

# Meeting with Juan 17/03/22

Juan intro:

- Format of communication with OWC not really working- 2 students and 30 staff in a meeting
- Talk in a less formal manner, chat whenever there is something to discuss
- Can be with whole council or just Juan
- Easier to raise issues instead of uncomfortable environment with owc
- Aspects that require intervention can be discussed better, in more informal manner
- Smooth communication will help solve a lot of the problems
- Wants to meet us and get to know us, a shame that with covid this has not happened
- Everything is confidential, Juan is representing himself not necessarily Nikhef, he is here to ensure things run smoothly

Serena/council:

- More frequent meetings will be beneficial for us and for progress
- Sometimes issues do not reach us all the time and it is important for them to know we can do something so they come to us with more issues

Juan

- Nikhef council represents all of the council, including in Nijmegen and Groningen
- Nikhef doesn't give out PhDs, should have a university, but we want to make sure the PhD council is representing everyone in the other universities outside amsterdam

Council

- This should be emphasised and we make sure that we have a presence with them
- Maastricht and groningen have tighter links
- We should reach out to Nijmegen

Juan

- Will fund social events!!!! :)
- Organise a day out!!!!
- Covid restrictions are lifting
- Ask Juan about funding when we want it
- Plan events and then ask for the budget
- Few thousand is okay
- Career/days out/supervision events etc
- Any request, first go through Juan and this will be forwarded to the correct person
- Doesn't like things being too formal
- Be proactive to ensure that we can be helpful and prevent problems before they become serious

Council

- Difficult to force people to go through the channels that are available to them
- How can we help them before things get worse, we need to make sure we have the channels and advertise them correctly

## Juan

- Dependant on the supervisors and there is not a clear solution
- Pieter is a good option to help with this
- Identify the cases and then talk to HR to see how they can help, Pieter is open to helping with this, even if you aren't employed through nikhef
- Identify and have good communication early on

## C3

- Juan has c3 meetings time just with the PhD
- Phd council made it clear that these conversations were not happening alone without supervisors
- Should we have some time with the supervisors? This is good to see progress
- What is the point of the c3 meetings? For Juan it is to identify issues, not to look at their progress, they are in different groups so it is not easy for him to understand the progress
- Universities have phd progress, but does nikhef need this?
- Juan thinks this should be done in supervision meetings
- He is shocked that some of these things aren't happening, this shouldn't require a c3 meeting for formal evaluation
- Doesn't think training or telling them what to do will necessary work 'you can not change people'
- The c3 member can help phds by giving them advice and options for how to improve things if they are going badly
- If these conversations are not happening and the phd does not feel they can ask this, then there is a problem
- Here you are employees, not students and you have responsibilities and rights
- Many problems arise because of communication
- Beginning of phd how will this work?
- Nikhef takes care of the training and supervision which are REQUIRED for graduation
- This should be communicated better and made clear that the university is in charge of graduation requirements etc
- Nikhef carries out research, TRAINING and SUPERVISION
- These requirements from universities need to be known at the beginning and this needs to be communicated via the supervisor
- Communication will be done through emails and talks with staff but the communication for how things should be will be important through the PhDs, we should make Phds aware of these changes and protocol and ensuring phds can communicate this to their supervisors
- Form will be amended
- Protocol and direction will be clarified with the OWC
- C3 IS A MENTOR
- Training and supervision plan, we need a record for which unis need this requirement as you don't need to do this twice
- Mentorship should be confidential, especially from the supervisor

- Roles between NWO and university, do they work together

#### Moving forward

- Juan will discuss with owc and once have a plan of action we will discuss together
- Need some concrete, this is what we want to do
- Jamboree we will present this
- Case studies in groups with phds and staff etc
- Phds not unhappy with the way things are going, just know things could be working better
- Messages to staff are positive, right tone
- Meeting again, Friday 8th at 3pm