Upgrading your role as PhD supervisor – what do you need?

Workshop for PhD supervisors at MHeNS Mingle Day
30/06/2023

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Why this session?

- There are many challenges associated with PhD supervision, e.g.:
  - Where to find the right information? How to prepare?
  - Sharing of PhD supervision with multiple persons
  - Who supervises what, when, and how often?
  - A PhD candidate is not only a researcher, but an actual person with feelings and (sometimes) problems that may impact work and well-being: how do you deal with this?
- There is no single 'best way' to supervise PhD candidates
- Aim of today: explore best practices, needs and wishes and get some tips and tricks to improve PhD supervision @MHeNS

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Info on PhD supervision

MHeNs PhD guide

The MHeNs PhD Guide contains information on all aspects of doing a PhD at MHeNs, ranging fro the training programme, guidelines for supervision and training, and the PhD defense. It contai valuable information for current and prospective PhD candidates as well as for supervisors . In addition, we have a specific guide with information for joint doctorates (PhD candidates supervised by supervisors of two universities) which will lead to a joint or double PhD degree. Fo additional information on joint doctorates contact: Nicole Senden.
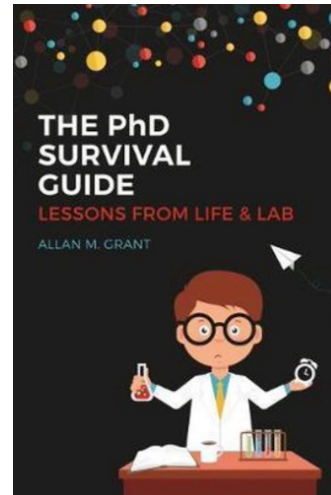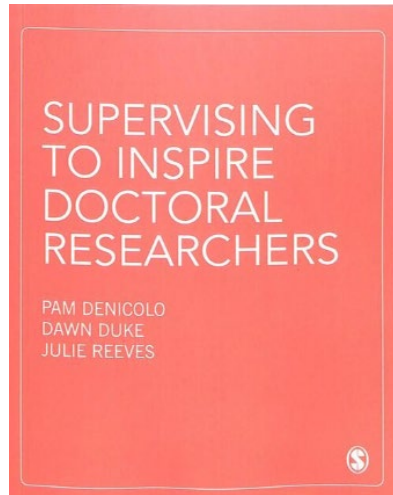
Starting your PhD

❯ Supervision team and Quality of supervision

❯ Meeting with HR advisor on employment conditions, internal PhDs

❯ Registration in PhD TRACK system

❯ Each PhD candidate, internal as well as external, should complete a Personal Research Plan (PRP) and a Training & Supervision Plan (TSP) within the first three months in their PhD trajectory and sign a Declaration of

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Wooclap!

How to participate?

1. Go to **wooclap.com**
2. Enter the event code in the top banner

Event code
SHJMME

1. Send **@SHJMME** to **0970 1420 2908**
2. You can participate

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Course "Effective PhD supervision" (aka BKB course)

- 4-day course "Effective PhD supervision" by Elroy.com
  - For PhD supervisors with limited experience
  - Topics:
    - Starting up supervision and PhD project monitoring
    - Performance management: Feedback, conflict and negotiation Supporting cooperation, motivation and wellbeing
    - Leadership and communication styles
  - Practice situations with actor
  - Discuss situations with peers
  - Information UM on PhD supervision

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Tips, tricks and further information

- Consider what you liked/disliked in your own PhD period and what you can take away from that in your role as supervisor
- Invest in trust: works both ways. Give feedback, but sometimes also ask for it.
- Be sensitive to the fact that you are (inevitably) in a hierarchical position.
- Be open and clear about your expectations of the candidate / go/no-go moments
- Use (and encourage use of) Track: document progress, use it also as a portfolio
- Provide a specific and realistic TSP / PRP: takes away a lot of candidate's anxiety, and you can better assess after a year whether you want to continue together.
- Pay attention to the candidate's well-being at <u>every meeting</u> ('How are you doing?').
- Pay attention to the candidate's basic needs (who are my supervisors, what role do they have, how often do I see them, but sometimes also: where is my office, who gives me a PC, who pays for my course, etc.)
- Be aware of your own resources as well as those of the candidate, in case of questions or problems.
- <u>Train yourself</u> if you feel the need. Attend e.g. a PhD Info session (introduction for new PhD candidates + supervisor).
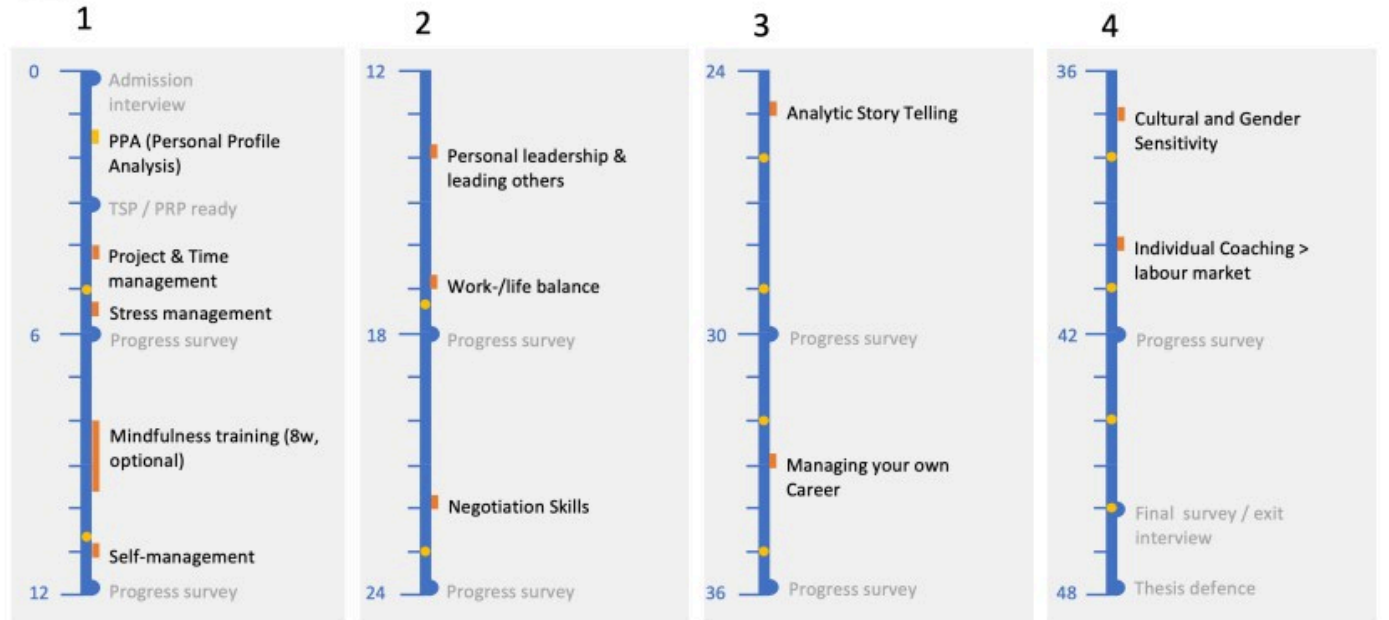
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Tips, tricks and additional information

- Scan QR code for useful folders on PhD supervision:

MHeNs PhD Academy

Year

1
- 0 — Admission interview
- PPA (Personal Profile Analysis)
- TSP / PRP ready
- Project & Time management
- Stress management
- 6 — Progress survey
- Mindfulness training (8w, optional)
- Self-management
- 12 — Progress survey

2
- 12
- Personal leadership & leading others
- Work-/life balance
- 18 — Progress survey
- Negotiation Skills
- 24 — Progress survey

3
- 24
- Analytic Story Telling
- 30 — Progress survey
- Managing your own Career
- 36 — Progress survey

4
- 36
- Cultural and Gender Sensitivity
- Individual Coaching > labour market
- 42 — Progress survey
- Final survey / exit interview
- 48 — Thesis defence

• Individual session with L&D coach (SCC): 2x/year in year 1+2, 4x/year in year 3+4

Discussing prioritized themes "PhD supervision"

- ## What goes well
  - Track use (could be more 'user friendly')
  - Consultation of colleagues for support
  - Well-being of PhD candidates is key
  - "What are qualities of a good supervisor?" >>

Scan QR code for useful tips:

- ## What could improve
  - Bettere access to training, e.g., BKB couse
  - PhD recruitment & selection: workshop in 2024?
  - 'PhD experience' of clinical PhD candidates is sometimes lost
  - Supervisor challenges: how to organize this?
    - E-Platform / intervision groups (via FPC?)

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