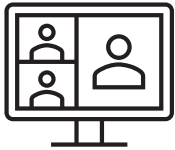


# Welcome to the workshop by the Czech Association of Doctoral Researchers

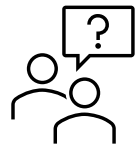
We will start shortly after 16:00



You may or may not have the camera on, it's entirely up to you.



Please keep your microphone muted when not speaking. If you have anything to add/ask, you can turn it on and ask directly.



If you have a question or comment, feel free to speak.



We will share our presentation with you after the webinar.

# CAD

THE CZECH  
ASSOCIATION  
OF DOCTORAL  
RESEARCHERS



EVROPSKÁ UNIE  
Evropské strukturální a investiční fondy  
Operační program Výzkum, vývoj a vzdělávání



MINISTERSTVO ŠKOLSTVÍ,  
MLÁDEŽE A TĚLOVÝCHOVY

Podpořeno z projektu IGA/A – Zvýšení kvality studentské grantové soutěže na  
VŠE v Praze, registrační číslo projektu: CZ. 02.2.69/0.0/0.0/19\_073/0016936

**Tereza Šímová, Jakub Šindelář**  
[info@doktorandivcr.cz](mailto:info@doktorandivcr.cz)

# Webinar Time Schedule

- Introductions
  - 16:30 — Supervisor relationship
  - 17:15 — 10 min Coffee Break
  - 17:25 — Mental Health and Peer Networking
  - 18:00 — Tools and Support
  - 18:20 — Final Discussion
- 
- Feel free to ask questions during the whole thing :)

# ČAD (2016-)

- Česká asociace doktorandek a doktorandů, z. s.
- 900+ registered members
- all disciplines both Czech and non-Czech PhDs
- Goal=representation of PhD researchers, improvement of doctoral studies in CZ

## Reasons for creation

Lack of representation for PhDs

Frustration with systemic problems and longterm bad condtions

(stipend, treatment at universities, NONsuccess rate of completing studies)

<50 % and only 10% in standard time  
(3-4 years)

# Areas of ČAD Activities

## Political agenda setting on doctoral studies and conditions of PhDs

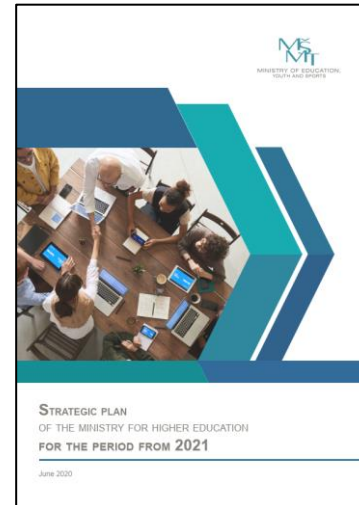
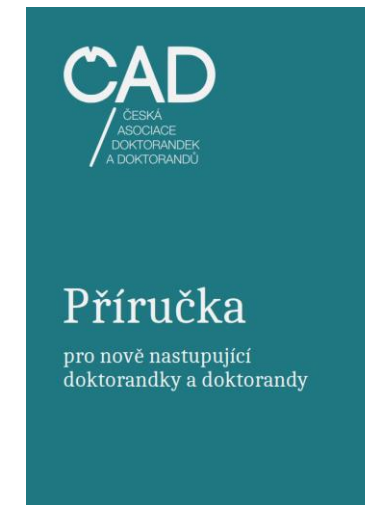
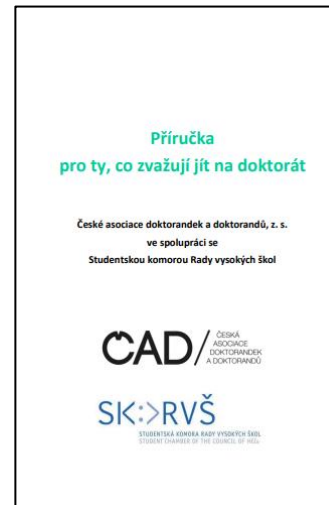
- 2021+ Strategic Plan of MŠMT for Universities

## Awareness raising activities

- Guides - for prospective PhDs (CZ; 2017, 2020)  
- for 1st year PhDs (CZ 2021)
- Summer schools, seminars, webinars
- Newsletter, news – Facebook, LinkedIn

## Consultations and individual help

- Study obligations
- Bullying by supervisors and other problems



# ČAD Accomplishments so-far

## Stipends

- Until 2018 as low as 4 000 Kč / month
- MŠMT contribution = 7 500 Kč (2018)--> 11 250 Kč / month)

## Health insurance

- PhDs now state insured after 26 years (effort with SK RVŠ)

## Planned PhD Reform

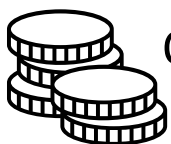
- End of per capita financing
- Plan = min. stipend = 1.2x min. wage = 20 760 Kč

## Standard for Supervisors in doctoral studies (2023)

- Inspiration for universities and their regulations
- In cooperation with SK RVŠ



# Min. PhD Stipends

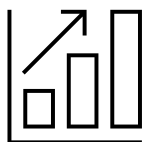


Overall bellow the **minimum wage**  
(16 200 Kč / month)



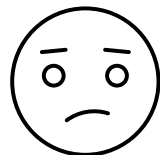
Living costs **25 – 35 000 Kč** (2021)

Reform plan => **min. 1,2x min. wage**



(17 300 Kč x 1,2 = 20 760 Kč)

<< living costs



## ČAD overview table of all Czech universities per faculty in 2022

14000	Masarykova univerzita	2 688	2 247	441	12 000
14110	Lékařská fakulta	511	383	128	12 000
14160	Farmaceutická fakulta	64	38	26	12 000
14210	Filozofická fakulta	597	503	94	12 000
14220	Právnická fakulta	170	121	49	12 000
14230	Fakulta sociálních studií	185	165	20	12 000
14310	Přírodovědecká fakulta	782	737	45	12 000
14330	Fakulta informatiky	96	88	8	12 000
14410	Pedagogická fakulta	128	102	26	12 000
14510	Fakulta sportovních studií	67	60	7	12 000
14560	Ekonomicko-správní fakulta	89	51	38	12 000

22000	Vysoká škola chemicko-technologická v Praze	835	617	218	7 700
22310	Fakulta chemické technologie	243	200	43	7 700
22320	Fakulta technologie ochrany prostředí	118	67	51	7 700
22330	Fakulta potravinářské a biochemické technologie	256	180	76	7 700
22340	Fakulta chemicko-inženýrská	218	170	48	7 700

31000	Vysoká škola ekonomická v Praze	358	220	138	6 000
31110	Fakulta financí a účetnictví	88	57	31	8 500
31120	Fakulta mezinárodních vztahů	57	30	27	9 000
31130	Fakulta podnikohospodářská	60	26	34	15 000
31140	Fakulta informatiky a statistiky	56	39	17	8 000
31150	Národohospodářská fakulta	67	49	18	6 000
31160	Fakulta managementu v Jindřichově Hradci	30	19	11	8 000

## Breakout rooms – supervisors

**What is the relationship between you and your supervisor(s)?**

15 minutes, please discuss in groups questions on the Jamboard.

(Afterwards, we will come back together to share our findings)

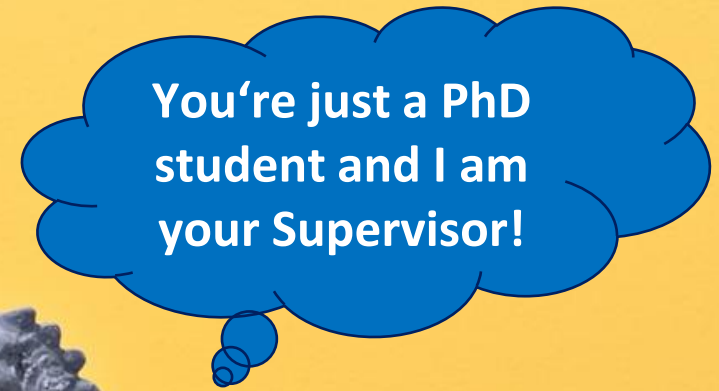


# (Pre break) Discussion on conclusion from Breakout Rooms

5 minutes

# Relation with the supervisor

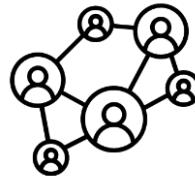
- Power imbalance – ideally mutual partnership
- Supervisor should help, guide and give feedback
- Integration to the community, support
- Important to clarify mutual expectations and rules
- Consultations – frequency (pro-active approach)



The uneasy life of a PhD researcher in the Czech Republic

# Mutual Expectations between PhDs and Supervisors

- Role setting
- Communication
- Expectations – Ind. Study Plan
- Feedback
- Support and integration



Tip:

Transparent written agreement can be beneficial to all!

[www.doktorandivcr.cz](http://www.doktorandivcr.cz)






## Expectations of Research Supervision

Supervisors and research students often have differing expectations of supervision. The supervisor and student should complete this scale independently and then compare their responses. Circle a number depending on whether you think the responsibility lies more with the supervisor or the student.

	Supervisor	Rating	Student
1.	It is the supervisor's responsibility to select the research topic.	1 2 3 4 5	The student is responsible for selecting her/his own topic.
2.	The supervisor should decide which theoretical framework and/or methodology is most appropriate.	1 2 3 4 5	The students should decide which theoretical framework and/or methodology they wish to use.
3.	The supervisor should develop an appropriate program and timetable of research and study for the student.	1 2 3 4 5	The student should develop their own program and timetable of research.
4.	The supervisor should ensure that the student has access to the resources and facilities that they need.	1 2 3 4 5	It is the student's responsibility to locate and access all necessary resources and facilities.
5.	It is the supervisors' responsibility to advise the student of all relevant policies, procedures and requirements.	1 2 3 4 5	The student is responsible for being familiar with the relevant policies, procedures and requirements.
6.	It's up to the supervisor to build an appropriate professional relationship with the student.	1 2 3 4 5	It is the student's responsibility to manage the relationship with their supervisor.
7.	The supervisor should insist on regular meetings with the student.	1 2 3 4 5	The student should decide when she/he wants to meet.
8.	The supervisor should check regularly that the student is working consistently and on track.	1 2 3 4 5	The student should work independently and not have to account for how and where time is spent.
9.	It is the supervisor's responsibility to should ensure that the thesis is finished by the required submission date.	1 2 3 4 5	It is up to the student to finish within the allocated timeframe.
10.	The supervisor should insist on seeing all drafts of work to ensure that the student is on the right track.	1 2 3 4 5	It's up to the student to decide when to show drafts of their work.
11.	The supervisor should assist in the writing, editing and presentation of the thesis.	1 2 3 4 5	The writing of the thesis should only be the student's own work and they must take full responsibility for presentation of the thesis.
12.	The supervisor is responsible for deciding when the thesis can be submitted for examination.	1 2 3 4 5	The student should decide when they are ready to submit the thesis for examination.

Adapted from: Moses, I. (1985). Supervising postgraduates. HERDSA Green Guide No 3, Kensington: Higher Education Research & Development Society of Australasia.

# Recommendations for Setting Roles and Expectations

-  Regular meetings
-  Goals and milestones (ISP)
-  Agree on a communication plan
-  Know your obligations (to finish the PHD)
-  Be open to feedback and constructive criticism
- Discuss any changes or adjustments as needed

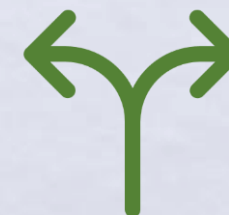
## Tip:

Be pro-active in communicating your needs, problems! (sooner than later)



# Conflicts with supervisors (+other problems)

- Nontransparent and **informal rules** favor the stronger (PhDs lower in the hierarchy)
- Unequal level of duties (teaching, admin. duties)  
Relative to others --- how much is fair and sustainable?
- Obligatory co-authorship, appropriation of PhD's work
- Harassment, bossing, psychological pressure
- **Possibility to change the supervisor**--> study/subject board  
(What if supervisor also head of the Board or friends with them?)



(Pre-coffee break) Discussion on supervision

5 minutes

# Coffee Break

10 minutes break

## Breakout rooms – Mental Health

**Share your thoughts about mental health in  
academia**

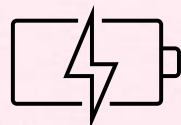
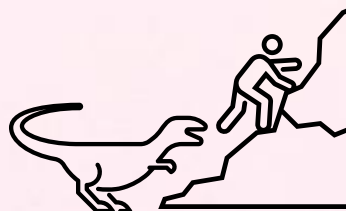
15 minutes, please discuss in groups  
questions on the Jamboard.

(Afterwards, we will come back together to share our findings)



(Pre break) Discussion on mental health

5 minutes



# Mental health and preventing isolation

- [PhDs as a high-risk group](#)
- **Structural pressures** – strict time plan + requirements xxx lacking conditions  
(worsened by Covid and cost-of-living crisis)
- **Work-life balance / integration**  
(weekends, vacations, hobbies)
- **Isolation** in PhD – do reach out!
- VŠE Academic Centre ([Akademická psychologická poradna](#))

**TIP: PhD = like a marathon not a sprint!**  
**(-->motivation fluctuation and obstacles)**

# Peer networking (department, faculty etc.)



**You do not have to be alone!**

Connect with your colleagues:

- research cooperation + emotional support
- know if you are being exploited as a PhDs
- strength numbers, deal with structural issues

# Tools – full text



**Open  
Access  
Button**

ResearchGate



**Academia.edu**  
share research



**Library Genesis<sup>2M</sup>**



# Tools – work smarter

Faster reading

**genei**

 **listening**

Check your English

 **grammarly**

 **DeepL**

[www.doktorandivcr.cz](http://www.doktorandivcr.cz)

Citation networks/map

**scite\_**



**CONNECTED  
PAPERS**

 **THINKWELL**

  
**ResearchRabbit**

**TIP** *click on the pictures*

# Tools – organize your notes and sources

## Get citation manager



## Organize your notes



# Support

- [University Library](#)
- Department of Science and Research
- [Project management office - VŠE](#)
  
- NTK Support
  - [STEMskiller](#)
  - [Courses by NTK](#)



# Where to look for help?

## Getting information on what to do

- Seminars, workshops

ČAD Guide for those interested in doing PhD  
(2017, 2020)

For new PhD Researchers (2021)

## VŠE guides/PhD manuals + regulations

## Appeal, consultations

- Your department, faculty, university  
(Dean, Vice-Dean for doctoral studies)
- Academic Senate – [Ethics Committee](#)
- Your local PhD group or **ČAD**





# Why join ČAD?

WEB: <http://doktorandivcr.cz/>

FB: <https://www.facebook.com/doktorandivcr/>

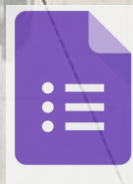
LinkedIn: <https://www.linkedin.com/company/phdcz>



**You strengthen the PhD's voice**



**We're here to help each other**



**Takes 3 min and it's free**



# Thank You for participating in the webinar!

Tereza Šímová, Jakub Šindelář  
[info@doktorandivcr.cz](mailto:info@doktorandivcr.cz)



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