

Recognizing and rewarding PhD candidates

Results from the PNN PhD Survey

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Chair PhD Network Netherlands

Recognition & Awardsfestival, Friday 22-01-2021

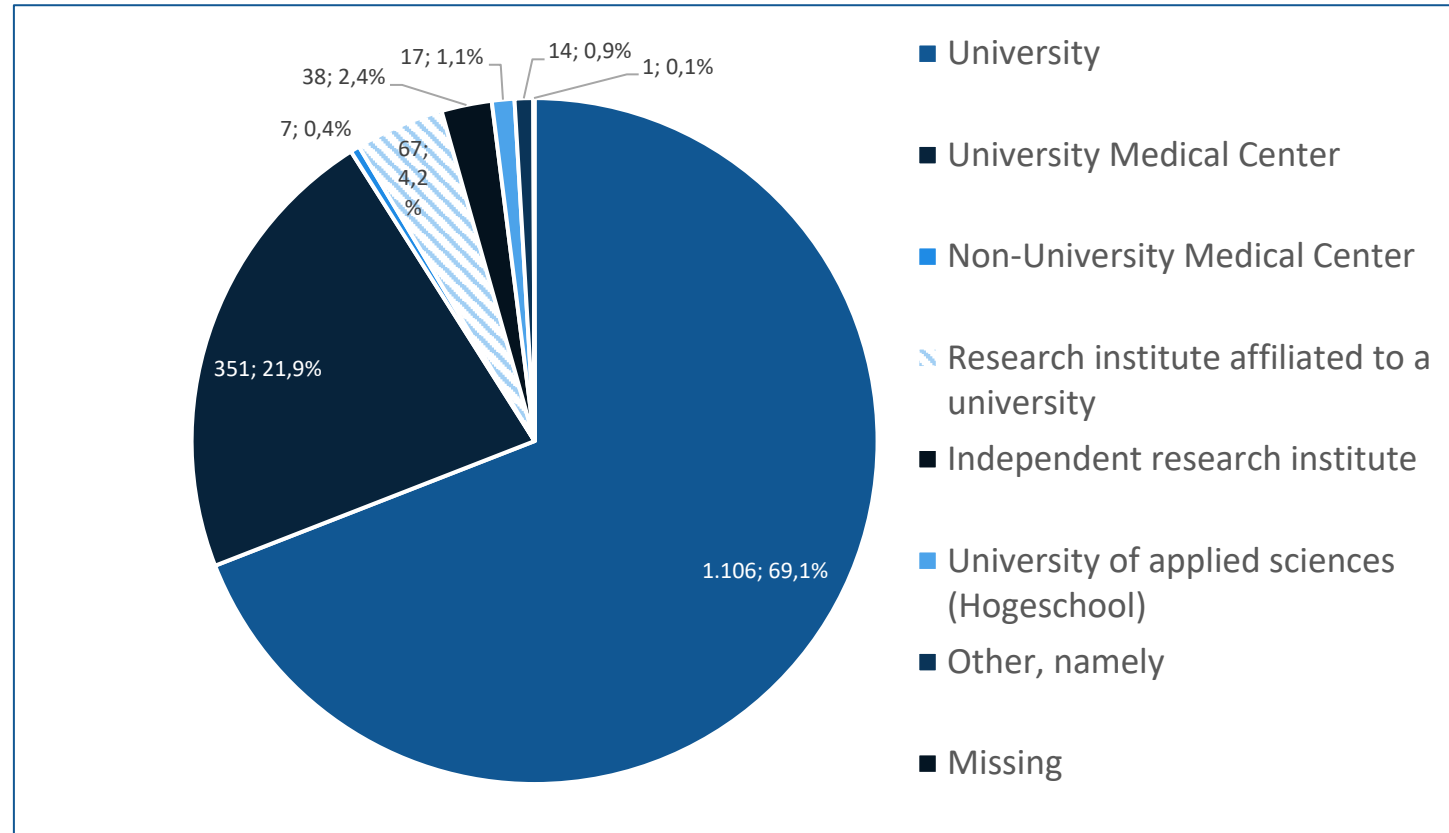
About PNN

- **National interest group** for PhDs candidates in the Netherlands since 1987
- Our members are the **local PhD representative organizations** at Dutch universities & UMCs
- Currently **9 board members** and **7 specific portfolios**



PNN PhD Survey

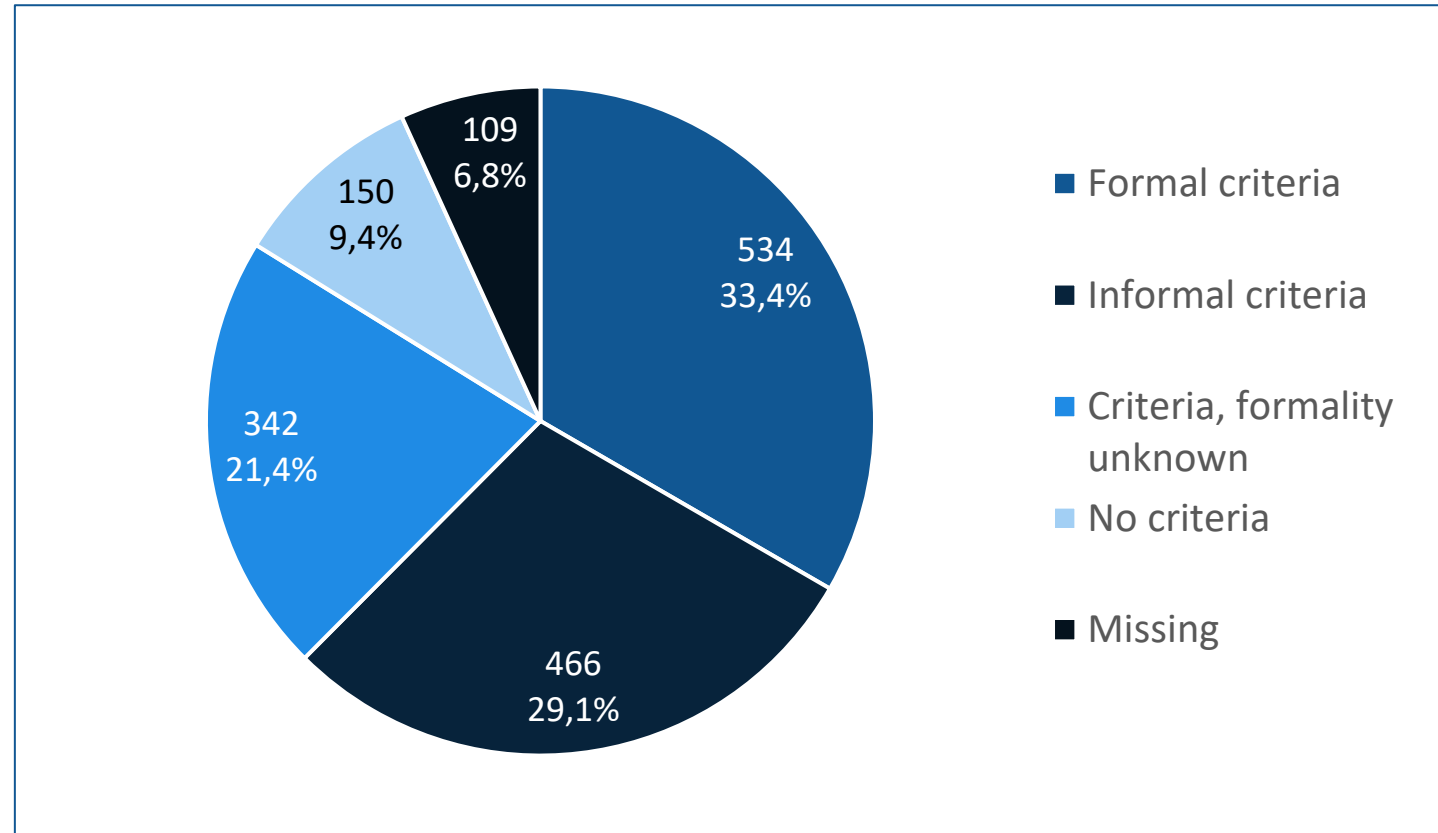
- 2,034 respondents, 1,601 full responses
- All universities and UMCs represented, but not equally well
- 10 reports based on survey results
- Report *PhD criteria, Open Science, Recognition and Rewards, Career* can be found on our website



PNN Survey report: Survey information, demographics and COVID-19.
 Figure 3: Response to the question: "At what type of institution are you doing your PhD?" (n=1,601).

PhD criteria

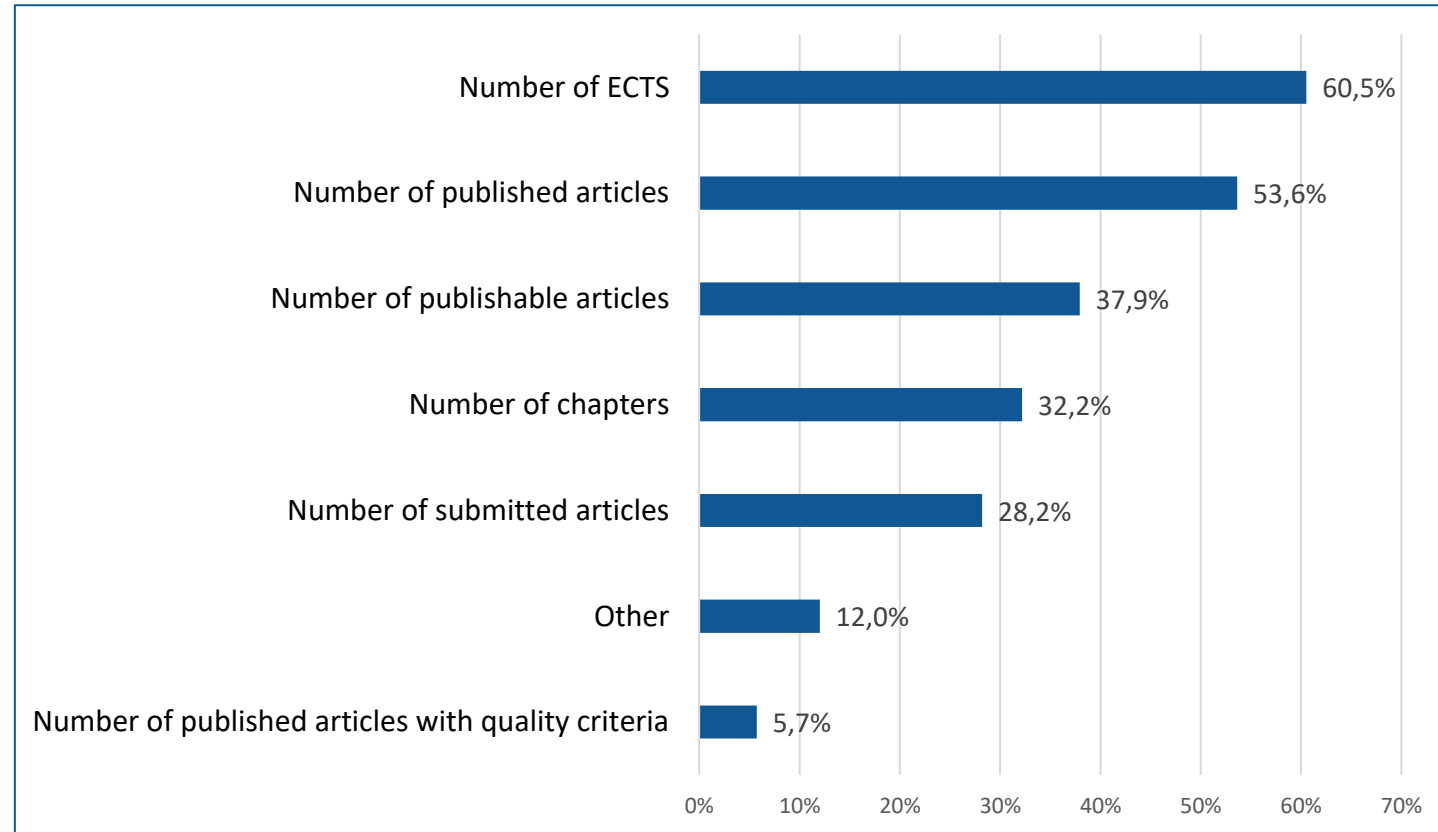
- 83.9% of the PhDs indicate that they need to meet **performance criteria** in order to get their PhD.



PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.
Figure 1.1: Responses to the question: "Are there any performance criteria you need to meet in order to get your PhD?" (n=1,492).

PhD criteria

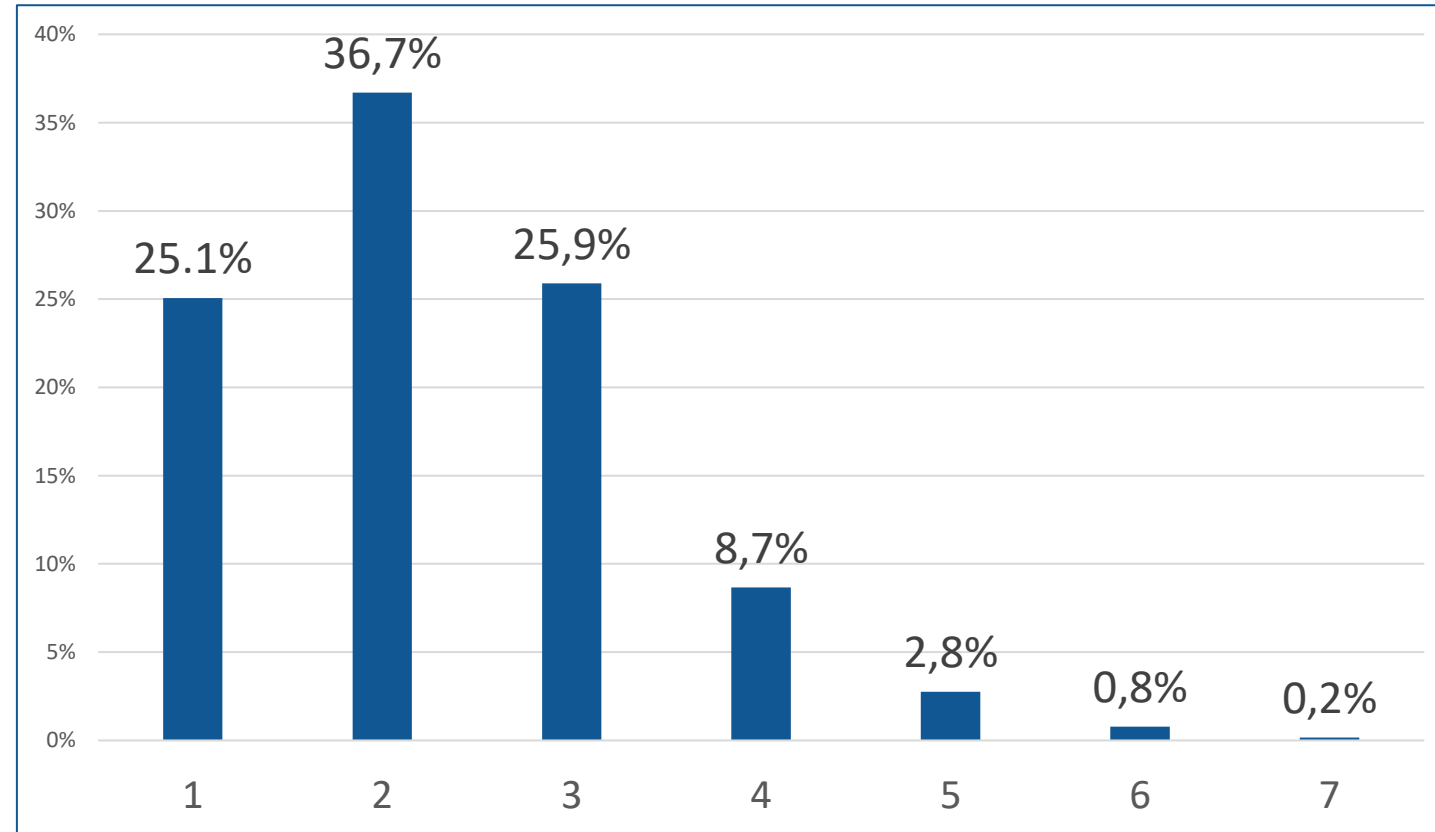
- 83.9% of the PhDs indicate that they need to meet criteria in order to get their PhD.
- The most common criterion is a number of **ECTS** (60.5%), followed by a number of **published articles** (53.6%).



*PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.
Figure 1.3: Types of performance criteria PhDs indicated they need to meet to get their PhD*

PhD criteria

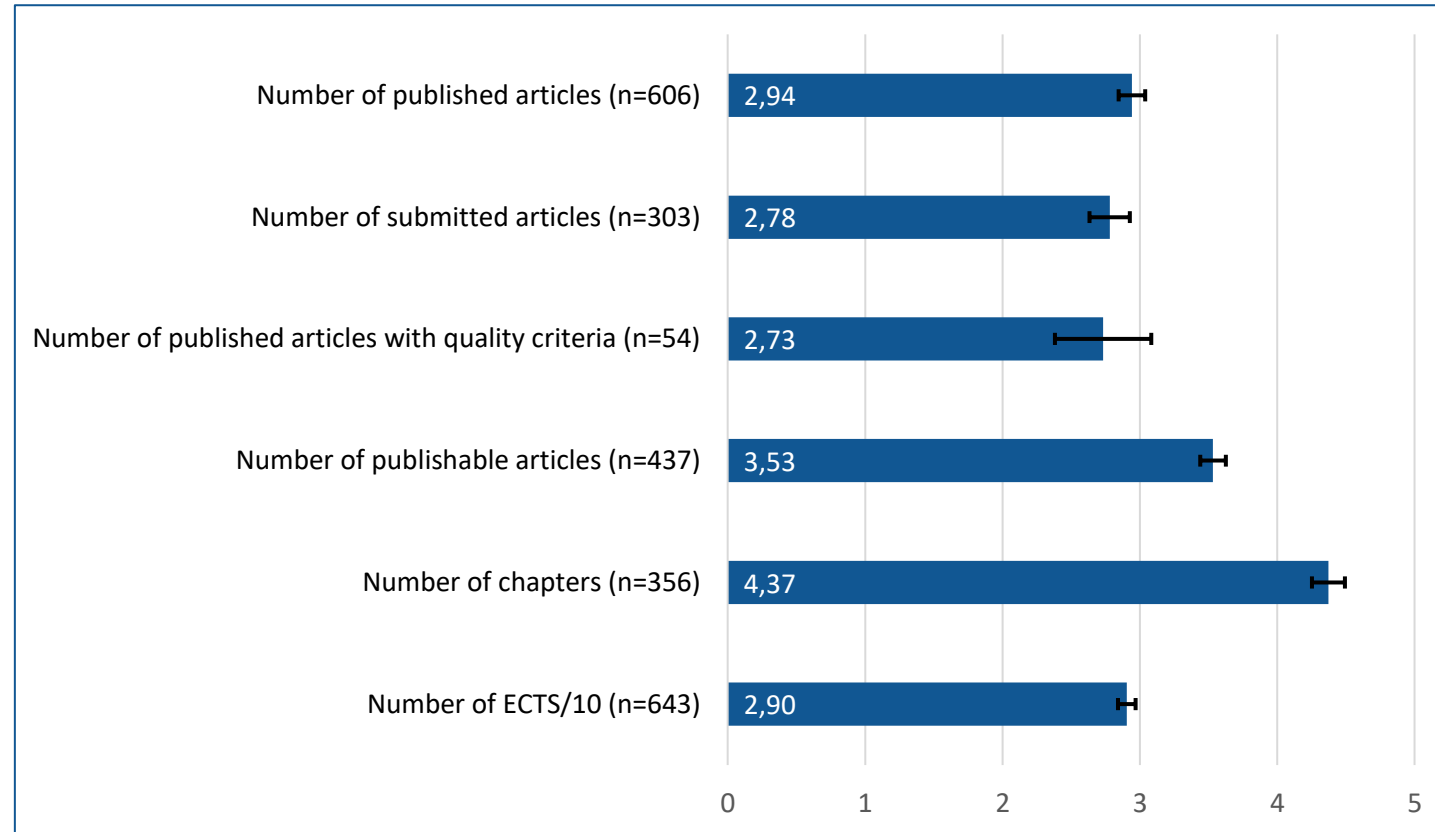
- 83.9% of the PhDs indicate that they need to meet criteria in order to get their PhD.
- The most common criterion is a number of **ECTS** (60.5%), followed by a number of **published articles** (53.6%).
- The PhDs who need to meet criteria (of any type) on average need to meet **2.3 criteria**.



*PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.
Figure 1.2: Number of criteria selected by the PhDs (n=1,305, mean=2.3, standard deviation=1.08).*

PhD criteria

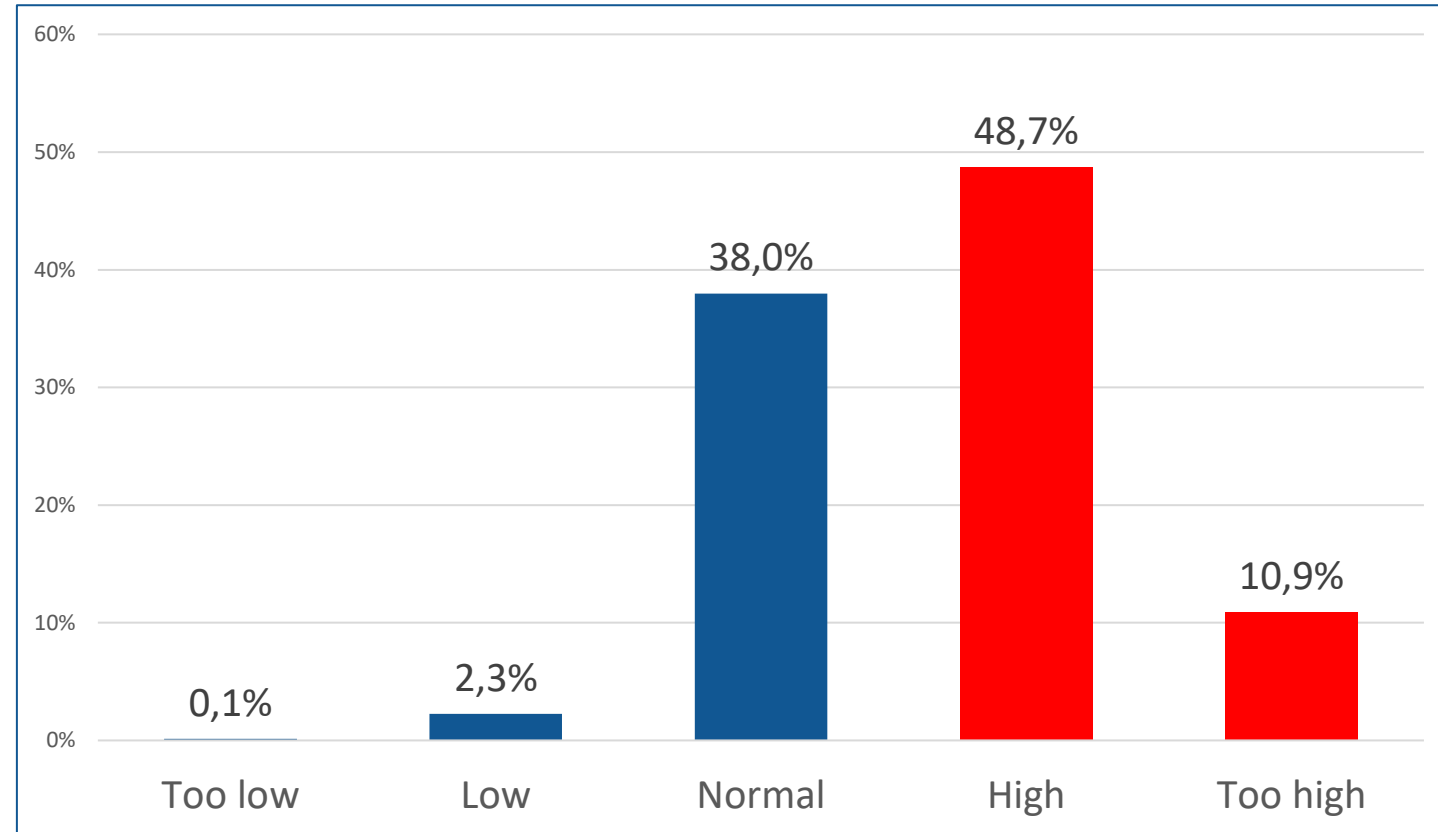
- 83.9% of the PhDs indicate that they need to meet criteria in order to get their PhD.
- The most common criterion is a number of ECTS (60.5%), followed by a number of published articles (53.6%).
- The PhDs who need to meet criteria (of any type) on average need to meet 2.3 criteria.
- When criteria apply, PhDs on average need:
 - **2.94 published articles**
 - **4.37 chapters**
 - **29 ECTS**



PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.
 Figure 1.5: The amounts related to the criteria. 95%-confidence intervals included.

Criteria and PhD wellbeing

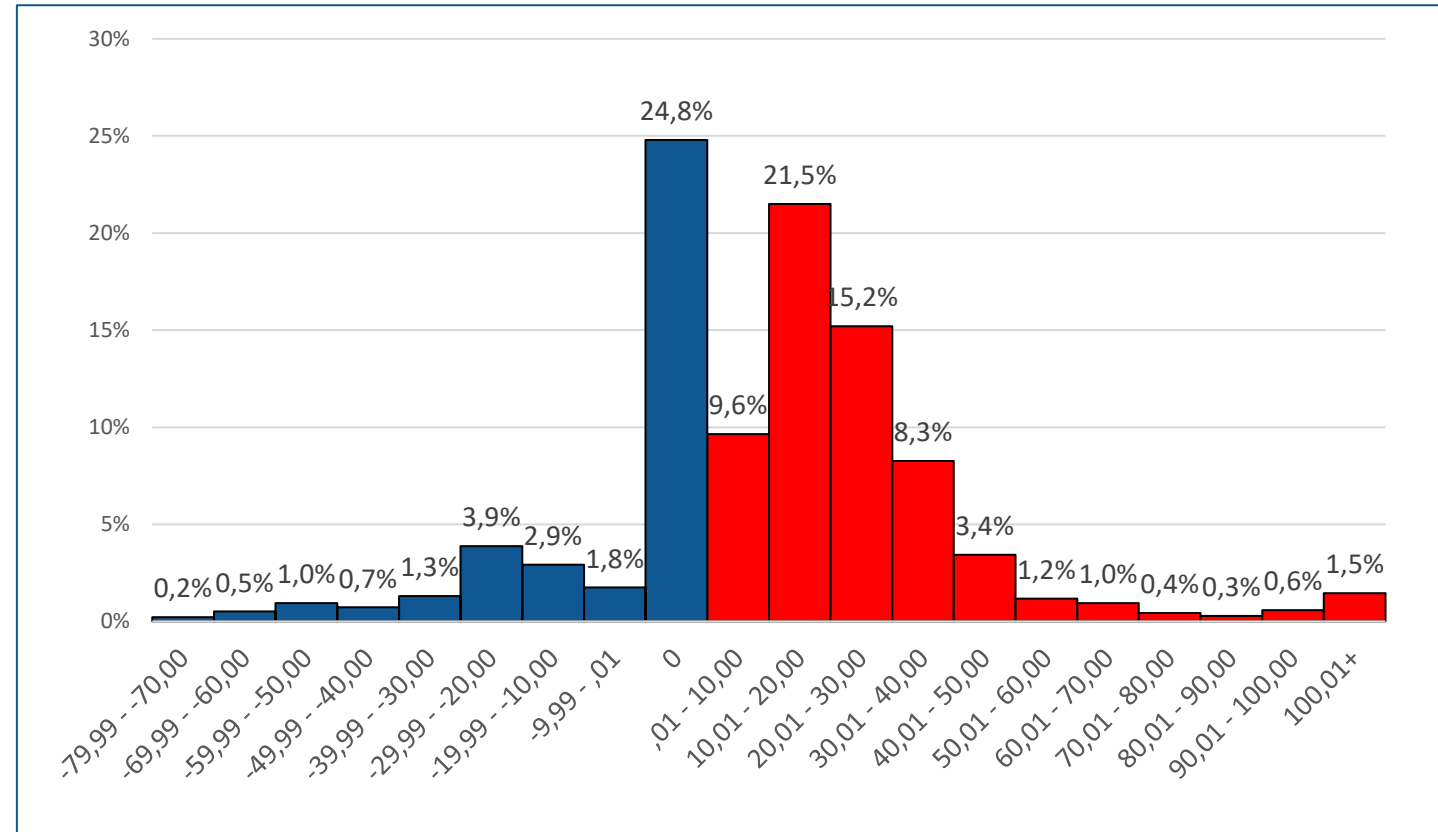
- 59.6% of PhDs experience a **high or too high workload**



PNN PhD Survey report on Mental wellbeing, workload, burnout, research environment, progress of the PhD project, considering to quit. Figure 2.5: Responses to the question: "How would you describe the workload or time pressure in your PhD project?" (n=1,598).

Criteria and PhD wellbeing

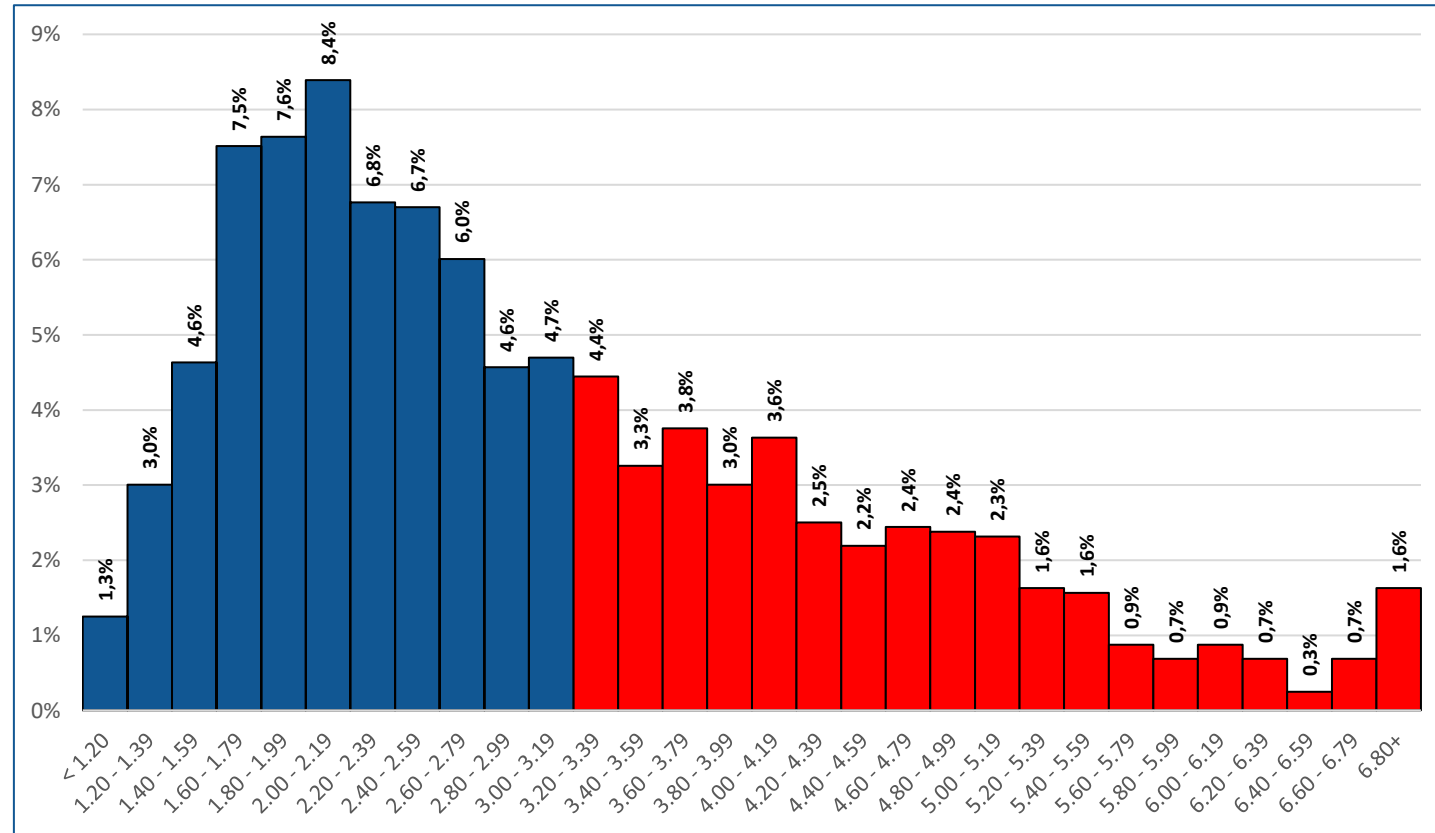
- 59.6% of PhDs experience a high or too high workload
- 62.9% of the PhDs **work more than they should** according to their PhD agreement. *On average, PhDs work 4.4 hours per week more than they should according to their agreement*



PNN PhD Survey report on Mental wellbeing, workload, burnout, research environment, progress of the PhD project, considering to quit. Figure 2.2: Overtime: percentage of time worked in practice relative to the time that should be worked according to the agreement (n=1,368, mean = 15.9%, standard deviation = 45.43%).

Criteria and PhD wellbeing

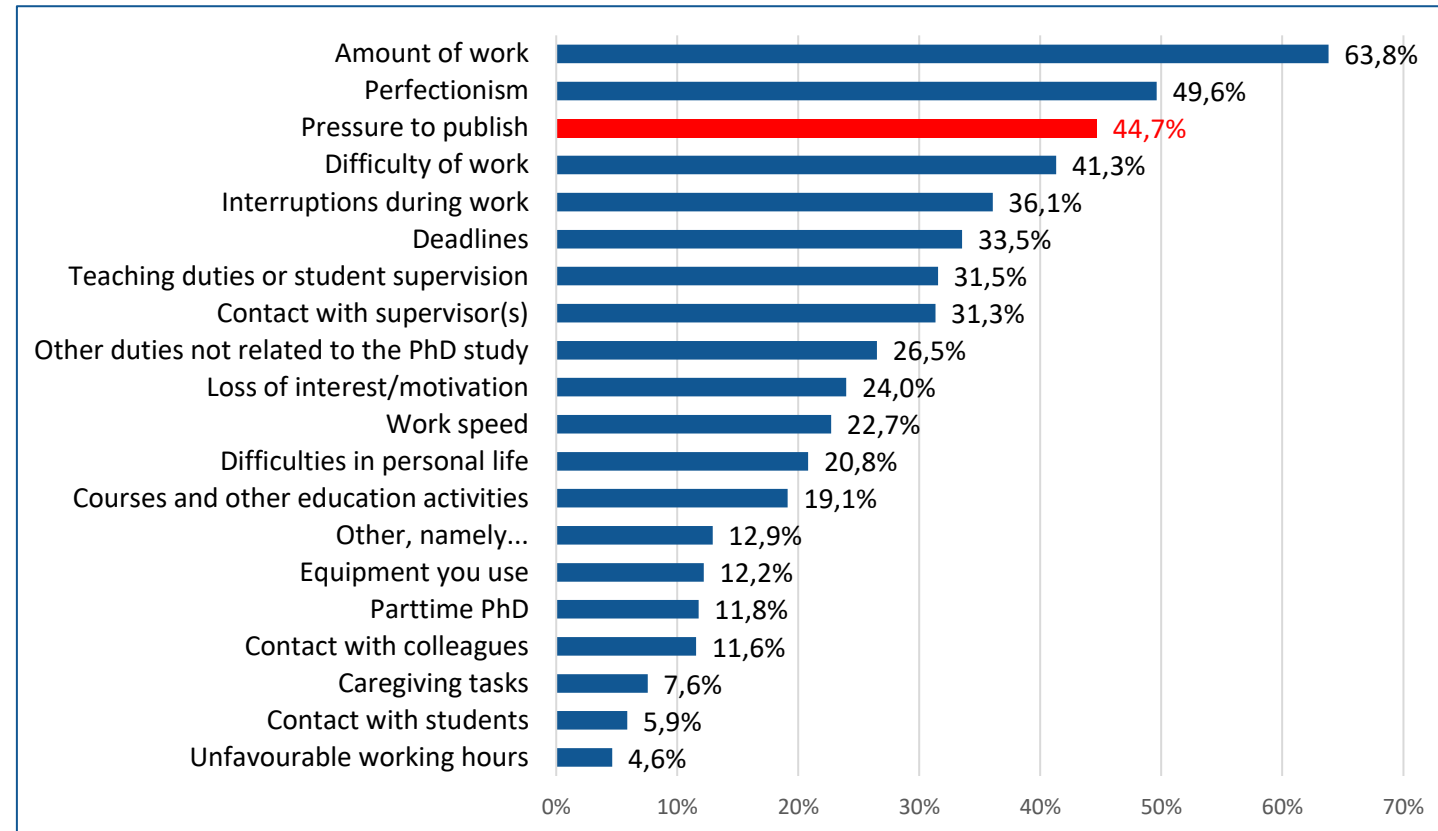
- 59.6% of PhDs experience a high or too high workload
- 62.9% of the PhDs work more than they should according to their PhD agreement. On average, PhDs work 4.4 hours per week more than they should according to their agreement
- 38.8% of PhDs shows **severe symptoms of burnout**



PNN PhD Survey report on Mental wellbeing, workload, burnout, research environment, progress of the PhD project, considering to quit. Figure 2.2: Figure 3.2: Scores on the burnout-scale (n=1,597, mean = 2.99, standard deviation = 1.37). Responses are categorised in 0.2-ranged categories for visualisation. The red bar indicates the critical boundary of 3.2, that indicates severe burnout symptoms.

Criteria and PhD wellbeing

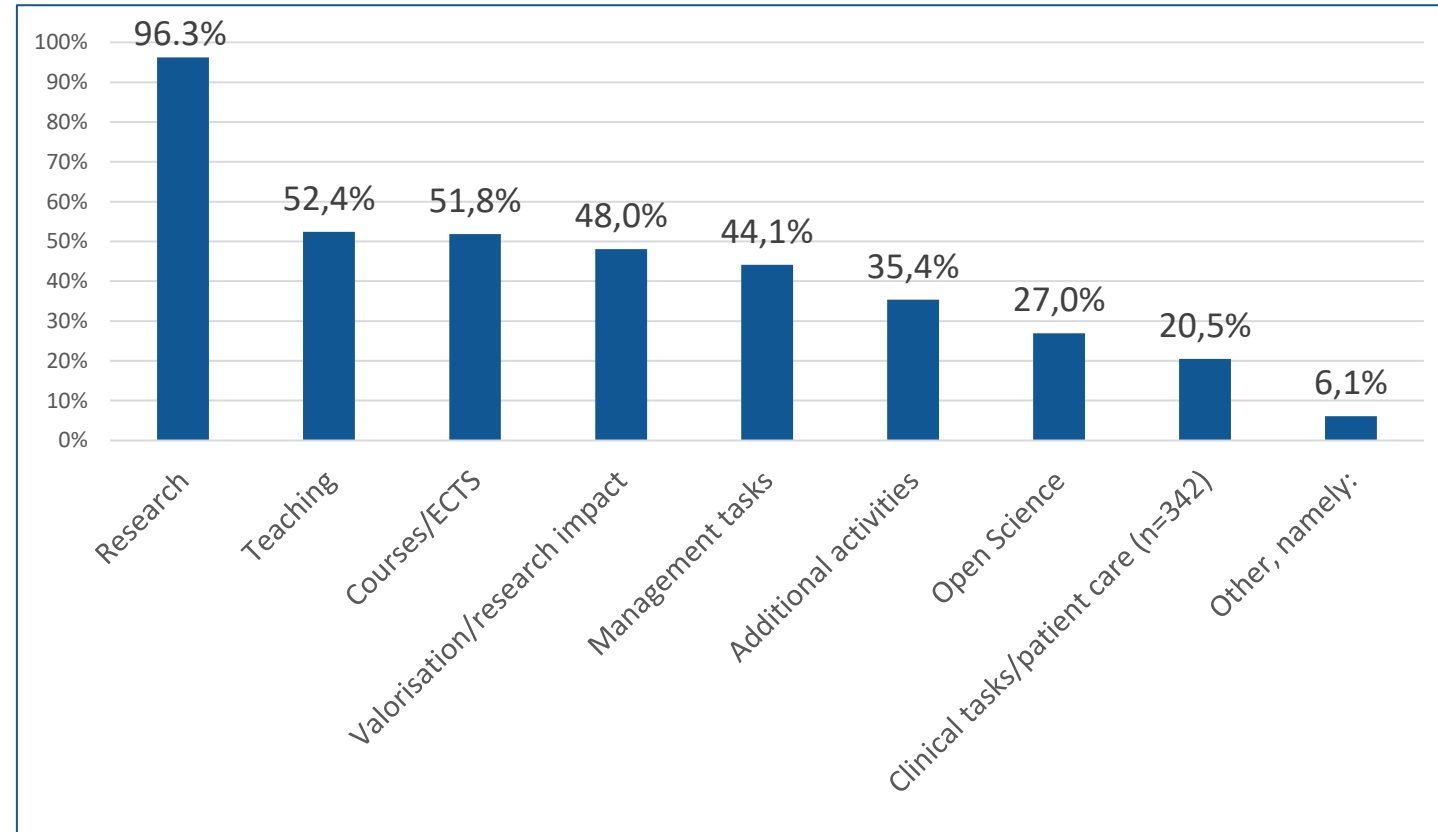
- 59.6% of PhDs experience a high or too high workload
- 62.9% of the PhDs work more than they should according to their PhD agreement. On average, PhDs work 4.4 hours per week more than they should according to their agreement
- 38.8% of PhDs shows severe symptoms of burnout
- The amount of work, perfectionism and **pressure to publish** are the most common reasons for a high workload



PNN PhD Survey report on Mental wellbeing, workload, burnout, research environment, progress of the PhD project, considering to quit. Figure 2.9: Responses to the question: "Who or what do you think is responsible for a high workload or time pressure?" (n=951).

Which topics do PhDs consider important in their assessment?

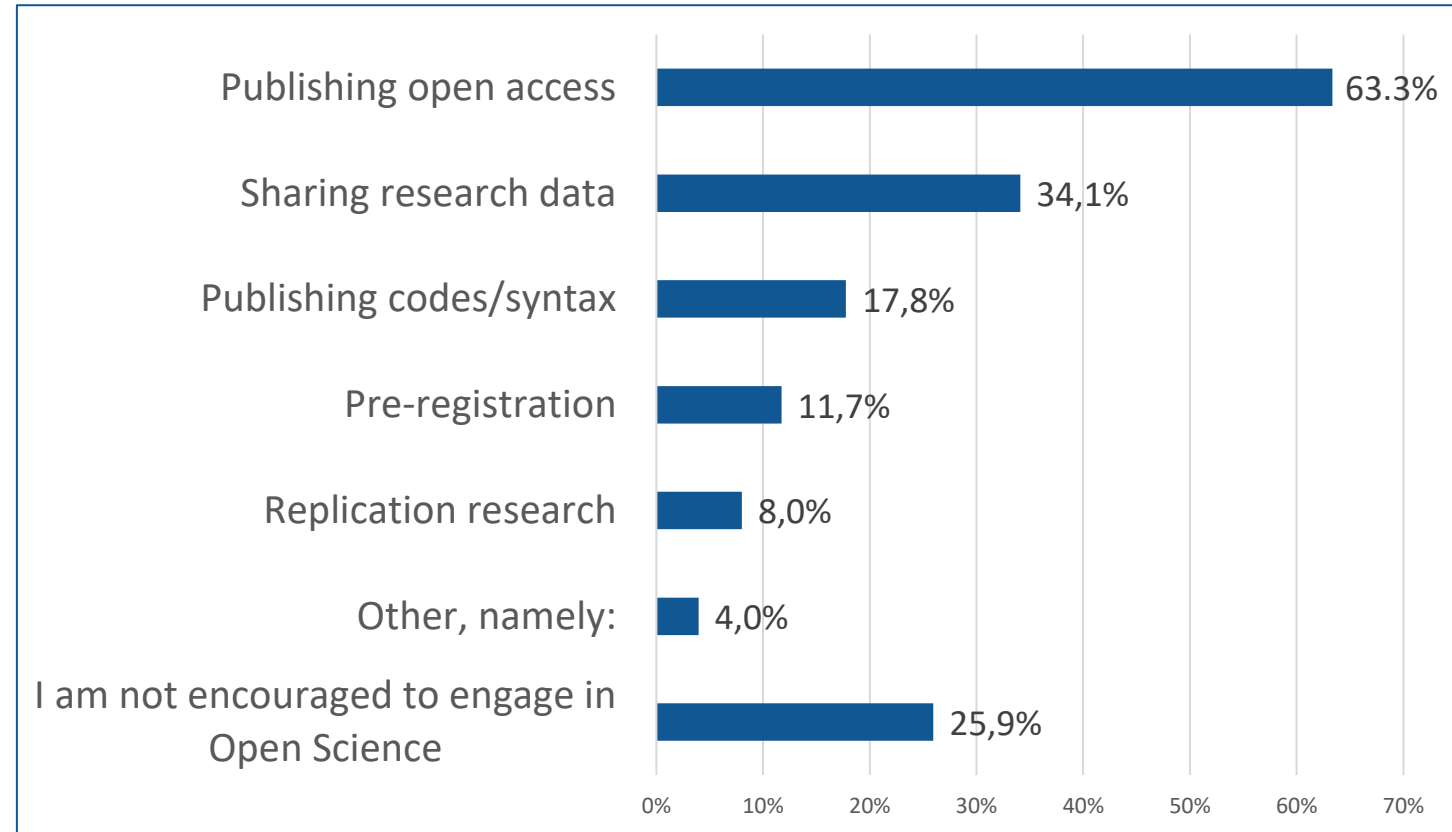
- Research is most important
- Teaching/coursework often mentioned
- Open science only 27%



PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.
 Figure 3.1: Responses to the question: "Which of the following topics do you think should be taken into account in the overall assessment of you PhD project?" (n=1,532).

Which topics do PhDs consider important in their assessment?

- Of course, research is most important
- Teaching and courses often mentioned too
- Open science only 27%...
- Still, 74.1% of the PhDs is encouraged to engage in Open Science



PNN PhD Survey Report on PhD criteria, recognition and rewards, open science and career.
 Figure 2.1: Responses to the question: "Which types of Open Science practices are you encouraged to use in your PhD project?" (n=1,457).

Career

- 39,6 % receives **career guidance**;
- Of those who don't, **54.4% would like to**;
- Those who did rate it **3.5 out of 5**;
- CBS: 2 out of 3 PhDs will **not remain in academia**

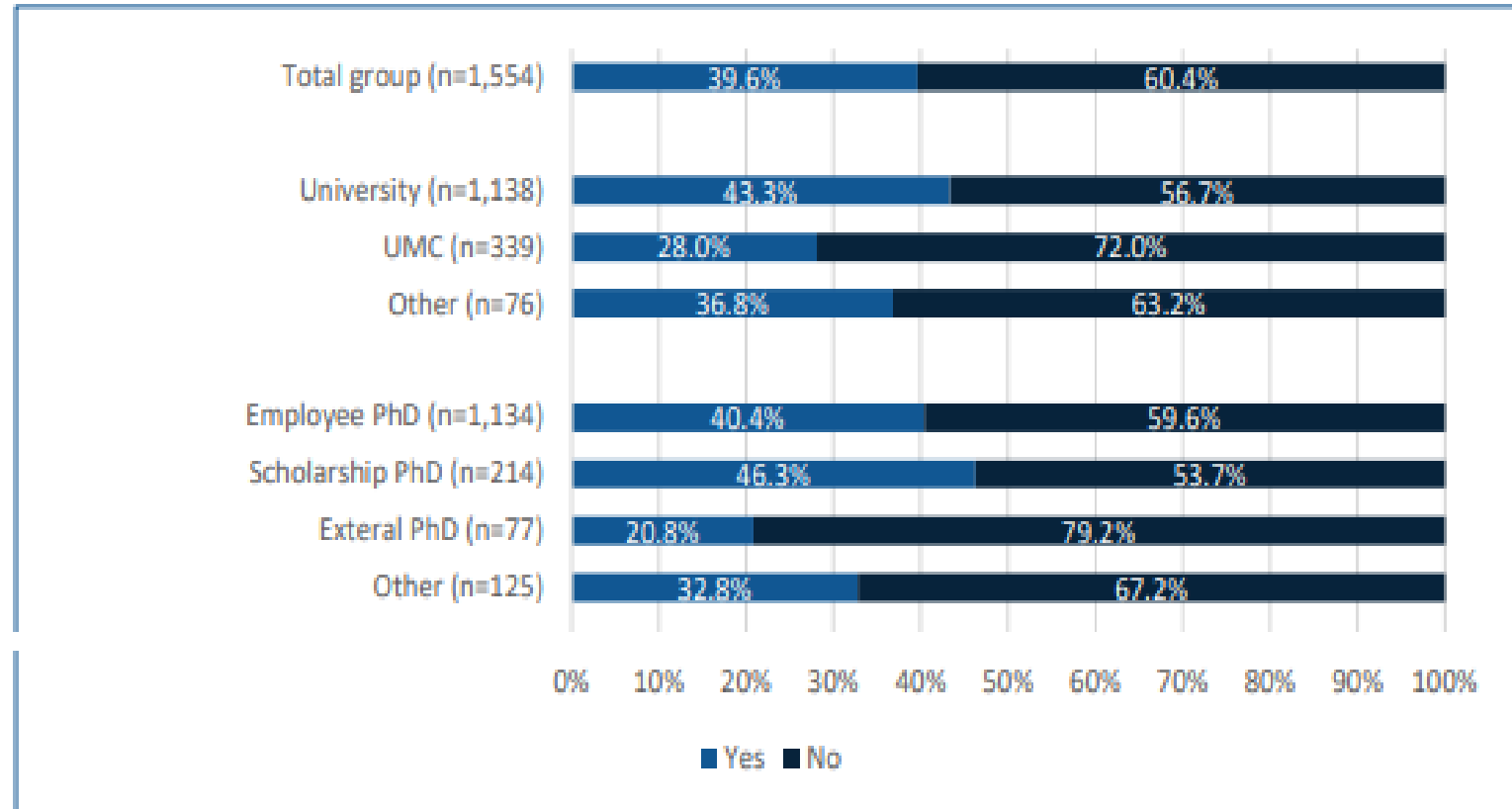


Figure 4.1: Responses to the question: "Do you receive career guidance from your institution?", in total and per type of institution, type of PhD arrangement

In conclusion...

- Research remains the most important criterium for assessing PhD trajectory
 - *How to assess process and quality of products instead of by quantitative output measures?*
- PhD candidates don't just do research
 - *How to take into account teaching, valorisation/impact, management, and open science WITHOUT adding an overwhelming amount of (formal) criteria?*
- **What should the Recognition and Rewards movement lead to for PhDs/ECRs?**

Thank you for your attention!

PNN PhD Survey reports:
www.hetpnn.nl/en/phdsurvey2020

