

Retreat „Quality in PhD Education“

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A Glance from the Outside

PD Dr. Helmut Brentel, Goethe Graduate Academy

Strengths and Opportunities

I am very impressed to see very good actions, approaches, capabilities and resources for analysis and strategic development on the way.

- Experience with and sense for **structured doctoral education** since 20 years
- Some developments towards **generic skills training** – especially faculty of medicine
- Very good approaches in self-organised doctoral working groups: **Phd Fora, MedDoc**
- Clear support from the **university heads**
- **UiODoc** – outstanding analysis and readiness for engagement and co-management
- **Working Group** on Quality of PhD Education:
very good practise, results and culture of organisational change
- **Procedural evaluation** and change concept, listening to concerns, demands, suggestions
- **Interviews and talks** with representatives of UiO faculties and UiODoc:
very good and productive atmosphere, many good questions and concerns, open and supportive for needs, additional measures, services and structures
- Common **sense for joint action** and measures from which **everybody will gain**

Problems and Weaknesses

Organisation and Communication of Faculties

- fragmentised structures – cooperation between faculties

Research Supervision

- Guidelines/handbook for productive supervision
- Annual progress reports and progress monitoring
- Culture for outstanding supervision – understanding of supervisory relationship
- Professionalizing of research supervision – supervisors training

Generic Skills Training

- not yet provided sufficiently
- lack of concept - access, full variety of courses, quality of contents and trainers
- ECTS for generic skills training – missing incentives

Problems and Weaknesses

Transition to the Professional Project

- Lack of comprehensive concept – importance of timely individual start
- Some lack of understanding of crucial importance

Internationalisation

- Presupposition for recruitment of very good candidates from abroad
- Promotion and explanation of Nordic/Oslo model of doctoral school
- Benchmarks in international competition
- Joint international development of strategies and means

Creative and Outermost Attractive Research Environment

- Lack of visible comprehensive concept

Umbrella Graduate School

- Lacking in the past as a joint service and strategy provider for UiO faculties and doctoral candidates

Questions and Concerns

Centralisation

- Will an UGS reduce the autonomy, rights and duties of faculties?
- Will an UGS-model lead to streamlining of doctoral education?
- Implementing an UGS as a top down model will meet resistance in the organisation.

Umbrella Graduate School Model

- Why an UGS? – What are the advantages? – Are there alternatives?
- How can a UGS model facilitate for different disciplines and cultures?
- What is the UGS role in monitoring and quality control?

Generic skills training

- Additional education may take too much time from research activities.
- How to motivate doctoral candidates to take generic skills courses?
- How to know about the right amount of and topics of generic skills courses?
- How to find criteria for choosing outstanding trainers?

Demands and Suggestions

General demands and suggestions

- Establishing an Umbrella Graduate School which
 - gives stability and orientation in a developing international environment
 - has potential to be an anchor in the process of enhancing quality of doc education
- Establishing Generic Skills Training as a joint service for all faculties and candidates
- Improving the Quality and Transparency of Research Supervision
- Developing an attractive research environment for all faculties and a creative meeting place for international doctoral candidates

UiODoc special emphases

- Intensive and early training and support for transition to professional project
- Buddy and mentoring system for international doctoral candidates
- Generic skills courses like: project planning, project leading, entrepreneurship, communication, presentation, career planning, networking – for all doctoral candidates
- Influence in shaping the generic skills programme
- Strong need for more ECTS points for generic skills courses
- Renewed practice of international mobility with many short trips
- More overall principles and generous system for ECTS
- Access to administrative support for co-management tasks of doctoral representatives

International Development and Competition

Umbrella Graduate Schools

Since 2005 in Continental Europe, since 1990 in UK delivering comprehensive training and support measures for newly structured doctoral education. Some examples....

- Germany: RUB Research School, Humboldt Graduate School, Dahlem Research School FU Berlin, Marburg Research School, Goethe Graduate Academy, and all important research oriented universities
- Denmark: Aarhus University
- France: Institut de Formation Doctoral, Université Pierre et Marie Curie Paris
- Austria: DoktorandInnenzentrum University Vienna
- Spain: University Granada, University Bilbao
- United Kingdom: Kings College and Imperial College London,

All these universities provide – as a part of the UGS activities a comprehensive **Generic Skills Training** offered to all faculties and doctoral candidates.

International Development and Competition

Outstanding Quality in Research Supervision – Supervisors Training

Continental Europe

Karoliska Institute Stockholm, Universities of Lund and Umea, University of Oslo, University of Copenhagen and Aarhus, University Wageningen, Université Pierre et Marie Curie Paris, Universities in Antwerp, Brüssel and Ghent, University of Zagreb

Germany

Qualitätszirkel Promotion /Quality Circle PhD – Universities Frankfurt a. M., Gießen, Heidelberg, Marburg, Koblenz-Landau, Saarbrücken, Trier, Würzburg
Start of supervisors training in Berlin, Heidelberg, Karlsruhe

Australia

Australien National University Canberra, Griffith University Brisbane, Monash University Melbourne, University of Sydney, Victoria University Melbourne, University of Western Australia Perth

Great Britain

Caledonian University Glasgow, University of Cambridge, University of Edinburgh, Imperial College London, King's College London, University of Oxford Learning Institute

Excellent Conditions for Junior Researchers FGS Structures and Services

Academic Training
and Research

Visiting Scholars

Methods Workshops

Master Classes

DocWGs

Initiatives to build
FGS Research Groups

General
Training

Transferable Skills
Training

Generic Skills Training

Application and Proposal
Writing for German or EU
Scholarships and Grants

General
Support

Scholarships

Travel Grants

Foreign Candidates

Assistance with
Revising English Texts

Mentoring Programme

FGS

House

of

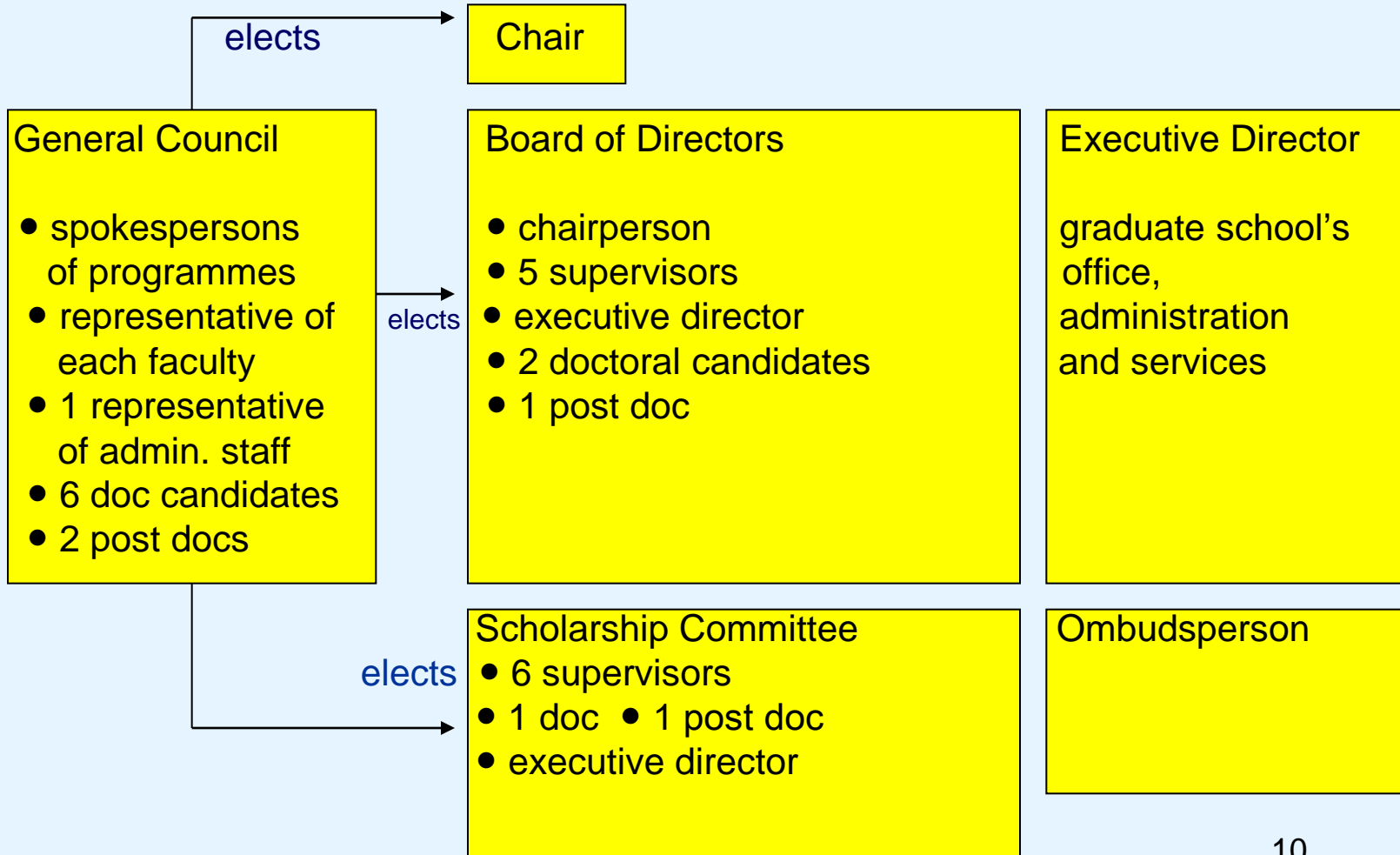
Doctoral

Studies

Structured Doctoral Programmes

FGS Organisation Structure

Members:
Programmes
Supervisors
Docs
Post Docs



Humboldt Graduate School Berlin

Goethe Graduate Academy Frankfurt



Umbrella Graduate School – Budget Structure

• Staff: executive director, 3 academic, 2 administrative	300.000 €	• Visiting scholars	15.000 €
• Generic skills training 40 courses per semester	200.000 €	• Annual Research Day	5.000 €
• Advanced methods	50.000 €	• Travel means for short term conference presentation and research stays	50.000 €
• Transition to professional project, career guidance, e.g. mentoring programme	30.000 €	• Get Connected, Social Events	5.000 €
• Master Classes (5 p.a.)	25.000 €	• Assistance with revising (English) texts	5.000 €
• Supervisors training (6 p.a.)	20.000 €	• Office materials, printing cost, data base, equipment	35.000 €
• Service and support for foreign doctoral candidates Buddy Programme, Help Desk	5.000 €	• Travel means for staff and representatives of doctoral candidates	20.000 €
• Self-organised Doctoral Working Groups	15.000 €	Total annual budget approx.	785.000 €

Focus Area Transition to the Professional Project



UPMC – Institut de Formation Doctorale Department „Training and Careers“

“The professional project leads the doctoral candidate towards his/her future. DFC encourages doctoral candidates to reflect upon their professional project from the beginning of the doctoral project.

This enables doctoral candidates to reveal their potential, discover themselves and understand the job market.

The DFC offers advice, meetings with companies, and a documentation center to help doctoral candidates to find work well before the completion of their doctoral project and defense.”

Focus Area Transition to the Professional Project

Measures

- Generic Skills Workshops
- Mentoring Programme
“Insight Rhein-Main”
- Coaching for Doctoral Candidates
- Internship
- Career service



Workshops

- Potential Analysis
- Understanding Labour Markets for PhDs
- Application Training
- Path Ways into Science
- Stay Abroad as a Strategic Component of a Science Career
- Career Options in Academia and Beyond
- Reflection on Future Career Objectives for Postdocs
- Mastering the Selection Process
- Self Placement and Career Orientation
- Generic Skills Training – Creating Awareness of the Transferable Skills Acquired Through Research and their Relevance for Employability
- Synergy and Competence – Personal Success and Development Balance Sheet

Thematic Areas of Generic Skills Training

- The PhD Project: Exposé, Dissertation, Disputation
- Science Tools - Methods
- Writing, Literature Research, Publication
- Presentation
- University Teaching Didactics
- Inter- and Transdisciplinary Tools and Intercultural Awareness
- Language Training
- Communication,
Working with the Media
- Management Tools
- Leadership and Teamwork
- Organisational Proficiency
- Career Tools
- Grant Application



Quality in Research Supervision and Supervisors Training

1. Professionalising Research Supervision

- 2-days introductory workshop for junior professor and newly appointed faculty
- Moderated exchange of experience for experienced supervisors
- Fresh up of new developments in research supervision for experienced supervisors
- Supervisor's lunchtime talks and discussion groups

2. Progress Monitoring and Reporting

- Guideline for progress monitoring and working with milestone
- Forms for reporting in different stages of the PhD trajectory
- Form for meeting protocols

3. Elaborating helpful Documents and Publications

- Guideline for doing a PhD - jointly
- Handbook about supervisory practices and resources
- Toolkit for supervisors and doctoral candidates

4. Information Sources

- Internet links to outstanding supervision practices a. tools
- Bibliography of best publications on research supervision

5. Comprehensive Date Base about PhD trajectories

6. PhD trajectory certificate (PhD Diploma Supplement)



Impressions of Frankfurt Umbrella Graduate Schools

Thank you for your attention !

