

## Minutes PhD council meeting - Apr 23th 2021

Present: Alessio, Alexandra, Avanish, Bouke, Igor, Serena (all via Zoom)

### Main topic: search for concrete issues we want to bring out at the meeting with staff members on Wednesday

1. Issues with supervision
  - a. PhDs sometimes work on topics where supervisors have no expertise
  - b. Not enough PDs for everybody
    - i. Complaints about lack of PD supervision in previous emails
  - c. Some supervisors provide have only technical supervision, not long term planning
  - d. Only supervisor based at CERN: not possible to have in-person meetings even before/after Covid-19 crisis
  - e. Problems with discouraging PhD candidates to attend conferences, demoralizing effect
  - f. More collaboration among PhDs should be incentivized
  - g. Possible solutions:
    - i. It could be useful to regularly check who is the supervisor, the promoter, the daily supervisor...
    - ii. Making daily supervisor status official
    - iii. Let PhD candidates know Pieter has influence over supervisors in case some issues arise
    - iv. Clarify steps to be taken in case of conflict with supervisors to tackle the problem
2. Complaints about C3 meetings
  - a. As reported during PhD lunch, lack of involvement of third C3 member can happen
  - b. In some cases, no focus on wellbeing, only on work issues
  - c. Possible solutions:
    - i. C3 third members could be nominated only if interested? Otherwise some people only do it as a duty, without actually fulfilling their role
    - ii. Enlarge pool of candidates for third members?

3. Introduction to new PhD candidates
  - a. Streamlining introduction to PhD during first weeks of PhDs would save lots of time:
    - i. “buddy” scheme
    - ii. list of services available at NIKHEF to be made more accessible (print@NIKHEF, mail services, NIKHEF-based gitlab...), maybe with guide to be provided to new PhDs
  - b. Introductory brochure about PhD is currently delivered to PhD students very late (7 months into first year)
4. Meeting with staff members next Wednesday
  - a. Email invitation to Stan if interested/available
  - b. Fixing length of agenda on Wednesday to 1-1.5 h
  - c. Stress how the measures we suggest to address PhD candidates’ well-being would increase productivity