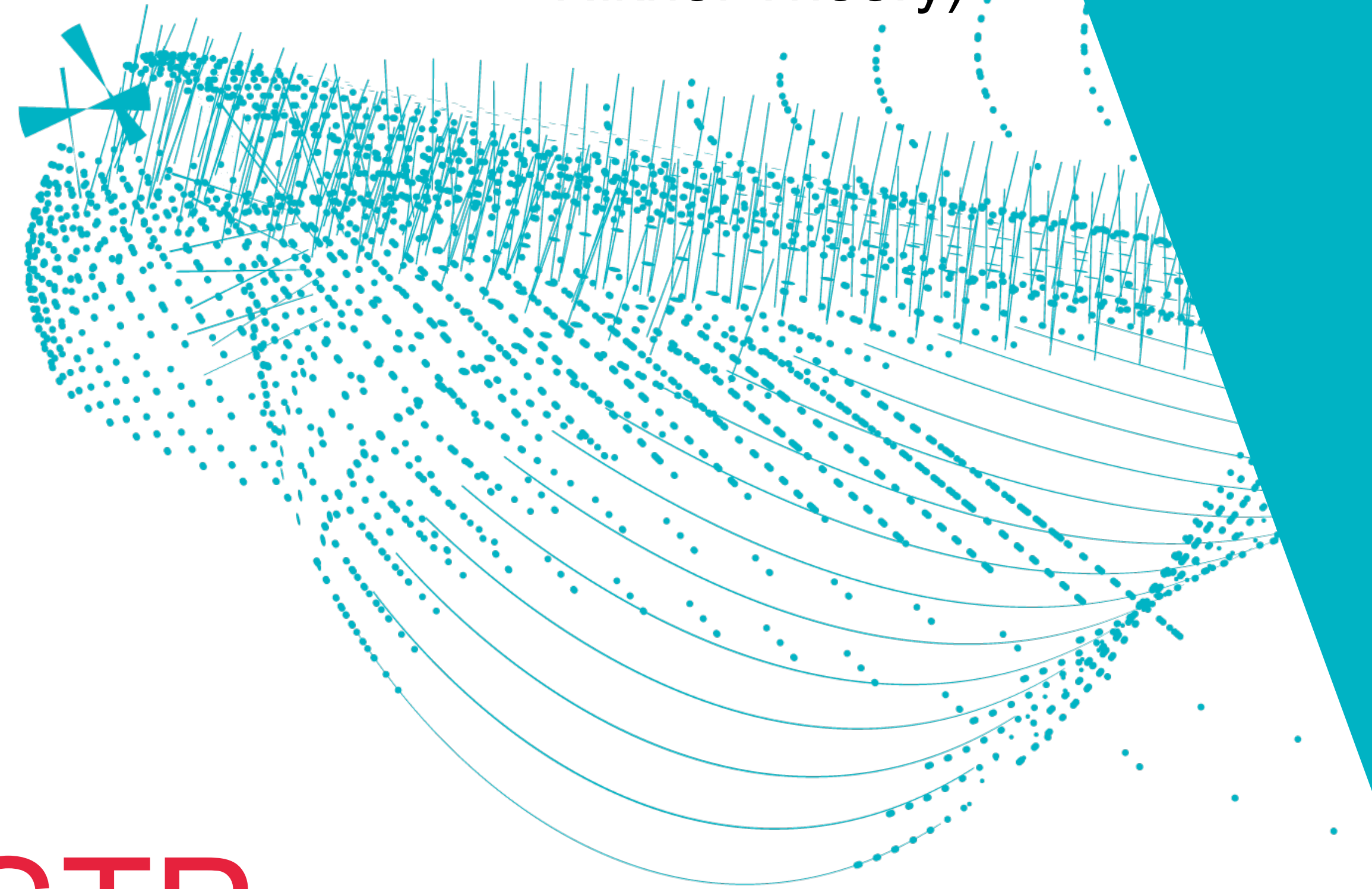




Juan Rojo
(VU Amsterdam &
Nikhef Theory)



OWC & OSAF & DRSTP

NIKHEF JAMBOREE 2024

NIKHEF'S EDUCATION COMMITTEE

- 📌 All training, education, and mentorship activities at Nikhef are coordinated by the **Education Committee (Onderwijs Commissie, OWC)**
- 📌 An **OWC-core group** manages the day-to-day operations of the OWC, keeps track of **progress in action items**, and streamlines the **communication** with relevant stakeholders (e.g. university Graduate Schools)

- ☑ Stan Bentvelsen (Nikhef director)
- ☑ Lorenz Willmann (Groningen, eEDMs)
- ☑ Pieter van Braam van Vloten (Nikhef HR)
- ☑ Chris van den Broeck (Utrecht, GW)
- ☑ Sascha Caron (RU Nijmegen, ATLAS)
- ☑ Auke-Pieter Colijn (UvA/IHEF, DM)
- ☑ Jacco de Vries (Maastricht, LHCb)
- ☑ Conor Mow-Lowry (VU, GW)
- ☑ Juan Rojo (VU, OWC Chair, Theory)

- 📌 Receives feedback from **all the members of the OWC** permanent staff with either *ius promovendi* or demonstrated experience in PhD supervision
- 📌 Interacts regularly with the **PhD council** members
- 📌 Oversees contents of **educational activities**: BND schools, topical lectures, computing course, scientific integrity ...

OWC-CORE GROUP



Stan Bentvelsen



Sascha Caron



Conor Mow-Lowry



Jacco de Vries



Pieter van Braam van Vloten



Chris Van Den Broeck



Auke-Pieter Colijn



Juan Rojo



Lorenz Willmann

OVERVIEW OF OWC ACTIVITIES

- 📌 Coordinate, organize, and evaluate the Nikhef **Topical Lectures**
- 📌 Support the local organising committee of the **BND schools**: BND2023 (Wuppertal), BND2024 (Ghent), BND2025 (Nijmegen), including the identification of **NL-based lecturers**
- 📌 Streamline the **guidelines and documentation** of OSAF and OWC, with feedback from staff and PhD Council.
- 📌 Streamline and sharpen the **C3 mentoring system**, including the development of a **new reporting form** with step-by-step guidelines
- 📌 Contributed to the Nikhef computing course, specially the part devoted to **Research Data Management and Integrity**
- 📌 Provide opportunities for **supervision training** for Nikhef staff and also for postdocs

Topical Lectures in 2024

(kan nog veranderen door onvoorziene omstandigheden)

3 juni – 5 juni in Maastricht

“Gravitational Waves Detection”

Organisatoren: Jessica en Sebastian Steinlechner

20 maart – 22 maart

“Future Particle Colliders”

Organisatoren: Patrick Koppenburg, Clara Nellist en Wouter Waalewijn

Topical Lectures in 2023

27 november – 29 november

“Dark Matter”

Organisatoren: Auke Pieter Colijn, Patrick Decowski en Tina Pollmann

5 juni – 7 juni

“Physics at the LHC”

Organisatoren: Ivo van Vulpen, Mara Senghi Soares en Panos Christakoglou

12 april -14 april in Groningen

“Effective Field Theories”

Organisator: Daniel Boer

Topical Lectures in 2022

5 december – 7 december

“Statistics”

Organisator: Wouter Verkerke

8 juni – 10 juni

“Machine Learning”

Organisator: Juan Rojo

30 maart – 1 april

“Flavour Physics”

Organisator: Marcel Merk

PHD CANDIDATES AT NIKHEF

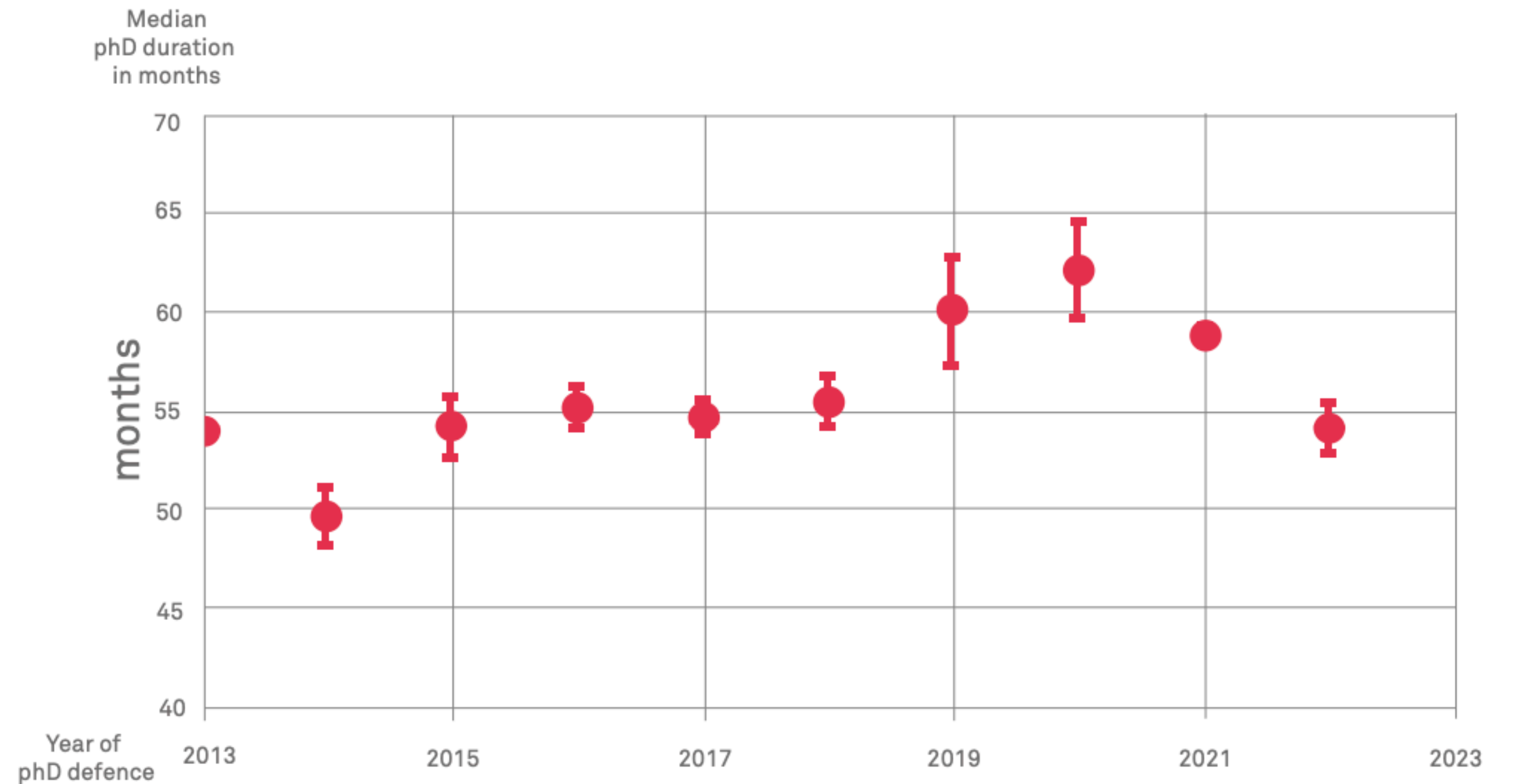
- 📌 PhD candidates at Nikhef are embedded in one of our **two graduate schools**: **OSAF** (for experimentally-oriented HEP/APP/GW research) or **DRSTP** (for theoretical physics). Both graduate schools are **officially recognised** by the Nikhef university partners.
- 📌 **OSAF** (**O**nderzoekschool **S**ubatomaire **F**ysica) is the Dutch national graduate Research School in Subatomic Physics (including gravitational waves)
- 📌 **DRSTP** is the **D**utch national **R**esearch **S**chool in **T**heoretical **P**hysics (covering particle physics but also cosmology, condensed matter, string theory)
- 📌 The goal of the OSAF and DRSTP graduate schools is to **support the PhD journey** by providing ample opportunities for **training, education, and mentorship**
- 📌 The training, education, and mentorship activities of OSAF Nikhef PhD candidates are coordinated by the Nikhef **Education Committee** (**O**nderwijs **C**ommissie, OWC)

OSAF IN FIGURES

- 📍 On average **22 PhD candidates** start their PhD every year at Nikhef
- 📍 30%/70% female/male ratio
- 📍 Median duration to PhD ceremony 54 months, which corresponds to a **median duration for PhD completion of 51 months** (nominal contracts: 48 months)
- 📍 Year by year fluctuations depending on **available (external) funding**

FIGURE 9 **Median of PhD duration in months from start till PhD defence.**

The error bars represent the median absolute deviation (MAD)/ $\sqrt{(n-1)}$. Note that there usually is a 3-4 months' delay between finishing the thesis and the thesis defence.



No major covid-associated delays

OSAF GUIDELINES IN A NUTSHELL

- 📌 OSAF PhD candidates should attend **twice the BND school**, preferably during the first two years of their PhD.
- 📌 In consultation with the C3 member it may be possible to replace one BND school by a **more specialistic school**
- 📌 OSAF PhD candidates should attend at least **6 Topical Lectures** before they graduate
- 📌 They should also attend the **RDM/RDI part of the Nikhef computing course**
- 📌 Other requirements follow from the **requirements of the partner universities**, and Nikhef provides when needed the resources (*e.g.* courses on Scientific Integrity)

Questions/doubts about OSAF regulations? Please check our online documentation!

<https://tinyurl.com/nikhef-owc-docs>

THE C3 MENTORSHIP SCHEME

- 📌 All PhD candidates at Nikhef are assigned an **independent mentor** (C3 member, from a different research group).
- 📌 **C3 meetings** take place after 6, 12, 24, and 36 months the start of PhD. As part the meeting, the PhD candidate and C3 member have a **1-to-1 conversation** without supervisors present
- 📌 C3 members are the first point of contact to discuss, in a confidential manner, any **issue/concern/doubts** that PhD candidates may have
- 📌 The C3 member will point the PhD candidate to **other instances** (HR, trust person, company doctor ...) when the issues raised require it so

See OWC documents for detailed step-by-step guidelines for C3 mentors and mentees

THE BND SCHOOLS

- 📌 Joint initiative from the **Belgian (B), Dutch (N), and some German (D) groups** to provide an introductory school for **starting PhDs** exposing them to a broad variety of topics
- 📌 Originally focused on HEP, in the last few years it has **broadened the topics covered** to include astroparticle physics, dark matter, gravitational waves, and neutrinos, to better reflect the interests of the school participants
- 📌 BND has a **strong social component**, enabling them to get to know other PhDs in their cohort, with whom they are likely to frequently interact, maybe even start new research collaborations
- 📌 PhD candidates are expected to attend BND in the **first two years of their PhD trajectory**. Once they are in their third or fourth year, a **more specialised / advanced school** is advisable (*e.g.* CERN/Fermilab, MCnet)

BND 2024 @ BELGIUM

General information:

The BND graduate school 2024 is a school intended for PhD students in particle and astro particle physics in the early phase of their career. It is part of the series of BND graduate schools which are held annually, and rotate among organizing universities and institutes in Belgium, Germany and the Netherlands.

The BND graduate school 2024 will take place between **Monday September 2nd 2024 (noon) and Thursday September 12th 2024 (noon)**, in Blankenberge, Belgium.

We expect students to arrive around lunch time of Monday September 2nd, and leave in the afternoon of Thursday September 12th.

Details on how to reach the venue and the venue itself can be found in the "Arrival & Venue" menu.

The topics covered in the BND2024 school can be found in the "Scientific Program" menu.

Previous BND schools: <https://bnd-graduateschool.org/list.html>



Final Program

| | | 09:00 | 11:00 | 14:00 | 16:00 |
|-------|-----------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| 02.09 | Monday | | Welcome | Collider (th) T-T. You | Student intro |
| 03.09 | Tuesday | Neutrino (th) R. Ruiz | Neutrino (th) R. Ruiz | Collider (th) T-T. You | Collider (th) T-T. You |
| 04.09 | Wednesday | Neutrino (exp) A. de Roeck | Neutrino (exp) A. de Roeck | AI for HEP R. Winterhalder | AI for HEP R. Winterhalder |
| 05.09 | Thursday | QCD B. Page | QCD B. Page | AI for HEP R. Winterhalder | AI for HEP R. Winterhalder |
| 06.09 | Friday | Collider (exp) D. Schulte | MC M. Wiesemann | MC M. Wiesemann | Student proj. |
| 07.09 | Saturday | Collider (exp) D. Schulte | Collider (exp) D. Schulte | MC M. Wiesemann | Student proj. |
| 08.09 | Sunday | | | | |
| 09.09 | Monday | DM (th) G. Facchinetti | DM (th) G. Facchinetti | DM (exp) M. Pierre | Student proj. |
| 10.09 | Tuesday | GW E. Cuoco | GW E. Cuoco | DM (exp) M. Pierre | Student proj. |
| 11.09 | Wednesday | GW E. Cuoco | GW E. Cuoco | DM (exp) M. Pierre | Student proj. |
| 12.09 | Thursday | Student pres. | Student pres. | Goodbye | |

Nikhef PhDs: please register!

BND2025 @ Nijmegen in September 2025

TOWARDS A NIKHEF POSTDOC COUNCIL

- 📌 Training activities (*e.g.* student supervision, career orientation) and social activities for the **postdoc community** coordinated by Nikhef Postdoc Committee, chaired by Andrea Garcia Alonso (ATLAS) and Suzanne Klaver (LHCb)
- 📌 The SEP research evaluation report recommends further **anchoring the postdoc group into the Nikhef community** and developing **dedicated mentorship schemes** building on our successful C3 system for PhDs
- 📌 Working towards formally installing a **Nikhef Postdoc Council** and developing a Nikhef-wide postdoc mentoring scheme
- 📌 Ideas and suggestions (& **volunteers to join the Postdoc Council!**) more than welcome

https://wiki.nikhef.nl/atlas/Postdoc_Jamborees



Suzanne Klaver



Andrea Garcia Alonso

OUTLOOK

- 📌 Organisation of the **BND2025** school in Nijmegen & next round of **Topical Lectures**
- 📌 Realising the **Nikhef Postdoc Council** & associated mentorship scheme
- 📌 Possible **new Exit Interview scheme** for graduating PhDs (see next talk by the **PhD Council**)
- 📌 Monitor **C3 PhD supervision scheme** and support C3 mentors and PhD supervisors
- 📌 Ensure smooth embedding of OSAF within the local graduate schools of the **Nikhef partner universities**

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The conversations with PhD candidates and postdocs showed a cohort of junior research staff that was clearly content and engaged. Nikhef has recognised the changes in the attitude of young researchers and their expectations and is well responding. The mentoring programme for the PhD candidates and their self-organisation have been very successful and give a sense of ownership to the candidates for their experience.

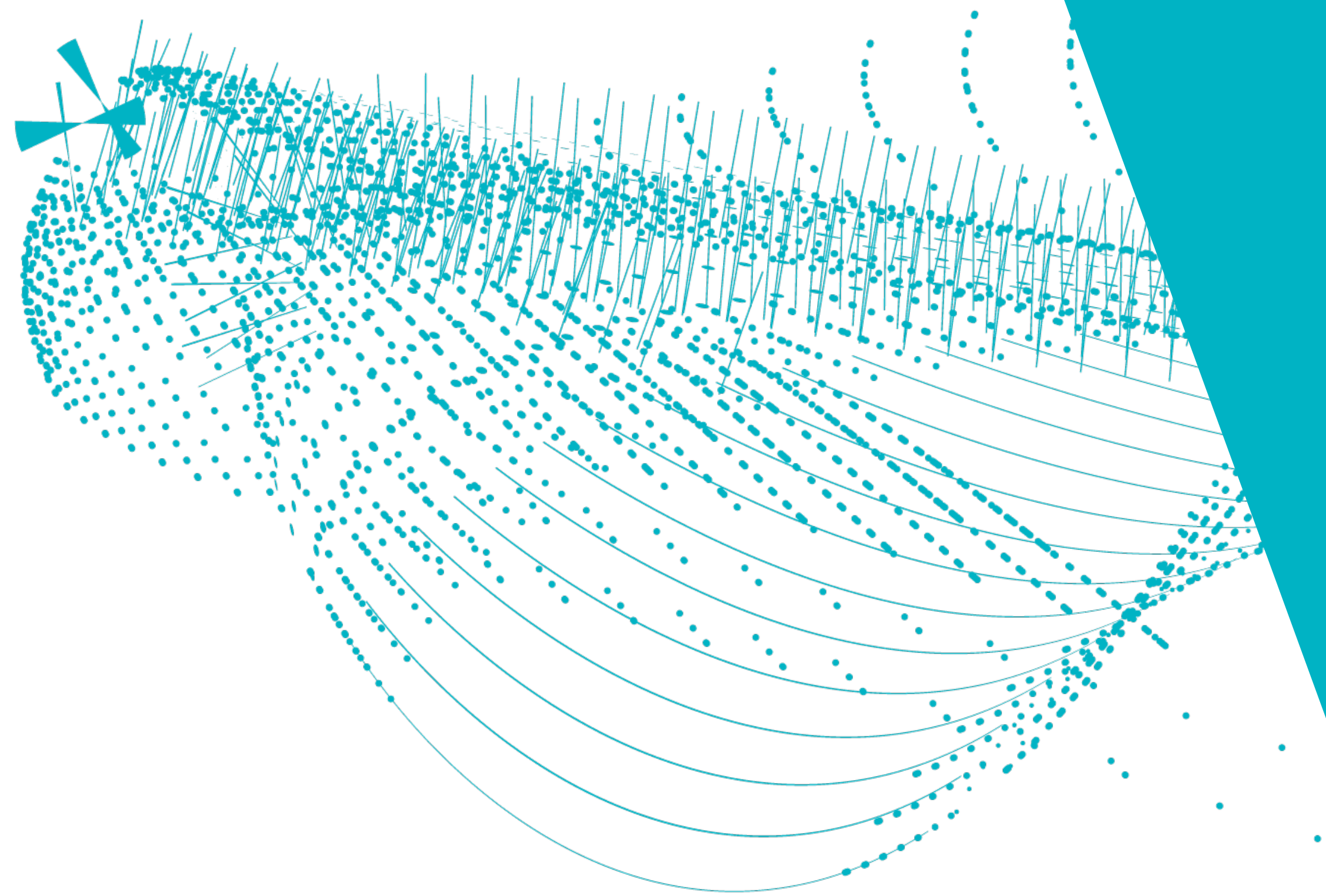
Nikhef SEP Evaluation 2017 - 2022 Report

OUTLOOK

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- 🎤 Monitor **C3 PhD supervision scheme** and support C3 mentors and PhD supervisors
- 🎤 Ensure smooth embedding of OSAF within the local graduate schools of the **Nikhef partner universities**

Many thanks to **all the Nikhef OWC members** for their support and feedback, to the **PhD Council** for their valuable input and commitment, and to the chairs of the **upcoming Nikhef Postdoc Council!**

Nikhef



EXTRA MATERIAL

GROUP PICTURE AT BND 2023

BND2023 @ Wuppertal



BND 2022 & 2023 PROGRAM

BND2022

- Gravitational wave theory: Chris Van Den Broeck
- Neutrinos: Michael Wurm
- QCD theory: Wilke van der Schee
- Gravitational Wave experiment: Andreas Freise
- QCD experiment: Laurent Favart
- Beyond the Standard Model: Kirill Skovpen
- Machine Learning: Glombitza Jonas
- Quantum Field Theory: Susanne Westhoff

BND2023

- Higgs and EW physics including EFT interpretation: Celine Degrande [**4 x 1.5h lectures+tutorials**]
- Advanced (tracking) detectors: Ingrid Gregor [**4 x 1.5h lectures+tutorials**]
- Quantum computing and quantum machine learning: Federico Meloni and Jeanette Lorenz [**5 x 1.5h lectures+tutorials**]
- Beyond SM physics with axions, long-lived particles and the dark sector: Felix Kling [**4 x 1.5h lectures+tutorials**]
- High-energy cosmic ray astrophysics: Karl-Heinz Kampert [**4 x 1.5h lectures+tutorials**]
- Recent developments in flavour physics: Wouter Hulsbergen [**4 x 1.5h lectures+tutorials**]
- Instrumentation for gravitational wave detectors: Conor Mow-Lowry [**4 x 1.5h lectures+tutorials**]
- Student projects: muon tomography [**9 x 1.5h lectures & tutorials & presentations**]
- Teaching load total: **38 x 1.5h slots**

Hands-on student projects happen through the whole school, so that students can put their hard-earned knowledge at work

YOUR ROLE AS C3 MENTORS

- 📌 Main task is becoming available as **C3 mentor** for some of our PhD candidates
- 📌 On average you will be **allocated 2 or 3 PhDs to mentor** at any given time (moderate workload: a handful of 1h meetings per year & informal chats)
- 📌 Ideally your PhD mentees will be based on the same location, to facilitate informal interactions. No **perfect matching exists**, so we try to do our best and trust on your flexibility
- 📌 All C3 meetings should allocate **15 min (at least) for only PhD + C3 mentor**
- 📌 To ensure an homogenous format for C3 meetings, please follow the **provided template**
- 📌 If during a C3 meeting some issues are identified that are **above our ``pay grade``** (e.g. require a medical intervention) please get in touch with HR (Pieter)

C3 REPORTING FORM



C3 meeting report

Graduate School on Subatomic Physics / Onderzoekschool Subatomaire Fysica

| | |
|--|----------|
| Nikhef Program: | |
| Meeting date: | |
| Name PhD candidate | |
| Promotor: | |
| Co-promotor: | |
| C3 member | |
| Did the C3 member and the PhD candidate meet separately? | YES / NO |

<<<Please check the procedure and instructions in the appendix before the meeting>>>

- Document check. Have the following documents been made available before the meeting? *Please attach them when returning this form.*
 - Training and supervision plan (*first C3 meeting only*)
 - Summary of past activities on research, teaching & supervision and received education & training
 - Summary of future activities on research, teaching & supervision and received education & training
 - roadmap towards writing and completing the PhD (*final C3 meeting only*)
- [1st meeting]
 - PhD candidate is on track to a go / no-go decision (indicate which)
 - Status of TSP submission and registration at university graduate school
 - Discussion about additional requirements in the university in which the PhD is getting their degree:
- Discussion on performance (research, training, teaching) in the past period:
- Discussion on planning (research, training, teaching) for the coming past period:
- Discussion of PhD supervision:
- If relevant, indicate how Nikhef can further support the PhD candidate:
- If relevant, indicate any relevant issues that may be affecting the performance of the PhD candidate:
- [OSAF tracking] Status of educational programme (2 BND schools and 6 topical lectures required)
- [2nd meeting, start Y2] A go / no-go decision has been taken (indicating which) concerning the continuation of the PhD candidate in the research group.

Graduate School on Subatomic Physics / Onderzoekschool Subatomaire Fysica

Procedure and instructions regarding the C3 meeting.

Before the C3 meeting.

- The PhD candidate will prepare a short summary (**1 A4 max**) of the activities carried out during the previous period in the areas of i) research, ii) teaching and supervision (taught as part of the PhD duties), and iii) education and training (received by the PhD candidate). **[PhD]**
- The PhD candidate will prepare a short summary (**1 A4 max**) of the plans for the next period in the same areas: i) research, ii) teaching and supervision and iii) education and training. In case this is the meeting taking place at the beginning of **Y4**, this document should also include a roadmap towards writing and completing the PhD. **[PhD]**
- The PhD candidate will send these two documents to the C3 member and PhD supervisors with at least one week in advance of the meeting. **[PhD]**
- When scheduling the meeting, the C3 member will make sure that there is sufficient time (at least 15 min) for a one-to-one discussion with the PhD candidate without the supervisors being present, either before or after the meeting. **[C3 member]**

During the C3 meeting.

The following list indicates a possible scheme for the topics that should be discussed during the C3 meeting. The list is not exhaustive and only meant to provide guidance, the C3 member is free to add other topics to complement the discussion. Italics indicate topics that do not need to be discussed always, but rather during a subset of the C3 meetings.

- Explanation of the C3 mentoring scheme (only necessary during the first meeting)*
- The C3 member should confirm that a Training and Supervision Plan (TSP) has been submitted either to Nikhef or to the partner universities, and that the PhD candidate is registered in the graduate school system of the university which will grant them their PhD (only necessary during the first meeting).*
- Discussion of university-specific requirements (in addition to or complementing those of Nikhef) for PhD graduation. These requirements change frequently and it is the responsibility of both the PhD candidate and the supervisors to be informed, and if required check with the OSAF chair (only necessary during the first and last meetings).*
- Evaluation of the performance during the past reporting period: research, publications, training and education followed, teaching activities at universities and supervision of BSc/MSc students.
Here the OSAF graduation requirements should be reminded. OSAF requires that 2 BND schools and 6 Topical lectures are completed before the PhD candidate graduates. With the agreement of the Promotor, Candidate, and C3 member, one BND school may be substituted with an equivalent school or schools with similar weight. This replacement school should explicitly include both didactic and networking opportunities. Topical lectures may not be substituted. Progress should be continuously tracked via the C3 report.
- Discussion of the general well-being of the PhD candidate and of any difficulties experienced during the last period (related to either work-related or personal matters). In case needed, the C3 member will point the PhD candidate to the relevant instance for further support (with HR being always the first contact point).

C3 meeting report



Graduate School on Subatomic Physics / Onderzoekschool Subatomaire Fysica

- Discussion on the PhD supervision and evaluation of its quality and quantity by both the PhD candidate and the supervisors. Here the C3 member should pay attention whether the perceptions about PhD supervisor are shared and whether there is good expectation management both from the side of the PhD candidate and of the supervisor.
- General discussion about what the PhD candidate may need to further improve its performance and what Nikhef can do to support them in this aspect.
- Discuss whether a PhD candidate is on track for a positive "go" decision at the go/no-go meeting taking place at the end of Y1 (only necessary during the first meeting).*
- If necessary: discussion on whether or not the PhD candidate is satisfying the conditions for a positive "go" decision at the go/no-go meeting (only relevant for the second meeting, taking place at the beginning of Y2).*
- Discussion about the planning for the subsequent period in the same categories: research, publications, training and education to be followed (in particular, graduate schools and compulsory soft-skills courses), teaching activities at universities and supervision of BSc/MSc students.
- Discussion on the planning towards writing and submitting the PhD manuscript (only relevant at the last C3 meeting taking place at the beginning of Y4).*

After the C3 meeting.

- The C3 member will send to Nikhef HR (pz@nikhef.nl) the report of the meeting together with the documents provided by the PhD candidate in preparation for the meeting. Both the supervisors and the PhD candidate will be cc'ed in this email **[C3 member]**. *Any format for this report is acceptable (word, email, latex) provided it contains the required information as indicated in the template.*
- In the case that confidential information needs to be reported (e.g. possible conflict or disagreements between PhD candidate and supervisors), the C3 member will send, *with the explicit permission from the PhD candidate*, separate email only to Nikhef HR (pz@nikhef.nl) briefly summarizing the situation. In case actions need to be taken, HR will take the lead afterwards. **[C3 member]**.

Shared by HR when **sending reminders about C3 meetings**, also available online



WHAT TO EXPECT AS C3 MENTOR

- 📌 Make sure that C3 meetings **happen at the arranged times**, and that both the PhD and the supervisors are proactive and responsive as expected from them
- 📌 Make sure PhD candidates are **registered in the university PhD system** where they will graduate
- 📌 Make sure the PhD candidate provides beforehand a **write up of recent activities and plan for next period**
- 📌 Arrange for sufficient time for **1-on-1 discussions with your C3 mentee** (for example before the C3 meeting)
- 📌 In case a **extension of C3 contract is requested**, provide independent assessment that the extension is well justified and the plan towards achieving the PhD is solid and realistic
- 📌 In case of *mild* problem (e.g. poor communication between supervisors and PhD candidates), act as a bridge and **propose/implement solutions**
- 📌 In case of serious problems (e.g. harassment, discrimination, ...) provide support to the PhD and **point them to the corresponding instances** either inside Nikhef (HR, trust person) or outside it (including mental health care professionals)
- 📌 A C3 member does not need to be able to assist the PhD in all their problems, but already noting when something is 'not normal' and providing guidance about the way forward can be extremely helpful

GUIDELINES AND DOCUMENTATION



Research School in Subatomic Physics
Onderzoekschool Subatomaire Fysica (OSAF)

About this document

| | |
|-------------------|---|
| URL working draft | Nikhef Education Committee online documentation (https://tinyurl.com/nikhef-owc-docs) |
| Document type | Overview |
| Last modified | 09-12-2022 |
| Author(s) | Nikhef OWC with input from PhD council |
| Distribution | public |

About this document

In this document the Nikhef Education Committee (OWC) provides a series of documents relevant for its training and education activities. These activities are aimed at **PhD candidates embedded in the Nikhef community belonging to the OSAF and DRSTP graduate schools** but are also open to everyone within Nikhef and to colleagues from related institutes. Additional information about the [OSAF](#) and [DRSTP](#) graduate schools can be found from the corresponding web pages.

Mentoring and supervision

- [Description and implementation guidelines of the C3 mentorship scheme](#)

Graduate schools and lectures

- [Proposal for a Nikhef Academic Training lectures](#)

Guidelines on training and education

- [Guidelines and requirements concerning participation in the BND Graduate Schools](#)
- [Guidelines concerning Dutch language courses](#)
- [Guidelines concerning attendance to the Nikhef computing course](#)

- 📌 All OWC/OSAF documents available via a dedicated **SurfDrive folder**
- 📌 A Google Docs **live documentation** is used to collect our policies and guidelines, to ensure that all information reaches the interested parties
- 📌 Specially appreciated by PhD candidates since then there are **no ambiguities** about our policies

OSAF IN FIGURES

FIGURE 8 The PhD duration from start till the PhD defence in 2022

It has a median of 54.1 months. On the horizontal axis the duration in months, on the vertical axis the fraction of defended PhD theses. The used subset are all PhD defences in the year 2022. Note that there usually is a 3-4 months' delay between finishing the thesis and the thesis defence.

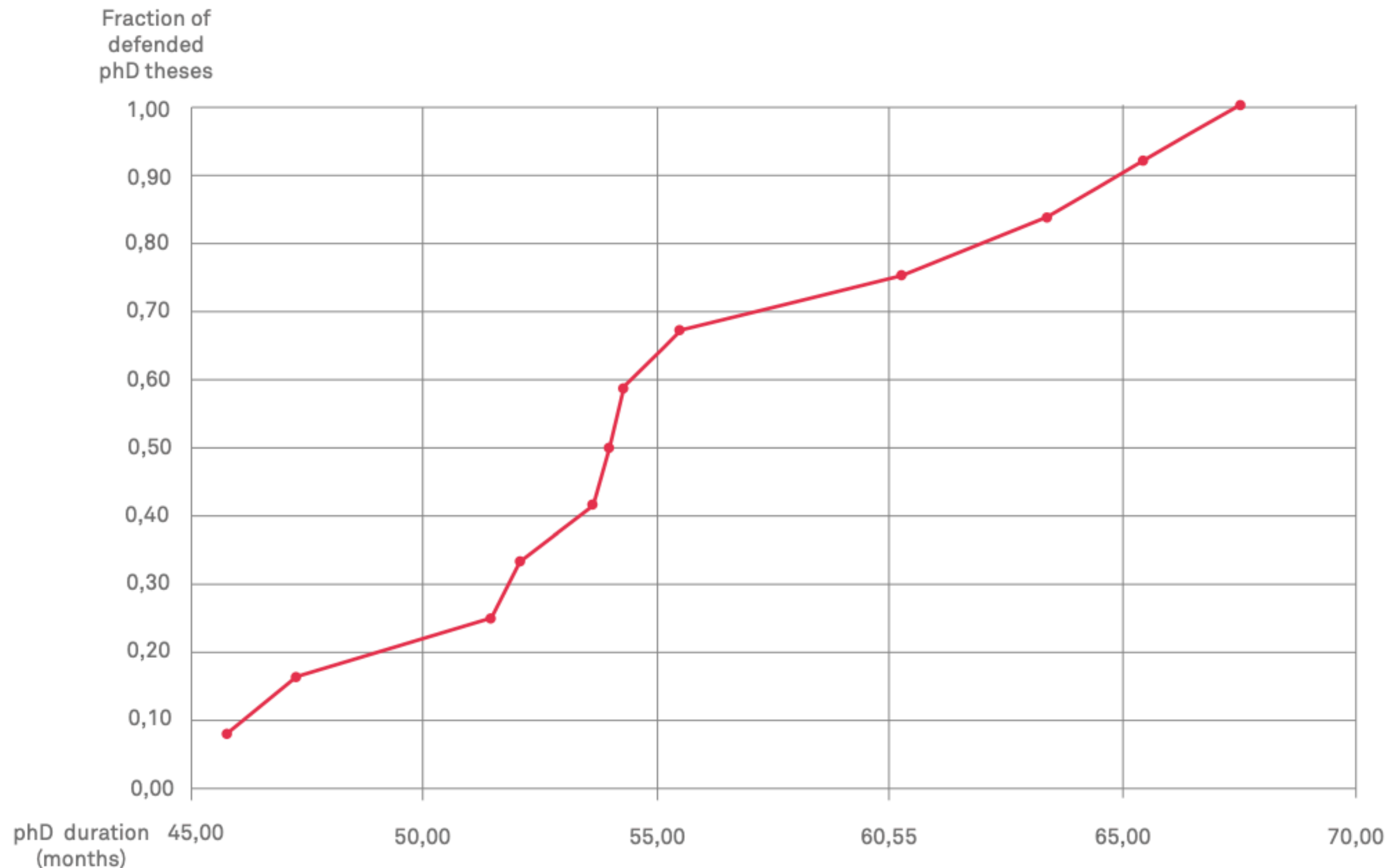
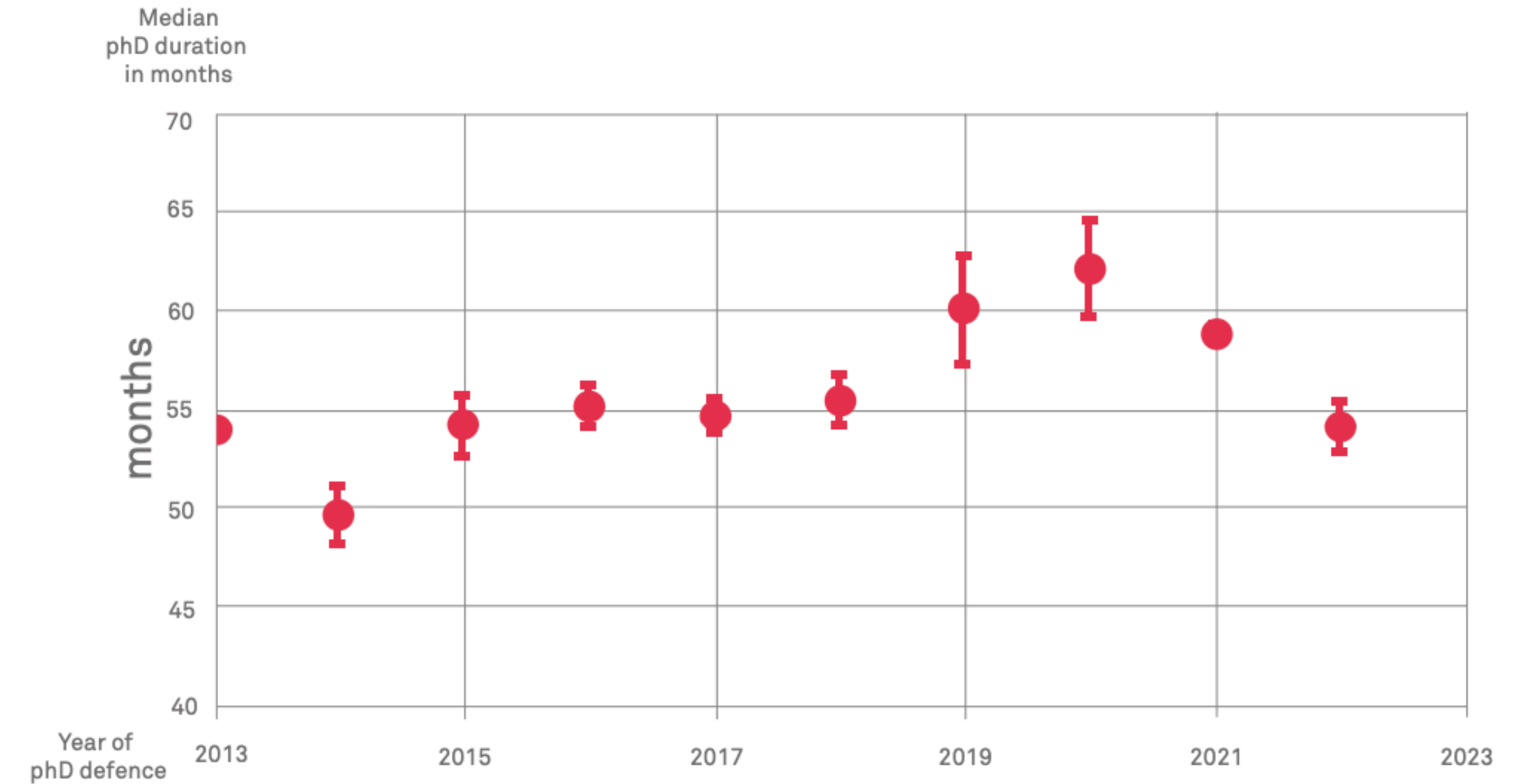


FIGURE 9 Median of PhD duration in months from start till PhD defence.

The error bars represent the median absolute deviation (MAD)/ $\sqrt{(n-1)}$. Note that there usually is a 3-4 months' delay between finishing the thesis and the thesis defence.

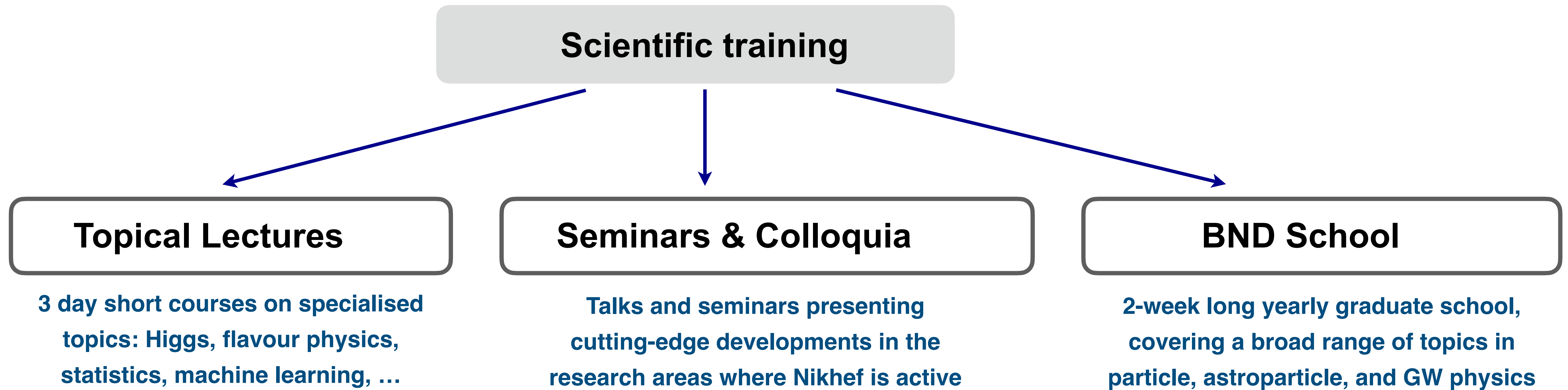


🎤 Median duration to PhD ceremony 54 months, which corresponds to a **median duration for PhD completion of 51 months** (nominal contracts: 48 months)

No systematic major delays due to Covid observed

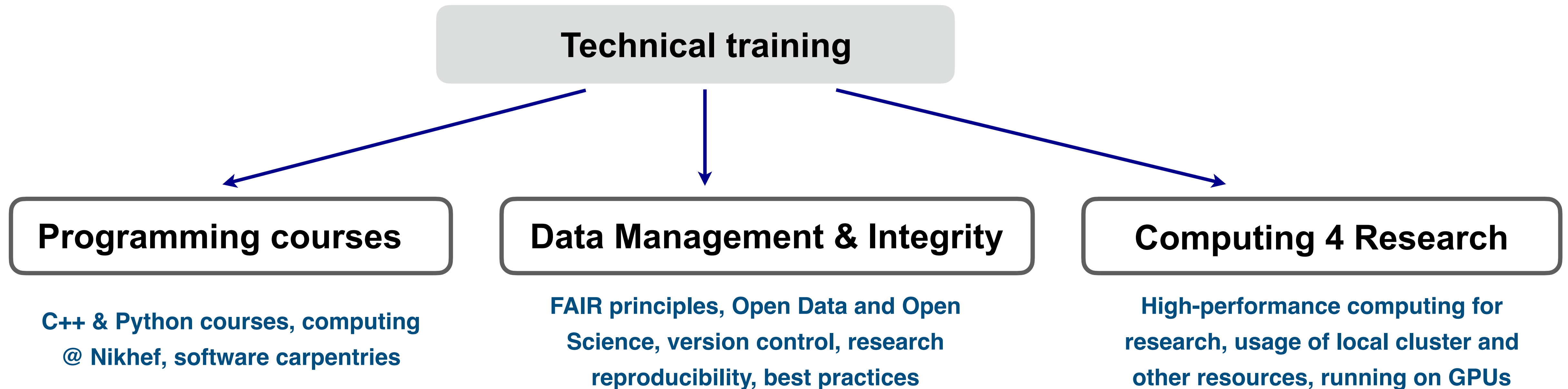
OSAF LEARNING GOALS

- 📌 PhD candidates should function as **original and independent researchers**
- 📌 Place own work in theoretical context, integrate it in **broader area of research**
- 📌 Competent in **communicating** and discussing results in publications and seminars
- 📌 Be familiar with the **current results** and **experimental techniques**



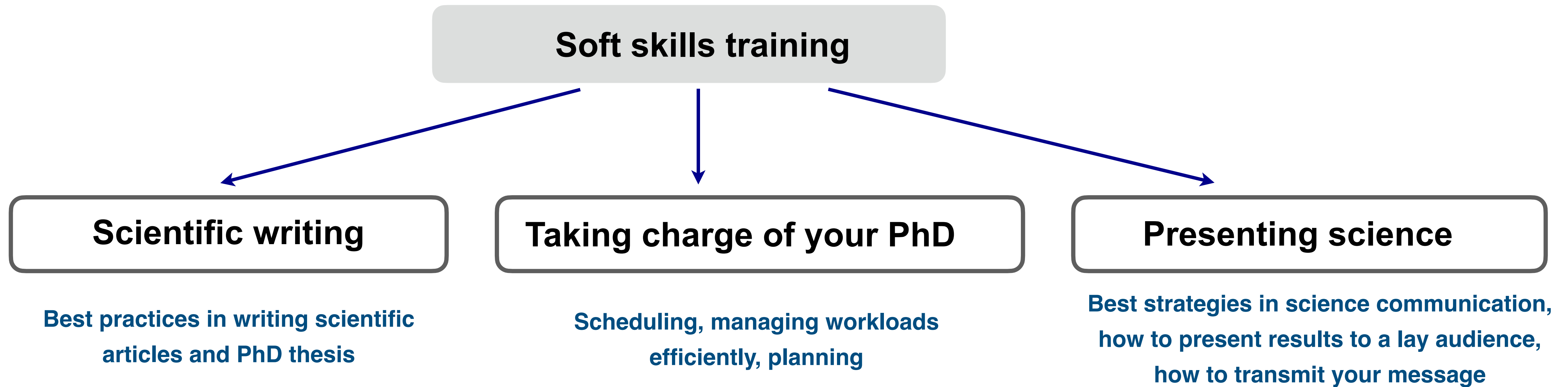
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NIKHEF'S PHD COUNCIL

- 📍 Representatives of **Nikhef PhD candidates** (both NWO-I and university employees)
- 📍 Participate in **regular OWC-core meetings**, both to present their own initiatives and to provide feedback on OWC activities and events

[Home](#) [Education](#) [General Information](#) [Additional Duties](#) [About](#) [Login](#)

Welcome

<https://barm.nikhef.nl/phdcouncil/>

If you are looking for a **PhD position at Nikhef**, please take a look [here](#).

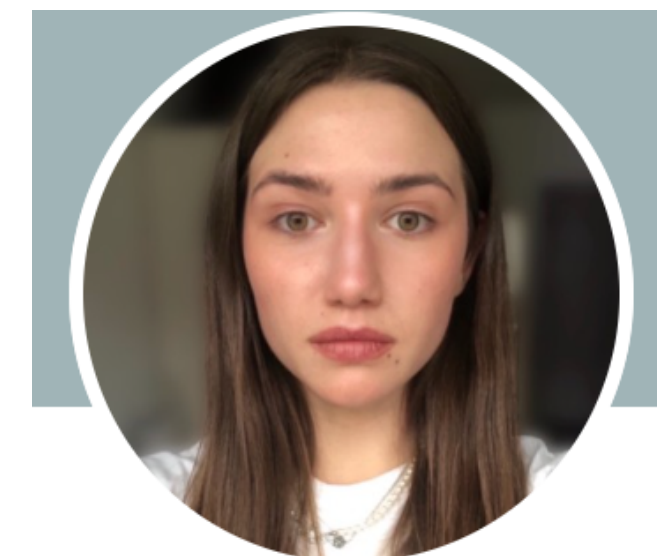


Welcome to the Nikhef PhD Council website!

We are some PhD students who aim to revive the PhD Council as a platform to deal with PhD-specific issues. Even though most of the crucial information exists in one place or another ([NWO-I](#), your affiliated university website, or at [Nikhef](#)), we aim to present the most important information in a centralised manner.

Disclaimer: although most of the information on this website is applicable to all Nikhef PhD students, it especially pertains to those employed by NWO-I. Different conditions may apply for students employed by other institutes or universities.

If you have any questions or concerns, or if you have comments on this website, please contact us! We're available via email at phdcouncil@nikhef.nl and you can fill in a form [here](#) that supports anonymous entries. A short [intro document to Nikhef and its structure](#) can be found here: [English](#), [Dutch](#).



Low-threshold communication with OWC & OSFA chair via **Slack/Mattermost**

OSAF AND LOCAL GRADUATE SCHOOLS

- 📌 Nikhef's Graduate School provides education, training, and mentorship, but **does not grant PhDs**
- 📌 Hence all Nikhef PhD candidates will also enrol on the **local graduate schools** from the universities where they will obtain their PhD
- 📌 Local graduate schools may have **additional requirements** as compared to OSAF & DRSTP, and Nikhef PhD candidates and supervisors should be aware of these requirements
- 📌 Registration in **Nikhef's OSAF & DRSTP** and in **local graduate schools** are **independent processes**: PhDs should complete both registrations in the first few weeks after starting PhD

From the OWC, we strive to **align our guidelines and requirements** with those of the partner universities, to avoid reinventing the wheel and to minimise the workload of both PhDs and supervisors

If you notice a misalignment, please let us know!

OSAF STRUCTURE

Graduate school for PhD candidates carrying out experimental research within Nikhef partnership

- 📌 Universiteit van Amsterdam (UvA)
- 📌 Vrije Universiteit Amsterdam (VU)
- 📌 **NWO-I institute Nikhef**
- 📌 Rijksuniversiteit Groningen (RUG)
- 📌 University of Maastricht (UM)
- 📌 Radboud Universiteit Nijmegen (RU)
- 📌 University of Utrecht (UU)

Director: **Stan Bentvelsen**

Chair: **Juan Rojo**



n.b. only our university partners
(not Nikhef as NWO-I) grant PhDs

***close collaboration with local
grad schools crucial for OSAF***

*around 100 PhD candidates
at any given time*

OSAF IN FIGURES

TABLE 10 Duration of the PhD trajectory.*

| Starting Year | Male | Female | Total (M+F) | Completed Y4 | Completed Y5 |
|---------------|-----------|-----------|-------------|--------------|--------------|
| 2015 | 9 | 5 | 14 | 7,1% | 28,6% |
| 2016 | 22 | 8 | 30 | 10,0% | 36,7% |
| 2017 | 17 | 7 | 24 | 4,2% | 33,3% |
| 2018 | 12 | 7 | 19 | 5,3% | 21,2% |
| 2019 | 13 | 7 | 20 | 0,0% | 0,0% |
| Total | 73 | 34 | 07 | 5,6% | 25,2% |

| Starting Year | Completed Y6 | Completed Y7 | Not yet finished | Discontinued |
|---------------|--------------|--------------|------------------|--------------|
| 2015 | 50,0% | 7,1% | 0,0% | 7,1% |
| 2016 | 33,3% | 3,3% | 10,0% | 6,7% |
| 2017 | 16,7% | 0,0% | 45,8% | 0,0% |
| 2018 | - | 0,0% | 68,4% | 5,3% |
| 2019 | - | 0,0% | 100,0% | 0,0% |
| Total | 19,6% | 1,9% | 43,9% | 3,7% |

📌 Around **22 PhD candidates** start their PhD every year at Nikhef

📌 30%/70% f/m ratio

📌 Year by year fluctuations depending on **available (external) funding**