

PhD supervision advice, tools, and practices

Course programme

	Pre-course	Day 1	Day 2	Interim period	Day 3
08:30		Arrival and coffee	Arrival and coffee		Arrival and coffee
09:00	PhD supervision: rules and regulations (e-module) Mapping competences	Introduction	Diversity	Collegial help (peer supervision) Using tools on Aligning expectations Possibility for individual coaching	Debriefing interim period
		Follow-up on e-module			Early warning signs
10:00		Mapping competences			
		Break	Feedback and supporting autonomy (Coffee break included)		Break
11:00		Establishing a PhD position			Motivation
12:00		Lunch 11:45-12:30	Lunch 12:00-12:45		Lunch 12:15-13:00
		Integrating newcomers - research leadership	Communication and active listening		Stress and burnout among PhD students
13:00			Coffee break		Collaboration among supervisors
14:00			Aligning expectations		Coffee break
15:00		Roles and relationships	Prepare for interim period		Careers
			Evaluation		

Teachers

Confirmed:

Course leader: Nils Billestrup,

Clinical course leaders: Olav Wendelboe Nielsen, Kasper Karmak Iversen and Line Kessel

Mirjam Godskesen, Independent consultant, coach and researcher

Hans Bräuner-Osborne, Head of Graduate School

Susanne den Boer, Senior Adviser, Research Data Management, Information Security Unit, Research and Innovation, University of Copenhagen

Lorna Wildgaard, Data management advisor, Royal Library

Søren Barlebo Rasmussen, Mobilize Strategy Consulting

Jacob Vindbjerg Nissen, Falck Healthcare

Description

PhD supervision: rules and regulations (online)

Rules and regulations, data management, plagiarism, open access and predatory journals. Should be completed before course start by all participants.

Pre-course assignments

Mapping competences is a tool for self-assessment as a supervisor, which is available in the Absalon site for the course. From this exercise participants formulate their personal learning objectives and enter these into the Personal Supervision Plan. Participants make a print of mapping competences and bring to the course.

Day 1: TBA

Venue: Panum, Blegdamsvej 3b, Maersk Tower, room TBA.

8:30-9:00 **Arrival, coffee and croissant**

9:00 – 9:20

Introduction

Welcome and presentation of the course program. By course leaders.

9:20 – 09:35

Follow-up from PhD supervision: rules and regulations (online) - discussion of issues

The PhD Programme at SUND, rules and regulations. By Hans Bräuner-Osborne, Head of Graduate School.

9:35 – 09:50

Follow-up from PhD supervision: rules and regulations (online) - discussion of issues

Data management, plagiarism, open access and avoiding predatory journals. By Susanne den Boer and Lorna Wildgaard.

09:50-10:30

Mapping Competences

Each participant brings up an aspect of supervision or a skill that he/she would like to improve

on in groups of 4-5. Other group members share their experience and come up with suggestions on how to develop that skill further.

By Mirjam Godskesen.

10:30-10:45

Coffee break

10:45 – 11:45

Establishing a PhD position

How and where to start a PhD: Strategies for recruiting talented PhD students, different routes to start a PhD, internal vs. external recruitment, PhD School experiences and recommendations are presented followed by discussion.

By Hans Bräuner-Osborne, Head of Grad School and Søren Barlebo Rasmussen, Managing partner in Mobilize Strategy Consulting. Course leaders provide their perspective to the discussions.

11:45-12:30

Lunch

12:30-14:00

The most important research leadership activity: how to integrate newcomers in the common ambition?

Introduction on how to integrate newcomers in a research group/environment and why it is of strategic importance to do so.

By Søren Barlebo Rasmussen, Managing partner in Mobilize Strategy Consulting.

14:00 – 14:15

Coffee break

14:15 – 16:00

Roles and relationship

What are the different roles that supervisors assume during the PhD study? And what works as a working relationship with regards to closeness and power? Advantages and challenges with a close (personal) or distant (professional) relationship, #me too, and setting boundaries.

By Mirjam Godskesen. Course leaders provide their perspective to the discussions.

Day 2: TBA

Venue: Panum, Blegdamsvej 3b, Maersk Tower, room TBA.

8:30-9:00

Arrival, coffee and croissant

9:00 – 10:00

Diversity

This session will cover different aspects of diversity, from cultural to personal differences. There will be discussions in groups about cases. How can the supervisors help bridge the cultures? Do diverse PhD students require a different kind of supervision? How to adapt supervision style to the individual PhD student?

By Mirjam Godskesen.

10:00 – 12:00 (coffee break built in)

Feedback and supporting autonomy

Hands-on exercise to open discussions and reflection on how to give good feedback, and how this may help support autonomy of the PhD students.

By Mirjam Godskesen.

12:00 – 12:45

Lunch

12:45 – 14:00

Communication and Active listening

Exercise in active listening in small groups to train participants in different communication methods. By Mirjam Godskesen.

14:00 – 14:15

Coffee break

14:15 – 15:00

Aligning expectations

Introduction on how to align expectations. Discussions of how to invite for feedback from the PhD students and continuously align expectations and meta-communicate about supervision.

By Mirjam Godskesen. Course leaders provide their perspective to the discussions.

15:00 – 16:00

Prepare for interim period.

1. Visiting round, giving feedback to each other. An introduction to the exercise and time for organizing logistics in groups.
2. Revisit Mapping Competences: Some items may be moved from 'I want to improve' to 'I do this already'. Group discussions about how skills can be trained in the interim period.
3. Aligning expectations with PhD students revisited. Group discussion about how you can train this in the interim period.

By Mirjam Godskesen.

Interim period (three-four weeks)

Assignments in groups

Visiting round: Observing supervision sessions done by others, in groups of three to four. Could be supervision of MSc student. Each participant observes another supervisor and gives feedback, and each participant is observed and receives feedback. The supervision can be on aligning expectations or style, using tools presented at the course, or other topic of own choice.

Possible add-on opportunity: Individual coaching session with Mirjam Godskesen (certified coach). This is an individual coaching session where the coach helps clarify an issue/problem/worry that the course participant faces (or is worried about) as a supervisor.

Day 3: TBA.

Venue: Panum, Blegdamsvej 3b, Maersk Tower, room TBA.

8:30-9:00

Arrival, coffee and croissant

9:00-9:30

Debriefing interim period

What were the most important learning outcomes from the visiting round and from aligning expectations? Group discussions and sharing insights and learning outcomes in plenum.

By Mirjam Godskesen.

9:30 – 10:45

Early warning signs

An exercise to identify signs of problems will be presented. Participants will be able to identify signs in the practices of the PhD students that may be symptoms of problems, to reflect on possible causes of signs of problems, and to point to possible ways of dealing with the problems.

By Mirjam Godskesen. Course leaders provide their perspective to the discussions.

10:45 – 11:00

Coffee break

11:00 – 12:15

Motivation (and self-efficacy beliefs)

The session on early warning signs will point out that many problems are associated with or origin from declining motivation. What can supervisors do to help PhD students relocate their motivation? And how do you keep up your motivation as a supervisor?

By Mirjam Godskesen.

12:15 – 13:00

Lunch

13:00 – 13:45

Dealing with PhD students with stress and burnout

How do you deal with PhD students with stress and burnout? How can you help prevent stress and burnout as a PhD supervisor and how can you point to help when needed?

By Jacob Vindbjerg Nissen, Chief Psychologist at Falck Healthcare

13:45 – 14:45

Collaboration among supervisors and co-authorships

The aim is to equip participants with more tools and insight to generate a good collaborative work environment and good working relations among supervisors for the benefit of the PhD student. Aspects of conflict management and restorative practices that can help avoid conflict will be presented. Further, guidelines and best practices for co-authorships will be presented and discussed.

By Mirjam Godskesen and Nils Billestrup, Named Person and Course leader.

14:45 – 15:00

Coffee break

15:00 – 15:45

Careers

This session aims to provide PhD supervisors with updated information as well as raise awareness about their role in guiding PhD students in their career decisions, building networks, and supporting them in grant applications.

By Hans Bräuner-Osborne, Head of Graduate school, Nils Billestrup, course leader, and clinical course leader.

15:45 – 16:00

Evaluation and summing up the course

Revisit your initial expectations. Did the course meet your expectations? What do you plan to continue to work on in relation to supervision?

By Course leaders.

Online evaluation form for quality assurance

What should be improved about the course? What was the best part? What did you learn most from? Would you recommend the course to a colleague?