

# Apprise Timeline of KADYNA

Kadyna, an EU national, had attained BSc and Master's degrees and was working part-time as a research assistant at a UK university when she began the part-time PhD program in 2010. Kadyna chose doctoral work in order to advance in the field and pursue intellectual interests. Kadyna joined this research project in 2011, having already completed transfer of status, data collection, and received ethical consent for her research. Upon finishing the PhD at age 37, Kadyna spent one year in a post-doctoral position before moving to an industrial organization, and hoped to start a family with her partner. What struck us about Kadyna's story was-

Year	Personal	Work experience	Career Thinking
PhD Year 2	<p>Family planning and work-life balance (personal)</p> <p>Drew on support from her partner</p> <p>Experienced anxiety about research results.</p> <p>Had major surgery, which led to thoughts about her partner and starting a family</p>	<p>Balancing full-time employment and doctoral work, conference presentations as enhancing sense of self as academic (work experience)</p> <p>Spent time testing, amending, documenting a model she had been developing.</p> <p>Gave seminar in department, which was a "challenge" due to English language skills, but ultimately "got a good result"</p> <p>Presented at international conference and felt like academic when others were "interested and engaged" in her work.</p> <p>Spent time tutoring undergraduates and associated teaching with academic work.</p>	<p>Change in career interest from academia to industry due to stress of having to constantly look for funding, and desire to establish work-life balance (career thinking)</p> <p>Hoped to lecture at non research-intensive European university.</p>
	<p>Drew on support from her partner</p> <p>Continued to deal with after-effects of surgery, which made sitting at computer for long time periods difficult.</p> <p>Struggled with a 3-hour round trip commute to work, due to lack of affordable accommodation nearby.</p> <p>Noted problems with work-life balance.</p> <p>Felt she improved her English skills but was still concerned about limited vocabulary.</p> <p>Hoped to finish PhD soon and return to research work, but also thinking about starting a family</p>	<p>Worked full-time on the PhD, specifically data analysis, simulations, and writing.</p> <p>Attended and presented at national and international conferences, which enhanced sense of self as academic.</p> <p>Conferences also provided information on new technologies for her work and helped with networking.</p> <p>Wanted feedback from supervisor on a paper, but had to wait because he was busy; got valuable feedback from a colleague instead.</p>	<p>Hoped to lecture at non research-intensive European university, preferably in home country.</p>
PhD Year 4	<p>Stressed due to paper writing and goal of finishing PhD by end of the year: "time is never enough".</p> <p>Noted poor work-life balance.</p> <p>Concerned about English language skills, but tried to improve through reading in English.</p> <p>Hoped to have children, but unable at this time because of stress—perhaps in a couple of years.</p>	<p>Had one peer-reviewed paper accepted for publication.</p> <p>Began working on larger projects to get experience managing projects, and gave advice to others on managing projects.</p> <p>Worked on these structure, and wanted more feedback from supervisor.</p> <p>Disappointed in lack of interaction with colleagues and academics online; academia as "hostile to knowledge sharing".</p>	<p>Felt confident in ability to start own research group.</p> <p>Hoped to get position at a university, possibly a fellowship after PhD, and eventually a lectureship in UK or in home country.</p>
	<p>Felt stressed by her limited English skills.</p> <p>Leaned on partner for support and feedback on thesis.</p> <p>Traveled in Europe and spent time at home while waiting for viva results.</p>	<p>Worked on finishing thesis, constantly reading to make sure "thesis is up-to-date".</p> <p>Felt supervisor "[did] not pay enough attention to [her] work and his comments [had] become disruptive".</p> <p>Submitted thesis; prepared for viva with supervisor's help.</p> <p>Prepared for an interview presentation.</p> <p>Defended thesis and happy that research was "interesting" but disappointed that examiners did not recognize multidisciplinary approach.</p> <p>Completed minor corrections to thesis figures.</p>	<p>Continued to hope for career in academia.</p>
Post-PhD Year 1	<p>Because her post-doc was over 2 hours from home, she spent weekdays in hotels and weekends with partner.</p> <p>Believed academia provided work-life balance, which was important to her.</p>	<p>Applied for 20 jobs, and offered 2 (one academic and one non-academic).</p> <p>Took the academic job (post-doc) at a UK university.</p>	<p>Still wanted to be an academic, but stressed by the need to constantly find funding.</p> <p>Considered finding work at home, but because her home country was not a good fit for women in her speciality, she hoped to get a lectureship nearer to her current home in the UK.</p>
Post-PhD Year 2	<p>Happy with work-life balance. Considering returning to home country due to Brexit.</p>	<p>Left postdoc and began working in scientist position in international organization.</p>	<p>No plan to return to research.</p>
What struck us	<p>Struggle with language.</p> <p>Family planning and work-life balance.</p>	<p>Balancing doctoral work and employment.</p> <p>Importance of conference presentations in advancing sense of self as scholar.</p>	<p>Change in career interest from academia to industry</p>