

PHD SURVEY 2022

TECHNICAL REPORT

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Introduction

In this report, the technical details of the PhD Survey 2022 can be found. The PhD Survey is a longitudinal research project that aims to monitor how PhD candidates at the VUB evaluate their doctoral trajectory. The first survey was launched in 2017, making this the sixth edition. The research is executed by Research Group TOR (Sociology department, VUB) on behalf of the Researcher Training and Development Office (RTDO) of the VUB.

This report describes the technical details of this survey. The first section describes the organization of the fieldwork, the second section covers the response rate. In the appendices of this technical report, the communication that was used during the fieldwork can be found, as well as the questionnaire and codebook, the frequently asked questions and the frequency tables of the variables.

1 Research design

In this section, we will explain who belongs to the research population of this study, how the communication to the respondents was organized and what the procedure was to participate.

1.1 Research population

The population of this study are all the PhD candidates at the VUB that were enrolled as per January 1st, 2022. Their contact information was drawn from CALI based on their enrolment at one of the three VUB Doctoral Schools: the Doctoral School of Human Sciences (DSh), the Doctoral School of Natural Sciences & (bio-science) Engineering (NSE) and the Doctoral School of Life Sciences and Medicine (LSM). All eight faculties are included in the study:

- 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

1830 PhD candidates were invited to participate. Table 1 presents the number of invited PhD candidates per faculty and doctoral school are presented.

Table 1: Number of invitees per faculty and doctoral school (as stated in CALI)

	N	%
Human sciences (DSh)	667	36.4
Arts and Philosophy	171	9.3
Economics and Social Sciences & Business Solvay School	269	14.7
Law and Criminology	125	6.8
Psychology and Educational Sciences	102	5.6
Natural Sciences & (Bioscience) Engineering (NSE)	712	38.9
Sciences and Bio-science Engineering	320	17.5
Engineering Sciences	392	21.4
Sciences and Medicine (LSM)	428	23.4
Medicine and Pharmacy	358	19.6
Physical Education and Physiotherapy	70	3.8
Interdisciplinary/PhD in the Arts	23	1.3
Total	1830	100

1.2 Timing of communication

The survey ran from April 19th to June 4th. All PhD candidates received an invitation through their VUB e-mail address (see Appendix 1 for Communication). Throughout the study, several reminders were sent. The first one was sent on May 2nd and a second one on May 16th. To give the response rate a final push, the researchers decided to send out an extra reminder on May 30th.

Respondents who started the survey but did not complete it also received reminders. The first one was sent one day after their first login, the second one three days after their first login. A final reminder was sent on May 30th.

After finishing the survey, the respondents received an e-mail to confirm their participation and thank them for their contribution.

Table 2: Timing of communication

Timing	Communication
April 19, 2022	Invitation e-mail
May 2, 2022	First reminder
May 16, 2022	Second reminder
May 30, 2022	Third reminder
First registration + 1 day	Partial completion reminder 1
First registration + 3 days	Partial completion reminder 2
May 30, 2022	Partial completion, reminder 3
Completion of the survey	Thank you e-mail

1.3 Participation procedure

The research consisted of a single questionnaire, available on the MOTUS-website (<https://www.motusresearch.io>). In the invitation e-mail, respondents were provided with personal credentials, with which they could log in on this website.

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 more information about the goals of the research, privacy concerns and frequently asked questions (see appendix 3). 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

830 of the 1830 invited respondents filled in the questionnaire completely, generating a response rate of 45.4%. Figure 1 presents the response throughout the fieldwork. The effects of the three reminders (May 2nd, May 16th and May 30th) can be seen clearly. The first reminder triggered 124 extra respondents to fill in the survey, and another 58 the next day. The second reminder triggered 48 extra respondents, and 20 the next day. The final reminder convinced another 87 to participate, and another 26 the next day.

The smaller spikes in the graph represent the reminders that RTDO sent out during the fieldwork (e.g., in their newsletter).

Figure 1: Response throughout the fieldwork

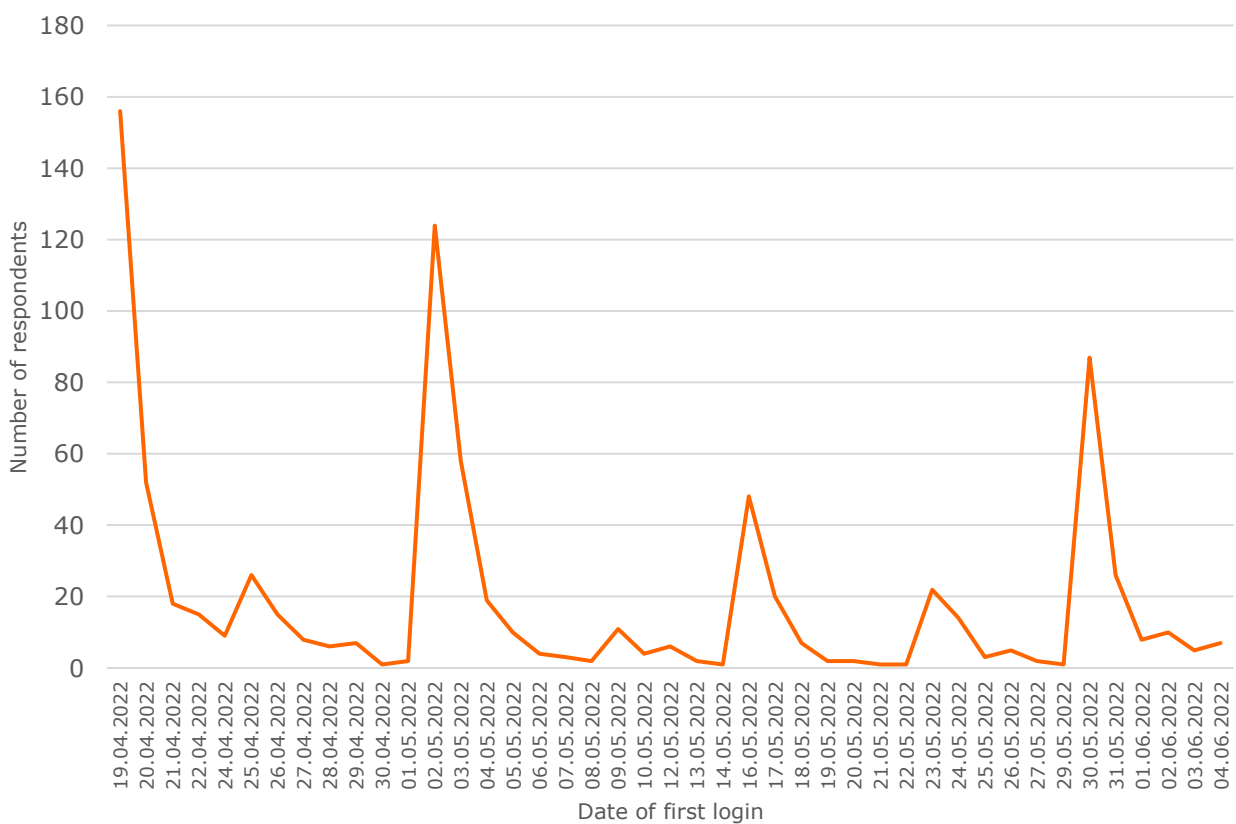


Figure 2 presents the cumulative response rate of the different editions throughout the fieldwork periods. The response of 2022 knew a slower start compared to other years, but the final reminder caused it to generate the second highest response rate of all editions.

Figure 2: Cumulative response throughout the fieldwork, editions 2018 to 2022

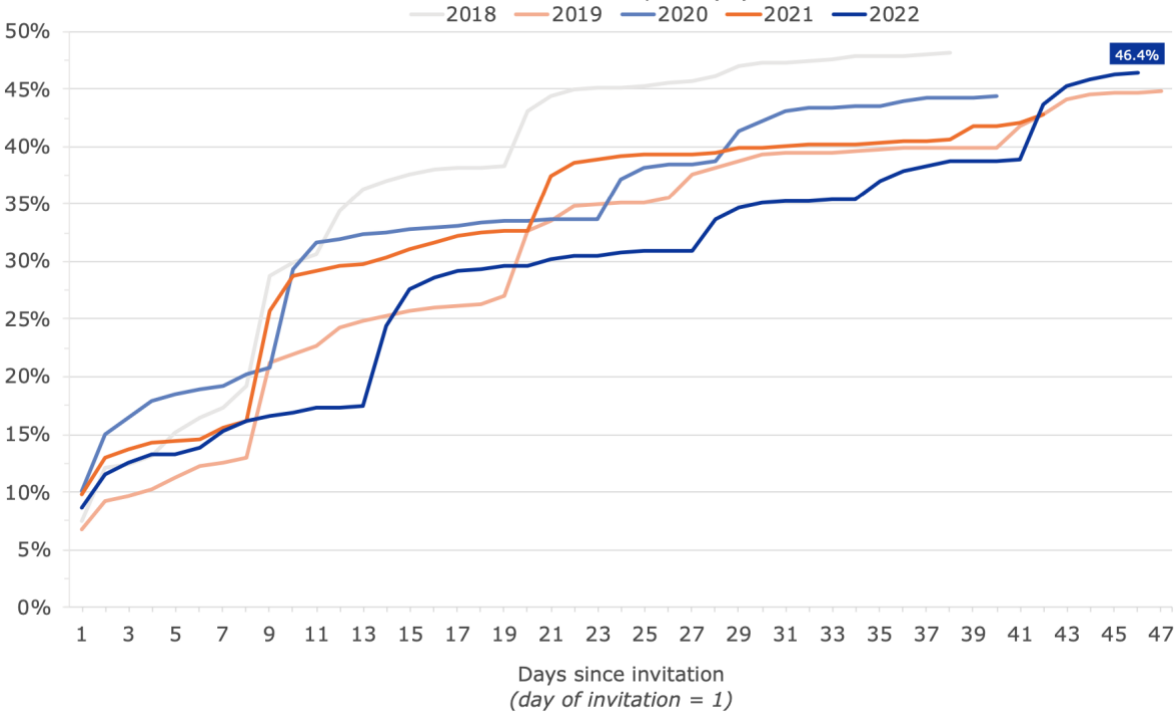


Table 3 presents the response rate by faculty. Those who are doing an interdisciplinary PhD or a PhD in the Arts have the highest response rate, with 68.2%. The Faculty of Arts and Philosophy shows the lowest response rate (34.5%). The Faculty of Psychology and Educational Sciences increased their response rate with 18.3% compared to last year.

Table 3: Response by faculty

	N	%
Interdisciplinary/PhD in the Arts	15	68.2
Psychology and Educational Sciences	68	66.7
Physical Education and Physiotherapy	35	50.0
Engineering Sciences	187	47.7
Social Sciences and Business Solvay School	124	46.1
Sciences and Bio-science Engineering	144	44.9
Law and Criminology	52	41.6
Medicine and Pharmacy	146	40.8
Arts and Philosophy	59	34.5
Total	830	

3 Appendices

Appendix 1: Communication

Invitation e-mail

Dear [name],

As a PhD candidate, you know that the road to your obtaining your PhD is an important phase in your career and life, and that it can be as challenging as it is exciting. The Doctoral Schools and the Research Training and Development Office (RTDO) are committed to optimizing the conditions in which you develop as a researcher, and therefore want to know **how you are really doing**.

It is in this regard that we would like to invite you to complete our **PhD Survey**. In this survey, you can share with us the expectations you have about your supervisor, the extent to which you are (dis)satisfied with your working conditions, and how COVID-19 impacted the progress of your research. The results of this survey allow us to **develop policies that improve the working conditions of both you and your colleagues**.

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

Your Username: [username]

Your Password: [password]

The survey takes about 20 minutes to complete and will remain open until May 31, 2022. By starting the survey you agree to the privacy policy (see below).

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 of 43%. Let's do even better this year. Make your voice heard and encourage your PhD peers to do the same!

Thank you in advance!

Best regards,

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

Simon Amez, Staff Researcher Training & Development Office

WHAT ABOUT MY PRIVACY?

- Anonymity in the reporting of the results is guaranteed at all times. At no time will anyone be able to identify you in the reports or other communication distributed about this survey.
- The collected data are not anonymous in the first phase, which is why they are converted into codes as quickly as possible (pseudonymisation). This means that a second dataset is created where it is no longer possible to identify you directly. A "translation key" is therefore created that can restore the codes to their original meaning. Only the researchers involved in this survey have access to this key and thus to the non-anonymous data.
- Your data will only be stored on the server of research group TOR, in a separate file that is only accessible to the researchers involved in the survey. This has strict access conditions and offers a high degree of protection. Your data are therefore never stored on the personal computer or on a USB stick (unless the data are encrypted on the USB stick) of the researcher(s) and are never forwarded by e-mail.
- Your data will never be linked to the data of your supervisor(s), or communicated to your supervisor(s).

Click here for more information on the [privacy regulations of the study](#) or [the general privacy statement of MOTUS](#).

WHY THIS SURVEY?

The main goal is to get a better idea of the context in which you conduct your research. This survey is intended for us as a tool to better monitor the PhD trajectory and to adjust our policies. It helps us identify problems and come up with solutions that will benefit not only you, but the entire PhD community.

CAN I VIEW THE RESULTS?

Of course! We believe it is important that you can consult your results of this annual survey and evaluate how your position compares to that of your colleagues. Once all input has been analysed, you will have access to our feedback tool.

I ALREADY PARTICIPATED LAST YEAR, DO I HAVE TO DO IT AGAIN?

Certainly! As a researcher you understand the importance of making meaningful and comparable analyses over time. Your recurring participation is therefore of great value!

- *Do you experience technical problems? Please contact the MOTUS Team (support@motusresearch.io). The software MOTUS is developed by the Research Group TOR of the VUB.*
- *Do you have any questions about the purpose or the content of the survey? Visit [our website](#) or the [FAQ-page](#).*
- *Can't find an answer on the FAQ page? Please contact simon.amez@vub.be*

First reminder e-mail

Dear [name],

The Doctoral Schools and the Research Training and Development Office (RTDO) want to know how you are doing.

A few days ago, we invited you to complete the PhD Survey. It looks like you haven't gotten around to completing it yet, but there's still time.

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

Your Username: [username]

Your Password: [password]

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

Why would you complete it?

- To let us know how satisfied you are with your PhD trajectory (supervision, wider research context, conference participations, training...).
- To gain insight into your own satisfaction with the working conditions at the VUB, and to position yourself in relation to your peers
- To help us identify problems and come up with solutions that will benefit not only you, but the entire PhD community.

We thank you in advance for your cooperation!

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

Simon Amez, Staff Researcher Training & Development Office

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Second reminder e-mail

Dear [name],

We contact you one last time to invite you to participate in the PhD Survey. **The survey closes on May 31st and we don't want to miss your opinion!**

Your participation helps us create better conditions for you and the rest of the PhD community. Let us know what we can do for you. It takes about 20 minutes to complete.

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

Your Username: [username]

Your Password: [password]

We thank you in advance for your cooperation!

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

Simon Amez, Staff Researcher Training & Development Office

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- *Can't find an answer on the FAQ page? Please contact simon.amez@vub.be*

Third reminder e-mail

Dear [name],

We said that we would contact you one last time to invite you to participate in the PhD Survey. Please allow us one more more call to fill out the questionnaire. In order to arrive at reliable statements and to have an impact on the working environment of you and your fellow PhD students, we would very much like to have more respondents.

The survey closes on June 3 at midnight! It takes about 20 minutes to complete.

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

- Your Username: **[username]**
- Your Password: **[password]**

We thank you in advance for your cooperation!

Team MOTUS

On behalf of,

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

Simon Amez, Staff Researcher Training & Development Office

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- *Can't find an answer on the FAQ page? Please contact simon.amez@vub.be*

Partial completion: first reminder

Dear [name],

Thank you for starting to fill in the PhD survey! We noticed that you haven't completed it yet. Maybe you forgot, maybe you were short on time... Don't worry, you can just pick up where you left off. No data were lost.

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

Your Username: [username]

Your Password: [password]

We thank you in advance for your cooperation!

Hannelore De Grande, Coordinator of the Researcher Training & Development Office
Simon Amez, Staff Researcher Training & Development Office

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- *Can't find an answer on the FAQ page? Please contact simon.amez@vub.be*

Partial completion: second reminder

Dear [name],

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

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

Your Username: [username]

Your Password: [password]

We thank you in advance for your cooperation!

Hannelore De Grande, Coordinator of the Researcher Training & Development Office
Simon Amez, Staff Researcher Training & Development Office

- *Click here for more information on the [privacy regulations of the study](#) or the [general privacy statement of MOTUS](#).*
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- *Do you have any questions about the purpose or the content of the survey? Visit [our website](#) or the [FAQ-page](#).*
- *Can't find an answer on the FAQ page? Please contact simon.amez@vub.be*

Partial completion: third reminder

Dear [name],

You started the PhD Survey. Thank you. Please allow us one more call to complete the questionnaire. In order to arrive at reliable statements and to have an impact on the working environment of you and your fellow PhD students, we would very much like to have more respondents. You can continue where you left off. No data were lost.

The survey closes on June 3 at midnight! It takes about 20 minutes to complete.

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

Your Username: [username]

Your Password: [password]

We thank you in advance for your cooperation!

Team MOTUS

On behalf of,

Hannelore De Grande, Coordinator of the Researcher Training & Development Office
Simon Amez, Staff Researcher Training & Development Office

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- *Do you have any questions about the purpose or the content of the survey? Visit [our website](#) or the [FAQ-page](#).*
- *Can't find an answer on the FAQ page? Please contact simon.amez@vub.be*

Thank you e-mail

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 optimise 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
Simon Amez, Staff Researcher Training & Development Office

*Did the survey trigger some **personal or work-related questions**? Here are some useful links to instances that are there to help you. Don't hesitate to reach out.*

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

Appendix 2: Questionnaire

Before starting the survey, we would like to inform you about how we will handle and protect your data. - Anonymity in the reporting of the results is guaranteed at all times. At no time will anyone be able to identify you in the reports or other communication distributed about this survey. - The collected data are not anonymous in the first phase, which is why they are converted into codes as quickly as possible (pseudonymisation). This means that a second dataset is created where it is no longer possible to identify you directly. A "translation key" is therefore created that can restore the codes to their original meaning. Only the researchers involved in this survey have access to this key and thus to the non-anonymous data. - Your data will only be stored on the server of research group TOR, in a separate file that is only accessible to the researchers involved in the survey. This has strict access conditions and offers a high degree of protection. Your data are therefore never stored on the personal computer or on a USB stick (unless the data are encrypted on the USB stick) of the researcher(s) and are never forwarded by e-mail. - Your data will never be linked to the data of your supervisor(s), or communicated to your supervisor(s). For a detailed explanation of how your data are handled and how your privacy is guaranteed, click here or go to 'about this study > privacy' in the start screen of this research.

Variable name	Description	Option	
consent	I agree to the privacy policy	Yes	1
		No	0
Thank you for starting this survey. The survey is made up out of various 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.			
gender	What is your gender?	Female	1
		Male	2
		Something else	3
		I don't want to say	4
nationality	What is your first nationality at birth?	Belgian nationality	1
		European (non-Belgian) nationality	2
		Non-European nationality	3
		I don't want to say	4
age	What is your age?		
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
		Multidisciplinair Instituut voor Lerarenopleiding (MILO)	9
		European Studies	10
		Interdisciplinary Doctorate/PhD in the Arts	11

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-live 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:	EDWE - Educational Sciences	1
		PSYC - Psychology	2

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
		WIDS - 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
BACKGROUND INFORMATION: The following section focuses on background information concerning your PhD research and previous employment.			
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
jointcon_VUB	VUB is the...	main institution (i.e. where you spend the most of your research time, pays your contract,...)	1
		partner institution	2
othjob	Did you have a full-time or part-time job 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 currently have?	Teaching Assistant ("Mandaatassistent")	1
		Personal mandate (Funding specifically assigned to you, such as FWO, Innoviris...)	2
		Project funding (Funding assigned to your supervisor)	3
		I don't have a contract, I'm self-financed	4
		Other: please specify (e.g. scholarship from foreign university...)	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
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
emptime	Are you...?	Part-time employed	1
		Full-time employed	2
conend	When does your current contract end / did your contract end?		
conend_dk	don't know	I 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)		
	RESEARCH PLAN With the following set of questions, we would like to learn more about your research plan. This is an individualized plan that can include specific short-term and long-term milestones, a publication strategy, extra training you plan on following etc.		
resplan	Do you have a personal research plan? Note: this plan can include, among other things, clear milestones, deadlines, research goals, a training schedule, a publication strategy...	Yes	1
		No	2
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 do you find a research plan helpful?	Totally unhelpful	1
		Rather unhelpful	2
		Neutral	3
		Rather helpful	4
		Very helpful	5

resplan_developed	When was your research plan developed?	My research plan was ready by the time I started my PhD	1
		My research plan was developed during the first year of my PhD	2
		My research plan was developed in a later stage of my trajectory	3
resplanwrote	Who wrote your research plan?	I wrote my research plan by myself	1
		I wrote my research plan together with (one of my) supervisor(s)	2
		I wrote my research plan together with others (not the supervisor)	3
		My supervisor(s) wrote my research plan	4
resplaneva	Do you have regular appointments to evaluate the research plan with your supervisor(s) or other advisors?	Someone else wrote my research plan	5
		No	0
		Yes	1

IMPACT OF COVID-19: The following section will ask you some questions about how the corona measures influence your PhD research.

coro_access	How would you rate the accessibility of your supervisor since the start of this academic year?	My supervisor is very unaccessible	5
		My supervisor is unaccessible	4
		My supervisor is not unaccessible and not accessible	3
		My supervisor is accessible	2
		My supervisor is very accessible	1
coro_access_sat	How satisfied are you with the accessibility of your supervisor since the start of this academic year?	Totally unsatisfied	5
		Unsatisfied	4
		Neutral	3
		Satisfied	2
		Totally satisfied	1
coro_comm	What are the main means of communication with your supervisor since the start of this academic year? (multiple answers possible)	Video call (Microsoft Teams, Skype, Zoom,...)	1
		Telephone, audio call (through WhatsApp, Skype,...)	2
		E-mail	3
		Text message	4
		Chat (Microsoft Teams, Skype,...)	5
		In person	6
		Other	7
coro_commfreq	How often do you communicate with your supervisor since the start of this academic year?	Daily	1

		Several times a week	2
		Once a week	3
		Several times a month	4
		Once a month	5
		(Almost) never	6
coro_access_diff	Is there a noticeable difference in the accessibility of your supervisor compared to when the COVID-19 measures were stricter?	My supervisor is now much less accessible	1
		My supervisor is now less accessible	2
		My supervisor is just as accessible	3
		My supervisor is now more accessible	4
		My supervisor is now much more accessible	5
		Not applicable	98
coro_infcomm1	How often do you have informal contact with colleagues since the start of this academic year?	Daily	1
		Several times a week	2
		Once a week	3
		Several times a month	4
		Once a month	5
		(Almost) never	6
coro_infcomm2a	What kind of informal contact do you usually have with your colleagues since the start of this academic year? Multiple answers possible	Contact in the workplace (coffee breaks, lunch, in the hallways,...)	1
		Real life activities (teambuilding, walk, museum, sport...)	2
		Online videocall (Teams, Skype, Zoom...)	3
		Online text communication (Messenger, Whatsapp, Discord...)	4
		Activity organised by a PhD network (online beer tasting, quiz...)	5
		Online games (Scribbl, Among Us...)	6
		Other: please specify	7
coro_infcomm2b	What other activity?		
coro_infcomm3	Who organises this informal contact? Multiple answers possible	It happens spontaneously	1
		PhD candidates/postdocs	2
		PhD Networks (PhD United, DSH network, NSE network)	3
		Head of the research group	4
		(One of the) own supervisor(s)	5
		Faculty (dean, secretariat,...)	6
		Other: please specify	7
infomm_oth	Please specify		
coro_infcomm_diff	Is there a noticeable difference in the informal contact you have with your colleagues compared to	We have much less informal contact now	1

	when the COVID-19 measures were stricter?	We have less informal contact now	2
		We have just as much informal contact	3
		We have more informal contact now	4
		We have much more informal contact now	5
		Not applicable	98
coro_resplan	Did you adjust your research plan because of the Covid-19 measures?	Yes	1
		No	2
		Not applicable	98
coro_resplan_help	Did you receive help in adjusting these plans? (multiple answers possible)	Yes, from (one of) my supervisor(s)	1
		Yes, from other colleagues	2
		No	3
coro_data	Did you plan to collect data for your PhD research in this academic year? (including other people collecting data for you)	Yes	1
		No	2
coro_data_influence	Do/did the corona measures affect the data collection?	No, the data collection can proceed as planned	1
		Yes, the data collection was canceled	2
		Yes, the data collection was postponed	3
		Yes, the methodology was adapted in order to cope with the corona crisis	4
		Yes, but it is not yet clear what the consequences are and how they will be addressed	5
coro_impact	Please indicate the answer that applies to the timing of your PhD research. The corona measures,...	gave me more time to finish my PhD research	1
		did not really have an impact on the timing of my PhD research	2
		delayed my PhD research, but I was/expect to be able to catch up	3
		delayed my PhD research and severely impacted the successful completion of my PhD	4
		the impact is not year clear	5
coro_support	Did you discuss the possibility to extend your contract with your supervisor?	Yes	1
		No but I am considering it	2
		No	3
coro_informed	Do you feel well-informed about the possibilities to extend your contract/funding?	Yes	1
		No	2

coro_telework	Since the start of this academic year, how often did you go to your workplace (office, lab,...)?	Never	1
		Less than once a week	2
		Once a week	3
		More than once a week	4
		Daily	5
coro_research	Does working from home have an influence on... your research?	very negative influence	1
		negative influence	2
		no influence	3
		positive influence	4
		very positive influence	5
coro_wellbeing	your overall wellbeing?	very negative influence	1
		negative influence	2
		no influence	3
		positive influence	4
		very positive influence	5
coro_productivity	your productivity/creativity?	very negative influence	1
		negative influence	2
		no influence	3
		positive influence	4
		very positive influence	5
coro_planning	the planning/organization of your work?	very negative influence	1
		negative influence	2
		no influence	3
		positive influence	4
		very positive influence	5
coro_worklife	your work-life balance?	very negative influence	1
		negative influence	2
		no influence	3
		positive influence	4
		very positive influence	5
coro_health	your physical health (e.g. ergonomic problems, fatigue, feeling better rested...)?	very negative influence	1
		negative influence	2
		no influence	3
		positive influence	4
		very positive influence	5
coro_telework_future	Now that working from home is no longer mandatory, how often would you ideally like to go to your VUB workplace on a weekly basis (office, lab,...)?	Never	1
		Less than once a week	2
		Once a week	3

Twice a week	4
Three days a week	5
Four days a week	6
Daily	7
I don't have a workplace at the VUB/not applicable	8

RESEARCH PROGRESS: Next, we would like to ask you some 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
		Executing phase (working on experiments, data, executing research plan/method)	2
		Finalizing phase (writing up phase)	3
phdtrack	Do you have the feeling your PhD is on the right track?	Not at all on track	1
		Rather not on track	2
		Undecided	3
		Rather on track	4
		Totally on track	5
phdsub	On a scale of 0 to 10: do you think you will successfully submit your PhD? (0= totally unlikely and 10= certainly)		
V_70	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
		rather not	2
		undecided	3
		rather yes	4
		yes	5
doubtphd_3	Lack of guidance by my supervisor(s)	not at all	1
		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
V_81	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 endeavor 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
abroad	In this academic year up until now, did you spend time abroad related to your research (not taking conferences into account)?	Yes, I spent time abroad this academic year	1
		I planned to spend time abroad, but this was postponed due to COVID-19 measures	2
		I planned to spend time abroad this academic year, but this was cancelled due to COVID-19 measures	3
		No, I did not plan to spend time abroad this academic year	4
timespendabro	In this academic year up until now, how much time did you spend abroad related to your research (not taking conferences into account)?	One week or less	1
		More than one week up to one month	2
		More than one month up to six months	3
		More than six months	4
		I am enrolled as a PhD candidate at VUB but work on my research from abroad	5

WORKLOAD: The following questions are about how much time you spend on certain tasks, how you manage your time and how you experience your work-life balance.

timespendwork_	On average, how much time do you spend a week on work (including all activities of		
week	teaching, research, administration and other activities; excluding commute, lunch breaks		
	etc.)? Please take into account the average a week over the whole academic year.		
taskperf	Which of the following tasks did		
	you perform during this academic	Teaching (incl. taking exams and scoring	
	year next to your research? (tick	papers, supervising BA/MA thesis)	1
	all that apply)	Assisting in other projects/third party	
		services, not related to your research	2
		Cooperation with industry/other sectors	3
		Administration and other tasks	4
taskperf_none	None - I don't combine my research with	other tasks within the VUB	1
subject_tea	To what extent is the subject of		
	your teaching duty related to the	Not at all	1
	subject of your research?	Very little	2
		Somewhat	3
		To a great extent	4
		Totally	5
timespendtea	On average, how much of your total worktime 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.		
timetea	Does 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 of your total worktime 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.		
timeass	Does 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 of your total worktime do you spend a week on cooperation		
	with industry/other sectors? Please take into account the average a week over the		
	whole academic year.		
timecoop	Does cooperation with		
	industry/other sectors take too		
	much of your time?	Yes	1
		No	2
timespent_adm	On average, how much of your total worktime do you spend a week on administration		
	and other tasks? Please take into account the average a week over the whole academic		
	year.		
time_adm	Does administration and other		
	tasks take too much of your time?	Yes	1
		No	2
timespendownre	On average, how much time do you spend a week working solely on your PhD? Please		
s_week	take into account the average a week over the whole academic year.		
V_115	How often do you work ,...?		

worktime_1	In the morning (between 6 AM and 8 AM)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
worktime_2	During office hours (between 8 AM and 6 PM)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
worktime_3	In the evening (between 6 PM and midnight)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
worktime_4	At night (between midnight and 6 AM)	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
worktime_5	On Saturdays	never	1
		seldom	2
		occasionally	3
		usually	4
		always	5
worktime_6	On Sundays	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	Are you currently living together with children between 0 and 17 years old that you take care of (including stepchildren, foster children...)?		
		Yes	1
		No	2
children0_24	How many children between 0 and 24 months old are currently part of your household?		
children2_9	How many children between 2 and 9 years old are currently part of your household?		
children10_17	How many children between 10 and 17 years old are currently part of your household?		
V_123	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

SCIENTIFIC NETWORK AND SUPERVISOR(S): Through the following 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
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
supinv	Is/are your supervisor(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 field of interest by your supervisor(s)	not at all satisfied	1
		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
	Each statement below expresses a task or aspect of the PhD research. Please indicate to what extent you think this is the supervisor's or the PhD candidate's responsibility.		
expsup_1	Selecting a research topic	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_2	Ensuring access to the appropriate services and facilities for the research	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_3	Coordinating the communication between the student and the supervisor(s)	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_4	Deciding on which and how many drafts are submitted to the supervisor for feedback and revision	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_5	The standard of the thesis	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_6	Deciding which theoretical framework and/or methodology is most appropriate	Fully the supervisor's responsibility	1

		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_7	Familiarization with the relevant policies, procedures and requirements relating to the PhD candidature	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
	Each statement below expresses a task or aspect of the PhD research. Please indicate to what extent you think this is the supervisor's or the PhD candidate's responsibility.		
expsup_8	Making sure time is spent on the appropriate tasks	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_9	Writing the thesis	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_10	Deciding on the recognition received for the contribution to publications that arise during and after the candidature	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_11	Developing an appropriate program and timetable of research and study	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_12	Deciding on when to organise meetings between the student and the supervisor(s)	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2

		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_13	Deciding on the submission date	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_14	Presenting the thesis	Fully the supervisor's responsibility	1
		Mainly the supervisor's responsibility	2
		Both the supervisor's and the student's responsibility	3
		Mainly the student's responsibility	4
		Fully the student's responsibility	5
expsup_15	How do you see the relationship between supervisor and student?	Purely professional, a personal relationship should not develop	1
		Mainly professional	2
		Both professional and personal	3
		Mainly personal	4
		Purely personal, a strong personal relationship is essential for successful supervision	5
advcomm	Do you have an advisory commission?	Yes	1
		No	0
advcommwant	Would you like to have an advisory commission?	Yes	1
		No	0
advcommapply	Tick all that applies: My advisory commission...	evaluates my progress without detailed feedback	1
		evaluates my progress with detailed feedback	2
		helps me solve scientific issues	3
		helps me solve non-scientific issues (e.g. conflicts)	4
		other (please specify)	5
advcomm_oth	What other tasks does your advisory commission fulfil?		
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
advcommfreqmet	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
othinv	In addition to your supervisor(s) and advisory commission, are there other actors involved in and/or supporting you in your research? Tick all that apply.	Senior researcher(s) whom I can turn to with questions, but is/are not formally involved with my research	1
		Senior researcher(s) that is/are formally involved with my research	2
		PhD candidate(s) whom I can turn to with questions, but is/are not formally involved with my research	3
		PhD candidate(s) that is/are formally involved with my research	4
		External actor(s) from public sector	5
		External actor(s) from private sector	6
		Other (specify)	7
othinv_oth	Please specify		
othinv_no	There is no one else involved in my research	There is no one else involved in my research	1
Collinv	Apart from your supervisor, to what extent do you feel like your colleagues are involved with your research? (E.g. they know what your research is about, they know what you are doing, they regularly ask questions about your progress etc.)	Not at all	1
		Rather not	2
		Undecided	3
		Rather yes	4
		Totally	5
		Not applicable	98
WORK CONDITIONS: The next part of the survey deals with the general working conditions at the VUB.			
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
V_181	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_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_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
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_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_6	Income	not applicable	6
		not at all satisfied	1
		rather not satisfied	2
		undecided	3
		rather satisfied	4
		very satisfied	5
not applicable	6		

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
harassment	While working at the VUB, have you ever experienced any type of harassment or mistreatment by colleagues or superiors? (E.g., discrimination, intimidation, humiliation, work sabotage, verbal or sexual abuse,...)	I am experiencing it now or have experienced it in the last academic year	1
		I have experienced it before, but not in the last year	2
		I have not experienced it, but I know that it has happened to colleagues that I personally know	3
		I have not experienced or witnessed it, but I do believe it happens in the workplace (VUB)	4
		I have not experienced or witnessed it, and I believe that non-harmful routine interactions are what others consider 'mistreatment'	5
		I have no personal experience or knowledge of, or an opinion about, workplace mistreatment	6
		No answer	7
harassment_type	What is or was the nature of the workplace mistreatment that you experienced and/or witnessed? Multiple answers possible.	Discriminatory harassment (E.g., based on religion, ethnicity, sexual orientation, disability,...)	1
		Personal harassment (E.g., humiliation, offensive jokes,...)	2
		Physical harassment (E.g., threats, attacks, destroying property,...)	3
		Psychological harassment (E.g., ignoring one's presence, spreading rumors...)	4
		Cyberbullying	5
		Sexual harassment (E.g., inappropriate comments, jokes, gestures, or messages, physical transgressive behavior,...)	6
		Verbal harassment (E.g., cursing, yelling, insulting,...)	7

		Other (specify)	8
harassment_oth er	Please specify		
	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 Rather not Somewhat To a large extent Definitely Don't know	1 2 3 4 5 6
papfirstaut	I am allowed to write papers as first author	Not at all Rather not Somewhat To a large extent Definitely Don't know	1 2 3 4 5 6
satsupfeedpap	I am satisfied with the feedback I receive from my supervisor(s) before finalizing a paper	Not at all Rather not Somewhat To a large extent Definitely Don't know	1 2 3 4 5 6

TRAINING OFFER: 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 No	1 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 I'm not familiar with the offer I don't have the time I want to solely focus on my research My supervisor does not allow me to participate in training/events not directly related to my research I heard the quality of the offer is not up to standard	1 2 3 4 5 6

		I don't find what I'm looking for in the current offer	7
		The course location is inconvenient or impossible	8
		Other (please specify)	9
notrainoth	What other reasons?		
docstrain_online	Now that the COVID-19 restrictions have been lifted, I prefer to...	only follow physical workshops	1
		follow a mix of physical and online workshops	2
		only follow online workshops	3
		not follow any workshops	4
docstasksoth	Do you have further comments on the available training and/or other support initiatives from the Doctoral Schools/Researcher Training & Development Office?		
	FURTHER CAREER: In the following section of the survey, we will ask you some questions to gain insight into your career prospects and thoughts and your motivation to do a PhD.		
finphdexpsec	To what extent do you expect to work in academia (VUB or other university) after finishing your PhD?	Not at all	1
		Rather not	2
		Somewhat	3
		To a large extent	4
		Definitely	5
		I don't know	98
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 reasons contribute to your motivation to obtain a PhD		
mot_1	To widen my employment prospects	Not at all	1
		Very little	2
		Somewhat	3
		Largely	4
		To a great extent	5
mot_2	To create my life's work or answer my calling	Not at all	1
		Very little	2
		Somewhat	3
		Largely	4
		To a great extent	5

mot_3	To self-actualize or define myself throughout the doctoral process	Not at all	1
		Very little	2
		Somewhat	3
		Largely	4
		To a great extent	5
mot_4	To improve my working conditions	Not at all	1
		Very little	2
		Somewhat	3
		Largely	4
		To a great extent	5
mot_5	To improve the world or make a creative contribution	Not at all	1
		Very little	2
		Somewhat	3
		Largely	4
		To a great extent	5
mot_6	To get social recognition from the PhD degree	Not at all	1
		Very little	2
		Somewhat	3
		Largely	4
		To a great extent	5
mot_7	To access my ideal profession	Not at all	1
		Very little	2
		Somewhat	3
		Largely	4
		To a great extent	5

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. If you want to give more detail on some of the answers you have given in this survey, you can do so below. If you want to signal problems that were not touched upon in this survey, also please let us know. You have reached the end of the survey! Please press submit to finish the survey.

Appendix 3: Frequently Asked Questions

IS THE SURVEY COMPULSORY?

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

WHAT IS A “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) The doctoral advisory commission monitors the progress of the PhD candidate and provides advice for its future development. Consult the faculty specifications of the [Central PhD regulations](#) for further information.

WHO CAN SEE MY RESPONSES TO THE SURVEY?

Only the TOR researchers who are responsible to analyze the data have access to your responses. The main coordinator of the PhD survey only gets access to the anonymized data in which your answers cannot be traced back to you.

CAN MY SUPERVISOR/GUIDANCE COMMITTEE SEE MY RESPONSES?

No. The survey is anonymous by default.

Your supervisors and guidance committee will only have access to general reports where the results are aggregated on faculty level. The identity of the PhD researchers and the supervisors cannot be revealed.

WILL THE DATA BE USED IN ACADEMIC FILE OF THE SUPERVISOR?

No, the supervisors are not identified in the survey.

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 [PhD survey coordinator](#) or one of the [ombudspersons](#). Here you can find some other useful links:

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

MY SUPERVISOR IS THE FACULTY PHD SURVEY COORDINATOR. IS THERE A CONFLICT OF INTEREST?

We make sure that the faculty coordinator cannot process the responses of the PhD candidates they are supervising. [A substitute](#) is appointed for this purpose, and will also handle your questions confidentially.

DO I GET FEEDBACK FROM THIS SURVEY?

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

HOW IS MY ANONYMITY GUARDED IN THIS SURVEY?

The survey is token based, which means that your personal data is uniquely identified with a token instead of your name. The database which links the user to the token is kept separately from the now pseudonymized survey database that is used for further data analyses. Your data will only be stored on the server of research group TOR, in a separate file that is only accessible by the researchers involved in the research. This has strict access conditions and offers a high degree of protection. Your data is therefore never stored on the personal computer or on a USB stick (except when the data is encrypted on the USB stick) of the researcher(s) and is never forwarded by e-mail. You can find the full privacy statement under the tab "Privacy".

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

Please contact the [Researcher Training & Development Office](#).

WHOM SHOULD I CONTACT FOR TECHNICAL ISSUES WITH THE SURVEY?

Report technical issues with the survey to support@motusresearch.io.

Appendix 4: Frequency tables

DS

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	1.00 DSh	319	38.4	38.4	38.4
	2.00 LSM	178	21.4	21.4	59.9
	3.00 NSE	333	40.1	40.1	100.0
	Total	830	100.0	100.0	

Faculty

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	DOCBE	15	1.8	1.8	1.8
	ES	124	14.9	14.9	16.7
	GF	146	17.6	17.6	34.3
	IR	187	22.5	22.5	56.9
	LK	35	4.2	4.2	61.1
	LW	59	7.1	7.1	68.2
	PE	68	8.2	8.2	76.4
	RC	52	6.3	6.3	82.7
	WE	144	17.3	17.3	100.0
	Total	830	100.0	100.0	

Tookpart

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	0	322	38.8	38.8	38.8
	1	508	61.2	61.2	100.0
	Total	830	100.0	100.0	

consent I agree to the privacy policy

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 Yes	830	100.0	100.0	100.0

gender What is your gender?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Male	401	48.3	49.3	49.3
	1 Female	413	49.8	50.7	100.0
	Total	814	98.1	100.0	
Missing	3 Something else	3	.4		
	4 I don't want to say	13	1.6		
	Total	16	1.9		
Total		830	100.0		

nationality What is your first nationality at birth?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Belgian nationality	358	43.1	43.4	43.4
	2 European (non-Belgian) nationality	158	19.0	19.2	62.6
	3 Non-European nationality	308	37.1	37.4	100.0
	Total	824	99.3	100.0	
Missing	4 I don't want to say	5	.6		
	System	1	.1		
	Total	6	.7		
Total		830	100.0		

fac My (main) faculty is (select one):

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Arts & Philosophy	59	7.1	7.1	7.1
	2 Social Sciences & Business Solvay School	124	14.9	14.9	22.0
	3 Engineering Sciences	181	21.8	21.8	43.9
	4 Law & Criminology	52	6.3	6.3	50.1
	5 Medicine & Pharmacy	145	17.5	17.5	67.6
	6 Psychology & Educational Sciences	65	7.8	7.8	75.4
	7 Sciences & Bio-science Engineering	151	18.2	18.2	93.6
	8 Physical Education & Physiotherapy	36	4.3	4.3	98.0
	9 Multidisciplinair Instituut voor Lerarenopleiding (MILO)	5	.6	.6	98.6
	10 European Studies	5	.6	.6	99.2
	11 Interdisciplinary Doctorate/PhD in the Arts	7	.8	.8	100.0
	Total	830	100.0	100.0	

jointcon Do you have a joint PhD contract?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	675	81.3	82.2	82.2
	1 Yes	146	17.6	17.8	100.0
	Total	821	98.9	100.0	
Missing	97 Non-phd track	7	.8		
	98 Missing	2	.2		
	Total	9	1.1		
Total		830	100.0		

typuni With which type of university?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Flemish university	76	9.2	52.8	52.8
	2 Belgian Non-Flemish university	21	2.5	14.6	67.4
	3 Foreign European University	30	3.6	20.8	88.2
	4 Foreign Non-European University	17	2.0	11.8	100.0
	Total	144	17.3	100.0	
Missing	95 No jointcon	675	81.3		
	97 Non-phd track	7	.8		
	98 Missing	4	.5		
	Total	686	82.7		
Total		830	100.0		

jointcon_VUB VUB is the...

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 main institution (i.e. where you spend the most of your research time, pays your contract...)	83	10.0	56.8	56.8
	2 partner institution	63	7.6	43.2	100.0
	Total	146	17.6	100.0	
Missing	95 No jointcon	675	81.3		
	97 Non PhD track	7	.8		
	98 Missing	2	.2		
	Total	684	82.4		
Total		830	100.0		

othjob Did you have a full-time or part-time job before you started working at the VUB?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	396	47.7	47.8	47.8
	1 Yes	342	41.2	41.3	89.0
	2 I still have a job while working at the VUB	91	11.0	11.0	100.0
	Total	829	99.9	100.0	
Missing	System	1	.1		
Total		830	100.0		

othsec In which sector were you employed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Other university	91	11.0	11.0	11.0
	2 Other higher education institution ("hogeschool")	15	1.8	1.8	12.8
	3 Government (federal, regional, local)	26	3.1	3.1	15.9
	4 Non-profit sector (i.e. health & social services, cultural organizations, etc)	52	6.3	6.3	22.2
	5 Industry and private sector	123	14.8	14.8	37.0
	6 Other	35	4.2	4.2	41.3
	95 No previous job	487	58.7	58.7	100.0
	Total	829	99.9	100.0	
Missing	98 Missing	1	.1		
Total		830	100.0		

othseccur In which sector are you currently also employed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Other university	20	2.4	2.4	2.4
	2 Other higher education institution	11	1.3	1.3	3.7
	3 Government	8	1.0	1.0	4.7
	4 Non-profit sector	24	2.9	2.9	7.6
	5 Industry and private sector	17	2.0	2.1	9.7
	6 Other	9	1.1	1.1	10.8
	95 No current job	738	88.9	89.2	100.0
	Total	827	99.6	100.0	
Missing	98 Missing	3	.4		
Total		830	100.0		

typcon What type of contract do you currently have?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Teaching Assistant ("Mandaatassistent")	110	13.3	13.8	13.8
	2 Personal mandate (Funding specifically assigned to you, such as FWO, Innoviris...)	163	19.6	20.5	34.3
	3 Project funding (Funding assigned to your supervisor)	329	39.6	41.3	75.5
	4 I don't have a contract, I'm self-financed	120	14.5	15.1	90.6
	5 Other: please specify (e.g. scholarship from foreign university...)	75	9.0	9.4	100.0
	Total	797	96.0	100.0	
Missing	98 Don't know	32	3.9		
	System	1	.1		
	Total	33	4.0		
Total		830	100.0		

projectdoc Is this project funding related to your PhD?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	237	28.6	72.5	72.5
	2 Yes, but I am also involved in another project/other projects	67	8.1	20.5	93.0
	3 No	23	2.8	7.0	100.0
	Total	327	39.4	100.0	
Missing	95 No project funding	494	59.5		
	97 Non-phd track	7	.8		
	System	2	.2		
	Total	503	60.6		
Total		830	100.0		

fund From which financing body do you have funding?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 FWO (Fonds Wetenschappelijk Onderzoek) / IWT	190	22.9	36.6	36.6
	2 INNOVIRIS (Brussels Region)	16	1.9	3.1	39.7
	3 VUB (for example "BOF", "SRP")	88	10.6	17.0	56.6
	4 ERC (European Research Council)	28	3.4	5.4	62.0
	5 CSC (China Scholarship Council) / Erasmus Mundus/VLIR UOS	43	5.2	8.3	70.3
	6 Foreign university	18	2.2	3.5	73.8
	7 Baekeland or sponsored by industry/non-academic organization	14	1.7	2.7	76.5
	8 Other	122	14.7	23.5	100.0
	Total	519	62.5	100.0	
Missing	9 Don't know	47	5.7		
	95 No funding System	262	31.6		
		2	.2		
	Total	311	37.5		
Total		830	100.0		

emptime Are you...?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Part-time employed	31	3.7	4.6	4.6
	2 Full-time employed	641	77.2	95.4	100.0
	Total	672	81.0	100.0	
Missing	95 No contract	120	14.5		
	98 Missing	38	4.6		
	Total	158	19.0		
Total		830	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	22	2.7	2.7	2.7
	1 I rarely have this feeling	109	13.1	13.4	16.1
	2 I sometimes have this feeling	359	43.3	44.0	60.1
	3 I often have this feeling	290	34.9	35.6	95.7
	4 I always have this feeling	35	4.2	4.3	100.0
	Total	815	98.2	100.0	
Missing	System	15	1.8		
Total		830	100.0		

engage_2 I am immersed in my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	7	.8	.9	.9
	1 I rarely have this feeling	46	5.5	5.6	6.5
	2 I sometimes have this feeling	215	25.9	26.3	32.8
	3 I often have this feeling	431	51.9	52.8	85.6
	4 I always have this feeling	118	14.2	14.4	100.0
	Total	817	98.4	100.0	
Missing	System	13	1.6		
	Total	830	100.0		

engage_3 I am enthusiastic about my job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	5	.6	.6	.6
	1 I rarely have this feeling	35	4.2	4.3	4.9
	2 I sometimes have this feeling	186	22.4	22.7	27.6
	3 I often have this feeling	412	49.6	50.4	78.0
	4 I always have this feeling	180	21.7	22.0	100.0
	Total	818	98.6	100.0	
Missing	System	12	1.4		
	Total	830	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	37	4.5	4.5	4.5
	1 I rarely have this feeling	150	18.1	18.4	22.9
	2 I sometimes have this feeling	231	27.8	28.3	51.2
	3 I often have this feeling	265	31.9	32.5	83.7
	4 I always have this feeling	133	16.0	16.3	100.0
	Total	816	98.3	100.0	
Missing	System	14	1.7		
Total		830	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	25	3.0	3.1	3.1
	1 I rarely have this feeling	128	15.4	15.7	18.8
	2 I sometimes have this feeling	339	40.8	41.7	60.5
	3 I often have this feeling	247	29.8	30.4	90.9
	4 I always have this feeling	74	8.9	9.1	100.0
	Total	813	98.0	100.0	
Missing	System	17	2.0		
Total		830	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	14	1.7	1.7	1.7
	1 I rarely have this feeling	109	13.1	13.4	15.1
	2 I sometimes have this feeling	318	38.3	39.0	54.1
	3 I often have this feeling	300	36.1	36.8	90.9
	4 I always have this feeling	74	8.9	9.1	100.0
	Total	815	98.2	100.0	
Missing	System	15	1.8		
Total		830	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	10	1.2	1.2	1.2
	1 I rarely have this feeling	59	7.1	7.2	8.4
	2 I sometimes have this feeling	206	24.8	25.2	33.6
	3 I often have this feeling	348	41.9	42.5	76.2
	4 I always have this feeling	195	23.5	23.8	100.0
	Total	818	98.6	100.0	
Missing	System	12	1.4		
Total		830	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	18	2.2	2.2	2.2
	1 I rarely have this feeling	106	12.8	13.0	15.2
	2 I sometimes have this feeling	238	28.7	29.1	44.3
	3 I often have this feeling	311	37.5	38.0	82.3
	4 I always have this feeling	145	17.5	17.7	100.0
	Total	818	98.6	100.0	
Missing	System	12	1.4		
Total		830	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	23	2.8	2.8	2.8
	1 I rarely have this feeling	115	13.9	14.1	16.9
	2 I sometimes have this feeling	259	31.2	31.8	48.7
	3 I often have this feeling	330	39.8	40.5	89.2
	4 I always have this feeling	88	10.6	10.8	100.0
	Total	815	98.2	100.0	
Missing	System	15	1.8		
Total		830	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	9	1.1	1.1	1.1
	1 I rarely have this feeling	51	6.1	6.2	7.3
	2 I sometimes have this feeling	188	22.7	23.0	30.3
	3 I often have this feeling	388	46.7	47.4	77.7
	4 I always have this feeling	183	22.0	22.3	100.0
	Total	819	98.7	100.0	
Missing	System	11	1.3		
	Total	830	100.0		

engage_11 My job inspires me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 I never have this feeling	12	1.4	1.5	1.5
	1 I rarely have this feeling	56	6.7	6.8	8.3
	2 I sometimes have this feeling	207	24.9	25.3	33.6
	3 I often have this feeling	372	44.8	45.5	79.1
	4 I always have this feeling	171	20.6	20.9	100.0
	Total	818	98.6	100.0	
Missing	System	12	1.4		
	Total	830	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	20	2.4	2.4	2.4
	1 I rarely have this feeling	96	11.6	11.7	14.2
	2 I sometimes have this feeling	258	31.1	31.5	45.7
	3 I often have this feeling	303	36.5	37.0	82.8
	4 I always have this feeling	141	17.0	17.2	100.0
	Total	818	98.6	100.0	
Missing	System	12	1.4		
Total		830	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	1	2	.2	.2	.2
	3	15	1.8	1.8	2.1
	4	24	2.9	2.9	5.0
	5	32	3.9	3.9	8.9
	6	69	8.3	8.4	17.3
	7	151	18.2	18.4	35.7
	8	241	29.0	29.4	65.1
	9	171	20.6	20.9	86.0
	10	115	13.9	14.0	100.0
	Total	820	98.8	100.0	
Missing	97 Non-phd track	7	.8		
	System	3	.4		
	Total	10	1.2		
Total		830	100.0		

resplan Do you have a personal research plan?
**

Note: this plan can include, among other things, clear milestones, deadlines, research goals, a training schedule, a publication strategy...**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	678	81.7	81.9	81.9
	2 No	150	18.1	18.1	100.0
	Total	828	99.8	100.0	
Missing System		2	.2		
Total		830	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	80	9.6	11.8	11.8
	1 selected	597	71.9	88.2	100.0
	Total	677	81.6	100.0	
Missing System	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	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	488	58.8	72.1	72.1
	1 selected	189	22.8	27.9	100.0
	Total	677	81.6	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	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	213	25.7	31.5	31.5
	1 selected	464	55.9	68.5	100.0
	Total	677	81.6	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	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	254	30.6	37.5	37.5
	1 selected	423	51.0	62.5	100.0
	Total	677	81.6	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	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	466	56.1	68.8	68.8
	1 selected	211	25.4	31.2	100.0
	Total	677	81.6	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	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	355	42.8	52.4	52.4
	1 selected	322	38.8	47.6	100.0
	Total	677	81.6	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	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	573	69.0	84.6	84.6
	1 selected	104	12.5	15.4	100.0
	Total	677	81.6	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	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	524	63.1	77.4	77.4
	1 selected	153	18.4	22.6	100.0
	Total	677	81.6	100.0	

Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	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	666	80.2	98.4	98.4
	1 selected	11	1.3	1.6	100.0
	Total	677	81.6	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	100.0		

resplanfol To what extent do you follow this plan?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	8	1.0	1.2	1.2
	2 Rather not	32	3.9	4.7	5.9
	3 Undecided	126	15.2	18.6	24.5
	4 Rather yes	470	56.6	69.4	93.9
	5 Totally	41	4.9	6.1	100.0
	Total	677	81.6	100.0	
	Total		830	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	100.0		

resplansat To what extent do you find a research plan helpful?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Totally unhelpful	16	1.9	2.4	2.4
	2 Rather unhelpful	31	3.7	4.6	6.9
	3 Neutral	101	12.2	14.9	21.9
	4 Rather helpful	327	39.4	48.3	70.2
	5 Very helpful	202	24.3	29.8	100.0
	Total	677	81.6	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total		830	100.0		

resplan_developed When was your research plan developed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 My research plan was ready by the time I started my PhD	171	20.6	25.3	25.3
	2 My research plan was developed during the first year of my PhD	360	43.4	53.3	78.6
	3 My research plan was developed in a later stage of my trajectory	145	17.5	21.4	100.0
	Total	676	81.4	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	2	.2		
	Total	154	18.6		
Total		830	100.0		

resplanwrote Who wrote your research plan?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I wrote my research plan by myself	267	32.2	39.5	39.5
	2 I wrote my research plan together with (one of my) supervisor(s)	345	41.6	51.0	90.5
	3 I wrote my research plan together with others (not the supervisor)	18	2.2	2.7	93.2
	4 My supervisor(s) wrote my research plan	43	5.2	6.4	99.6
	5 Someone else wrote my research plan	3	.4	.4	100.0
	Total	676	81.4	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	2	.2		
	Total	154	18.6		
Total	830	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	188	22.7	27.8	27.8
	1 Yes	489	58.9	72.2	100.0
	Total	677	81.6	100.0	
Missing	95 No plan	150	18.1		
	99 Missing	2	.2		
	System	1	.1		
	Total	153	18.4		
Total	830	100.0			

coro_access How would you rate the accessibility of your supervisor since the start of this academic year?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 My supervisor is very accessible	339	40.8	40.9	40.9
	2 My supervisor is accessible	354	42.7	42.8	83.7
	3 My supervisor is not unaccessible and not accessible	90	10.8	10.9	94.6
	4 My supervisor is unaccessible	26	3.1	3.1	97.7
	5 My supervisor is very unaccessible	19	2.3	2.3	100.0
	Total	828	99.8	100.0	
Missing	System	2	.2		
Total		830	100.0		

coro_access_sat How satisfied are you with the accessibility of your supervisor since the start of this academic year?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Totally satisfied	349	42.0	42.1	42.1
	2 Satisfied	287	34.6	34.7	76.8
	3 Neutral	122	14.7	14.7	91.5
	4 Unsatisfied	46	5.5	5.6	97.1
	5 Totally unsatisfied	24	2.9	2.9	100.0
	Total	828	99.8	100.0	
Missing	System	2	.2		
Total		830	100.0		

**coro_comm_1 What are the main means of communication with your supervisor since the start of this academic year?
 (multiple answers possible): Video call (Microsoft Teams, Skype, Zoom...)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	244	29.4	29.5	29.5
	1 selected	583	70.2	70.5	100.0
	Total	827	99.6	100.0	
Missing	System	3	.4		
Total		830	100.0		

**coro_comm_2 What are the main means of communication with your supervisor since the start of this academic year?
 (multiple answers possible): Telephone, audio call (through WhatsApp, Skype...)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	676	81.4	81.7	81.7
	1 selected	151	18.2	18.3	100.0
	Total	827	99.6	100.0	
Missing	System	3	.4		
Total		830	100.0		

**coro_comm_3 What are the main means of communication with your supervisor since the start of this academic year?
 (multiple answers possible): E-mail**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	184	22.2	22.2	22.2
	1 selected	643	77.5	77.8	100.0
	Total	827	99.6	100.0	
Missing	System	3	.4		
Total		830	100.0		

**coro_comm_4 What are the main means of communication with your supervisor since the start of this academic year?
 (multiple answers possible): Text message**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	702	84.6	84.9	84.9
	1 selected	125	15.1	15.1	100.0
	Total	827	99.6	100.0	
Missing	System	3	.4		
Total		830	100.0		

**coro_comm_5 What are the main means of communication with your supervisor since the start of this academic year?
 (multiple answers possible): Chat (Microsoft Teams, Skype...)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	561	67.6	67.8	67.8
	1 selected	266	32.0	32.2	100.0
	Total	827	99.6	100.0	
Missing	System	3	.4		
Total		830	100.0		

**coro_comm_6 What are the main means of communication with your supervisor since the start of this academic year?
 (multiple answers possible): In person**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	369	44.5	44.6	44.6
	1 selected	458	55.2	55.4	100.0
	Total	827	99.6	100.0	
Missing	System	3	.4		
Total		830	100.0		

**coro_comm_7 What are the main means of communication with your supervisor since the start of this academic year?
 (multiple answers possible): Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	823	99.2	99.5	99.5
	1 selected	4	.5	.5	100.0
	Total	827	99.6	100.0	
Missing	System	3	.4		
Total		830	100.0		

coro_commfreq How often do you communicate with your supervisor since the start of this academic year?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Daily	26	3.1	3.1	3.1
	2 Several times a week	208	25.1	25.1	28.3
	3 Once a week	177	21.3	21.4	49.6
	4 Several times a month	221	26.6	26.7	76.3
	5 Once a month	152	18.3	18.4	94.7
	6 (Almost) never	44	5.3	5.3	100.0
	Total	828	99.8	100.0	
Missing	System	2	.2		
Total		830	100.0		

coro_access_diff Is there a noticeable difference in the accessibility of your supervisor compared to when the COVID-19 measures were stricter?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 My supervisor is now much less accessible	9	1.1	1.1	1.1
	2 My supervisor is now less accessible	39	4.7	4.7	5.8
	3 My supervisor is just as accessible	441	53.1	53.3	59.1
	4 My supervisor is now more accessible	111	13.4	13.4	72.6
	5 My supervisor is now much more accessible	35	4.2	4.2	76.8
	98 Not applicable	192	23.1	23.2	100.0
	Total	827	99.6	100.0	
Missing	System	3	.4		
Total		830	100.0		

coro_infcomm1 How often do you have informal contact with colleagues since the start of this academic year?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Daily	180	21.7	21.7	21.7
	2 Several times a week	202	24.3	24.4	46.1
	3 Once a week	106	12.8	12.8	58.9
	4 Several times a month	120	14.5	14.5	73.4
	5 Once a month	73	8.8	8.8	82.2
	6 (Almost) never	147	17.7	17.8	100.0
	Total	828	99.8	100.0	
Missing	System	2	.2		
Total		830	100.0		

coro_infcomm2a_1 What kind of informal contact do you usually have with your colleagues since the start of this academic year? Multiple answers possible: Contact in the workplace (coffee breaks, lunch, in the hallways...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	92	11.1	13.5	13.5
	1 selected	588	70.8	86.5	100.0
	Total	680	81.9	100.0	
Missing	96 No informal contact	147	17.7		
	System	3	.4		
	Total	150	18.1		
Total		830	100.0		

coro_infcomm2a_2 What kind of informal contact do you usually have with your colleagues since the start of this academic year? Multiple answers possible: Real life activities (teambuilding, walk, museum, sport...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	404	48.7	59.4	59.4
	1 selected	276	33.3	40.6	100.0
	Total	680	81.9	100.0	
Missing	96 No informal contact	147	17.7		
	System	3	.4		
	Total	150	18.1		
Total		830	100.0		

coro_infcomm2a_3 What kind of informal contact do you usually have with your colleagues since the start of this academic year? Multiple answers possible: Online videocall (Teams, Skype, Zoom...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	434	52.3	63.8	63.8
	1 selected	246	29.6	36.2	100.0

	Total	680	81.9	100.0
Missing	96 No informal contact	147	17.7	
	System	3	.4	
	Total	150	18.1	
Total		830	100.0	

**coro_infcomm2a_4 What kind of informal contact do you usually have with your colleagues since the start of this academic year? Multiple answers possible:
Online text communication (Messenger, Whatsapp, Discord...)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	347	41.8	51.0	51.0
	1 selected	333	40.1	49.0	100.0
	Total	680	81.9	100.0	
Missing	96 No informal contact	147	17.7		
	System	3	.4		
	Total	150	18.1		
Total		830	100.0		

**coro_infcomm2a_5 What kind of informal contact do you usually have with your colleagues since the start of this academic year? Multiple answers possible:
Activity organised by a PhD network (online beer tasting, quiz...)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	590	71.1	86.8	86.8
	1 selected	90	10.8	13.2	100.0
	Total	680	81.9	100.0	
Missing	96 No informal contact	147	17.7		
	System	3	.4		
	Total	150	18.1		
Total		830	100.0		

**coro_infcomm2a_6 What kind of informal contact do you usually have with your colleagues since the start of this academic year? Multiple answers possible:
Online games (Scribbl, Among Us...)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	663	79.9	97.5	97.5
	1 selected	17	2.0	2.5	100.0
	Total	680	81.9	100.0	
Missing	96 No informal contact	147	17.7		
	System	3	.4		
	Total	150	18.1		
Total		830	100.0		

**coro_infcomm2a_7 What kind of informal contact do you usually have with your colleagues since the start of this academic year? Multiple answers possible:
Other: please specify**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	665	80.1	97.8	97.8
	1 selected	15	1.8	2.2	100.0
	Total	680	81.9	100.0	
Missing	96 No informal contact	147	17.7		
	System	3	.4		
	Total	150	18.1		
Total		830	100.0		

**coro_infcomm3_1 Who organises this informal contact?
Multiple answers possible: It happens spontaneously**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	117	14.1	17.4	17.4
	1 selected	557	67.1	82.6	100.0
	Total	674	81.2	100.0	
Missing	System	156	18.8		
Total		830	100.0		

**coro_infcomm3_2 Who organises this informal contact?
Multiple answers possible: PhD candidates/postdocs**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	375	45.2	55.6	55.6
	1 selected	299	36.0	44.4	100.0
	Total	674	81.2	100.0	
Missing	System	156	18.8		
Total		830	100.0		

**coro_infcomm3_3 Who organises this informal contact?
Multiple answers possible: PhD Networks (PhD United, DSH network, NSE network)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	612	73.7	90.8	90.8
	1 selected	62	7.5	9.2	100.0
	Total	674	81.2	100.0	
Missing	System	156	18.8		
Total		830	100.0		

**coro_infcomm3_4 Who organises this informal contact?
Multiple answers possible: Head of the research group**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	571	68.8	84.7	84.7
	1 selected	103	12.4	15.3	100.0
	Total	674	81.2	100.0	
Missing	System	156	18.8		
Total		830	100.0		

**coro_infcomm3_5 Who organises this informal contact?
Multiple answers possible: (One of the) own supervisor(s)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	580	69.9	86.1	86.1
	1 selected	94	11.3	13.9	100.0
	Total	674	81.2	100.0	
Missing	System	156	18.8		
Total		830	100.0		

**coro_infcomm3_6 Who organises this informal contact?
Multiple answers possible: Faculty (dean, secretariat,...)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	647	78.0	96.0	96.0
	1 selected	27	3.3	4.0	100.0
	Total	674	81.2	100.0	
Missing	System	156	18.8		
Total		830	100.0		

**coro_infcomm3_7 Who organises this informal contact?
Multiple answers possible: Other: please specify**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	660	79.5	97.9	97.9
	1 selected	14	1.7	2.1	100.0
	Total	674	81.2	100.0	
Missing	System	156	18.8		
Total		830	100.0		

coro_infcomm_diff Is there a noticeable difference in the informal contact you have with your colleagues compared to when the COVID-19 measures were stricter?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 We have much less informal contact now	39	4.7	5.8	5.8
	2 We have less informal contact now	99	11.9	14.6	20.4
	3 We have just as much informal contact	114	13.7	16.8	37.2
	4 We have more informal contact now	171	20.6	25.2	62.4
	5 We have much more informal contact now	124	14.9	18.3	80.7
	98 Not applicable	131	15.8	19.3	100.0
	Total	678	81.7	100.0	
Missing	System	152	18.3		
Total		830	100.0		

coro_resplan Did you adjust your research plan because of the Covid-19 measures?

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	1 Yes	323	38.9	47.7	47.7
	2 No	247	29.8	36.5	84.2
	98 Not applicable	107	12.9	15.8	100.0
	Total	677	81.6	100.0	
Missing	96 No research plan	150	18.1		
	System	3	.4		
	Total	153	18.4		
Total		830	100.0		

coro_resplan_help_1 Did you receive help in adjusting these plans? (multiple answers possible): Yes, from (one of) my supervisor(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	100	12.0	31.0	31.0
	1 selected	223	26.9	69.0	100.0
	Total	323	38.9	100.0	
Missing	95 Did not adjust research plan/NA	354	42.7		
	96 No research plan	150	18.1		
	System	3	.4		
	Total	507	61.1		
Total		830	100.0		

coro_resplan_help_2 Did you receive help in adjusting these plans? (multiple answers possible): Yes, from other colleagues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	278	33.5	86.1	86.1
	1 selected	45	5.4	13.9	100.0
	Total	323	38.9	100.0	
Missing	95 Did not adjust research plan/NA	354	42.7		
	96 No research plan	150	18.1		
	System	3	.4		
	Total	507	61.1		
Total		830	100.0		

coro_resplan_help_3 Did you receive help in adjusting these plans? (multiple answers possible): No

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	229	27.6	70.9	70.9
	1 selected	94	11.3	29.1	100.0
	Total	323	38.9	100.0	
Missing	95 Did not adjust research plan/NA	354	42.7		
	96 No research plan	150	18.1		
	System	3	.4		
	Total	507	61.1		
Total		830	100.0		

coro_data Did you plan to collect data for your PhD research in this academic year? (including other people collecting data for you)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	526	63.4	63.8	63.8
	2 No	298	35.9	36.2	100.0
	Total	824	99.3	100.0	
Missing	System	6	.7		
Total		830	100.0		

coro_data_influence Do/did the corona measures affect the data collection?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No, the data collection can proceed as planned	235	28.3	44.7	44.7
	2 Yes, the data collection was canceled	11	1.3	2.1	46.8

	3 Yes, the data collection was postponed	133	16.0	25.3	72.1
	4 Yes, the methodology was adapted in order to cope with the corona crisis	102	12.3	19.4	91.4
	5 Yes, but it is not yet clear what the consequences are and how they will be addressed	45	5.4	8.6	100.0
	Total	526	63.4	100.0	
Missing	95 Did not plan to collect data	298	35.9		
	98 Missing	6	.7		
	Total	304	36.6		
Total		830	100.0		

**coro_impact Please indicate the answer that applies to the timing of your PhD research.
 The corona measures...**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 gave me more time to finish my PhD research	30	3.6	3.7	3.7
	2 did not really have an impact on the timing of my PhD research	264	31.8	32.4	36.1
	3 delayed my PhD research, but I was/expect to be able to catch up	280	33.7	34.4	70.4

	4 delayed my PhD research and severely impacted the successful completion of my PhD	98	11.8	12.0	82.5
	5 the impact is not year clear	143	17.2	17.5	100.0
	Total	815	98.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	8	1.0		
	Total	15	1.8		
Total		830	100.0		

coro_support Did you discuss the possibility to extend your contract with your supervisor?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	151	18.2	34.3	34.3
	2 No but I am considering it	74	8.9	16.8	51.1
	3 No	215	25.9	48.9	100.0
	Total	440	53.0	100.0	
Missing	95 No delay or no contract	380	45.8		
	System	10	1.2		
	Total	390	47.0		
Total		830	100.0		

coro_informed Do you feel well-informed about the possibilities to extend your contract/funding?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	158	19.0	35.9	35.9
	2 No	282	34.0	64.1	100.0
	Total	440	53.0	100.0	
Missing	96 No impact/no contract	380	45.8		
	System	10	1.2		

Total	390	47.0		
Total	830	100.0		

coro_telework Since the start of this academic year, how often did you go to your workplace (office, lab,...)?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	91	11.0	11.0	11.0
	2 Less than once a week	114	13.7	13.8	24.8
	3 Once a week	116	14.0	14.1	38.9
	4 More than once a week	283	34.1	34.3	73.2
	5 Daily	221	26.6	26.8	100.0
	Total	825	99.4	100.0	
Missing	System	5	.6		
Total		830	100.0		

coro_research your research?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 very negative influence	23	2.8	3.8	3.8
	2 negative influence	166	20.0	27.7	31.5
	3 no influence	218	26.3	36.3	67.8
	4 positive influence	162	19.5	27.0	94.8
	5 very positive influence	31	3.7	5.2	100.0
	Total	600	72.3	100.0	
Missing	95 No telework	221	26.6		
	System	9	1.1		
	Total	230	27.7		
Total		830	100.0		

coro_wellbeing your overall wellbeing?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 very negative influence	40	4.8	6.7	6.7
	2 negative influence	185	22.3	30.9	37.6
	3 no influence	163	19.6	27.2	64.8
	4 positive influence	154	18.6	25.7	90.5
	5 very positive influence	57	6.9	9.5	100.0
	Total	599	72.2	100.0	
Missing	95 No telework System	221	26.6		
	Total	231	27.8		
	Total	830	100.0		

coro_productivity your productivity/creativity?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 very negative influence	37	4.5	6.2	6.2
	2 negative influence	189	22.8	31.5	37.7
	3 no influence	161	19.4	26.8	64.5
	4 positive influence	171	20.6	28.5	93.0
	5 very positive influence	42	5.1	7.0	100.0
	Total	600	72.3	100.0	
Missing	95 No telework System	221	26.6		
	Total	230	27.7		
	Total	830	100.0		

coro_planning the planning/organization of your work?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 very negative influence	33	4.0	5.5	5.5
	2 negative influence	145	17.5	24.3	29.8
	3 no influence	210	25.3	35.2	65.0
	4 positive influence	171	20.6	28.6	93.6

	5 very positive influence	38	4.6	6.4	100.0
	Total	597	71.9	100.0	
Missing	95 No telework System	221	26.6		
	Total	12	1.4		
	Total	233	28.1		
Total		830	100.0		

coro_worklife your work-life balance?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 very negative influence	64	7.7	10.7	10.7
	2 negative influence	155	18.7	25.8	36.5
	3 no influence	115	13.9	19.2	55.7
	4 positive influence	161	19.4	26.8	82.5
	5 very positive influence	105	12.7	17.5	100.0
	Total	600	72.3	100.0	
Missing	95 No telework System	221	26.6		
	Total	9	1.1		
	Total	230	27.7		
Total		830	100.0		

coro_health your physical health (e.g. ergonomic problems, fatigue, feeling better rested...)?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 very negative influence	51	6.1	8.5	8.5
	2 negative influence	169	20.4	28.3	36.8
	3 no influence	162	19.5	27.1	63.9
	4 positive influence	144	17.3	24.1	88.0
	5 very positive influence	72	8.7	12.0	100.0
	Total	598	72.0	100.0	
Missing	95 No telework System	221	26.6		
	Total	11	1.3		
	Total	232	28.0		

Total	830	100.0		
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coro_telework_future Now that working from home is no longer mandatory, how often would you ideally like to go to your VUB workplace on a weekly basis (office, lab...)?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	17	2.0	2.4	2.4
	2 Less than once a week	30	3.6	4.2	6.6
	3 Once a week	62	7.5	8.7	15.3
	4 Twice a week	113	13.6	15.9	31.2
	5 Three days a week	156	18.8	21.9	53.2
	6 Four days a week	141	17.0	19.8	73.0
	7 Daily	192	23.1	27.0	100.0
	Total	711	85.7	100.0	
Missing	8 I don't have a workplace at the VUB/not applicable	116	14.0		
	System	3	.4		
	Total	119	14.3		
Total		830	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...)	160	19.3	19.5	19.5
	2 Executing phase (working on experiments, data, executing research plan/method)	445	53.6	54.3	73.8
	3 Finalizing phase (writing up phase)	215	25.9	26.2	100.0
	Total	820	98.8	100.0	
Missing	97 Non-phd track	7	.8		

System	3	.4	
Total	10	1.2	
Total	830	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	29	3.5	3.5	3.5
	2 Rather not on track	98	11.8	11.9	15.5
	3 Undecided	141	17.0	17.2	32.6
	4 Rather on track	429	51.7	52.2	84.8
	5 Totally on track	125	15.1	15.2	100.0
	Total	822	99.0	100.0	
Missing	97 Non-phd track	7	.8		
	System	1	.1		
	Total	8	1.0		
Total		830	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	2	.2	.2	.2
	2	7	.8	.9	1.1
	3	9	1.1	1.1	2.2
	4	16	1.9	1.9	4.1
	5	44	5.3	5.4	9.5
	6	79	9.5	9.6	19.1
	7	151	18.2	18.4	37.5
	8	196	23.6	23.8	61.3
	9	150	18.1	18.2	79.6
	10	168	20.2	20.4	100.0
	Total	822	99.0	100.0	
Missing	97 Non-phd track	7	.8		

	System	1	.1		
	Total	8	1.0		
Total		830	100.0		

doubtphd_1 Lack of stimulating research environment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	162	19.5	19.8	19.8
	2 rather not	179	21.6	21.9	41.7
	3 undecided	168	20.2	20.5	62.2
	4 rather yes	233	28.1	28.5	90.7
	5 yes	76	9.2	9.3	100.0
	Total	818	98.6	100.0	
Missing	97 Non-phd track	7	.8		
	System	5	.6		
	Total	12	1.4		
Total		830	100.0		

doubtphd_2 Lack of results/failed experiment(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	146	17.6	17.8	17.8
	2 rather not	191	23.0	23.3	41.2
	3 undecided	174	21.0	21.3	62.5
	4 rather yes	218	26.3	26.7	89.1
	5 yes	89	10.7	10.9	100.0
	Total	818	98.6	100.0	
Missing	97 Non-phd track	7	.8		
	System	5	.6		
	Total	12	1.4		
Total		830	100.0		

doubtphd_3 Lack of guidance by my supervisor(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	1 not at all	243	29.3	29.7	29.7
	2 rather not	191	23.0	23.3	53.1
	3 undecided	147	17.7	18.0	71.0
	4 rather yes	156	18.8	19.1	90.1
	5 yes	81	9.8	9.9	100.0
	Total	818	98.6	100.0	
Missing	97 Non-phd track	7	.8		
	System	5	.6		
	Total	12	1.4		
Total		830	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	484	58.3	59.2	59.2
	2 rather not	170	20.5	20.8	80.0
	3 undecided	107	12.9	13.1	93.0
	4 rather yes	45	5.4	5.5	98.5
	5 yes	12	1.4	1.5	100.0
	Total	818	98.6	100.0	
Missing	97 Non-phd track	7	.8		
	System	5	.6		
	Total	12	1.4		
Total		830	100.0		

doubtphd_5 The research topic is not that interesting after all

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	445	53.6	54.4	54.4
	2 rather not	191	23.0	23.3	77.8
	3 undecided	111	13.4	13.6	91.3
	4 rather yes	52	6.3	6.4	97.7
	5 yes	19	2.3	2.3	100.0
	Total	818	98.6	100.0	

Missing 97 Non-phd track	7	.8		
System	5	.6		
Total	12	1.4		
Total	830	100.0		

doubtphd_6 Uncertainty concerning funding

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	339	40.8	41.4	41.4
	2 rather not	165	19.9	20.2	61.6
	3 undecided	136	16.4	16.6	78.2
	4 rather yes	111	13.4	13.6	91.8
	5 yes	67	8.1	8.2	100.0
	Total	818	98.6	100.0	
Missing	97 Non-phd track	7	.8		
	System	5	.6		
	Total	12	1.4		
Total		830	100.0		

doubtphd_7 I doubt my own capabilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	188	22.7	23.0	23.0
	2 rather not	174	21.0	21.3	44.3
	3 undecided	155	18.7	18.9	63.2
	4 rather yes	213	25.7	26.0	89.2
	5 yes	88	10.6	10.8	100.0
	Total	818	98.6	100.0	
Missing	97 Non-phd track	7	.8		
	System	5	.6		
	Total	12	1.4		
Total		830	100.0		

doubtphd_8 The unbalanced combination of work and family

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	198	23.9	24.2	24.2
	2 rather not	194	23.4	23.7	47.9
	3 undecided	184	22.2	22.5	70.4
	4 rather yes	180	21.7	22.0	92.4
	5 yes	62	7.5	7.6	100.0

	Total	818	98.6	100.0
Missing	97 Non-phd track	7	.8	
	System	5	.6	
	Total	12	1.4	
Total		830	100.0	

doubtphd_9 Personal reasons

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all	220	26.5	26.9	26.9
	2 rather not	173	20.8	21.1	48.0
	3 undecided	202	24.3	24.7	72.7
	4 rather yes	174	21.0	21.3	94.0
	5 yes	49	5.9	6.0	100.0
	Total	818	98.6	100.0	
Missing	97 Non-phd track	7	.8		
	System	5	.6		
	Total	12	1.4		
Total		830	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	8	1.0	1.0	1.0
	2 rather disagree	44	5.3	5.4	6.3
	3 neutral	152	18.3	18.5	24.8
	4 rather agree	510	61.4	62.0	86.9
	5 totally agree	108	13.0	13.1	100.0
	Total	822	99.0	100.0	
Missing	System	8	1.0		
Total		830	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	9	1.1	1.1	1.1
	2 rather disagree	78	9.4	9.5	10.6
	3 neutral	204	24.6	24.8	35.4
	4 rather agree	423	51.0	51.4	86.8
	5 totally agree	109	13.1	13.2	100.0
	Total	823	99.2	100.0	
Missing	System	7	.8		
Total		830	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	4	.5	.5	.5
	2 rather disagree	24	2.9	2.9	3.4
	3 neutral	138	16.6	16.8	20.2
	4 rather agree	499	60.1	60.6	80.8
	5 totally agree	158	19.0	19.2	100.0
	Total	823	99.2	100.0	
Missing	System	7	.8		
Total		830	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	10	1.2	1.2	1.2
	2 rather disagree	65	7.8	7.9	9.1
	3 neutral	205	24.7	24.9	34.1
	4 rather agree	391	47.1	47.6	81.6
	5 totally agree	151	18.2	18.4	100.0
	Total	822	99.0	100.0	
Missing	System	8	1.0		
Total		830	100.0		

efi_5 I will be able to successfully overcome many challenges

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	5	.6	.6	.6
	2 rather disagree	27	3.3	3.3	3.9
	3 neutral	164	19.8	19.9	23.8
	4 rather agree	473	57.0	57.5	81.3
	5 totally agree	154	18.6	18.7	100.0
	Total	823	99.2	100.0	
Missing	System	7	.8		
Total		830	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	9	1.1	1.1	1.1
	2 rather disagree	54	6.5	6.6	7.7
	3 neutral	142	17.1	17.3	25.0
	4 rather agree	469	56.5	57.1	82.1
	5 totally agree	147	17.7	17.9	100.0
	Total	821	98.9	100.0	
Missing	System	9	1.1		
Total		830	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	13	1.6	1.6	1.6
	2 rather disagree	84	10.1	10.2	11.8
	3 neutral	334	40.2	40.6	52.4
	4 rather agree	300	36.1	36.5	88.9
	5 totally agree	91	11.0	11.1	100.0
	Total	822	99.0	100.0	
Missing	System	8	1.0		
Total		830	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	9	1.1	1.1	1.1
	2 rather disagree	59	7.1	7.2	8.3
	3 neutral	227	27.3	27.6	35.9
	4 rather agree	416	50.1	50.7	86.6
	5 totally agree	110	13.3	13.4	100.0
	Total	821	98.9	100.0	

Missing System	9	1.1		
Total	830	100.0		

**abroad In this academic year up until now, did you spend
time abroad related to your research (not taking
conferences into account)?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, I spent time abroad this academic year	123	14.8	14.9	14.9
	2 I planned to spend time abroad, but this was postponed due to COVID-19 measures	44	5.3	5.3	20.2
	3 I planned to spend time abroad this academic year, but this was cancelled due to COVID-19 measures	46	5.5	5.6	25.8
	4 No, I did not plan to spend time abroad this academic year	612	73.7	74.2	100.0
	Total	825	99.4	100.0	
Missing System		5	.6		
Total		830	100.0		

**timespendabro In this 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 One week or less	26	3.1	21.1	21.1
	2 More than one week up to one month	34	4.1	27.6	48.8

	3 More than one month up to six months	24	2.9	19.5	68.3
	4 More than six months	10	1.2	8.1	76.4
	5 I am enrolled as a PhD candidate at VUB but work on my research from abroad	29	3.5	23.6	100.0
	Total	123	14.8	100.0	
Missing	96 Did not spend time abroad	702	84.6		
	System	5	.6		
	Total	707	85.2		
Total		830	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; excluding commute, lunch breaks etc.)? Please take into account **the average a week over the whole academic**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0:00	11	1.3	1.4	1.4
	1:00	2	.2	.3	1.6
	2:00	2	.2	.3	1.9
	3:00	1	.1	.1	2.0
	4:00	4	.5	.5	2.5
	5:00	5	.6	.6	3.1
	7:30	4	.5	.5	3.6
	8:00	7	.8	.9	4.5
	8:10	1	.1	.1	4.6
	8:30	3	.4	.4	5.0
	9:00	2	.2	.3	5.3
	9:15	1	.1	.1	5.4
	10:00	22	2.7	2.8	8.2
	10:15	1	.1	.1	8.3
	12:00	3	.4	.4	8.7

15:00	1	.1	.1	8.8
16:00	5	.6	.6	9.4
20:00	14	1.7	1.8	11.2
23:00	1	.1	.1	11.3
24:00	2	.2	.3	11.5
25:00	7	.8	.9	12.4
28:00	1	.1	.1	12.5
29:00	1	.1	.1	12.7
30:00	29	3.5	3.6	16.3
30:45	1	.1	.1	16.4
31:00	1	.1	.1	16.6
32:00	8	1.0	1.0	17.6
32:30	1	.1	.1	17.7
33:00	4	.5	.5	18.2
34:00	3	.4	.4	18.6
35:00	42	5.1	5.3	23.8
36:00	17	2.0	2.1	26.0
37:00	7	.8	.9	26.9
37:30	3	.4	.4	27.2
38:00	55	6.6	6.9	34.1
38:10	1	.1	.1	34.3
38:30	1	.1	.1	34.4
38:45	1	.1	.1	34.5
39:00	4	.5	.5	35.0
39:30	2	.2	.3	35.3
40:00	184	22.2	23.1	58.3
40:05	1	.1	.1	58.5
40:10	1	.1	.1	58.6
40:12	1	.1	.1	58.7
40:30	3	.4	.4	59.1
40:40	1	.1	.1	59.2
40:45	1	.1	.1	59.3
42:00	26	3.1	3.3	62.6
42:30	5	.6	.6	63.2
43:00	8	1.0	1.0	64.2
43:30	1	.1	.1	64.4
44:00	5	.6	.6	65.0
45:00	82	9.9	10.3	75.3
45:05	1	.1	.1	75.4
45:30	1	.1	.1	75.5
45:50	1	.1	.1	75.7

46:00	4	.5	.5	76.2
47:00	3	.4	.4	76.5
48:00	22	2.7	2.8	79.3
48:30	1	.1	.1	79.4
48:50	1	.1	.1	79.5
49:00	1	.1	.1	79.7
50:00	75	9.0	9.4	89.1
50:10	1	.1	.1	89.2
51:00	2	.2	.3	89.5
52:30	1	.1	.1	89.6
53:00	2	.2	.3	89.8
54:00	3	.4	.4	90.2
54:30	1	.1	.1	90.3
55:00	14	1.7	1.8	92.1
55:10	1	.1	.1	92.2
56:00	3	.4	.4	92.6
57:00	3	.4	.4	93.0
58:00	3	.4	.4	93.4
60:00	26	3.1	3.3	96.6
60:30	1	.1	.1	96.7
65:00	5	.6	.6	97.4
66:00	1	.1	.1	97.5
70:00	7	.8	.9	98.4
72:00	3	.4	.4	98.7
75:00	1	.1	.1	98.9
77:00	1	.1	.1	99.0
80:00	5	.6	.6	99.6
80:30	1	.1	.1	99.7
84:00	2	.2	.3	100.0
Total	797	96.0	100.0	
Missing *****	1	.1		
*****	1	.1		
System	31	3.7		
Total	33	4.0		
Total	830	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	308	37.1	37.8	37.8
	1 Selected	507	61.1	62.2	100.0
	Total	815	98.2	100.0	
Missing	System	15	1.8		
Total		830	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	472	56.9	57.9	57.9
	1 Selected	343	41.3	42.1	100.0
	Total	815	98.2	100.0	
Missing	System	15	1.8		
Total		830	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	690	83.1	84.7	84.7
	1 Selected	125	15.1	15.3	100.0
	Total	815	98.2	100.0	
Missing System		15	1.8		
Total		830	100.0		

taskperf_4 Which of the following tasks did you perform during this academic year next to your research? (tick all that apply): Administration and other tasks

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not selected	480	57.8	58.9	58.9
	1 Selected	335	40.4	41.1	100.0
	Total	815	98.2	100.0	
Missing System		15	1.8		
Total		830	100.0		

taskperf_none

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	693	83.5	83.5	83.5
	1 None - I don't combine my research with other tasks within the VUB	137	16.5	16.5	100.0
	Total	830	100.0	100.0	

subject_tea To what extent is the subject of your teaching duty related to the subject of your research?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	63	7.6	12.5	12.5
	2 Very little	86	10.4	17.0	29.4
	3 Somewhat	169	20.4	33.4	62.8
	4 To a great extent	140	16.9	27.7	90.5
	5 Totally	48	5.8	9.5	100.0
	Total	506	61.0	100.0	
Missing	95 Did not perform this task	219	26.4		
	System	105	12.7		
	Total	324	39.0		
Total		830	100.0		

timespendtea On average, how much of your total worktime 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	0:00	10	1.2	2.0	2.0
	0:01	1	.1	.2	2.2
	0:10	4	.5	.8	3.0
	0:15	3	.4	.6	3.6
	0:20	1	.1	.2	3.8
	0:25	1	.1	.2	4.0
	0:30	11	1.3	2.2	6.2
	1:00	44	5.3	8.8	15.0
	1:10	1	.1	.2	15.2
	1:30	6	.7	1.2	16.4
	2:00	74	8.9	14.8	31.2
	2:30	3	.4	.6	31.8
	3:00	41	4.9	8.2	40.0
	3:30	3	.4	.6	40.6
	4:00	37	4.5	7.4	48.0
	5:00	45	5.4	9.0	57.0
	6:00	22	2.7	4.4	61.4

7:00	12	1.4	2.4	63.8
8:00	31	3.7	6.2	70.0
8:30	1	.1	.2	70.2
9:00	4	.5	.8	71.0
10:00	36	4.3	7.2	78.2
10:30	1	.1	.2	78.4
11:00	1	.1	.2	78.6
12:00	11	1.3	2.2	80.8
12:30	1	.1	.2	81.0
13:00	2	.2	.4	81.4
13:30	1	.1	.2	81.6
14:00	2	.2	.4	82.0
15:00	21	2.5	4.2	86.2
15:30	1	.1	.2	86.4
16:00	7	.8	1.4	87.8
18:00	6	.7	1.2	89.0
18:30	1	.1	.2	89.2
20:00	24	2.9	4.8	94.0
22:00	1	.1	.2	94.2
23:00	2	.2	.4	94.6
24:00	2	.2	.4	95.0
25:00	6	.7	1.2	96.2
28:00	1	.1	.2	96.4
30:00	11	1.3	2.2	98.6
32:00	1	.1	.2	98.8
33:00	1	.1	.2	99.0
35:00	3	.4	.6	99.6
40:00	2	.2	.4	100.0
Total	500	60.2	100.0	
Missing 0:16 Did not perform this task	219	26.4		
System	111	13.4		
Total	330	39.8		
Total	830	100.0		

timetea Does 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	147	17.7	29.3	29.3
	2 No	355	42.8	70.7	100.0
	Total	502	60.5	100.0	
Missing	95 Did not perform this task	219	26.4		
	System	109	13.1		
	Total	328	39.5		
Total		830	100.0		

timespendass On average, how much of your total worktime 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	0:00	4	.5	1.2	1.2
	0:01	1	.1	.3	1.5
	0:10	2	.2	.6	2.1
	0:15	2	.2	.6	2.7
	0:20	1	.1	.3	3.0
	0:30	9	1.1	2.7	5.7
	0:59	1	.1	.3	6.0
	1:00	30	3.6	9.0	15.1
	1:30	1	.1	.3	15.4
	2:00	53	6.4	16.0	31.3
	2:30	1	.1	.3	31.6
	3:00	28	3.4	8.4	40.1
	3:30	1	.1	.3	40.4
	4:00	20	2.4	6.0	46.4
	5:00	32	3.9	9.6	56.0
	6:00	13	1.6	3.9	59.9
	6:45	1	.1	.3	60.2
	7:00	4	.5	1.2	61.4
	8:00	20	2.4	6.0	67.5

8:30	1	.1	.3	67.8
10:00	39	4.7	11.7	79.5
10:10	1	.1	.3	79.8
10:54	1	.1	.3	80.1
12:00	4	.5	1.2	81.3
13:00	1	.1	.3	81.6
15:00	10	1.2	3.0	84.6
16:00	6	.7	1.8	86.4
18:00	1	.1	.3	86.7
20:00	14	1.7	4.2	91.0
22:00	1	.1	.3	91.3
22:30	1	.1	.3	91.6
24:00	2	.2	.6	92.2
25:00	6	.7	1.8	94.0
27:00	1	.1	.3	94.3
28:00	1	.1	.3	94.6
30:00	6	.7	1.8	96.4
32:00	1	.1	.3	96.7
35:00	3	.4	.9	97.6
36:00	1	.1	.3	97.9
37:00	1	.1	.3	98.2
39:00	1	.1	.3	98.5
40:00	2	.2	.6	99.1
48:00	1	.1	.3	99.4
50:00	1	.1	.3	99.7
*****	1	.1	.3	100.0
Total	332	40.0	100.0	
Missing 0:16 Did not perform this task	383	46.1		
System	115	13.9		
Total	498	60.0		
Total	830	100.0		

timeass Does 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	108	13.0	32.0	32.0
	2 No	229	27.6	68.0	100.0
	Total	337	40.6	100.0	
Missing	95 Did not perform this task	383	46.1		
	System	110	13.3		
	Total	493	59.4		
Total		830	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0:00	3	.4	2.5	2.5
	0:30	7	.8	5.7	8.2
	1:00	16	1.9	13.1	21.3
	2:00	12	1.4	9.8	31.1
	2:30	1	.1	.8	32.0
	3:00	3	.4	2.5	34.4
	4:00	9	1.1	7.4	41.8
	4:30	1	.1	.8	42.6
	5:00	9	1.1	7.4	50.0
	6:00	5	.6	4.1	54.1
	7:00	6	.7	4.9	59.0
	8:00	11	1.3	9.0	68.0
	8:30	1	.1	.8	68.9
	10:00	11	1.3	9.0	77.9
	12:00	1	.1	.8	78.7
	15:00	5	.6	4.1	82.8
	20:00	7	.8	5.7	88.5
	24:00	2	.2	1.6	90.2
	25:00	2	.2	1.6	91.8
	30:00	4	.5	3.3	95.1

	36:00	1	.1	.8	95.9
	38:00	1	.1	.8	96.7
	40:00	3	.4	2.5	99.2
	80:00	1	.1	.8	100.0
	Total	122	14.7	100.0	
Missing	0:16 Did not perform this task	601	72.4		
	System	107	12.9		
	Total	708	85.3		
Total		830	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	24	2.9	19.5	19.5
	2 No	99	11.9	80.5	100.0
	Total	123	14.8	100.0	
Missing	95 Did not perform this task	601	72.4		
	System	106	12.8		
	Total	707	85.2		
Total		830	100.0		

timespent_adm On average, how much of your total worktime do you spend a week on administration and other tasks? Please take into account <u>the average a week over the whole academic year</u>.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0:00	3	.4	.9	.9
	0:01	1	.1	.3	1.2
	0:10	1	.1	.3	1.5
	0:15	1	.1	.3	1.8
	0:30	7	.8	2.1	3.9
	0:40	2	.2	.6	4.5
	0:45	1	.1	.3	4.8
	1:00	42	5.1	12.5	17.3
	1:30	6	.7	1.8	19.0

2:00	64	7.7	19.0	38.1
2:30	2	.2	.6	38.7
3:00	34	4.1	10.1	48.8
3:30	1	.1	.3	49.1
4:00	42	5.1	12.5	61.6
5:00	45	5.4	13.4	75.0
6:00	10	1.2	3.0	78.0
7:00	3	.4	.9	78.9
8:00	20	2.4	6.0	84.8
9:00	3	.4	.9	85.7
10:00	22	2.7	6.5	92.3
12:00	4	.5	1.2	93.5
13:00	1	.1	.3	93.8
15:00	5	.6	1.5	95.2
16:00	1	.1	.3	95.5
20:00	6	.7	1.8	97.3
24:00	2	.2	.6	97.9
25:00	2	.2	.6	98.5
30:00	2	.2	.6	99.1
40:00	1	.1	.3	99.4
47:00	1	.1	.3	99.7
48:00	1	.1	.3	100.0
Total	336	40.5	100.0	
Missing 0:16 Did not perform this task	385	46.4		
System	109	13.1		
Total	494	59.5		
Total	830	100.0		

**time_adm Does administration and other tasks
take too much of your time?**

		Freque nc y	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	138	16.6	40.9	40.9
	2 No	199	24.0	59.1	100.0
	Total	337	40.6	100.0	
Missing	95 Did not perform this task	385	46.4		
	System	108	13.0		
	Total	493	59.4		
Total		830	100.0		

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

		Freque nc y	Percent	Valid Percent	Cumulative Percent
Valid	0:00	4	.5	.5	.5
	0:30	1	.1	.1	.6
	1:00	4	.5	.5	1.1
	2:00	10	1.2	1.3	2.4
	2:30	1	.1	.1	2.5
	3:00	7	.8	.9	3.4
	4:00	14	1.7	1.8	5.2
	4:30	1	.1	.1	5.3
	5:00	15	1.8	1.9	7.2
	5:30	1	.1	.1	7.3
	6:00	7	.8	.9	8.2
	7:00	5	.6	.6	8.8
	7:30	1	.1	.1	8.9
	8:00	11	1.3	1.4	10.3
	8:30	1	.1	.1	10.5
	9:00	4	.5	.5	11.0
	9:30	1	.1	.1	11.1
	10:00	37	4.5	4.7	15.7
	11:00	3	.4	.4	16.1
	12:00	12	1.4	1.5	17.6
12:56	1	.1	.1	17.8	

14:00	3	.4	.4	18.1
14:15	1	.1	.1	18.3
15:00	32	3.9	4.0	22.3
16:00	5	.6	.6	22.9
17:00	1	.1	.1	23.0
17:30	1	.1	.1	23.2
18:00	10	1.2	1.3	24.4
19:00	2	.2	.3	24.7
20:00	55	6.6	6.9	31.6
20:15	1	.1	.1	31.7
21:00	5	.6	.6	32.4
21:30	1	.1	.1	32.5
22:00	7	.8	.9	33.4
23:00	7	.8	.9	34.3
24:00	15	1.8	1.9	36.1
25:00	41	4.9	5.2	41.3
25:30	1	.1	.1	41.4
26:00	10	1.2	1.3	42.7
26:45	1	.1	.1	42.8
27:00	4	.5	.5	43.3
27:30	1	.1	.1	43.5
28:00	14	1.7	1.8	45.2
29:00	2	.2	.3	45.5
30:00	92	11.1	11.6	57.1
30:30	1	.1	.1	57.2
31:00	8	1.0	1.0	58.2
31:30	1	.1	.1	58.3
32:00	15	1.8	1.9	60.2
32:30	2	.2	.3	60.5
33:00	10	1.2	1.3	61.7
34:00	12	1.4	1.5	63.2
34:30	1	.1	.1	63.4
34:45	1	.1	.1	63.5
35:00	61	7.3	7.7	71.2
36:00	17	2.0	2.1	73.3
36:30	1	.1	.1	73.4
37:00	12	1.4	1.5	74.9
37:30	1	.1	.1	75.1
38:00	16	1.9	2.0	77.1
39:00	4	.5	.5	77.6
40:00	80	9.6	10.1	87.7

41:00	1	.1	.1	87.8
42:00	8	1.0	1.0	88.8
43:00	4	.5	.5	89.3
44:00	2	.2	.3	89.5
45:00	18	2.2	2.3	91.8
45:30	1	.1	.1	91.9
46:00	4	.5	.5	92.4
47:00	2	.2	.3	92.7
48:00	9	1.1	1.1	93.8
49:00	2	.2	.3	94.1
50:00	17	2.0	2.1	96.2
51:00	2	.2	.3	96.5
54:00	1	.1	.1	96.6
55:00	5	.6	.6	97.2
56:00	2	.2	.3	97.5
57:00	1	.1	.1	97.6
58:00	1	.1	.1	97.7
60:00	10	1.2	1.3	99.0
60:30	1	.1	.1	99.1
63:00	1	.1	.1	99.2
69:00	1	.1	.1	99.4
70:00	1	.1	.1	99.5
72:00	1	.1	.1	99.6
73:00	1	.1	.1	99.7
75:00	1	.1	.1	99.9
*****	1	.1	.1	100.0
Total	794	95.7	100.0	
Missing 0:01 Non-phd track	7	.8		
System	29	3.5		
Total	36	4.3		
Total	830	100.0		

worktime_1 In the morning (between 6 AM and 8 AM)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	315	38.0	41.4	41.4
	2 seldom	212	25.5	27.9	69.3
	3 occasionally	142	17.1	18.7	87.9
	4 usually	48	5.8	6.3	94.2
	5 always	44	5.3	5.8	100.0
	Total	761	91.7	100.0	
	Missing System	69	8.3		
Total	830	100.0			

worktime_2 During office hours (between 8 AM and 6 PM)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	12	1.4	1.5	1.5
	2 seldom	11	1.3	1.4	2.8
	3 occasionally	22	2.7	2.7	5.5
	4 usually	243	29.3	29.9	35.5
	5 always	524	63.1	64.5	100.0
	Total	812	97.8	100.0	
	Missing System	18	2.2		
Total	830	100.0			

worktime_3 In the evening (between 6 PM and midnight)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	22	2.7	2.8	2.8
	2 seldom	142	17.1	18.0	20.8
	3 occasionally	348	41.9	44.1	64.8
	4 usually	223	26.9	28.2	93.0
	5 always	55	6.6	7.0	100.0
	Total	790	95.2	100.0	
	Missing System	40	4.8		
Total	830	100.0			

worktime_4 At night (between midnight and 6 AM)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	403	48.6	52.7	52.7
	2 seldom	207	24.9	27.1	79.8
	3 occasionally	109	13.1	14.3	94.1
	4 usually	32	3.9	4.2	98.3
	5 always	13	1.6	1.7	100.0
	Total	764	92.0	100.0	
	Missing System	66	8.0		
Total	830	100.0			

worktime_5 On Saturdays

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	70	8.4	8.7	8.7
	2 seldom	208	25.1	26.0	34.7
	3 occasionally	315	38.0	39.3	74.0
	4 usually	160	19.3	20.0	94.0
	5 always	48	5.8	6.0	100.0
	Total	801	96.5	100.0	
	Missing System	29	3.5		
Total	830	100.0			

worktime_6 On Sundays

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 never	111	13.4	13.9	13.9
	2 seldom	207	24.9	25.9	39.8
	3 occasionally	312	37.6	39.0	78.8
	4 usually	134	16.1	16.8	95.5
	5 always	36	4.3	4.5	100.0
	Total	800	96.4	100.0	
Missing System		30	3.6		
Total		830	100.0		

WFB_1 I have enough influence on my working hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	12	1.4	1.5	1.5
	2 rather disagree	58	7.0	7.1	8.6
	3 neutral	124	14.9	15.2	23.7
	4 rather agree	311	37.5	38.1	61.8
	5 totally agree	312	37.6	38.2	100.0
	Total	817	98.4	100.0	
Missing System		13	1.6		
Total		830	100.0		

WFB_2 I can adjust my working time to my family life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	23	2.8	2.8	2.8
	2 rather disagree	57	6.9	7.0	9.8
	3 neutral	172	20.7	21.1	30.8
	4 rather agree	327	39.4	40.0	70.9
	5 totally agree	238	28.7	29.1	100.0
	Total	817	98.4	100.0	
Missing System		13	1.6		
Total		830	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	39	4.7	4.8	4.8
	2 rather disagree	96	11.6	11.8	16.5
	3 neutral	152	18.3	18.6	35.2
	4 rather agree	319	38.4	39.1	74.3
	5 totally agree	210	25.3	25.7	100.0
	Total	816	98.3	100.0	
Missing	System	14	1.7		
Total		830	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	14	1.7	1.7	1.7
	2 rather disagree	32	3.9	3.9	5.6
	3 neutral	142	17.1	17.4	23.0
	4 rather agree	314	37.8	38.5	61.5
	5 totally agree	314	37.8	38.5	100.0
	Total	816	98.3	100.0	
Missing	System	14	1.7		
Total		830	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	322	38.8	39.7	39.7
	2 rather disagree	272	32.8	33.5	73.2

	3 neutral	143	17.2	17.6	90.8
	4 rather agree	43	5.2	5.3	96.1
	5 totally agree	32	3.9	3.9	100.0
	Total	812	97.8	100.0	
Missing	System	18	2.2		
Total		830	100.0		

Partner Are you currently living together with a partner?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	446	53.7	54.3	54.3
	2 No	376	45.3	45.7	100.0
	Total	822	99.0	100.0	
Missing	System	8	1.0		
Total		830	100.0		

children Are you currently living together with children between 0 and 17 years old that you take care of (including stepchildren, foster children...)?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	135	16.3	16.4	16.4
	2 No	689	83.0	83.6	100.0
	Total	824	99.3	100.0	
Missing	System	6	.7		
Total		830	100.0		

children0_24 How many children between 0 and 24 months old are currently part of your household?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	19	2.3	20.9	20.9
	1	60	7.2	65.9	86.8
	2	8	1.0	8.8	95.6
	3	1	.1	1.1	96.7
	5	1	.1	1.1	97.8
	7	2	.2	2.2	100.0
	Total	91	11.0	100.0	
	Missing	95 No children	689	83.0	
System		50	6.0		
Total		739	89.0		
Total		830	100.0		

children2_9 How many children between 2 and 9 years old are currently part of your household?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	2	.2	2.5	2.5
	1	56	6.7	70.0	72.5
	2	18	2.2	22.5	95.0
	3	4	.5	5.0	100.0
	Total	80	9.6	100.0	
Missing	95 No children	689	83.0		
	System	61	7.3		
	Total	750	90.4		
Total		830	100.0		

children10_17 How many children between 10 and 17 years old are currently part of your household?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	2	.2	4.2	4.2
	1	28	3.4	58.3	62.5
	2	13	1.6	27.1	89.6
	3	3	.4	6.3	95.8
	4	1	.1	2.1	97.9
	5	1	.1	2.1	100.0
	Total	48	5.8	100.0	
Missing	95 No children	689	83.0		
	System	93	11.2		
	Total	782	94.2		
Total		830	100.0		

commit_1 Too much is expected of me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	87	10.5	10.6	10.6
	2 rather disagree	236	28.4	28.6	39.2
	3 neutral	306	36.9	37.1	76.3
	4 rather agree	150	18.1	18.2	94.5
	5 totally agree	45	5.4	5.5	100.0
	Total	824	99.3	100.0	
Missing	System	6	.7		
Total		830	100.0		

commit_2 I never catch up with my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	99	11.9	12.0	12.0
	2 rather disagree	262	31.6	31.8	43.8
	3 neutral	184	22.2	22.3	66.1
	4 rather agree	225	27.1	27.3	93.4

	5 totally agree	54	6.5	6.6	100.0
	Total	824	99.3	100.0	
Missing System		6	.7		
Total		830	100.0		

commit_3 I never have time for myself

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	143	17.2	17.4	17.4
	2 rather disagree	332	40.0	40.3	57.6
	3 neutral	189	22.8	22.9	80.6
	4 rather agree	129	15.5	15.7	96.2
	5 totally agree	31	3.7	3.8	100.0
	Total	824	99.3	100.0	
Missing System		6	.7		
Total		830	100.0		

commit_4 There are not enough hours in the day for me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	84	10.1	10.2	10.2
	2 rather disagree	145	17.5	17.6	27.8
	3 neutral	180	21.7	21.8	49.6
	4 rather agree	284	34.2	34.5	84.1
	5 totally agree	131	15.8	15.9	100.0
	Total	824	99.3	100.0	
Missing System		6	.7		
Total		830	100.0		

commit_5 I frequently have to cancel arrangements I have made

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	162	19.5	19.7	19.7
	2 rather disagree	394	47.5	47.8	67.5
	3 neutral	169	20.4	20.5	88.0
	4 rather agree	90	10.8	10.9	98.9
	5 totally agree	9	1.1	1.1	100.0
	Total	824	99.3	100.0	
Missing	System	6	.7		
Total		830	100.0		

commit_6 I have to do more than I want to do

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	122	14.7	14.8	14.8
	2 rather disagree	276	33.3	33.5	48.3
	3 neutral	222	26.7	26.9	75.2
	4 rather agree	159	19.2	19.3	94.5
	5 totally agree	45	5.4	5.5	100.0
	Total	824	99.3	100.0	
Missing	System	6	.7		
Total		830	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	111	13.4	13.5	13.5
	2 rather disagree	256	30.8	31.1	44.5
	3 neutral	227	27.3	27.5	72.1
	4 rather agree	199	24.0	24.2	96.2
	5 totally agree	31	3.7	3.8	100.0
	Total	824	99.3	100.0	
Missing	System	6	.7		
Total		830	100.0		

commit_8 More is expected from me than I can handle

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	150	18.1	18.2	18.2
	2 rather disagree	297	35.8	36.0	54.2
	3 neutral	250	30.1	30.3	84.6
	4 rather agree	101	12.2	12.3	96.8
	5 totally agree	26	3.1	3.2	100.0
	Total	824	99.3	100.0	
Missing	System	6	.7		
Total		830	100.0		

amountsup How many supervisors do you have?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 One	286	34.5	34.6	34.6
	2 Two	385	46.4	46.6	81.1
	3 More than two	156	18.8	18.9	100.0
	Total	827	99.6	100.0	
Missing	System	3	.4		
Total		830	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	92	11.1	11.1	11.1
	2 Weekly	223	26.9	27.0	38.1
	3 Several times a month	177	21.3	21.4	59.6
	4 Monthly	200	24.1	24.2	83.8
	5 Several times a year	112	13.5	13.6	97.3

	6 At most once a year	22	2.7	2.7	100.0
	Total	826	99.5	100.0	
Missing	System	4	.5		
Total		830	100.0		

supinv Is/are your supervisor(s) involved in your research?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	22	2.7	2.7	2.7
	2 Rather not	80	9.6	9.7	12.4
	3 Undecided	92	11.1	11.2	23.6
	4 Rather yes	364	43.9	44.3	68.0
	5 Totally	263	31.7	32.0	100.0
	Total	821	98.9	100.0	
Missing	97 non phd track	7	.8		
	System	2	.2		
	Total	9	1.1		
Total		830	100.0		

satsup_1 The frequency of meetings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	30	3.6	3.6	3.6
	2 rather not satisfied	93	11.2	11.3	14.9
	3 undecided	89	10.7	10.8	25.8
	4 rather satisfied	353	42.5	42.9	68.7
	5 very satisfied	258	31.1	31.3	100.0
	Total	823	99.2	100.0	
Missing	System	7	.8		
Total		830	100.0		

satsup_2 The quality of meetings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	27	3.3	3.3	3.3
	2 rather not satisfied	75	9.0	9.1	12.4
	3 undecided	81	9.8	9.8	22.2
	4 rather satisfied	357	43.0	43.4	65.6
	5 very satisfied	283	34.1	34.4	100.0
	Total	823	99.2	100.0	
Missing System		7	.8		
Total		830	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	16	1.9	1.9	1.9
	2 rather not satisfied	44	5.3	5.3	7.3
	3 undecided	101	12.2	12.3	19.6
	4 rather satisfied	293	35.3	35.6	55.2
	5 very satisfied	369	44.5	44.8	100.0
	Total	823	99.2	100.0	
Missing System		7	.8		
Total		830	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	14	1.7	1.7	1.7
	2 rather not satisfied	29	3.5	3.5	5.2
	3 undecided	80	9.6	9.7	14.9
	4 rather satisfied	307	37.0	37.3	52.2

	5 very satisfied	393	47.3	47.8	100.0
	Total	823	99.2	100.0	
Missing System		7	.8		
Total		830	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	52	6.3	6.3	6.3
	2 rather not satisfied	121	14.6	14.7	21.0
	3 undecided	201	24.2	24.4	45.4
	4 rather satisfied	260	31.3	31.6	77.0
	5 very satisfied	189	22.8	23.0	100.0
	Total	823	99.2	100.0	
Missing System		7	.8		
Total		830	100.0		

satsup_6 Stimulation/inspiration to solve research problems/issues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	34	4.1	4.1	4.1
	2 rather not satisfied	67	8.1	8.1	12.3
	3 undecided	141	17.0	17.1	29.4
	4 rather satisfied	357	43.0	43.4	72.8
	5 very satisfied	224	27.0	27.2	100.0
	Total	823	99.2	100.0	
Missing System		7	.8		
Total		830	100.0		

**satsup_7 The possibility to attend
conferences/specialist training courses**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	28	3.4	3.4	3.4
	2 rather not satisfied	45	5.4	5.5	8.9
	3 undecided	117	14.1	14.2	23.1
	4 rather satisfied	328	39.5	39.9	62.9
	5 very satisfied	305	36.7	37.1	100.0
	Total	823	99.2	100.0	
Missing	System	7	.8		
Total		830	100.0		

**satsup_8 The possibility to attend transferable skills
training courses**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	21	2.5	2.6	2.6
	2 rather not satisfied	39	4.7	4.7	7.3
	3 undecided	170	20.5	20.7	27.9
	4 rather satisfied	315	38.0	38.3	66.2
	5 very satisfied	278	33.5	33.8	100.0
	Total	823	99.2	100.0	
Missing	System	7	.8		
Total		830	100.0		

satsup_9 The support you receive in writing articles

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	30	3.6	3.6	3.6
	2 rather not satisfied	64	7.7	7.8	11.4
	3 undecided	167	20.1	20.3	31.7
	4 rather satisfied	268	32.3	32.6	64.3

	5 very satisfied	294	35.4	35.7	100.0
	Total	823	99.2	100.0	
Missing	System	7	.8		
Total		830	100.0		

expsup_1 Selecting a research topic

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	14	1.7	1.7	1.7
	2 Mainly the supervisor's responsibility	99	11.9	12.2	14.0
	3 Both the supervisor's and the student's responsibility	436	52.5	53.8	67.8
	4 Mainly the student's responsibility	199	24.0	24.6	92.3
	5 Fully the student's responsibility	62	7.5	7.7	100.0
	Total	810	97.6	100.0	
Missing	97 Non-phd track	7	.8		
	System	13	1.6		
	Total	20	2.4		
Total		830	100.0		

expsup_2 Ensuring access to the appropriate services and facilities for the research

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	122	14.7	15.1	15.1
	2 Mainly the supervisor's responsibility	363	43.7	44.9	60.0

	3 Both the supervisor's and the student's responsibility	244	29.4	30.2	90.2
	4 Mainly the student's responsibility	62	7.5	7.7	97.9
	5 Fully the student's responsibility	17	2.0	2.1	100.0
	Total	808	97.3	100.0	
Missing	97 Non-phd track	7	.8		
	System	15	1.8		
	Total	22	2.7		
Total		830	100.0		

expsup_3 Coordinating the communication between the student and the supervisor(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	11	1.3	1.4	1.4
	2 Mainly the supervisor's responsibility	73	8.8	9.1	10.4
	3 Both the supervisor's and the student's responsibility	551	66.4	68.4	78.8
	4 Mainly the student's responsibility	147	17.7	18.2	97.0
	5 Fully the student's responsibility	24	2.9	3.0	100.0
	Total	806	97.1	100.0	
Missing	97 Non-phd track	7	.8		
	System	17	2.0		
	Total	24	2.9		
Total		830	100.0		

expsup_4 Deciding on which and how many drafts are submitted to the supervisor for feedback and revision

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	17	2.0	2.1	2.1
	2 Mainly the supervisor's responsibility	155	18.7	19.2	21.3
	3 Both the supervisor's and the student's responsibility	463	55.8	57.4	78.7
	4 Mainly the student's responsibility	137	16.5	17.0	95.7
	5 Fully the student's responsibility	35	4.2	4.3	100.0
	Total	807	97.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	16	1.9		
	Total	23	2.8		
Total		830	100.0		

expsup_5 The standard of the thesis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	36	4.3	4.5	4.5
	2 Mainly the supervisor's responsibility	183	22.0	22.8	27.2
	3 Both the supervisor's and the student's responsibility	402	48.4	50.0	77.2
	4 Mainly the student's responsibility	158	19.0	19.7	96.9
	5 Fully the student's responsibility	25	3.0	3.1	100.0

	Total	804	96.9	100.0	
Missing	97 Non-phd track	7	.8		
	System	19	2.3		
	Total	26	3.1		
	Total	830	100.0		

expsup_6 Deciding which theoretical framework and/or methodology is most appropriate

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	10	1.2	1.2	1.2
	2 Mainly the supervisor's responsibility	119	14.3	14.7	16.0
	3 Both the supervisor's and the student's responsibility	457	55.1	56.6	72.6
	4 Mainly the student's responsibility	200	24.1	24.8	97.4
	5 Fully the student's responsibility	21	2.5	2.6	100.0
	Total	807	97.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	16	1.9		
	Total	23	2.8		
Total		830	100.0		

expsup_7 Familiarization with the relevant policies, procedures and requirements relating to the PhD candidature

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	49	5.9	6.1	6.1
	2 Mainly the supervisor's responsibility	225	27.1	27.8	33.9
	3 Both the supervisor's and the student's responsibility	330	39.8	40.8	74.8
	4 Mainly the student's responsibility	164	19.8	20.3	95.0

	5 Fully the student's responsibility	40	4.8	5.0	100.0
	Total	808	97.3	100.0	
Missing	97 Non-phd track System	7	.8		
	Total	22	2.7		
Total		830	100.0		

expsup_8 Making sure time is spent on the appropriate tasks

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	5	.6	.6	.6
	2 Mainly the supervisor's responsibility	43	5.2	5.3	5.9
	3 Both the supervisor's and the student's responsibility	266	32.0	32.8	38.7
	4 Mainly the student's responsibility	385	46.4	47.5	86.2
	5 Fully the student's responsibility	112	13.5	13.8	100.0
	Total	811	97.7	100.0	
Missing	System	19	2.3		
Total		830	100.0		

expsup_9 Writing the thesis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	2	.2	.2	.2
	2 Mainly the supervisor's responsibility	2	.2	.2	.5

	3 Both the supervisor's and the student's responsibility	42	5.1	5.2	5.7
	4 Mainly the student's responsibility	361	43.5	44.8	50.5
	5 Fully the student's responsibility	399	48.1	49.5	100.0
	Total	806	97.1	100.0	
Missing	97 Non-phd track	7	.8		
	System	17	2.0		
	Total	24	2.9		
Total		830	100.0		

expsup_10 Deciding on the recognition received for the contribution to publications that arise during and after the candidature

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	13	1.6	1.6	1.6
	2 Mainly the supervisor's responsibility	124	14.9	15.6	17.2
	3 Both the supervisor's and the student's responsibility	503	60.6	63.1	80.3
	4 Mainly the student's responsibility	129	15.5	16.2	96.5
	5 Fully the student's responsibility	28	3.4	3.5	100.0
	Total	797	96.0	100.0	
Missing	97 Non-phd track	7	.8		
	System	26	3.1		
	Total	33	4.0		
Total		830	100.0		

expsup_11 Developing an appropriate program and timetable of research and study

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	5	.6	.6	.6
	2 Mainly the supervisor's responsibility	24	2.9	3.0	3.6
	3 Both the supervisor's and the student's responsibility	356	42.9	44.2	47.8
	4 Mainly the student's responsibility	348	41.9	43.2	90.9
	5 Fully the student's responsibility	73	8.8	9.1	100.0
	Total	806	97.1	100.0	
Missing	97 Non-phd track	7	.8		
	System	17	2.0		
	Total	24	2.9		
Total		830	100.0		

expsup_12 Deciding on when to organise meetings between the student and the supervisor(s)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	5	.6	.6	.6
	2 Mainly the supervisor's responsibility	77	9.3	9.5	10.1
	3 Both the supervisor's and the student's responsibility	559	67.3	69.2	79.3
	4 Mainly the student's responsibility	148	17.8	18.3	97.6

	5 Fully the student's responsibility	19	2.3	2.4	100.0
	Total	808	97.3	100.0	
Missing	97 Non-phd track	7	.8		
	System	15	1.8		
	Total	22	2.7		
Total		830	100.0		

expsup_13 Deciding on the submission date

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	10	1.2	1.2	1.2
	2 Mainly the supervisor's responsibility	97	11.7	12.0	13.3
	3 Both the supervisor's and the student's responsibility	541	65.2	67.2	80.5
	4 Mainly the student's responsibility	136	16.4	16.9	97.4
	5 Fully the student's responsibility	21	2.5	2.6	100.0
	Total	805	97.0	100.0	
Missing	97 Non-phd track	7	.8		
	System	18	2.2		
	Total	25	3.0		
Total		830	100.0		

expsup_14 Presenting the thesis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Fully the supervisor's responsibility	5	.6	.6	.6

	2 Mainly the supervisor's responsibility	14	1.7	1.7	2.4
	3 Both the supervisor's and the student's responsibility	177	21.3	22.0	24.3
	4 Mainly the student's responsibility	322	38.8	40.0	64.3
	5 Fully the student's responsibility	287	34.6	35.7	100.0
	Total	805	97.0	100.0	
Missing	97 Non-phd track	7	.8		
	System	18	2.2		
	Total	25	3.0		
Total		830	100.0		

expsup_15 How do you see the relationship between supervisor and student?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Purely professional, a personal relationship should not develop	41	4.9	5.0	5.0
	2 Mainly professional	351	42.3	43.1	48.1
	3 Both professional and personal	405	48.8	49.7	97.8
	4 Mainly personal	9	1.1	1.1	98.9
	5 Purely personal, a strong personal relationship is essential for successful supervision	9	1.1	1.1	100.0
	Total	815	98.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	8	1.0		
	Total	15	1.8		
Total		830	100.0		

advcomm Do you have an advisory commission?

		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	0 No	286	34.5	35.2	35.2
	1 Yes	527	63.5	64.8	100.0
	Total	813	98.0	100.0	
Missing	97 Non-phd track	7	.8		
	System	10	1.2		
	Total	17	2.0		
Total		830	100.0		

advcommwant Would you like to have an advisory commission?

		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	0 No	140	16.9	49.8	49.8
	1 Yes	141	17.0	50.2	100.0
	Total	281	33.9	100.0	
Missing	95 Has advisory commission	527	63.5		
	97 Non-phd track	7	.8		
	98 Missing	10	1.2		
	System	5	.6		
	Total	549	66.1		
Total		830	100.0		

advcommapply_1 Tick all that applies: My advisory commission...: evaluates my progress without detailed feedback

		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	302	36.4	58.1	58.1
	1 selected	218	26.3	41.9	100.0
	Total	520	62.7	100.0	
Missing	95 Has no advisory committee	286	34.5		
	97 Non-phd track	7	.8		

	98 Missing	10	1.2		
	System	7	.8		
	Total	310	37.3		
Total		830	100.0		

advcommapply_2 Tick all that applies: My advisory commission...: evaluates my progress with detailed feedback

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	255	30.7	49.0	49.0
	1 selected	265	31.9	51.0	100.0
	Total	520	62.7	100.0	
Missing	95 Has no advisory committee	286	34.5		
	97 Non-phd track	7	.8		
	98 Missing	10	1.2		
	System	7	.8		
	Total	310	37.3		
Total		830	100.0		

advcommapply_3 Tick all that applies: My advisory commission...: helps me solve scientific issues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	348	41.9	66.9	66.9
	1 selected	172	20.7	33.1	100.0
	Total	520	62.7	100.0	
Missing	95 Has no advisory committee	286	34.5		
	97 Non-phd track	7	.8		
	98 Missing	10	1.2		
	System	7	.8		
	Total	310	37.3		
Total		830	100.0		

advcommapply_4 Tick all that applies: My advisory commission...: helps me solve non-scientific issues (e.g. conflicts)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	475	57.2	91.3	91.3
	1 selected	45	5.4	8.7	100.0
	Total	520	62.7	100.0	
Missing	95 Has no advisory committee	286	34.5		
	97 Non-phd track	7	.8		
	98 Missing	10	1.2		
	System	7	.8		
	Total	310	37.3		
Total		830	100.0		

advcommapply_5 Tick all that applies: My advisory commission...: other (please specify)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	496	59.8	94.5	94.5
	1 selected	29	3.5	5.5	100.0
	Total	525	63.3	100.0	
Missing	System	305	36.7		
Total		830	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	13	1.6	2.5	2.5
	2 Rather not satisfied	33	4.0	6.3	8.7
	3 Undecided	131	15.8	24.9	33.7
	4 Rather satisfied	224	27.0	42.6	76.2
	5 Very satisfied	125	15.1	23.8	100.0
	Total	526	63.4	100.0	
Missing	95 Has no advisory committee	286	34.5		
	97 Non-phd track	7	.8		
	98 Missing	10	1.2		
	System	1	.1		
	Total	304	36.6		
Total		830	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	3	.4	.6	.6
	2 Weekly	11	1.3	2.1	2.7
	3 Several times a month	11	1.3	2.1	4.8

	4 Monthly	14	1.7	2.7	7.5
	5 Several times a year	132	15.9	25.4	32.9
	6 At most once a year	348	41.9	67.1	100.0
	Total	519	62.5	100.0	
Missing	95 Has no advisory committee	286	34.5		
	97 Non-phd track	7	.8		
	98 Missing System	10	1.2		
	Total	311	37.5		
Total		830	100.0		

othinv_1 In addition to your supervisor(s) and advisory commission, are there other actors involved in and/or supporting you in your research? Tick all that apply.: Senior researcher(s) whom I can turn to with questions, but is/are not formally involved with my res

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	341	41.1	41.8	41.8
	1 selected	334	40.2	40.9	82.7
	96 No one else involved	141	17.0	17.3	100.0
	Total	816	98.3	100.0	
Missing	System	14	1.7		
Total		830	100.0		

othinv_2 In addition to your supervisor(s) and advisory commission, are there other actors involved in and/or supporting you in your research? Tick all that apply.: Senior researcher(s) that is/are formally involved with my research

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	458	55.2	56.1	56.1
	1 selected	217	26.1	26.6	82.7
	96 No one else involved	141	17.0	17.3	100.0

Total	816	98.3	100.0
Missing System	14	1.7	
Total	830	100.0	

othinv_3 In addition to your supervisor(s) and advisory commission, are there other actors involved in and/or supporting you in your research? Tick all that apply.: PhD candidate(s) whom I can turn to with questions, but is/are not formally involved with my research

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	259	31.2	31.7	31.7
	1 selected	416	50.1	51.0	82.7
	96 No one else involved	141	17.0	17.3	100.0
	Total	816	98.3	100.0	
Missing System		14	1.7		
Total		830	100.0		

othinv_4 In addition to your supervisor(s) and advisory commission, are there other actors involved in and/or supporting you in your research? Tick all that apply.: PhD candidate(s) that is/are formally involved with my research

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	513	61.8	62.9	62.9
	1 selected	162	19.5	19.9	82.7
	96 No one else involved	141	17.0	17.3	100.0
	Total	816	98.3	100.0	
Missing System		14	1.7		
Total		830	100.0		

othinv_5 In addition to your supervisor(s) and advisory commission, are there other actors involved in and/or supporting you in your research? Tick all that apply.:

External actor(s) from public sector

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	610	73.5	74.8	74.8
	1 selected	65	7.8	8.0	82.7
	96 No one else involved	141	17.0	17.3	100.0
	Total	816	98.3	100.0	
Missing	System	14	1.7		
Total		830	100.0		

othinv_6 In addition to your supervisor(s) and advisory commission, are there other actors involved in and/or supporting you in your research? Tick all that apply.:

External actor(s) from private sector

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	616	74.2	75.5	75.5
	1 selected	59	7.1	7.2	82.7
	96 No one else involved	141	17.0	17.3	100.0
	Total	816	98.3	100.0	
Missing	System	14	1.7		
Total		830	100.0		

othinv_7 In addition to your supervisor(s) and advisory commission, are there other actors involved in and/or supporting you in your research? Tick all that apply.:

Other (specify)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	645	77.7	79.0	79.0
	1 selected	30	3.6	3.7	82.7
	96 No one else involved	141	17.0	17.3	100.0
	Total	816	98.3	100.0	

Missing System	14	1.7		
Total	830	100.0		

othinv_no There is no one else involved in my research

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 There is no one else involved in my research	141	17.0	100.0	100.0
Missing System		689	83.0		
Total		830	100.0		

Collinv Apart from your supervisor, to what extent do you feel like your colleagues are involved with your research? (E.g. they know what your research is about, they know what you are doing, they regularly ask questions about your progress etc.)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	82	9.9	10.4	10.4
	2 Rather not	145	17.5	18.3	28.7
	3 Undecided	119	14.3	15.0	43.7
	4 Rather yes	353	42.5	44.6	88.4
	5 Totally	92	11.1	11.6	100.0
	Total	791	95.3	100.0	
Missing System	98 Not applicable	28	3.4		
		11	1.3		
	Total	39	4.7		
Total		830	100.0		

supsuf 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	29	3.5	3.5	3.5
	2 Rather not sufficient	75	9.0	9.1	12.6
	3 Undecided	164	19.8	19.9	32.4
	4 Rather sufficient	437	52.7	52.9	85.4
	5 Completely sufficient	121	14.6	14.6	100.0
	Total	826	99.5	100.0	
Missing	System	4	.5		
Total		830	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No	158	19.0	19.1	19.1
	2 Yes	671	80.8	80.9	100.0
	Total	829	99.9	100.0	
Missing	System	1	.1		
Total		830	100.0		

satworkcon_1 The introduction to the research group/department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	32	3.9	3.9	3.9
	2 rather not satisfied	105	12.7	12.7	16.5
	3 undecided	157	18.9	18.9	35.5
	4 rather satisfied	371	44.7	44.8	80.2
	5 very satisfied	164	19.8	19.8	100.0
	Total	829	99.9	100.0	
Missing	System	1	.1		
Total		830	100.0		

satworkcon_2 The available expertise in the department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	12	1.4	1.4	1.4
	2 rather not satisfied	67	8.1	8.1	9.5
	3 undecided	177	21.3	21.4	30.9
	4 rather satisfied	380	45.8	45.8	76.7
	5 very satisfied	193	23.3	23.3	100.0
	Total	829	99.9	100.0	
Missing	System	1	.1		
Total		830	100.0		

satworkcon_3 Opportunities to present results to the department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	22	2.7	2.7	2.7
	2 rather not satisfied	53	6.4	6.4	9.0
	3 undecided	211	25.4	25.5	34.5

	4 rather satisfied	371	44.7	44.8	79.3
	5 very satisfied	172	20.7	20.7	100.0
	Total	829	99.9	100.0	
Missing System		1	.1		
Total		830	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	14	1.7	1.7	1.7
	2 rather not satisfied	78	9.4	9.4	11.1
	3 undecided	204	24.6	24.6	35.7
	4 rather satisfied	377	45.4	45.5	81.2
	5 very satisfied	156	18.8	18.8	100.0
	Total	829	99.9	100.0	
Missing System		1	.1		
Total		830	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	7	.8	.8	.8
	2 rather not satisfied	35	4.2	4.2	5.1
	3 undecided	169	20.4	20.4	25.5
	4 rather satisfied	350	42.2	42.2	67.7
	5 very satisfied	268	32.3	32.3	100.0
	Total	829	99.9	100.0	
Missing System		1	.1		
Total		830	100.0		

satworkcon_7 The training opportunities offered within the university

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	25	3.0	3.0	3.0
	2 rather not satisfied	64	7.7	7.7	10.7
	3 undecided	172	20.7	20.7	31.5
	4 rather satisfied	398	48.0	48.0	79.5
	5 very satisfied	170	20.5	20.5	100.0
	Total	829	99.9	100.0	
Missing	System	1	.1		
Total		830	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	29	3.5	3.5	3.5
	2 rather not satisfied	53	6.4	6.4	9.9
	3 undecided	302	36.4	36.4	46.3
	4 rather satisfied	293	35.3	35.3	81.7
	5 very satisfied	152	18.3	18.3	100.0
	Total	829	99.9	100.0	
Missing	System	1	.1		
Total		830	100.0		

satworkcon_4 The available space in the office

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	24	2.9	3.3	3.3
	2 rather not satisfied	48	5.8	6.5	9.8
	3 undecided	63	7.6	8.6	18.4
	4 rather satisfied	274	33.0	37.3	55.6

	5 very satisfied	326	39.3	44.4	100.0
	Total	735	88.6	100.0	
Missing	6 not applicable	94	11.3		
	System	1	.1		
	Total	95	11.4		
Total		830	100.0		

satworkcon_6 Income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 not at all satisfied	16	1.9	2.4	2.4
	2 rather not satisfied	39	4.7	5.8	8.1
	3 undecided	96	11.6	14.2	22.4
	4 rather satisfied	291	35.1	43.1	65.5
	5 very satisfied	233	28.1	34.5	100.0
	Total	675	81.3	100.0	
Missing	6 not applicable	154	18.6		
	System	1	.1		
	Total	155	18.7		
Total		830	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	33	4.0	71.7	71.7
	1 Yes	13	1.6	28.3	100.0
	Total	46	5.5	100.0	
Missing	System	784	94.5		
Total		830	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	1 No vacation	2	.2	9.5	9.5
	3 6 to 10 working days (2 weeks)	3	.4	14.3	23.8
	4 11 to 15 working days (3 weeks)	4	.5	19.0	42.9
	5 16 to 20 working days (4 weeks)	1	.1	4.8	47.6
	6 21 to 25 working days (5 weeks)	6	.7	28.6	76.2
	7 26 to 30 working days (6 weeks)	2	.2	9.5	85.7
	8 31 to 35 working days (7 weeks)	3	.4	14.3	100.0
	Total	21	2.5	100.0	
Missing	95 No dissatisfaction with vacation days	787	94.8		
	System	22	2.7		
	Total	809	97.5		
Total		830	100.0		

cult_1 The emphasis lies on realizing individual goals

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	10	1.2	1.2	1.2
	2 rather disagree	79	9.5	9.7	11.0
	3 neutral	240	28.9	29.6	40.6
	4 rather agree	390	47.0	48.1	88.7
	5 totally agree	92	11.1	11.3	100.0
Total		811	97.7	100.0	
Missing	System	19	2.3		
Total		830	100.0		

cult_2 The emphasis lies on good relationships with colleagues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	18	2.2	2.2	2.2
	2 rather disagree	56	6.7	6.9	9.1
	3 neutral	244	29.4	30.1	39.3
	4 rather agree	392	47.2	48.4	87.7
	5 totally agree	100	12.0	12.3	100.0
	Total	810	97.6	100.0	
Missing	System	20	2.4		
Total		830	100.0		

cult_3 There is a competitive atmosphere within the research team

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	159	19.2	19.6	19.6
	2 rather disagree	283	34.1	34.9	54.4
	3 neutral	243	29.3	29.9	84.4
	4 rather agree	95	11.4	11.7	96.1
	5 totally agree	32	3.9	3.9	100.0
	Total	812	97.8	100.0	
Missing	System	18	2.2		
Total		830	100.0		

cult_4 More decisions are made informally than during formal meetings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	32	3.9	4.0	4.0
	2 rather disagree	175	21.1	21.7	25.7
	3 neutral	373	44.9	46.2	71.9
	4 rather agree	180	21.7	22.3	94.2
	5 totally agree	47	5.7	5.8	100.0
	Total	807	97.2	100.0	

Missing System	23	2.8		
Total	830	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	29	3.5	3.6	3.6
	2 rather disagree	86	10.4	10.7	14.3
	3 neutral	317	38.2	39.3	53.6
	4 rather agree	290	34.9	36.0	89.6
	5 totally agree	84	10.1	10.4	100.0
	Total	806	97.1	100.0	
Missing System		24	2.9		
Total		830	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	44	5.3	5.4	5.4
	2 rather disagree	206	24.8	25.5	30.9
	3 neutral	316	38.1	39.1	70.0
	4 rather agree	195	23.5	24.1	94.2
	5 totally agree	47	5.7	5.8	100.0
	Total	808	97.3	100.0	
Missing System		22	2.7		
Total		830	100.0		

cult_7 Colleagues consider each other as competitors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 strongly disagree	278	33.5	34.4	34.4
	2 rather disagree	278	33.5	34.4	68.7

	3 neutral	198	23.9	24.5	93.2
	4 rather agree	40	4.8	4.9	98.1
	5 totally agree	15	1.8	1.9	100.0
	Total	809	97.5	100.0	
Missing	System	21	2.5		
Total		830	100.0		

harassment While working at the VUB, have you ever experienced any type of harassment or mistreatment by colleagues or superiors? (E.g., discrimination, intimidation, humiliation, work sabotage, verbal or sexual abuse...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I am experiencing it now or have experienced it in the last academic year	41	4.9	5.0	5.0
	2 I have experienced it before, but not in the last year	30	3.6	3.7	8.7
	3 I have not experienced it, but I know that it has happened to colleagues that I personally know	44	5.3	5.4	14.0
	4 I have not experienced or witnessed it, but I do believe it happens in the workplace (VUB)	197	23.7	24.0	38.0
	5 I have not experienced or witnessed it, and I believe that non-harmful routine interactions are what others consider 'mi	41	4.9	5.0	43.0

	6 I have no personal experience or knowledge of, or an opinion about, workplace mistreatment	362	43.6	44.1	87.2
	7 No answer	105	12.7	12.8	100.0
	Total	820	98.8	100.0	
Missing	System	10	1.2		
Total		830	100.0		

harassment_type_1 What is or was the nature of the workplace mistreatment that you experienced and/or witnessed? Multiple answers possible.: Discriminatory harassment (E.g., based on religion, ethnicity, sexual orientation, disability...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	89	10.7	78.8	78.8
	1 selected	24	2.9	21.2	100.0
	Total	113	13.6	100.0	
Missing	96 Did not witness or experience it	705	84.9		
	System	12	1.4		
	Total	717	86.4		
Total		830	100.0		

harassment_type_2 What is or was the nature of the workplace mistreatment that you experienced and/or witnessed? Multiple answers possible.: Personal harassment (E.g., humiliation, offensive jokes...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	60	7.2	53.1	53.1
	1 selected	53	6.4	46.9	100.0
	Total	113	13.6	100.0	
Missing	96 Did not witness or experience it	705	84.9		
	System	12	1.4		

Total	717	86.4		
Total	830	100.0		

harassment_type_3 What is or was the nature of the workplace mistreatment that you experienced and/or witnessed? Multiple answers possible.: Physical harassment (E.g., threats, attacks, destroying property...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	112	13.5	99.1	99.1
	1 selected	1	.1	.9	100.0
	Total	113	13.6	100.0	
Missing	96 Did not witness or experience it	705	84.9		
	System	12	1.4		
	Total	717	86.4		
Total		830	100.0		

harassment_type_4 What is or was the nature of the workplace mistreatment that you experienced and/or witnessed? Multiple answers possible.: Psychological harassment (E.g., ignoring one's presence, spreading rumors...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	65	7.8	57.5	57.5
	1 selected	48	5.8	42.5	100.0
	Total	113	13.6	100.0	
Missing	96 Did not witness or experience it	705	84.9		
	System	12	1.4		
	Total	717	86.4		
Total		830	100.0		

harassment_type_5 What is or was the nature of the workplace mistreatment that you experienced and/or witnessed? Multiple answers possible.: Cyberbullying

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	109	13.1	96.5	96.5
	1 selected	4	.5	3.5	100.0
	Total	113	13.6	100.0	
Missing	96 Did not witness or experience it	705	84.9		
	System	12	1.4		
	Total	717	86.4		
Total		830	100.0		

harassment_type_6 What is or was the nature of the workplace mistreatment that you experienced and/or witnessed? Multiple answers possible.: Sexual harassment (E.g., inappropriate comments, jokes, gestures, or messages, physical transgressive behavior...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	101	12.2	89.4	89.4
	1 selected	12	1.4	10.6	100.0
	Total	113	13.6	100.0	
Missing	96 Did not witness or experience it	705	84.9		
	System	12	1.4		
	Total	717	86.4		
Total		830	100.0		

harassment_type_7 What is or was the nature of the workplace mistreatment that you experienced and/or witnessed? Multiple answers possible.: Verbal harassment (E.g., cursing, yelling, insulting...)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	81	9.8	71.7	71.7
	1 selected	32	3.9	28.3	100.0
	Total	113	13.6	100.0	
Missing	96 Did not witness or experience it	705	84.9		
	System	12	1.4		

Total	717	86.4	
Total	830	100.0	

harassment_type_8 What is or was the nature of the workplace mistreatment that you experienced and/or witnessed? Multiple answers possible.: Other (specify)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	98	11.8	86.7	86.7
	1 selected	15	1.8	13.3	100.0
	Total	113	13.6	100.0	
Missing	96 Did not witness or experience it	705	84.9		
	System	12	1.4		
	Total	717	86.4		
Total		830	100.0		

pappres I am allowed to present my papers on conferences

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	4	.5	.5	.5
	2 Rather not	12	1.4	1.5	1.9
	3 Somewhat	46	5.5	5.6	7.5
	4 To a large extent	131	15.8	15.9	23.5
	5 Definitely	564	68.0	68.5	92.0
	6 Don't know	66	8.0	8.0	100.0
	Total	823	99.2	100.0	
Missing	System	7	.8		
Total		830	100.0		

papfirstaut I am allowed to write papers as first author

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	1	.1	.1	.1
	2 Rather not	3	.4	.4	.5

	3 Somewhat	27	3.3	3.3	3.8
	4 To a large extent	122	14.7	14.8	18.6
	5 Definitely	611	73.6	74.3	92.9
	6 Don't know	58	7.0	7.1	100.0
	Total	822	99.0	100.0	
Missing	System	8	1.0		
Total		830	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	17	2.0	2.1	2.1
	2 Rather not	45	5.4	5.5	7.6
	3 Somewhat	77	9.3	9.4	16.9
	4 To a large extent	191	23.0	23.3	40.2
	5 Definitely	375	45.2	45.7	85.9
	6 Don't know	116	14.0	14.1	100.0
	Total	821	98.9	100.0	
Missing	System	9	1.1		
Total		830	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	657	79.2	80.5	80.5
	2 No	159	19.2	19.5	100.0
	Total	816	98.3	100.0	
Missing	97 Non-phd track	7	.8		
	System	7	.8		
	Total	14	1.7		
Total		830	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	113	13.6	71.1	71.1
	1 selected	46	5.5	28.9	100.0
	Total	159	19.2	100.0	
Missing	95 Did attend activity	657	79.2		
	97 Non-phd track	7	.8		
	98 Missing	7	.8		
	Total	671	80.8		
Total		830	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	126	15.2	79.2	79.2
	1 selected	33	4.0	20.8	100.0
	Total	159	19.2	100.0	
Missing	95 Did attend activity	657	79.2		
	97 Non-phd track	7	.8		
	98 Missing	7	.8		
	Total	671	80.8		
Total		830	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	112	13.5	70.4	70.4
	1 selected	47	5.7	29.6	100.0

	Total	159	19.2	100.0	
Missing	95 Did attend activity	657	79.2		
	97 Non-phd track	7	.8		
	98 Missing	7	.8		
	Total	671	80.8		
Total		830	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	124	14.9	78.0	78.0
	1 selected	35	4.2	22.0	100.0
	Total	159	19.2	100.0	
Missing	95 Did attend activity	657	79.2		
	97 Non-phd track	7	.8		
	98 Missing	7	.8		
	Total	671	80.8		
Total		830	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	156	18.8	98.1	98.1
	1 selected	3	.4	1.9	100.0
	Total	159	19.2	100.0	
Missing	95 Did attend activity	657	79.2		
	97 Non-phd track	7	.8		
	98 Missing	7	.8		
	Total	671	80.8		
Total		830	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	155	18.7	97.5	97.5
	1 selected	4	.5	2.5	100.0
	Total	159	19.2	100.0	
Missing	95 Did attend activity	657	79.2		
	97 Non-phd track	7	.8		
	98 Missing	7	.8		
	Total	671	80.8		
Total		830	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	130	15.7	81.8	81.8
	1 selected	29	3.5	18.2	100.0
	Total	159	19.2	100.0	
Missing	95 Did attend activity	657	79.2		
	97 Non-phd track	7	.8		
	98 Missing	7	.8		
	Total	671	80.8		
Total		830	100.0		

notrain_8 What were the reasons not to attend any activity organized by the doctoral schools so far? (tick all that apply): The course location is inconvenient or impossible

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	144	17.3	90.6	90.6
	1 selected	15	1.8	9.4	100.0
	Total	159	19.2	100.0	
Missing	95 Did attend activity	657	79.2		
	97 Non-phd track	7	.8		
	98 Missing	7	.8		
	Total	671	80.8		
Total		830	100.0		

notrain_9 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	127	15.3	78.9	78.9
	1 selected	34	4.1	21.1	100.0
	Total	161	19.4	100.0	
Missing	95 Did attend activity	657	79.2		
	System	12	1.4		
	Total	669	80.6		
Total		830	100.0		

docstrain_online Now that the COVID-19 restrictions have been lifted, I prefer to...

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 only follow physical workshops	78	9.4	9.6	9.6
	2 follow a mix of physical and online workshops	546	65.8	67.2	76.8

	3 only follow online workshops	141	17.0	17.4	94.2
	4 not follow any workshops	47	5.7	5.8	100.0
	Total	812	97.8	100.0	
Missing	97 Non-phd track	7	.8		
	System	11	1.3		
	Total	18	2.2		
Total		830	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	69	8.3	9.4	9.4
	2 Rather not	153	18.4	20.9	30.3
	3 Somewhat	193	23.3	26.4	56.7
	4 To a large extent	209	25.2	28.6	85.2
	5 Definitely	108	13.0	14.8	100.0
	Total	732	88.2	100.0	
Missing	97 Non-phd track	7	.8		
	98 I don't know	85	10.2		
	System	6	.7		
	Total	98	11.8		
Total		830	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	243	29.3	29.8	29.8
	1 selected	572	68.9	70.2	100.0
	Total	815	98.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	8	1.0		

Total	15	1.8		
Total	830	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	604	72.8	74.1	74.1
	1 selected	211	25.4	25.9	100.0
	Total	815	98.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	8	1.0		
	Total	15	1.8		
Total		830	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	396	47.7	48.6	48.6
	1 selected	419	50.5	51.4	100.0
	Total	815	98.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	8	1.0		
	Total	15	1.8		
Total		830	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	512	61.7	62.8	62.8
	1 selected	303	36.5	37.2	100.0
	Total	815	98.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	8	1.0		
	Total	15	1.8		
Total		830	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	566	68.2	69.4	69.4
	1 selected	249	30.0	30.6	100.0
	Total	815	98.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	8	1.0		
	Total	15	1.8		
Total		830	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	630	75.9	77.3	77.3
	1 selected	185	22.3	22.7	100.0
	Total	815	98.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	8	1.0		

Total	15	1.8		
Total	830	100.0		

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

Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 not selected	749	90.2	91.9	91.9
	1 selected	66	8.0	8.1	100.0
	Total	815	98.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	8	1.0		
	Total	15	1.8		
Total		830	100.0		

mot_1 To widen my employment prospects

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	54	6.5	6.7	6.7
	2 Very little	88	10.6	10.9	17.6
	3 Somewhat	215	25.9	26.7	44.3
	4 Largely	311	37.5	38.6	82.9
	5 To a great extent	138	16.6	17.1	100.0
	Total	806	97.1	100.0	
Missing	97 Non-phd track	7	.8		
	System	17	2.0		
	Total	24	2.9		
Total		830	100.0		

mot_2 To create my life's work or answer my calling

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	61	7.3	7.6	7.6
	2 Very little	109	13.1	13.5	21.1
	3 Somewhat	229	27.6	28.4	49.5
	4 Largely	267	32.2	33.1	82.6
	5 To a great extent	140	16.9	17.4	100.0
	Total	806	97.1	100.0	
Missing	97 Non-phd track	7	.8		
	System	17	2.0		
	Total	24	2.9		
Total		830	100.0		

mot_3 To self-actualize or define myself throughout the doctoral process

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	42	5.1	5.2	5.2
	2 Very little	87	10.5	10.8	16.0
	3 Somewhat	176	21.2	21.9	37.9
	4 Largely	342	41.2	42.5	80.5
	5 To a great extent	157	18.9	19.5	100.0
	Total	804	96.9	100.0	
Missing	97 Non-phd track	7	.8		
	System	19	2.3		
	Total	26	3.1		
Total		830	100.0		

mot_4 To improve my working conditions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	67	8.1	8.3	8.3
	2 Very little	119	14.3	14.8	23.1
	3 Somewhat	222	26.7	27.5	50.6
	4 Largely	287	34.6	35.6	86.2

	5 To a great extent	111	13.4	13.8	100.0
	Total	806	97.1	100.0	
Missing	97 Non-phd track	7	.8		
	System	17	2.0		
	Total	24	2.9		
Total		830	100.0		

mot_5 To improve the world or make a creative contribution

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	27	3.3	3.3	3.3
	2 Very little	71	8.6	8.8	12.1
	3 Somewhat	204	24.6	25.3	37.4
	4 Largely	335	40.4	41.5	78.9
	5 To a great extent	170	20.5	21.1	100.0
	Total	807	97.2	100.0	
Missing	97 Non-phd track	7	.8		
	System	16	1.9		
	Total	23	2.8		
Total		830	100.0		

mot_6 To get social recognition from the PhD degree

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	138	16.6	17.1	17.1
	2 Very little	182	21.9	22.6	39.7
	3 Somewhat	242	29.2	30.0	69.7
	4 Largely	178	21.4	22.1	91.8
	5 To a great extent	66	8.0	8.2	100.0
	Total	806	97.1	100.0	
Missing	97 Non-phd track	7	.8		
	System	17	2.0		
	Total	24	2.9		
Total		830	100.0		

mot_7 To access my ideal profession

		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	42	5.1	5.2	5.2
	2 Very little	78	9.4	9.7	14.9
	3 Somewhat	199	24.0	24.6	39.5
	4 Largely	306	36.9	37.9	77.4
	5 To a great extent	183	22.0	22.6	100.0
	Total	808	97.3	100.0	
Missing	97 Non-phd track	7	.8		
	System	15	1.8		
	Total	22	2.7		
Total		830	100.0		