	75.3
2019-07-01	7	1.0	1.0	76.3
2019-08-01	4	.5	.6	76.8
2019-09-01	46	6.3	6.6	83.4
2019-10-01	61	8.4	8.7	92.1
2019-11-01	28	3.8	4.0	96.1
2019-12-01	12	1.6	1.7	97.9
2020-01-01	10	1.4	1.4	99.3

phdstart I started my PhD in

		Frequency	Percent	Valid Percent	Cumulative Percent
	2020-02-01	3	.4	.4	99.7
	2020-03-01	2	.3	.3	100.0
	Total	699	96.0	100.0	
Missing	98 Missing	29	4.0		
Total		728	100.0		

phdstartdk

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	98 Don't know	1	.1	50.0	50.0
	99 Not applicable	1	.1	50.0	100.0
	Total	2	.3	100.0	
Missing	System	726	99.7		
Total		728	100.0		

phddef I plan to defend my PhD in

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2020-05-01	7	1.0	1.1	1.1
	2020-06-01	12	1.6	1.9	3.0
	2020-07-01	10	1.4	1.6	4.6
	2020-08-01	6	.8	1.0	5.6
	2020-09-01	23	3.2	3.7	9.2
	2020-10-01	20	2.7	3.2	12.4
	2020-11-01	12	1.6	1.9	14.3
	2020-12-01	30	4.1	4.8	19.1
	2021-01-01	10	1.4	1.6	20.7
	2021-02-01	6	.8	1.0	21.6
	2021-03-01	14	1.9	2.2	23.8
	2021-04-01	9	1.2	1.4	25.3
	2021-05-01	9	1.2	1.4	26.7
	2021-06-01	14	1.9	2.2	28.9
	2021-07-01	11	1.5	1.7	30.7
	2021-08-01	5	.7	.8	31.5
	2021-09-01	21	2.9	3.3	34.8
	2021-10-01	18	2.5	2.9	37.7
	2021-11-01	13	1.8	2.1	39.7
	2021-12-01	16	2.2	2.5	42.3
	2022-01-01	10	1.4	1.6	43.9
	2022-02-01	2	.3	.3	44.2

phddef I plan to defend my PhD in

	Frequency	Percent	Valid Percent	Cumulative Percent
2022-03-01	7	1.0	1.1	45.3
2022-04-01	7	1.0	1.1	46.4
2022-05-01	5	.7	.8	47.2
2022-06-01	13	1.8	2.1	49.3
2022-07-01	11	1.5	1.7	51.0
2022-08-01	5	.7	.8	51.8
2022-09-01	26	3.6	4.1	56.0
2022-10-01	20	2.7	3.2	59.1
2022-11-01	8	1.1	1.3	60.4
2022-12-01	15	2.1	2.4	62.8
2023-01-01	3	.4	.5	63.3
2023-02-01	5	.7	.8	64.1
2023-03-01	1	.1	.2	64.2
2023-04-01	5	.7	.8	65.0
2023-05-01	9	1.2	1.4	66.5
2023-06-01	18	2.5	2.9	69.3
2023-07-01	5	.7	.8	70.1
2023-08-01	7	1.0	1.1	71.2
2023-09-01	37	5.1	5.9	77.1
2023-10-01	49	6.7	7.8	84.9
2023-11-01	20	2.7	3.2	88.1
2023-12-01	17	2.3	2.7	90.8
2024-01-01	10	1.4	1.6	92.4
2024-02-01	3	.4	.5	92.8
2024-04-01	4	.5	.6	93.5
2024-06-01	8	1.1	1.3	94.8
2024-08-01	2	.3	.3	95.1
2024-09-01	6	.8	1.0	96.0
2024-10-01	4	.5	.6	96.7
2024-11-01	2	.3	.3	97.0
2024-12-01	2	.3	.3	97.3
2025-05-01	1	.1	.2	97.5
2025-06-01	3	.4	.5	97.9
2025-08-01	1	.1	.2	98.1
2025-09-01	9	1.2	1.4	99.5
2025-11-01	1	.1	.2	99.7
2026-05-01	1	.1	.2	99.8
2052-08-01	1	.1	.2	100.0
Total	629	86.4	100.0	

phddef I plan to defend my PhD in

		Frequency	Percent	Valid Percent	Cumulative Percent
Missing	0-01 missing	45	6.2		
	97 non phd	2	.3		
	98 don't know yet	52	7.1		
	Total	99	13.6		
Total		728	100.0		

phddefdk

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	98 Don't know yet	52	7.1	100.0	100.0
Missing	97 Non-PhD	2	.3		
	System	674	92.6		
	Total	676	92.9		
Total		728	100.0		

jointcon Do you have a joint PhD contract?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	588	80.8	82.0	82.0
	1 Yes	129	17.7	18.0	100.0
	Total	717	98.5	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	9	1.2		
	Total	11	1.5		
Total		728	100.0		

typuni ... with which type of university?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Flemish university	56	7.7	43.8	43.8
	2 Belgian Non-Flemish university	26	3.6	20.3	64.1
	3 Foreign European University	24	3.3	18.8	82.8
	4 Foreign Non-European University	22	3.0	17.2	100.0
	Total	128	17.6	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	10	1.4		
	99 No joint PhD	588	80.8		
	Total	600	82.4		
Total		728	100.0		

othjob 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	0 No	397	54.5	54.8	54.8
	1 Yes	256	35.2	35.3	90.1
	2 I still have a job while working at the VUB	72	9.9	9.9	100.0
	Total	725	99.6	100.0	
Missing	98 Missing	3	.4		
Total		728	100.0		

othsec In which sector were you employed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Other university	57	7.8	26.6	26.6
	2 Other higher education institution ("hogeschool")	9	1.2	4.2	30.8
	3 Government (federal, regional, local)	23	3.2	10.7	41.6
	4 Non-profit sector (i.e. health & social services, cultural organizations, etc)	35	4.8	16.4	57.9
	5 Industry and private sector	67	9.2	31.3	89.3
	6 Other	23	3.2	10.7	100.0
	Total	214	29.4	100.0	
Missing	94 Missing data na koppeling vorige jaren	42	5.8		
	98 Missing	2	.3		
	99 No previous/current job	469	64.4		
	System	1	.1		
	Total	514	70.6		
Total		728	100.0		

othsecur In which sector are you currently also employed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Other university	20	2.7	27.8	27.8
	2 Other higher education institution ("hogeschool")	8	1.1	11.1	38.9
	3 Government (federal, regional, local)	6	.8	8.3	47.2
	4 Non-profit sector (i.e. health & social services, cultural organizations, etc)	18	2.5	25.0	72.2
	5 Industry and private sector	11	1.5	15.3	87.5
	6 Other	9	1.2	12.5	100.0
	Total	72	9.9	100.0	
Missing	98 Missing	3	.4		
	99 No previous/current job	653	89.7		
	Total	656	90.1		
Total		728	100.0		

typcon What type of contract do you have?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Teaching Assistant ("Mandaatassistent")	97	13.3	13.9	13.9
	2 Personal mandate (Funding specifically assigned to you, such as FWO, CSC, Innoviris, ...)	181	24.9	25.9	39.7
	3 Project funding (Funding assigned to your supervisor)	241	33.1	34.4	74.1
	4 I don't have a contract, I'm self-financed	107	14.7	15.3	89.4
	5 Other: please specify	74	10.2	10.6	100.0
	Total	700	96.2	100.0	
Missing	98 Don't know	24	3.3		
	System	4	.5		
	Total	28	3.8		
Total	728	100.0			

projectdoc Is this project funding related to your PhD?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	172	23.6	71.4	71.4
	2 Yes, but I am also involved in another project/other projects	46	6.3	19.1	90.5
	3 No	23	3.2	9.5	100.0
	Total	241	33.1	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	4	.5		
	99 Filter	481	66.1		
	Total	487	66.9		
Total	728	100.0			

fund From which financing body do you have funding?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 FWO (Fonds Wetenschappelijk Onderzoek) / IWT	172	23.6	35.0	35.0
	2 INNOVIRIS (Brussels Region)	16	2.2	3.3	38.2
	3 VUB (for example "BOF", "SRP")	52	7.1	10.6	48.8
	4 ERC (European Research Council)	25	3.4	5.1	53.9
	5 CSC (China Scholarship Council) / Erasmus Mundus/VLIR UOS	45	6.2	9.1	63.0
	6 Foreign university	9	1.2	1.8	64.8
	7 Baekeland or sponsored by industry/non-academic organization	14	1.9	2.8	67.7
	8 Other	115	15.8	23.4	91.1
	9 Don't know	44	6.0	8.9	100.0
	Total	492	67.6	100.0	
Missing	98 Missing	8	1.1		
	99 Filter	228	31.3		
	Total	236	32.4		
Total		728	100.0		

emptime Are you employed... ?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Part-time	33	4.5	5.7	5.7
	2 Full-time	546	75.0	94.3	100.0
	Total	579	79.5	100.0	
Missing	98 Missing	18	2.5		
	99 Filter	131	18.0		
	Total	149	20.5		
Total		728	100.0		

startconphd 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	1999-07	1	.1	.2	.2
	2010-10-01	1	.1	.2	.4
	2011-01	1	.1	.2	.6
	2011-09	1	.1	.2	.8
	2012-03	1	.1	.2	1.0
	2012-10	2	.3	.4	1.4
	2013-01	2	.3	.4	1.8
	2013-02	1	.1	.2	2.0
	2013-04	1	.1	.2	2.2
	2013-08	1	.1	.2	2.4
	2013-09	2	.3	.4	2.8
	2013-10	2	.3	.4	3.2
	2013-10-01	1	.1	.2	3.4
	2014-01	1	.1	.2	3.6
	2014-04	1	.1	.2	3.7
	2014-08	2	.3	.4	4.1
	2014-09	1	.1	.2	4.3
	2014-10	7	1.0	1.4	5.7
	2014-10-01	1	.1	.2	5.9
	2014-11	2	.3	.4	6.3
	2014-12	1	.1	.2	6.5
	2015-01	1	.1	.2	6.7
	2015-02	1	.1	.2	6.9
	2015-02-01	1	.1	.2	7.1
	2015-04	1	.1	.2	7.3
	2015-07	1	.1	.2	7.5
	2015-07-01	1	.1	.2	7.7
	2015-08	1	.1	.2	7.9
	2015-09	5	.7	1.0	8.9
	2015-10	15	2.1	3.0	11.8
	2015-10-01	2	.3	.4	12.2
	2015-11	4	.5	.8	13.0
	2015-12	2	.3	.4	13.4
2015-12-01	1	.1	.2	13.6	
2016-01	4	.5	.8	14.4	
2016-02	4	.5	.8	15.2	
2016-03	3	.4	.6	15.8	
2016-04	1	.1	.2	16.0	
2016-05	2	.3	.4	16.4	

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

	Frequency	Percent	Valid Percent	Cumulative Percent
2016-06	2	.3	.4	16.8
2016-06-01	1	.1	.2	17.0
2016-08	3	.4	.6	17.6
2016-08-01	1	.1	.2	17.8
2016-09	18	2.5	3.6	21.3
2016-10	25	3.4	4.9	26.2
2016-10-01	2	.3	.4	26.6
2016-11	3	.4	.6	27.2
2016-11-01	2	.3	.4	27.6
2016-12	5	.7	1.0	28.6
2016-12-01	2	.3	.4	29.0
2017-01	6	.8	1.2	30.2
2017-01-01	1	.1	.2	30.4
2017-02	2	.3	.4	30.8
2017-04	3	.4	.6	31.4
2017-04-01	1	.1	.2	31.6
2017-05	1	.1	.2	31.8
2017-05-01	1	.1	.2	32.0
2017-06	1	.1	.2	32.1
2017-06-01	2	.3	.4	32.5
2017-07	4	.5	.8	33.3
2017-07-01	1	.1	.2	33.5
2017-08	4	.5	.8	34.3
2017-09	12	1.6	2.4	36.7
2017-09-01	1	.1	.2	36.9
2017-10	37	5.1	7.3	44.2
2017-10-01	4	.5	.8	45.0
2017-11	7	1.0	1.4	46.4
2017-11-01	2	.3	.4	46.7
2017-12	3	.4	.6	47.3
2018-01	15	2.1	3.0	50.3
2018-02	3	.4	.6	50.9
2018-03	3	.4	.6	51.5
2018-03-01	1	.1	.2	51.7
2018-04	3	.4	.6	52.3
2018-05	4	.5	.8	53.1
2018-06	2	.3	.4	53.5
2018-06-01	1	.1	.2	53.6
2018-08	6	.8	1.2	54.8

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

	Frequency	Percent	Valid Percent	Cumulative Percent
2018-09	12	1.6	2.4	57.2
2018-09-01	3	.4	.6	57.8
2018-10	27	3.7	5.3	63.1
2018-10-01	9	1.2	1.8	64.9
2018-11	6	.8	1.2	66.1
2018-11-01	2	.3	.4	66.5
2018-12	4	.5	.8	67.3
2018-12-01	1	.1	.2	67.5
2019-01	10	1.4	2.0	69.4
2019-02	2	.3	.4	69.8
2019-02-01	2	.3	.4	70.2
2019-03	1	.1	.2	70.4
2019-03-01	6	.8	1.2	71.6
2019-04-01	1	.1	.2	71.8
2019-05-01	8	1.1	1.6	73.4
2019-06-01	3	.4	.6	74.0
2019-07-01	5	.7	1.0	75.0
2019-08-01	5	.7	1.0	75.9
2019-09-01	25	3.4	4.9	80.9
2019-10-01	54	7.4	10.7	91.5
2019-11-01	20	2.7	3.9	95.5
2019-12-01	10	1.4	2.0	97.4
2020-01-01	9	1.2	1.8	99.2
2020-02-01	3	.4	.6	99.8
2020-03-01	1	.1	.2	100.0
Total	507	69.6	100.0	
Missing				
98 Missing	119	16.3		
99 No contract	102	14.0		
Total	221	30.4		
Total	728	100.0		

startconphddk

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Same date as the start of my PhD mentioned earlier	93	12.8	93.0	93.0
	98 Don't know	7	1.0	7.0	100.0
	Total	100	13.7	100.0	
Missing	96 Participated	371	51.0		
	99 Filter / no contract	257	35.3		
	Total	628	86.3		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2017-09-01	1	.1	.2	.2
	2019-08-01	2	.3	.4	.7
	2019-09-01	4	.5	.9	1.6
	2019-10-01	2	.3	.4	2.0
	2019-12-01	4	.5	.9	2.9
	2020-01-01	1	.1	.2	3.1
	2020-02-01	1	.1	.2	3.3
	2020-03-01	2	.3	.4	3.8
	2020-04-01	2	.3	.4	4.2
	2020-05-01	9	1.2	2.0	6.2
	2020-06-01	9	1.2	2.0	8.2
	2020-07-01	10	1.4	2.2	10.4
	2020-08-01	14	1.9	3.1	13.6
	2020-09-01	73	10.0	16.2	29.8
	2020-10-01	56	7.7	12.4	42.2
	2020-11-01	21	2.9	4.7	46.9
	2020-12-01	32	4.4	7.1	54.0
	2021-01-01	8	1.1	1.8	55.8
	2021-02-01	5	.7	1.1	56.9
	2021-03-01	11	1.5	2.4	59.3
	2021-04-01	7	1.0	1.6	60.9
	2021-05-01	4	.5	.9	61.8
	2021-06-01	4	.5	.9	62.7
	2021-07-01	2	.3	.4	63.1
	2021-08-01	4	.5	.9	64.0
	2021-09-01	34	4.7	7.6	71.6
	2021-10-01	22	3.0	4.9	76.4

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

	Frequency	Percent	Valid Percent	Cumulative Percent
2021-11-01	3	.4	.7	77.1
2021-12-01	12	1.6	2.7	79.8
2022-01-01	5	.7	1.1	80.9
2022-02-01	1	.1	.2	81.1
2022-03-01	1	.1	.2	81.3
2022-04-01	1	.1	.2	81.6
2022-08-01	2	.3	.4	82.0
2022-09-01	11	1.5	2.4	84.4
2022-10-01	7	1.0	1.6	86.0
2022-11-01	3	.4	.7	86.7
2022-12-01	2	.3	.4	87.1
2023-01-01	2	.3	.4	87.6
2023-02-01	1	.1	.2	87.8
2023-03-01	1	.1	.2	88.0
2023-04-01	1	.1	.2	88.2
2023-05-01	2	.3	.4	88.7
2023-06-01	1	.1	.2	88.9
2023-07-01	1	.1	.2	89.1
2023-08-01	1	.1	.2	89.3
2023-09-01	6	.8	1.3	90.7
2023-10-01	20	2.7	4.4	95.1
2023-11-01	10	1.4	2.2	97.3
2023-12-01	5	.7	1.1	98.4
2024-01-01	1	.1	.2	98.7
2024-02-01	1	.1	.2	98.9
2024-03-01	1	.1	.2	99.1
2024-12-01	2	.3	.4	99.6
2025-09-01	2	.3	.4	100.0
Total	450	61.8	100.0	
Missing				
94 Missing	26	3.6		
98 Don't know	38	5.2		
99 No contract/indefinitive length	214	29.4		
Total	278	38.2		
Total	728	100.0		

conenddk

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	98 Don't know	38	5.2	15.1	15.1
	99 I have a contract of indefinite length	214	29.4	84.9	100.0
	Total	252	34.6	100.0	
Missing	System	476	65.4		
Total		728	100.0		

engage_1 At my job, I feel like bursting with energy

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	13	1.8	1.8	1.8
	1 I rarely have this feeling	78	10.7	11.0	12.9
	2 I sometimes have this feeling	339	46.6	48.0	60.9
	3 I often have this feeling	237	32.6	33.6	94.5
	4 I always have this feeling	39	5.4	5.5	100.0
	Total	706	97.0	100.0	
Missing	System	22	3.0		
Total		728	100.0		

engage_2 I am immersed in my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	5	.7	.7	.7
	1 I rarely have this feeling	35	4.8	5.0	5.7
	2 I sometimes have this feeling	227	31.2	32.2	37.8
	3 I often have this feeling	347	47.7	49.2	87.0
	4 I always have this feeling	92	12.6	13.0	100.0
	Total	706	97.0	100.0	
Missing	System	22	3.0		
Total		728	100.0		

engage_3 I am enthusiastic about my job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	4	.5	.6	.6
	1 I rarely have this feeling	25	3.4	3.5	4.1
	2 I sometimes have this feeling	137	18.8	19.3	23.4
	3 I often have this feeling	382	52.5	53.9	77.3
	4 I always have this feeling	161	22.1	22.7	100.0
	Total	709	97.4	100.0	
Missing	System	19	2.6		
Total		728	100.0		

engage_4 I can make the world a better place with the work that I do

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	27	3.7	3.8	3.8
	1 I rarely have this feeling	128	17.6	18.1	21.9
	2 I sometimes have this feeling	222	30.5	31.4	53.2
	3 I often have this feeling	226	31.0	31.9	85.2
	4 I always have this feeling	105	14.4	14.8	100.0
	Total	708	97.3	100.0	
Missing	System	20	2.7		
Total		728	100.0		

engage_5 At my job, I feel strong and vigorous

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	18	2.5	2.5	2.5
	1 I rarely have this feeling	99	13.6	14.0	16.5
	2 I sometimes have this feeling	294	40.4	41.5	58.0
	3 I often have this feeling	248	34.1	35.0	92.9
	4 I always have this feeling	50	6.9	7.1	100.0
	Total	709	97.4	100.0	
Missing	System	19	2.6		
Total		728	100.0		

engage_6 I get carried away when I'm working

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	11	1.5	1.6	1.6
	1 I rarely have this feeling	80	11.0	11.4	13.0
	2 I sometimes have this feeling	275	37.8	39.2	52.1
	3 I often have this feeling	272	37.4	38.7	90.9
	4 I always have this feeling	64	8.8	9.1	100.0
	Total	702	96.4	100.0	
Missing	System	26	3.6		
Total		728	100.0		

engage_7 I am proud of the work that I do

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	5	.7	.7	.7
	1 I rarely have this feeling	45	6.2	6.3	7.0
	2 I sometimes have this feeling	181	24.9	25.5	32.5
	3 I often have this feeling	310	42.6	43.7	76.2
	4 I always have this feeling	169	23.2	23.8	100.0
	Total	710	97.5	100.0	
Missing	System	18	2.5		
Total		728	100.0		

engage_8 I'm helping science move forward with the work that I do

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	16	2.2	2.3	2.3
	1 I rarely have this feeling	83	11.4	11.8	14.0
	2 I sometimes have this feeling	221	30.4	31.3	45.3
	3 I often have this feeling	264	36.3	37.4	82.7
	4 I always have this feeling	122	16.8	17.3	100.0
	Total	706	97.0	100.0	
Missing	System	22	3.0		
Total		728	100.0		

engage_9 When I get up in the morning, I feel like going to work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	17	2.3	2.4	2.4
	1 I rarely have this feeling	64	8.8	9.0	11.4
	2 I sometimes have this feeling	231	31.7	32.6	44.1
	3 I often have this feeling	319	43.8	45.1	89.1
	4 I always have this feeling	77	10.6	10.9	100.0
	Total	708	97.3	100.0	
Missing	System	20	2.7		
Total		728	100.0		

engage_10 I am happy when I'm working intensely

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	3	.4	.4	.4
	1 I rarely have this feeling	26	3.6	3.7	4.1
	2 I sometimes have this feeling	150	20.6	21.1	25.2
	3 I often have this feeling	355	48.8	50.0	75.2
	4 I always have this feeling	176	24.2	24.8	100.0
	Total	710	97.5	100.0	
Missing	System	18	2.5		
Total		728	100.0		

engage_11 My job inspires me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	6	.8	.8	.8
	1 I rarely have this feeling	32	4.4	4.5	5.4
	2 I sometimes have this feeling	179	24.6	25.2	30.6
	3 I often have this feeling	339	46.6	47.7	78.3
	4 I always have this feeling	154	21.2	21.7	100.0
	Total	710	97.5	100.0	
Missing	System	18	2.5		
Total		728	100.0		

engage_12 I improve things with the work that I do

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	5	.7	.7	.7
	1 I rarely have this feeling	76	10.4	10.7	11.4
	2 I sometimes have this feeling	224	30.8	31.6	43.1
	3 I often have this feeling	296	40.7	41.8	84.9
	4 I always have this feeling	107	14.7	15.1	100.0
	Total	708	97.3	100.0	
Missing	System	20	2.7		
Total		728	100.0		

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)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	5	.7	.7	.7
	2	6	.8	.8	1.5
	3	11	1.5	1.5	3.1
	4	12	1.6	1.7	4.7
	5	20	2.7	2.8	7.5
	6	62	8.5	8.6	16.2
	7	126	17.3	17.6	33.8
	8	211	29.0	29.4	63.2
	9	155	21.3	21.6	84.8
	10	109	15.0	15.2	100.0
	Total	717	98.5	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	9	1.2		
	Total	11	1.5		
Total		728	100.0		

resplan Do you have a personal research plan with clear milestones, deadlines... ?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, with short (max. a few months to 6 months) and long term (more than 6 months) milestones	339	46.6	47.5	47.5
	2 Yes, with short term milestones (max. a few months to 6 months)	158	21.7	22.2	69.7
	3 Yes, with long term milestones (more than 6 months)	150	20.6	21.0	90.7
	4 No	66	9.1	9.3	100.0
	Total	713	97.9	100.0	
Missing	98 Missing	15	2.1		
Total		728	100.0		

**resplanele_1 Which of the following elements are included in your research plan?
 (tick all that apply): Research goals**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	77	10.6	11.9	11.9
	1 selected	570	78.3	88.1	100.0
	Total	647	88.9	100.0	
Missing	99 Filter	81	11.1		
Total		728	100.0		

**resplanele_2 Which of the following elements are included in your research plan?
 (tick all that apply): Monthly milestones**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	413	56.7	63.8	63.8
	1 selected	234	32.1	36.2	100.0
	Total	647	88.9	100.0	
Missing	99 Filter	81	11.1		
Total		728	100.0		

**resplanele_3 Which of the following elements are included in your research plan?
 (tick all that apply): Yearly milestones**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	278	38.2	43.0	43.0
	1 selected	369	50.7	57.0	100.0
	Total	647	88.9	100.0	
Missing	99 Filter	81	11.1		
Total		728	100.0		

**resplanele_4 Which of the following elements are included in your research plan?
 (tick all that apply): Publication strategy**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	192	26.4	29.7	29.7
	1 selected	455	62.5	70.3	100.0
	Total	647	88.9	100.0	
Missing	99 Filter	81	11.1		
Total		728	100.0		

**resplanele_5 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	0 not selected	446	61.3	68.9	68.9
	1 selected	201	27.6	31.1	100.0
	Total	647	88.9	100.0	
Missing	99 Filter	81	11.1		
Total		728	100.0		

**resplanele_6 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	0 not selected	309	42.4	47.8	47.8
	1 selected	338	46.4	52.2	100.0
	Total	647	88.9	100.0	
Missing	99 Filter	81	11.1		
Total		728	100.0		

**resplanele_7 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	0 not selected	531	72.9	82.1	82.1
	1 selected	116	15.9	17.9	100.0
	Total	647	88.9	100.0	
Missing	99 Filter	81	11.1		
Total		728	100.0		

**resplanele_8 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	0 not selected	517	71.0	79.9	79.9
	1 selected	130	17.9	20.1	100.0
	Total	647	88.9	100.0	
Missing	99 Filter	81	11.1		
Total		728	100.0		

resplanele_9 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	0 not selected	635	87.2	98.1	98.1
	1 selected	12	1.6	1.9	100.0
	Total	647	88.9	100.0	
Missing	99 Filter	81	11.1		
Total		728	100.0		

resplanfol To what extent do you follow this plan?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	2	.3	.3	.3
	2 Rather not	20	2.7	3.1	3.4
	3 Undecided	103	14.1	15.9	19.3
	4 Rather yes	467	64.1	72.3	91.6
	5 Totally	54	7.4	8.4	100.0
	Total	646	88.7	100.0	
Missing	98 Missing	1	.1		
	99 Filter	81	11.1		
	Total	82	11.3		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not satisfied	3	.4	.5	.5
	2 Rather not satisfied	33	4.5	5.1	5.6
	3 Not satisfied nor dissatisfied	156	21.4	24.1	29.7
	4 Rather satisfied	353	48.5	54.6	84.4
	5 Satisfied	101	13.9	15.6	100.0
	Total	646	88.7	100.0	
Missing	98 Missing	1	.1		
	99 Filter	81	11.1		
	Total	82	11.3		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	135	18.5	20.9	20.9
	1 Yes	512	70.3	79.1	100.0
	Total	647	88.9	100.0	
Missing	99 Filter	81	11.1		
Total		728	100.0		

coro_access How would you rate the accessibility of your supervisor during this period?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 My supervisor is much more accessible than usual	34	4.7	4.8	4.8
	2 My supervisor is more accessible than usual	87	12.0	12.3	17.0
	3 My supervisor is just as accessible as usual	499	68.5	70.3	87.3
	4 My supervisor is less accessible than usual	73	10.0	10.3	97.6
	5 My supervisor is much less accessible than usual	17	2.3	2.4	100.0
	Total		710	97.5	100.0
Missing	System	18	2.5		
Total		728	100.0		

coro_access_sat How satisfied are you with the accessibility of your supervisor during this period?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Totally satisfied	265	36.4	37.3	37.3
	2 Satisfied	292	40.1	41.1	78.5
	3 Neutral	103	14.1	14.5	93.0
	4 Unsatisfied	37	5.1	5.2	98.2
	5 Totally unsatisfied	13	1.8	1.8	100.0
	Total		710	97.5	100.0
Missing	System	18	2.5		
Total		728	100.0		

coro_comm_1 What is/are the main mean(s) of communication with your supervisor during this period? (multiple answers possible): Video call (Microsoft teams, skype, Zoom...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	211	29.0	29.7	29.7
	1 selected	499	68.5	70.3	100.0
	Total	710	97.5	100.0	
Missing	98 Missing	18	2.5		
Total		728	100.0		

coro_comm_2 What is/are the main mean(s) of communication with your supervisor during this period? (multiple answers possible): Telephone, audio call (through WhatsApp, Skype...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	516	70.9	72.7	72.7
	1 selected	194	26.6	27.3	100.0
	Total	710	97.5	100.0	
Missing	98 Missing	18	2.5		
Total		728	100.0		

coro_comm_3 What is/are the main mean(s) of communication with your supervisor during this period? (multiple answers possible): E-mail

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	121	16.6	17.0	17.0
	1 selected	589	80.9	83.0	100.0
	Total	710	97.5	100.0	
Missing	98 Missing	18	2.5		
Total		728	100.0		

coro_comm_4 What is/are the main mean(s) of communication with your supervisor during this period? (multiple answers possible): Text message

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	593	81.5	83.5	83.5
	1 selected	117	16.1	16.5	100.0
	Total	710	97.5	100.0	
Missing	98 Missing	18	2.5		
Total		728	100.0		

coro_comm_5 What is/are the main mean(s) of communication with your supervisor during this period? (multiple answers possible): Chat (Microsoft teams, skype...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	561	77.1	79.0	79.0
	1 selected	149	20.5	21.0	100.0
	Total	710	97.5	100.0	
Missing	98 Missing	18	2.5		
Total		728	100.0		

coro_comm_6 What is/are the main mean(s) of communication with your supervisor during this period? (multiple answers possible): Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	690	94.8	97.2	97.2
	1 selected	20	2.7	2.8	100.0
	Total	710	97.5	100.0	
Missing	98 Missing	18	2.5		
Total		728	100.0		

coro_commfreq How often do you communicate with your supervisor since the corona measures?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Daily	17	2.3	2.4	2.4
	2 Several times a week	210	28.8	29.6	32.0
	3 Once a week	180	24.7	25.4	57.4
	4 Several times a month	168	23.1	23.7	81.1
	5 Once a month	123	16.9	17.3	98.4
	6 Never	11	1.5	1.6	100.0
	Total	709	97.4	100.0	
Missing	System	19	2.6		
Total		728	100.0		

coro_data Did you plan to collect data for your PhD research during this period? (including other people collecting data for you)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	367	50.4	51.7	51.7
	2 No	343	47.1	48.3	100.0
	Total	710	97.5	100.0	
Missing	System	18	2.5		
Total		728	100.0		

coro_data_influence Do the corona measures affect the data collection?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No, the data collection can proceed as planned	75	10.3	20.5	20.5
	2 Yes, the data collection was canceled	29	4.0	7.9	28.4
	3 Yes, the data collection was postponed	144	19.8	39.3	67.8
	4 Yes, the methodology was adapted in order to cope with the corona crisis	73	10.0	19.9	87.7
	5 Yes, but it is not yet clear what the consequences are and how they will be addressed	45	6.2	12.3	100.0
	Total	366	50.3	100.0	
Missing	98 Missing	19	2.6		
	99 Filter	343	47.1		
	Total	362	49.7		
Total		728	100.0		

coro_impact Please indicate the answer that applies to the timing of your PhD research.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 will give me more time to finish my PhD research	52	7.1	7.3	7.3
	2 will not really have an impact on the timing of my PhD research	219	30.1	30.8	38.1
	3 will delay my PhD research, but I expect to be able to catch up	195	26.8	27.4	65.5
	4 will delay my PhD research and severely impact the successful completion of my PhD	22	3.0	3.1	68.6
	5 make me worried about the timing of my PhD, but it is not yet clear what the impact will be	223	30.6	31.4	100.0
	Total	711	97.7	100.0	
Missing	System	17	2.3		
Total		728	100.0		

coro_research Does working from home have an influence on your research?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 A very negative influence	41	5.6	5.8	5.8
	2 A negative influence	263	36.1	37.1	42.9
	3 No influence	236	32.4	33.3	76.2
	4 A positive influence	137	18.8	19.3	95.5
	5 A very positive influence	32	4.4	4.5	100.0
	Total	709	97.4	100.0	
Missing	System	19	2.6		
Total		728	100.0		

coro_wellbeing Does working from home have an influence on your overall wellbeing?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 A very negative influence	24	3.3	3.4	3.4
	2 A negative influence	274	37.6	38.7	42.1
	3 No influence	236	32.4	33.3	75.4
	4 A positive influence	137	18.8	19.4	94.8
	5 A very positive influence	37	5.1	5.2	100.0
	Total	708	97.3	100.0	
Missing	System	20	2.7		
Total		728	100.0		

phdstage In what stage/phase is your PhD?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Starting phase (developing your research plan and design, reading...)	149	20.5	21.0	21.0
	2 Executing phase (working on experiments, data, executing research plan/method)	378	51.9	53.2	74.2
	3 Finalizing phase (writing up phase)	183	25.1	25.8	100.0
	Total	710	97.5	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	16	2.2		
	Total	18	2.5		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all on track	19	2.6	2.7	2.7
	2 Rather not	75	10.3	10.6	13.2
	3 Undecided	116	15.9	16.3	29.6
	4 Rather on track	422	58.0	59.4	89.0
	5 Totally on track	78	10.7	11.0	100.0
	Total	710	97.5	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	16	2.2		
	Total	18	2.5		
Total		728	100.0		

phdsub On a scale of 0 to 10: do you think you will successfully submit your PhD? (0= totally unlikely and 10= certainly)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	.7	.7	.7
	2	4	.5	.6	1.3
	3	6	.8	.8	2.1
	4	7	1.0	1.0	3.1
	5	34	4.7	4.8	7.9
	6	66	9.1	9.3	17.2
	7	140	19.2	19.7	36.9
	8	189	26.0	26.6	63.5
	9	120	16.5	16.9	80.4
	10	139	19.1	19.6	100.0
	Total	710	97.5	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	16	2.2		
	Total	18	2.5		
Total		728	100.0		

doubtphd_1 Lack of stimulating research environment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	157	21.6	22.3	22.3
	2 rather not	186	25.5	26.4	48.7
	3 undecided	115	15.8	16.3	65.1
	4 rather yes	191	26.2	27.1	92.2
	5 yes	55	7.6	7.8	100.0
	Total	704	96.7	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	22	3.0		
	Total	24	3.3		
Total		728	100.0		

doubtphd_2 Lack of results/failed experiment(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	138	19.0	19.6	19.6
	2 rather not	204	28.0	29.0	48.6
	3 undecided	129	17.7	18.3	66.9
	4 rather yes	181	24.9	25.7	92.6
	5 yes	52	7.1	7.4	100.0
	Total	704	96.7	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	22	3.0		
	Total	24	3.3		
Total		728	100.0		

doubtphd_3 Lack of guidance by my supervisor(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	231	31.7	32.8	32.8
	2 rather not	183	25.1	26.0	58.8
	3 undecided	94	12.9	13.4	72.2
	4 rather yes	133	18.3	18.9	91.1
	5 yes	63	8.7	8.9	100.0
	Total	704	96.7	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	22	3.0		
	Total	24	3.3		
Total		728	100.0		

doubtphd_4 I didn't have the ambition to do a PhD in the first place

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	424	58.2	60.2	60.2
	2 rather not	155	21.3	22.0	82.2
	3 undecided	75	10.3	10.7	92.9
	4 rather yes	39	5.4	5.5	98.4
	5 yes	11	1.5	1.6	100.0
	Total	704	96.7	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	22	3.0		
	Total	24	3.3		
Total		728	100.0		

doubtphd_5 The research topic is not that interesting after all

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	409	56.2	58.1	58.1
	2 rather not	189	26.0	26.8	84.9
	3 undecided	59	8.1	8.4	93.3
	4 rather yes	34	4.7	4.8	98.2
	5 yes	13	1.8	1.8	100.0
	Total	704	96.7	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	22	3.0		
	Total	24	3.3		
Total		728	100.0		

doubtphd_6 Uncertainty concerning funding

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	317	43.5	45.0	45.0
	2 rather not	131	18.0	18.6	63.6
	3 undecided	108	14.8	15.3	79.0
	4 rather yes	96	13.2	13.6	92.6
	5 yes	52	7.1	7.4	100.0
	Total	704	96.7	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	22	3.0		
	Total	24	3.3		
Total		728	100.0		

doubtphd_7 I doubt my own capabilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	166	22.8	23.6	23.6
	2 rather not	200	27.5	28.4	52.0
	3 undecided	125	17.2	17.8	69.7
	4 rather yes	167	22.9	23.7	93.5
	5 yes	46	6.3	6.5	100.0
	Total	704	96.7	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	22	3.0		
	Total	24	3.3		
Total		728	100.0		

doubtphd_8 The unbalanced combination of work and family

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	223	30.6	31.7	31.7
	2 rather not	186	25.5	26.4	58.1
	3 undecided	137	18.8	19.5	77.6
	4 rather yes	122	16.8	17.3	94.9
	5 yes	36	4.9	5.1	100.0
	Total	704	96.7	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	22	3.0		
	Total	24	3.3		
Total		728	100.0		

doubtphd_9 Personal reasons

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	241	33.1	34.2	34.2
	2 rather not	157	21.6	22.3	56.5
	3 undecided	163	22.4	23.2	79.7
	4 rather yes	110	15.1	15.6	95.3
	5 yes	33	4.5	4.7	100.0
	Total	704	96.7	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	22	3.0		
	Total	24	3.3		
Total		728	100.0		

efi_1 I will be able to achieve most of the goals that I have set for myself

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	3	.4	.4	.4
	2 rather disagree	56	7.7	8.0	8.4
	3 neutral	138	19.0	19.7	28.1
	4 rather agree	393	54.0	56.0	84.0
	5 totally agree	112	15.4	16.0	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

efi_2 When facing difficult tasks, I am certain that I will accomplish them

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	3	.4	.4	.4
	2 rather disagree	58	8.0	8.3	8.7
	3 neutral	161	22.1	22.9	31.6
	4 rather agree	384	52.7	54.7	86.3
	5 totally agree	96	13.2	13.7	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

efi_3 In general, I think I can obtain outcomes that are important to me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	2	.3	.3	.3
	2 rather disagree	15	2.1	2.1	2.4
	3 neutral	104	14.3	14.8	17.2
	4 rather agree	435	59.8	62.0	79.2
	5 totally agree	146	20.1	20.8	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

efi_4 I believe I can succeed at almost any endeavor to which I set my mind

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	3	.4	.4	.4
	2 rather disagree	58	8.0	8.3	8.7
	3 neutral	170	23.4	24.2	32.9
	4 rather agree	353	48.5	50.3	83.2
	5 totally agree	118	16.2	16.8	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

efi_5 I will be able to successfully overcome many challenges

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	1	.1	.1	.1
	2 rather disagree	29	4.0	4.1	4.3
	3 neutral	143	19.6	20.4	24.6
	4 rather agree	404	55.5	57.5	82.2
	5 totally agree	125	17.2	17.8	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

efi_6 I am confident that I can perform many different tasks effectively

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	1	.1	.1	.1
	2 rather disagree	49	6.7	7.0	7.1
	3 neutral	146	20.1	20.8	27.9
	4 rather agree	386	53.0	55.0	82.9
	5 totally agree	120	16.5	17.1	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

efi_7 Compared to other people, I can do most tasks very well

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	8	1.1	1.1	1.1
	2 rather disagree	73	10.0	10.4	11.5
	3 neutral	282	38.7	40.2	51.7
	4 rather agree	271	37.2	38.6	90.3
	5 totally agree	68	9.3	9.7	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

efi_8 Even when things are tough, I can perform quite well

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	5	.7	.7	.7
	2 rather disagree	48	6.6	6.8	7.5
	3 neutral	207	28.4	29.5	37.0
	4 rather agree	361	49.6	51.4	88.5
	5 totally agree	81	11.1	11.5	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I spent no time abroad	459	63.0	65.6	65.6
	2 I did a research stay abroad of one week or less	71	9.8	10.1	75.7
	3 I did a research stay abroad of more than one week up to one month	55	7.6	7.9	83.6
	4 I did a research stay abroad of more than one month up to six months	46	6.3	6.6	90.1
	5 I did a research stay abroad of more than six months	16	2.2	2.3	92.4
	6 I am enrolled as a PhD candidate at VUB but work on my research from abroad	53	7.3	7.6	100.0
	Total		700	96.2	100.0
Missing	System	28	3.8		
Total		728	100.0		

taskperf_1 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	0 not selected	296	40.7	42.2	42.2
	1 selected	406	55.8	57.8	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

taskperf_2 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	0 not selected	462	63.5	65.8	65.8
	1 selected	240	33.0	34.2	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

taskperf_3 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	0 not selected	622	85.4	88.6	88.6
	1 selected	80	11.0	11.4	100.0
	Total	702	96.4	100.0	
Missing	98 Missing	26	3.6		
Total		728	100.0		

taskperf_none

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Selected	194	26.6	27.9	27.9
	99 Does perform other tasks	502	69.0	72.1	100.0
	Total	696	95.6	100.0	
Missing	98 Missing	32	4.4		
Total		728	100.0		

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 a week over the whole
 academic year.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0:10	2	.3	.5	.5
	0:15	2	.3	.5	1.0
	0:16	1	.1	.3	1.3
	0:20	2	.3	.5	1.8
	0:30	8	1.1	2.1	3.9
	0:40	1	.1	.3	4.1
	1:00	46	6.3	11.8	15.9
	1:10	1	.1	.3	16.2
	1:30	6	.8	1.5	17.7
	2:00	47	6.5	12.1	29.8
	2:20	1	.1	.3	30.1
	2:30	2	.3	.5	30.6
	3:00	30	4.1	7.7	38.3
	3:30	3	.4	.8	39.1
	4:00	43	5.9	11.1	50.1
	4:30	2	.3	.5	50.6
	5:00	22	3.0	5.7	56.3
	5:21	1	.1	.3	56.6
	5:30	1	.1	.3	56.8
	6:00	22	3.0	5.7	62.5
	6:45	1	.1	.3	62.7
	7:00	5	.7	1.3	64.0
	7:30	2	.3	.5	64.5
	7:45	1	.1	.3	64.8
	8:00	28	3.8	7.2	72.0
	9:00	3	.4	.8	72.8
	10:00	22	3.0	5.7	78.4
	11:00	1	.1	.3	78.7
	12:00	8	1.1	2.1	80.7
	13:00	1	.1	.3	81.0
	14:00	5	.7	1.3	82.3
	15:00	10	1.4	2.6	84.8
16:00	13	1.8	3.3	88.2	
18:00	2	.3	.5	88.7	
18:30	1	.1	.3	88.9	
19:00	1	.1	.3	89.2	
20:00	16	2.2	4.1	93.3	

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 **<u>the average a week over the whole
 academic year</u>**.

		Frequency	Percent	Valid Percent	Cumulative Percent
	22:00	1	.1	.3	93.6
	24:00	4	.5	1.0	94.6
	25:00	3	.4	.8	95.4
	28:00	2	.3	.5	95.9
	30:00	5	.7	1.3	97.2
	32:00	1	.1	.3	97.4
	38:00	1	.1	.3	97.7
	40:00	6	.8	1.5	99.2
	56:00	1	.1	.3	99.5
	70:00	1	.1	.3	99.7
	80:00	1	.1	.3	100.0
	Total	389	53.4	100.0	
Missing	0:01 Missing	17	2.3		
	0:01 Filter	322	44.2		
	Total	339	46.6		
Total		728	100.0		

timetea 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	1 Yes	128	17.6	31.7	31.7
	2 No	276	37.9	68.3	100.0
	Total	404	55.5	100.0	
Missing	98 Missing	2	.3		
	99 Filter	322	44.2		
	Total	324	44.5		
Total		728	100.0		

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 <u>the average a week over the whole academic
year</u>.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0:05	1	.1	.4	.4
	0:10	2	.3	.9	1.3
	0:20	3	.4	1.3	2.6
	0:30	10	1.4	4.3	7.0
	0:45	1	.1	.4	7.4
	1:00	21	2.9	9.1	16.5
	1:30	2	.3	.9	17.4
	2:00	32	4.4	13.9	31.3
	3:00	12	1.6	5.2	36.5
	3:30	1	.1	.4	37.0
	4:00	22	3.0	9.6	46.5
	4:30	1	.1	.4	47.0
	5:00	14	1.9	6.1	53.0
	6:00	11	1.5	4.8	57.8
	7:00	6	.8	2.6	60.4
	8:00	20	2.7	8.7	69.1
	9:00	3	.4	1.3	70.4
	10:00	13	1.8	5.7	76.1
	12:00	8	1.1	3.5	79.6
	12:30	1	.1	.4	80.0
	14:00	1	.1	.4	80.4
	15:00	7	1.0	3.0	83.5
	16:00	11	1.5	4.8	88.3
	17:00	1	.1	.4	88.7
	20:00	10	1.4	4.3	93.0
	20:15	1	.1	.4	93.5
	24:00	1	.1	.4	93.9
	25:00	2	.3	.9	94.8
	30:00	4	.5	1.7	96.5
	35:00	1	.1	.4	97.0
	37:00	1	.1	.4	97.4
40:00	4	.5	1.7	99.1	
50:00	1	.1	.4	99.6	
51:00	1	.1	.4	100.0	
	Total	230	31.6	100.0	

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 a week over the whole academic
year</u>.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Missing	0:01 Missing	10	1.4		
	0:01 Filter	488	67.0		
	Total	498	68.4		
Total		728	100.0		

timeass 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
Valid	1 Yes	84	11.5	35.0	35.0
	2 No	156	21.4	65.0	100.0
	Total	240	33.0	100.0	
Missing	99 Filter	488	67.0		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0:05	1	.1	1.3	1.3
	0:15	1	.1	1.3	2.7
	0:20	1	.1	1.3	4.0
	0:30	4	.5	5.3	9.3
	1:00	9	1.2	12.0	21.3
	2:00	4	.5	5.3	26.7
	2:30	1	.1	1.3	28.0
	3:00	6	.8	8.0	36.0
	4:00	6	.8	8.0	44.0
	5:00	7	1.0	9.3	53.3
	7:00	1	.1	1.3	54.7
	8:00	7	1.0	9.3	64.0
	10:00	7	1.0	9.3	73.3
	15:00	4	.5	5.3	78.7
	16:00	1	.1	1.3	80.0
	19:00	1	.1	1.3	81.3
	20:00	6	.8	8.0	89.3
	24:00	1	.1	1.3	90.7
	25:00	1	.1	1.3	92.0
	30:00	2	.3	2.7	94.7
39:00	1	.1	1.3	96.0	
40:00	3	.4	4.0	100.0	
	Total	75	10.3	100.0	
Missing	0:01 Missing	5	.7		
	0:01 Filter	648	89.0		
	Total	653	89.7		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	28	3.8	35.4	35.4
	2 No	51	7.0	64.6	100.0
	Total	79	10.9	100.0	
Missing	98 Missing	1	.1		
	99 Filter	648	89.0		
	Total	649	89.1		
Total		728	100.0		

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 <u>the average a week over the whole academic year</u>.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0:00	21	2.9	3.2	3.2
	0:10	1	.1	.2	3.3
	0:30	1	.1	.2	3.5
	1:00	5	.7	.8	4.2
	1:30	1	.1	.2	4.4
	2:00	6	.8	.9	5.3
	2:15	1	.1	.2	5.4
	3:00	4	.5	.6	6.0
	3:22	1	.1	.2	6.2
	4:00	2	.3	.3	6.5
	4:05	1	.1	.2	6.6
	5:00	5	.7	.8	7.4
	6:00	6	.8	.9	8.3
	7:00	3	.4	.5	8.7
	7:30	1	.1	.2	8.9
	8:00	11	1.5	1.7	10.5
	8:48	1	.1	.2	10.7
	9:00	2	.3	.3	11.0
	9:30	1	.1	.2	11.1
	10:00	6	.8	.9	12.0
12:00	4	.5	.6	12.6	
15:00	5	.7	.8	13.4	
18:00	1	.1	.2	13.5	
19:00	1	.1	.2	13.7	
20:00	22	3.0	3.3	17.0	

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 a week over the whole academic year.

	Frequency	Percent	Valid Percent	Cumulative Percent
20:15	1	.1	.2	17.1
24:00	4	.5	.6	17.7
25:00	11	1.5	1.7	19.4
28:00	3	.4	.5	19.8
30:00	27	3.7	4.1	23.9
31:00	1	.1	.2	24.1
32:00	7	1.0	1.1	25.1
33:00	1	.1	.2	25.3
34:00	1	.1	.2	25.4
35:00	38	5.2	5.7	31.1
36:00	13	1.8	2.0	33.1
37:00	5	.7	.8	33.8
37:20	1	.1	.2	34.0
37:30	1	.1	.2	34.1
38:00	33	4.5	5.0	39.1
39:00	3	.4	.5	39.5
40:00	151	20.7	22.7	62.3
40:30	1	.1	.2	62.4
41:00	1	.1	.2	62.6
42:00	28	3.8	4.2	66.8
42:30	1	.1	.2	66.9
43:00	6	.8	.9	67.8
44:00	3	.4	.5	68.3
44:30	1	.1	.2	68.4
45:00	59	8.1	8.9	77.3
46:00	3	.4	.5	77.7
48:00	11	1.5	1.7	79.4
49:30	1	.1	.2	79.5
50:00	79	10.9	11.9	91.4
52:00	1	.1	.2	91.6
53:00	3	.4	.5	92.0
53:35	1	.1	.2	92.2
54:00	4	.5	.6	92.8
55:00	12	1.6	1.8	94.6
56:00	2	.3	.3	94.9
57:00	1	.1	.2	95.0
58:00	1	.1	.2	95.2

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 a week over the whole academic year.

	Frequency	Percent	Valid Percent	Cumulative Percent
60:00	17	2.3	2.6	97.7
61:00	1	.1	.2	97.9
65:00	1	.1	.2	98.0
70:00	5	.7	.8	98.8
75:00	3	.4	.5	99.2
80:00	2	.3	.3	99.5
83:00	1	.1	.2	99.7
90:00	1	.1	.2	99.8
****	1	.1	.2	100.0
Total	665	91.3	100.0	
Missing System	63	8.7		
Total	728	100.0		

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

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0:00	3	.4	.4	.4
1:00	1	.1	.1	.6
2:00	9	1.2	1.3	1.9
3:00	6	.8	.9	2.8
4:00	7	1.0	1.0	3.9
5:00	10	1.4	1.5	5.4
5:30	1	.1	.1	5.5
6:00	4	.5	.6	6.1
6:30	2	.3	.3	6.4
7:00	5	.7	.7	7.1
8:00	14	1.9	2.1	9.2
10:00	33	4.5	4.9	14.1
12:00	5	.7	.7	14.9
14:00	4	.5	.6	15.5
15:00	18	2.5	2.7	18.2
16:00	9	1.2	1.3	19.5
17:00	1	.1	.1	19.6
18:00	3	.4	.4	20.1

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

	Frequency	Percent	Valid Percent	Cumulative Percent
18:15	1	.1	.1	20.2
19:00	1	.1	.1	20.4
20:00	58	8.0	8.6	29.0
21:20	1	.1	.1	29.2
22:00	4	.5	.6	29.8
23:00	2	.3	.3	30.1
24:00	10	1.4	1.5	31.5
25:00	43	5.9	6.4	37.9
25:30	1	.1	.1	38.1
26:00	6	.8	.9	39.0
27:00	3	.4	.4	39.4
27:10	1	.1	.1	39.6
28:00	16	2.2	2.4	42.0
29:00	1	.1	.1	42.1
30:00	83	11.4	12.4	54.5
30:18	1	.1	.1	54.6
31:30	1	.1	.1	54.8
32:00	12	1.6	1.8	56.5
33:00	5	.7	.7	57.3
34:00	11	1.5	1.6	58.9
35:00	60	8.2	8.9	67.9
36:00	9	1.2	1.3	69.2
37:00	5	.7	.7	69.9
38:00	20	2.7	3.0	72.9
38:30	1	.1	.1	73.1
39:00	7	1.0	1.0	74.1
40:00	74	10.2	11.0	85.1
40:30	1	.1	.1	85.3
42:00	6	.8	.9	86.2
42:30	1	.1	.1	86.3
43:00	1	.1	.1	86.5
44:00	4	.5	.6	87.1
45:00	29	4.0	4.3	91.4
46:00	1	.1	.1	91.5
47:30	1	.1	.1	91.7
48:00	10	1.4	1.5	93.2
49:00	1	.1	.1	93.3

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

		Frequency	Percent	Valid Percent	Cumulative Percent
	50:00	19	2.6	2.8	96.1
	51:00	1	.1	.1	96.3
	52:30	1	.1	.1	96.4
	54:00	3	.4	.4	96.9
	55:00	3	.4	.4	97.3
	56:00	2	.3	.3	97.6
	58:00	1	.1	.1	97.8
	60:00	7	1.0	1.0	98.8
	70:00	2	.3	.3	99.1
	73:00	1	.1	.1	99.3
	77:00	1	.1	.1	99.4
	80:00	1	.1	.1	99.6
	85:00	1	.1	.1	99.7
	91:00	1	.1	.1	99.9
	****	1	.1	.1	100.0
	Total	672	92.3	100.0	
Missing	0:01 Non PhD track	2	.3		
	0:01 Missing	54	7.4		
	Total	56	7.7		
Total		728	100.0		

worktime_1 On office hours (between 8 AM and 6 PM)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	8	1.1	1.2	1.2
	2 seldom	10	1.4	1.4	2.6
	3 occasionally	24	3.3	3.5	6.1
	4 usually	277	38.0	40.0	46.1
	5 always	373	51.2	53.9	100.0
	Total	692	95.1	100.0	
Missing	System	36	4.9		
Total		728	100.0		

worktime_2 In the evening (between 6 PM and midnight)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	28	3.8	4.1	4.1
	2 seldom	134	18.4	19.8	23.9
	3 occasionally	309	42.4	45.6	69.5
	4 usually	171	23.5	25.2	94.7
	5 always	36	4.9	5.3	100.0
	Total	678	93.1	100.0	
Missing	System	50	6.9		
Total		728	100.0		

worktime_3 At night (after midnight)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	324	44.5	49.2	49.2
	2 seldom	198	27.2	30.1	79.3
	3 occasionally	102	14.0	15.5	94.8
	4 usually	27	3.7	4.1	98.9
	5 always	7	1.0	1.1	100.0
	Total	658	90.4	100.0	
Missing	System	70	9.6		
Total		728	100.0		

worktime_4 During weekends

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	27	3.7	3.9	3.9
	2 seldom	154	21.2	22.5	26.5
	3 occasionally	265	36.4	38.7	65.2
	4 usually	190	26.1	27.8	93.0
	5 always	48	6.6	7.0	100.0
	Total	684	94.0	100.0	
Missing	System	44	6.0		
Total		728	100.0		

worktime_5 In the morning (before 8 AM)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	294	40.4	43.9	43.9
	2 seldom	203	27.9	30.3	74.3
	3 occasionally	110	15.1	16.4	90.7
	4 usually	41	5.6	6.1	96.9
	5 always	21	2.9	3.1	100.0
	Total	669	91.9	100.0	
Missing	System	59	8.1		
Total		728	100.0		

worktime_6 At home

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	15	2.1	2.2	2.2
	2 seldom	96	13.2	14.0	16.2
	3 occasionally	310	42.6	45.2	61.4
	4 usually	189	26.0	27.6	88.9
	5 always	76	10.4	11.1	100.0
	Total	686	94.2	100.0	
Missing	System	42	5.8		
Total		728	100.0		

WFB_1 I have enough influence on my working hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	14	1.9	2.0	2.0
	2 rather disagree	41	5.6	6.0	8.0
	3 neutral	91	12.5	13.2	21.2
	4 rather agree	310	42.6	45.0	66.2
	5 totally agree	233	32.0	33.8	100.0
	Total	689	94.6	100.0	
Missing	System	39	5.4		
Total		728	100.0		

WFB_2 I can adjust my working time to my family life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	17	2.3	2.5	2.5
	2 rather disagree	64	8.8	9.3	11.7
	3 neutral	130	17.9	18.8	30.6
	4 rather agree	293	40.2	42.5	73.0
	5 totally agree	186	25.5	27.0	100.0
	Total	690	94.8	100.0	
Missing	System	38	5.2		
Total		728	100.0		

WFB_3 I have ample opportunities to take time off whenever that suits me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	24	3.3	3.5	3.5
	2 rather disagree	83	11.4	12.0	15.5
	3 neutral	148	20.3	21.5	37.0
	4 rather agree	279	38.3	40.5	77.5
	5 totally agree	155	21.3	22.5	100.0
	Total	689	94.6	100.0	
Missing	System	39	5.4		
Total		728	100.0		

WFB_4 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	1 strongly disagree	11	1.5	1.6	1.6
	2 rather disagree	20	2.7	2.9	4.5
	3 neutral	132	18.1	19.2	23.7
	4 rather agree	274	37.6	39.9	63.6
	5 totally agree	250	34.3	36.4	100.0
	Total	687	94.4	100.0	
Missing	System	41	5.6		
Total		728	100.0		

WFB_5 I often have meetings at times that are difficult to match with my family situation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	291	40.0	42.2	42.2
	2 rather disagree	258	35.4	37.4	79.7
	3 neutral	104	14.3	15.1	94.8
	4 rather agree	28	3.8	4.1	98.8
	5 totally agree	8	1.1	1.2	100.0
Total		689	94.6	100.0	
Missing	System	39	5.4		
Total		728	100.0		

Partner Are you currently living together with a partner?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	378	51.9	54.7	54.7
	2 No	313	43.0	45.3	100.0
Total		691	94.9	100.0	
Missing	System	37	5.1		
Total		728	100.0		

Children Do you have children?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No, I do not have children	580	79.7	83.8	83.8
	1 Yes, I have one child	44	6.0	6.4	90.2
	2 Yes, I have two or more children	68	9.3	9.8	100.0
Total		692	95.1	100.0	
Missing	System	36	4.9		
Total		728	100.0		

commit_1 Too much is expected of me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	77	10.6	11.2	11.2
	2 rather disagree	226	31.0	32.8	44.0
	3 neutral	255	35.0	37.0	81.0
	4 rather agree	103	14.1	14.9	95.9
	5 totally agree	28	3.8	4.1	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

commit_2 I never catch up with my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	85	11.7	12.3	12.3
	2 rather disagree	261	35.9	37.9	50.2
	3 neutral	168	23.1	24.4	74.6
	4 rather agree	146	20.1	21.2	95.8
	5 totally agree	29	4.0	4.2	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

commit_3 I never have time for myself

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	137	18.8	19.9	19.9
	2 rather disagree	307	42.2	44.6	64.4
	3 neutral	137	18.8	19.9	84.3
	4 rather agree	91	12.5	13.2	97.5
	5 totally agree	17	2.3	2.5	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

commit_4 There are not enough hours in the day for me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	58	8.0	8.4	8.4
	2 rather disagree	188	25.8	27.3	35.7
	3 neutral	151	20.7	21.9	57.6
	4 rather agree	216	29.7	31.3	89.0
	5 totally agree	76	10.4	11.0	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

commit_5 I frequently have to cancel arrangements I have made

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	173	23.8	25.1	25.1
	2 rather disagree	323	44.4	46.9	72.0
	3 neutral	137	18.8	19.9	91.9
	4 rather agree	50	6.9	7.3	99.1
	5 totally agree	6	.8	.9	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

commit_6 I have to do more than I want to do

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	113	15.5	16.4	16.4
	2 rather disagree	263	36.1	38.2	54.6
	3 neutral	188	25.8	27.3	81.9
	4 rather agree	105	14.4	15.2	97.1
	5 totally agree	20	2.7	2.9	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

commit_7 I have no time to do the things I have to do

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	99	13.6	14.4	14.4
	2 rather disagree	284	39.0	41.2	55.6
	3 neutral	166	22.8	24.1	79.7
	4 rather agree	126	17.3	18.3	98.0
	5 totally agree	14	1.9	2.0	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

commit_8 More is expected from me than I can handle

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	128	17.6	18.6	18.6
	2 rather disagree	307	42.2	44.6	63.1
	3 neutral	177	24.3	25.7	88.8
	4 rather agree	66	9.1	9.6	98.4
	5 totally agree	11	1.5	1.6	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

amountsup How many supervisors do you have?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 One	264	36.3	38.4	38.4
	2 Two	316	43.4	45.9	84.3
	3 More than two	108	14.8	15.7	100.0
	Total	688	94.5	100.0	
Missing	System	40	5.5		
Total		728	100.0		

advcomm Do you have an advisory commission?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	206	28.3	30.2	30.2
	1 Yes	475	65.2	69.8	100.0
	Total	681	93.5	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	45	6.2		
	Total	47	6.5		
Total		728	100.0		

advcommwant Would you like to have an advisory commission?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	111	15.2	54.4	54.4
	1 Yes	93	12.8	45.6	100.0
	Total	204	28.0	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	2	.3		
	99 Filter	520	71.4		
	Total	524	72.0		
Total		728	100.0		

advcommapply_1 Tick all that applies to your advisory commission:: Evaluates your progress without detailed feedback

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	270	37.1	56.8	56.8
	1 selected	205	28.2	43.2	100.0
	Total	475	65.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	251	34.5		
	Total	253	34.8		
Total		728	100.0		

advcommapply_2 Tick all that applies to your advisory commission:: Evaluates your progress with detailed feedback

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	212	29.1	44.6	44.6
	1 selected	263	36.1	55.4	100.0
	Total	475	65.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	251	34.5		
	Total	253	34.8		
Total		728	100.0		

advcommapply_3 Tick all that applies to your advisory commission:: Helps you in solving scientific issues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	235	32.3	49.5	49.5
	1 selected	240	33.0	50.5	100.0
	Total	475	65.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	251	34.5		
	Total	253	34.8		
Total		728	100.0		

advcommapply_4 Tick all that applies to your advisory commission:: Helps you in solving non-scientific issues (e.g. conflicts)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	397	54.5	83.6	83.6
	1 selected	78	10.7	16.4	100.0
	Total	475	65.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	251	34.5		
	Total	253	34.8		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all satisfied	12	1.6	2.5	2.5
	2 Rather not satisfied	28	3.8	5.9	8.5
	3 Undecided	99	13.6	20.9	29.4
	4 Rather satisfied	224	30.8	47.4	76.7
	5 Very satisfied	110	15.1	23.3	100.0
	Total	473	65.0	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	2	.3		
	99 Filter	251	34.5		
	Total	255	35.0		
Total		728	100.0		

advcommfreqmeet What is the frequency of meeting with your advisory commission?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Several times a week	5	.7	1.1	1.1
	2 Weekly	5	.7	1.1	2.1
	3 Several times a month	18	2.5	3.9	6.0
	4 Monthly	35	4.8	7.5	13.5
	5 Several times a year	175	24.0	37.5	51.0
	6 At most once a year	229	31.5	49.0	100.0
	Total	467	64.1	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	8	1.1		
	99 Filter	251	34.5		
	Total	261	35.9		
Total		728	100.0		

supinv Is your supervisor involved in your research?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	16	2.2	2.3	2.3
	2 Rather not	51	7.0	7.4	9.7
	3 Undecided	49	6.7	7.1	16.8
	4 Rather yes	287	39.4	41.7	58.5
	5 Totally	286	39.3	41.5	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

supfreqmeet What is the frequency of your meetings with your supervisor(s)?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Several times a week	74	10.2	10.8	10.8
	2 Weekly	169	23.2	24.6	35.4
	3 Several times a month	171	23.5	24.9	60.3
	4 Monthly	155	21.3	22.6	82.8
	5 Several times a year	105	14.4	15.3	98.1
	6 At most once a year	13	1.8	1.9	100.0
	Total	687	94.4	100.0	
Missing	System	41	5.6		
Total		728	100.0		

collinv Are your colleague(s) involved in your research?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	130	17.9	18.9	18.9
	2 Rather not	178	24.5	25.9	44.8
	3 Undecided	99	13.6	14.4	59.2
	4 Rather yes	237	32.6	34.4	93.6
	5 Totally	44	6.0	6.4	100.0
	Total	688	94.5	100.0	
Missing	System	40	5.5		
Total		728	100.0		

satsup_1 The frequency of meetings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	18	2.5	2.6	2.6
	2 rather not satisfied	77	10.6	11.2	13.8
	3 undecided	82	11.3	11.9	25.7
	4 rather satisfied	305	41.9	44.3	70.0
	5 very satisfied	207	28.4	30.0	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

satsup_2 The quality of meetings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	21	2.9	3.0	3.0
	2 rather not satisfied	50	6.9	7.3	10.3
	3 undecided	85	11.7	12.3	22.6
	4 rather satisfied	298	40.9	43.3	65.9
	5 very satisfied	235	32.3	34.1	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

satsup_3 The expertise she/he has on the research subject

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	11	1.5	1.6	1.6
	2 rather not satisfied	46	6.3	6.7	8.3
	3 undecided	87	12.0	12.6	20.9
	4 rather satisfied	239	32.8	34.7	55.6
	5 very satisfied	306	42.0	44.4	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

satsup_4 The freedom you get to develop your own research ideas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	7	1.0	1.0	1.0
	2 rather not satisfied	24	3.3	3.5	4.5
	3 undecided	81	11.1	11.8	16.3
	4 rather satisfied	258	35.4	37.4	53.7
	5 very satisfied	319	43.8	46.3	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

satsup_5 The introduction to other prominent researchers in your field of interest by your supervisor(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	45	6.2	6.5	6.5
	2 rather not satisfied	86	11.8	12.5	19.0
	3 undecided	183	25.1	26.6	45.6
	4 rather satisfied	224	30.8	32.5	78.1
	5 very satisfied	151	20.7	21.9	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

satsup_6 Stimulation/inspiration to solve research problems/issues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	24	3.3	3.5	3.5
	2 rather not satisfied	54	7.4	7.8	11.3
	3 undecided	125	17.2	18.1	29.5
	4 rather satisfied	275	37.8	39.9	69.4
	5 very satisfied	211	29.0	30.6	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

satsup_7 The possibility to attend conferences/specialist training courses

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	15	2.1	2.2	2.2
	2 rather not satisfied	35	4.8	5.1	7.3
	3 undecided	111	15.2	16.1	23.4
	4 rather satisfied	240	33.0	34.8	58.2
	5 very satisfied	288	39.6	41.8	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

satsup_8 The possibility to attend transferable skills training courses

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	13	1.8	1.9	1.9
	2 rather not satisfied	28	3.8	4.1	6.0
	3 undecided	147	20.2	21.3	27.3
	4 rather satisfied	263	36.1	38.2	65.5
	5 very satisfied	238	32.7	34.5	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

satsup_9 The support you receive in writing articles

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	21	2.9	3.0	3.0
	2 rather not satisfied	51	7.0	7.4	10.4
	3 undecided	136	18.7	19.7	30.2
	4 rather satisfied	240	33.0	34.8	65.0
	5 very satisfied	241	33.1	35.0	100.0
	Total	689	94.6	100.0	
Missing	98 Missing	39	5.4		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all sufficient	18	2.5	2.6	2.6
	2 Rather not sufficient	51	7.0	7.5	10.1
	3 Undecided	134	18.4	19.6	29.7
	4 Rather sufficient	373	51.2	54.5	84.2
	5 Completely sufficient	108	14.8	15.8	100.0
	Total	684	94.0	100.0	
Missing	98 Missing	44	6.0		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No	112	15.4	16.4	16.4
	2 Yes	570	78.3	83.6	100.0
	Total	682	93.7	100.0	
Missing	98 Missing	46	6.3		
Total		728	100.0		

satworkcon_1 The introduction to the research group/department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	17	2.3	3.0	3.0
	2 rather not satisfied	40	5.5	7.0	10.0
	3 undecided	64	8.8	11.2	21.2
	4 rather satisfied	280	38.5	49.1	70.4
	5 very satisfied	169	23.2	29.6	100.0
	Total	570	78.3	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	112	15.4		
	Total	158	21.7		
Total		728	100.0		

satworkcon_2 The available expertise in the department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	7	1.0	1.2	1.2
	2 rather not satisfied	36	4.9	6.3	7.5
	3 undecided	95	13.0	16.7	24.2
	4 rather satisfied	261	35.9	45.8	70.0
	5 very satisfied	171	23.5	30.0	100.0
	Total	570	78.3	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	112	15.4		
	Total	158	21.7		
Total		728	100.0		

satworkcon_3 Opportunities to present results to the department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	5	.7	.9	.9
	2 rather not satisfied	44	6.0	7.7	8.6
	3 undecided	110	15.1	19.3	27.9
	4 rather satisfied	253	34.8	44.4	72.3
	5 very satisfied	158	21.7	27.7	100.0
	Total	570	78.3	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	112	15.4		
	Total	158	21.7		
Total		728	100.0		

satworkcon_4 The available space in the office

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	23	3.2	4.0	4.0
	2 rather not satisfied	38	5.2	6.7	10.7
	3 undecided	43	5.9	7.5	18.2
	4 rather satisfied	231	31.7	40.5	58.8
	5 very satisfied	235	32.3	41.2	100.0
	Total	570	78.3	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	112	15.4		
	Total	158	21.7		
Total		728	100.0		

satworkcon_5 The infrastructure (lab, materials, programs) to perform your research in a suitable manner

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	18	2.5	3.2	3.2
	2 rather not satisfied	41	5.6	7.2	10.4
	3 undecided	90	12.4	15.8	26.1
	4 rather satisfied	250	34.3	43.9	70.0
	5 very satisfied	171	23.5	30.0	100.0
	Total	570	78.3	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	112	15.4		
	Total	158	21.7		
Total		728	100.0		

satworkcon_6 Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	16	2.2	2.8	2.8
	2 rather not satisfied	32	4.4	5.6	8.4
	3 undecided	93	12.8	16.3	24.7
	4 rather satisfied	239	32.8	41.9	66.7
	5 very satisfied	190	26.1	33.3	100.0
	Total	570	78.3	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	112	15.4		
	Total	158	21.7		
Total		728	100.0		

satworkcon_7 The training opportunities offered within the university

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	13	1.8	2.3	2.3
	2 rather not satisfied	30	4.1	5.3	7.5
	3 undecided	96	13.2	16.8	24.4
	4 rather satisfied	295	40.5	51.8	76.1
	5 very satisfied	136	18.7	23.9	100.0
	Total	570	78.3	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	112	15.4		
	Total	158	21.7		
Total		728	100.0		

satworkcon_8 The available funding to go to conferences/summer schools

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	18	2.5	3.2	3.2
	2 rather not satisfied	39	5.4	6.8	10.0
	3 undecided	148	20.3	26.0	36.0
	4 rather satisfied	229	31.5	40.2	76.1
	5 very satisfied	136	18.7	23.9	100.0
	Total	570	78.3	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	112	15.4		
	Total	158	21.7		
Total		728	100.0		

satworkcon_9 The possibility to go on vacation/take some time off

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	4	.5	.7	.7
	2 rather not satisfied	15	2.1	2.6	3.3
	3 undecided	82	11.3	14.4	17.7
	4 rather satisfied	273	37.5	47.9	65.6
	5 very satisfied	196	26.9	34.4	100.0
	Total	570	78.3	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	112	15.4		
	Total	158	21.7		
Total		728	100.0		

lackexp You indicated a lack of expertise in your department. Were you informed about this beforehand?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	29	4.0	67.4	67.4
	1 Yes	14	1.9	32.6	100.0
	Total	43	5.9	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	639	87.8		
	Total	685	94.1		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 6 to 10 working days (2 weeks)	1	.1	5.3	5.3
	4 11 to 15 working days (3 weeks)	5	.7	26.3	31.6
	5 16 to 20 working days (4 weeks)	2	.3	10.5	42.1
	6 21 to 25 working days (5 weeks)	5	.7	26.3	68.4
	7 26 to 30 working days (6 weeks)	4	.5	21.1	89.5
	8 31 to 35 working days (7 weeks)	2	.3	10.5	100.0
	Total	19	2.6	100.0	
Missing	98 Missing	46	6.3		
	99 Filter	663	91.1		
	Total	709	97.4		
Total		728	100.0		

cult_1 The emphasis lies on realizing individual goals

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	12	1.6	1.8	1.8
	2 rather disagree	63	8.7	9.4	11.2
	3 neutral	202	27.7	30.1	41.3
	4 rather agree	313	43.0	46.7	88.1
	5 totally agree	80	11.0	11.9	100.0
	Total	670	92.0	100.0	
Missing	System	58	8.0		
Total		728	100.0		

cult_2 The emphasis lies on good relationships with colleagues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	11	1.5	1.6	1.6
	2 rather disagree	55	7.6	8.2	9.9
	3 neutral	174	23.9	26.0	35.8
	4 rather agree	323	44.4	48.2	84.0
	5 totally agree	107	14.7	16.0	100.0
	Total	670	92.0	100.0	
Missing	System	58	8.0		
Total		728	100.0		

cult_3 There is a competitive atmosphere within the research team

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	122	16.8	18.2	18.2
	2 rather disagree	210	28.8	31.3	49.6
	3 neutral	221	30.4	33.0	82.5
	4 rather agree	91	12.5	13.6	96.1
	5 totally agree	26	3.6	3.9	100.0
	Total	670	92.0	100.0	
Missing	System	58	8.0		
Total		728	100.0		

cult_4 More decisions are made informally than during formal meetings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	27	3.7	4.0	4.0
	2 rather disagree	133	18.3	19.9	23.9
	3 neutral	298	40.9	44.5	68.4
	4 rather agree	162	22.3	24.2	92.5
	5 totally agree	50	6.9	7.5	100.0
	Total	670	92.0	100.0	
Missing	System	58	8.0		
Total		728	100.0		

cult_5 When decisions are made, everyone's opinion is taken into account

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	21	2.9	3.1	3.1
	2 rather disagree	89	12.2	13.3	16.4
	3 neutral	222	30.5	33.2	49.6
	4 rather agree	240	33.0	35.9	85.5
	5 totally agree	97	13.3	14.5	100.0
	Total	669	91.9	100.0	
Missing	System	59	8.1		
Total		728	100.0		

cult_6 There are only a limited number of people involved in the decision-making process

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	54	7.4	8.1	8.1
	2 rather disagree	150	20.6	22.4	30.5
	3 neutral	251	34.5	37.5	68.0
	4 rather agree	171	23.5	25.6	93.6
	5 totally agree	43	5.9	6.4	100.0
	Total	669	91.9	100.0	
Missing	System	59	8.1		
Total		728	100.0		

cult_7 Colleagues consider each other as competitors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	220	30.2	32.9	32.9
	2 rather disagree	230	31.6	34.4	67.3
	3 neutral	162	22.3	24.2	91.5
	4 rather agree	44	6.0	6.6	98.1
	5 totally agree	13	1.8	1.9	100.0
	Total	669	91.9	100.0	
Missing	System	59	8.1		
Total		728	100.0		

victim_1 Said bad things about you to your coworkers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	574	78.8	85.8	85.8
	2 One to three times	65	8.9	9.7	95.5
	3 Four to six times	12	1.6	1.8	97.3
	4 Seven to nine times	6	.8	.9	98.2
	5 More than ten times	12	1.6	1.8	100.0
	Total	669	91.9	100.0	
Missing	System	59	8.1		
Total		728	100.0		

victim_2 Cursed at you

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	635	87.2	94.9	94.9
	2 One to three times	27	3.7	4.0	99.0
	3 Four to six times	5	.7	.7	99.7
	4 Seven to nine times	1	.1	.1	99.9
	5 More than ten times	1	.1	.1	100.0
	Total	669	91.9	100.0	
Missing	System	59	8.1		
Total		728	100.0		

victim_3 Sabotaged your work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	631	86.7	94.3	94.3
	2 One to three times	27	3.7	4.0	98.4
	3 Four to six times	6	.8	.9	99.3
	4 Seven to nine times	1	.1	.1	99.4
	5 More than ten times	4	.5	.6	100.0
	Total	669	91.9	100.0	
Missing	System	59	8.1		
Total		728	100.0		

victim_4 Made an ethnic, racial, religious or offensive slur towards you

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	627	86.1	93.6	93.6
	2 One to three times	34	4.7	5.1	98.7
	3 Four to six times	5	.7	.7	99.4
	4 Seven to nine times	1	.1	.1	99.6
	5 More than ten times	3	.4	.4	100.0
	Total	670	92.0	100.0	
Missing	System	58	8.0		
Total		728	100.0		

victim_5 Did or said something to make you look bad

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	570	78.3	85.1	85.1
	2 One to three times	80	11.0	11.9	97.0
	3 Four to six times	8	1.1	1.2	98.2
	4 Seven to nine times	3	.4	.4	98.7
	5 More than ten times	9	1.2	1.3	100.0
	Total	670	92.0	100.0	
Missing	System	58	8.0		
Total		728	100.0		

victim_6 Made an obscene comment or gesture in front of you

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	635	87.2	94.9	94.9
	2 One to three times	27	3.7	4.0	99.0
	3 Four to six times	5	.7	.7	99.7
	5 More than ten times	2	.3	.3	100.0
	Total	669	91.9	100.0	
Missing	System	59	8.1		
Total		728	100.0		

victim_7 Lied to get you in trouble

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	639	87.8	95.4	95.4
	2 One to three times	21	2.9	3.1	98.5
	3 Four to six times	2	.3	.3	98.8
	4 Seven to nine times	4	.5	.6	99.4
	5 More than ten times	4	.5	.6	100.0
	Total	670	92.0	100.0	
Missing	System	58	8.0		
Total		728	100.0		

victim_8 Threatened you with physical harm

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	663	91.1	99.1	99.1
	2 One to three times	4	.5	.6	99.7
	3 Four to six times	1	.1	.1	99.9
	5 More than ten times	1	.1	.1	100.0
	Total	669	91.9	100.0	
Missing	System	59	8.1		
Total		728	100.0		

pappres I am allowed to present my papers on conferences

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	5	.7	.7	.7
	2 Rather not	8	1.1	1.2	1.9
	3 Somewhat	39	5.4	5.7	7.7
	4 To a large extent	87	12.0	12.8	20.5
	5 Definitely	471	64.7	69.4	89.8
	6 Don't know	69	9.5	10.2	100.0
	Total	679	93.3	100.0	
Missing	System	49	6.7		
Total		728	100.0		

papfirstaut I am allowed to write papers as first author

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	2	.3	.3	.3
	2 Rather not	3	.4	.4	.7
	3 Somewhat	21	2.9	3.1	3.8
	4 To a large extent	63	8.7	9.3	13.1
	5 Definitely	515	70.7	75.8	89.0
	6 Don't know	75	10.3	11.0	100.0
	Total	679	93.3	100.0	
Missing	System	49	6.7		
Total		728	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	15	2.1	2.2	2.2
	2 Rather not	27	3.7	4.0	6.2
	3 Somewhat	68	9.3	10.0	16.2
	4 To a large extent	128	17.6	18.9	35.1
	5 Definitely	326	44.8	48.1	83.2
	6 Don't know	114	15.7	16.8	100.0
	Total	678	93.1	100.0	
Missing	System	50	6.9		
Total		728	100.0		

docstrain 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	1 Yes	481	66.1	70.8	70.8
	2 No	198	27.2	29.2	100.0
	Total	679	93.3	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	47	6.5		
	Total	49	6.7		
Total		728	100.0		

notrain_1 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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	131	18.0	66.2	66.2
	1 selected	67	9.2	33.8	100.0
	Total	198	27.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	528	72.5		
	Total	530	72.8		
Total		728	100.0		

notrain_2 What were the reasons not to attend any activity organized by the doctoral schools so far? (tick all that apply): I'm not familiar with the offer

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	179	24.6	90.4	90.4
	1 selected	19	2.6	9.6	100.0
	Total	198	27.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	528	72.5		
	Total	530	72.8		
Total		728	100.0		

notrain_3 What were the reasons not to attend any activity organized by the doctoral schools so far? (tick all that apply): I don't have the time

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	127	17.4	64.1	64.1
	1 selected	71	9.8	35.9	100.0
	Total	198	27.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	528	72.5		
	Total	530	72.8		
Total		728	100.0		

notrain_4 What were the reasons not to attend any activity organized by the doctoral schools so far? (tick all that apply): I want to solely focus on my research

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	150	20.6	75.8	75.8
	1 selected	48	6.6	24.2	100.0
	Total	198	27.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	528	72.5		
	Total	530	72.8		
Total		728	100.0		

**notrain_5 What were the reasons not to attend any activity organized by the doctoral schools so far? (tick all that apply):
My supervisor does not allow me to participate in training/events not directly related to my research**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	195	26.8	98.5	98.5
	1 selected	3	.4	1.5	100.0
	Total	198	27.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	528	72.5		
	Total	530	72.8		
Total		728	100.0		

**notrain_6 What were the reasons not to attend any activity organized by the doctoral schools so far? (tick all that apply):
I heard the quality of the offer is not up to standard**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	195	26.8	98.5	98.5
	1 selected	3	.4	1.5	100.0
	Total	198	27.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	528	72.5		
	Total	530	72.8		
Total		728	100.0		

**notrain_7 What were the reasons not to attend any activity organized by the doctoral schools so far? (tick all that apply):
I don't find what I'm looking for in the current offer**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	160	22.0	80.8	80.8
	1 selected	38	5.2	19.2	100.0
	Total	198	27.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	528	72.5		
	Total	530	72.8		
Total		728	100.0		

**notrain_8 What were the reasons not to attend any activity organized by the doctoral schools so far? (tick all that apply):
Other (please specify)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	148	20.3	74.7	74.7
	1 selected	50	6.9	25.3	100.0
	Total	198	27.2	100.0	
Missing	97 Non PhD track	2	.3		
	99 Filter	528	72.5		
	Total	530	72.8		
Total		728	100.0		

docstrain_1 Transferable skills (e.g. Personal effectiveness, leadership, creative thinking)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No, not interested	34	4.7	7.5	7.5
	2 No, but interested to follow in the future	111	15.2	24.5	32.0
	3 I followed one course	165	22.7	36.4	68.4
	4 I followed several courses	143	19.6	31.6	100.0
	Total	453	62.2	100.0	
Missing	97 Non-PhD	2	.3		
	98 Missing	28	3.8		
	99 Filter	245	33.7		
	Total	275	37.8		
Total		728	100.0		

docstrain_2 Methodological (incl. Statistical courses and qualitative methods)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No, not interested	50	6.9	11.2	11.2
	2 No, but interested to follow in the future	151	20.7	33.7	44.9
	3 I followed one course	136	18.7	30.4	75.2
	4 I followed several courses	111	15.2	24.8	100.0
	Total	448	61.5	100.0	
Missing	97 Non-PhD	2	.3		
	98 Missing	33	4.5		
	99 Filter	245	33.7		
	Total	280	38.5		
Total		728	100.0		

docstrain_3 Specialist training/events (e.g. Master classes, content lectures)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No, not interested	68	9.3	15.5	15.5
	2 No, but interested to follow in the future	216	29.7	49.1	64.5
	3 I followed one course	92	12.6	20.9	85.5
	4 I followed several courses	64	8.8	14.5	100.0
	Total	440	60.4	100.0	
Missing	97 Non-PhD	2	.3		
	98 Missing	41	5.6		
	99 Filter	245	33.7		
	Total	288	39.6		
Total		728	100.0		

docstrain_4 Research culture (e.g. PhD days, scientific integrity courses)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No, not interested	55	7.6	12.0	12.0
	2 No, but interested to follow in the future	88	12.1	19.3	31.3
	3 I followed one course	217	29.8	47.5	78.8
	4 I followed several courses	97	13.3	21.2	100.0
	Total	457	62.8	100.0	
Missing	97 Non-PhD	2	.3		
	98 Missing	24	3.3		
	99 Filter	245	33.7		
	Total	271	37.2		
Total		728	100.0		

docstrain_5 Career-related (incl. Entrepreneurship, career coaching)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No, not interested	79	10.9	18.1	18.1
	2 No, but interested to follow in the future	243	33.4	55.6	73.7
	3 I followed one course	68	9.3	15.6	89.2
	4 I followed several courses	47	6.5	10.8	100.0
	Total	437	60.0	100.0	
Missing	97 Non-PhD	2	.3		
	98 Missing	44	6.0		
	99 Filter	245	33.7		
	Total	291	40.0		
Total		728	100.0		

docstrain_intr_1 Transferable skills (e.g. Personal effectiveness, leadership, creative thinking)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	30	4.1	15.5	15.5
	2 rather not	22	3.0	11.4	26.9
	3 somewhat	62	8.5	32.1	59.1
	4 to a large extent	46	6.3	23.8	82.9
	5 definitely	33	4.5	17.1	100.0
	Total	193	26.5	100.0	
Missing	97 Non-PhD	2	.3		
	98 Missing	5	.7		
	99 Filter	528	72.5		
	Total	535	73.5		
Total		728	100.0		

docstrain_intr_2 Methodological (incl. Statistical courses and qualitative methods)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	18	2.5	9.3	9.3
	2 rather not	25	3.4	13.0	22.3
	3 somewhat	53	7.3	27.5	49.7
	4 to a large extent	49	6.7	25.4	75.1
	5 definitely	48	6.6	24.9	100.0
	Total	193	26.5	100.0	
Missing	97 Non-PhD	2	.3		
	98 Missing	5	.7		
	99 Filter	528	72.5		
	Total	535	73.5		
Total		728	100.0		

docstrain_intr_3 Specialist training/events (e.g. Master classes, content lectures)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	27	3.7	14.2	14.2
	2 rather not	22	3.0	11.6	25.8
	3 somewhat	49	6.7	25.8	51.6
	4 to a large extent	50	6.9	26.3	77.9
	5 definitely	42	5.8	22.1	100.0
	Total	190	26.1	100.0	
Missing	97 Non-PhD	2	.3		
	98 Missing	8	1.1		
	99 Filter	528	72.5		
	Total	538	73.9		
Total		728	100.0		

docstrain_intr_4 Research culture (e.g. PhD days, scientific integrity courses)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	34	4.7	17.7	17.7
	2 rather not	43	5.9	22.4	40.1
	3 somewhat	59	8.1	30.7	70.8
	4 to a large extent	34	4.7	17.7	88.5
	5 definitely	22	3.0	11.5	100.0
	Total	192	26.4	100.0	
Missing	97 Non-PhD	2	.3		
	98 Missing	6	.8		
	99 Filter	528	72.5		
	Total	536	73.6		
Total		728	100.0		

docstrain_intr_5 Career-related (incl. Entrepreneurship, career coaching)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	35	4.8	18.0	18.0
	2 rather not	39	5.4	20.1	38.1
	3 somewhat	49	6.7	25.3	63.4
	4 to a large extent	35	4.8	18.0	81.4
	5 definitely	36	4.9	18.6	100.0
	Total	194	26.6	100.0	
Missing	97 Non-PhD	2	.3		
	98 Missing	4	.5		
	99 Filter	528	72.5		
	Total	534	73.4		
Total		728	100.0		

finphdexpsec To what extent do you **expect to work in academia (VUB or other university) after finishing your PhD?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	76	10.4	11.2	11.2
	2 Rather not	134	18.4	19.8	31.0
	3 Somewhat	217	29.8	32.0	63.0
	4 To a large extent	179	24.6	26.4	89.4
	5 Definitely	72	9.9	10.6	100.0
	Total	678	93.1	100.0	
Missing	97 Non PhD track	2	.3		
	System	48	6.6		
	Total	50	6.9		
Total		728	100.0		

finphdprefsec_1 After finishing my PhD I **prefer to work in the following sector(s) **
Tick all that apply.:** VUB or other university**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	208	28.6	30.7	30.7
	1 selected	470	64.6	69.3	100.0
	Total	678	93.1	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	48	6.6		
	Total	50	6.9		
Total		728	100.0		

finphdprefsec_2 After finishing my PhD I prefer to work in the following sector(s) </br>Tick all that apply.: Other higher education institution (“hogeschool”)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	485	66.6	71.5	71.5
	1 selected	193	26.5	28.5	100.0
	Total	678	93.1	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	48	6.6		
	Total	50	6.9		
Total		728	100.0		

finphdprefsec_3 After finishing my PhD I prefer to work in the following sector(s) </br>Tick all that apply.: Private sector/industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	312	42.9	46.0	46.0
	1 selected	366	50.3	54.0	100.0
	Total	678	93.1	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	48	6.6		
	Total	50	6.9		
Total		728	100.0		

finphdprefsec_4 After finishing my PhD I prefer to work in the following sector(s) </br>Tick all that apply.: Government (local, regional, national)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	392	53.8	57.8	57.8
	1 selected	286	39.3	42.2	100.0
	Total	678	93.1	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	48	6.6		
	Total	50	6.9		
Total		728	100.0		

finphdprefsec_5 After finishing my PhD I prefer to work in the following sector(s) </br>Tick all that apply.: Non-profit sector (health or social services)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	445	61.1	65.6	65.6
	1 selected	233	32.0	34.4	100.0
	Total	678	93.1	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	48	6.6		
	Total	50	6.9		
Total		728	100.0		

finphdprefsec_6 After finishing my PhD I prefer to work in the following sector(s) </br>Tick all that apply.: Self-employed/Entrepreneur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	511	70.2	75.4	75.4
	1 selected	167	22.9	24.6	100.0
	Total	678	93.1	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	48	6.6		
	Total	50	6.9		
Total		728	100.0		

finphdprefsec_7 After finishing my PhD I prefer to work in the following sector(s) </br>Tick all that apply.: Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	628	86.3	92.6	92.6
	1 selected	50	6.9	7.4	100.0
	Total	678	93.1	100.0	
Missing	97 Non PhD track	2	.3		
	98 Missing	48	6.6		
	Total	50	6.9		
Total		728	100.0		

findphdfac_1 The use of your research competence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	1	.1	.1	.1
	2 Moderately negative	31	4.3	4.6	4.7
	3 No influence	82	11.3	12.1	16.9
	4 Moderately positive	331	45.5	49.0	65.8
	5 Strongly positive	231	31.7	34.2	100.0
	Total	676	92.9	100.0	
Missing	System	52	7.1		
Total		728	100.0		

finphdfac_2 Interest in teaching

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	40	5.5	5.9	5.9
	2 Moderately negative	61	8.4	9.0	15.0
	3 No influence	102	14.0	15.1	30.1
	4 Moderately positive	253	34.8	37.5	67.6
	5 Strongly positive	219	30.1	32.4	100.0
	Total	675	92.7	100.0	
Missing	System	53	7.3		
Total		728	100.0		

finphdfac_3 The academic environment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	48	6.6	7.1	7.1
	2 Moderately negative	97	13.3	14.3	21.4
	3 No influence	106	14.6	15.7	37.1
	4 Moderately positive	261	35.9	38.6	75.7
	5 Strongly positive	164	22.5	24.3	100.0
	Total	676	92.9	100.0	
Missing	System	52	7.1		
Total		728	100.0		

finphdfac_4 The academic lifestyle

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	52	7.1	7.7	7.7
	2 Moderately negative	99	13.6	14.7	22.4
	3 No influence	112	15.4	16.6	39.0
	4 Moderately positive	252	34.6	37.3	76.3
	5 Strongly positive	160	22.0	23.7	100.0
	Total	675	92.7	100.0	
Missing	System	53	7.3		
Total		728	100.0		

finphdfac_5 Plans for parenthood

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	59	8.1	8.8	8.8
	2 Moderately negative	87	12.0	12.9	21.7
	3 No influence	355	48.8	52.7	74.4
	4 Moderately positive	130	17.9	19.3	93.8
	5 Strongly positive	42	5.8	6.2	100.0
	Total	673	92.4	100.0	
Missing	System	55	7.6		
Total		728	100.0		

finphdfac_6 Factors concerning a (potential) partner or spouse

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	48	6.6	7.1	7.1
	2 Moderately negative	66	9.1	9.8	16.9
	3 No influence	424	58.2	63.0	79.9
	4 Moderately positive	104	14.3	15.5	95.4
	5 Strongly positive	31	4.3	4.6	100.0
	Total	673	92.4	100.0	
Missing	System	55	7.6		
Total		728	100.0		

finphdfac_7 Extended family (parents, siblings...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	44	6.0	6.5	6.5
	2 Moderately negative	63	8.7	9.3	15.9
	3 No influence	470	64.6	69.7	85.6
	4 Moderately positive	71	9.8	10.5	96.1
	5 Strongly positive	26	3.6	3.9	100.0
	Total	674	92.6	100.0	
Missing	System	54	7.4		
Total		728	100.0		

finphdfac_8 Ability to settle down in a university

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	46	6.3	6.9	6.9
	2 Moderately negative	79	10.9	11.8	18.6
	3 No influence	254	34.9	37.9	56.5
	4 Moderately positive	220	30.2	32.8	89.3
	5 Strongly positive	72	9.9	10.7	100.0
	Total	671	92.2	100.0	
Missing	System	57	7.8		
Total		728	100.0		

finphdfac_9 Salary/finances

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	35	4.8	5.2	5.2
	2 Moderately negative	111	15.2	16.4	21.6
	3 No influence	221	30.4	32.7	54.3
	4 Moderately positive	241	33.1	35.7	89.9
	5 Strongly positive	68	9.3	10.1	100.0
	Total	676	92.9	100.0	
Missing	System	52	7.1		
Total		728	100.0		

finphdfac_10 Interest in research

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	2	.3	.3	.3
	2 Moderately negative	17	2.3	2.5	2.8
	3 No influence	54	7.4	8.0	10.9
	4 Moderately positive	271	37.2	40.3	51.2
	5 Strongly positive	328	45.1	48.8	100.0
	Total	672	92.3	100.0	
Missing	System	56	7.7		
Total		728	100.0		

finphdfac_11 Job security/stability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	72	9.9	10.7	10.7
	2 Moderately negative	133	18.3	19.8	30.5
	3 No influence	156	21.4	23.2	53.6
	4 Moderately positive	212	29.1	31.5	85.1
	5 Strongly positive	100	13.7	14.9	100.0
	Total	673	92.4	100.0	
Missing	System	55	7.6		
Total		728	100.0		

finphdfac_12 Autonomy

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	4	.5	.6	.6
	2 Moderately negative	20	2.7	3.0	3.6
	3 No influence	143	19.6	21.2	24.8
	4 Moderately positive	308	42.3	45.7	70.5
	5 Strongly positive	199	27.3	29.5	100.0
	Total	674	92.6	100.0	
Missing	System	54	7.4		
Total		728	100.0		

finphdfac_13 Being able to contribute something to the greater good, making the world a better place

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly negative	9	1.2	1.3	1.3
	2 Moderately negative	23	3.2	3.4	4.7
	3 No influence	105	14.4	15.6	20.3
	4 Moderately positive	290	39.8	43.0	63.4
	5 Strongly positive	247	33.9	36.6	100.0
	Total	674	92.6	100.0	
Missing	System	54	7.4		
Total		728	100.0		