The Challenge – Educating Educators

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**9th Thematic EUA-CDE Workshop
Doctoral Supervision – practices and responsibilities
Delft, The Netherlands, 19-21 January 2016**

57 accredited doctoral programs
 15 years Doctoral School
Three lateral agreements
Annual attestation

Aims:

Helpful managerial ideas;

Risk analysis;

Hints to ensure less errors;

Supporting surrounding for success.

The PhD thesis - obligation, necessity, ego or triumph?

Three levels of higher education – Bachelor, Master, Doctorate

What, where, how
Highway

No idea
Meandering road

- PhD students - personal qualities
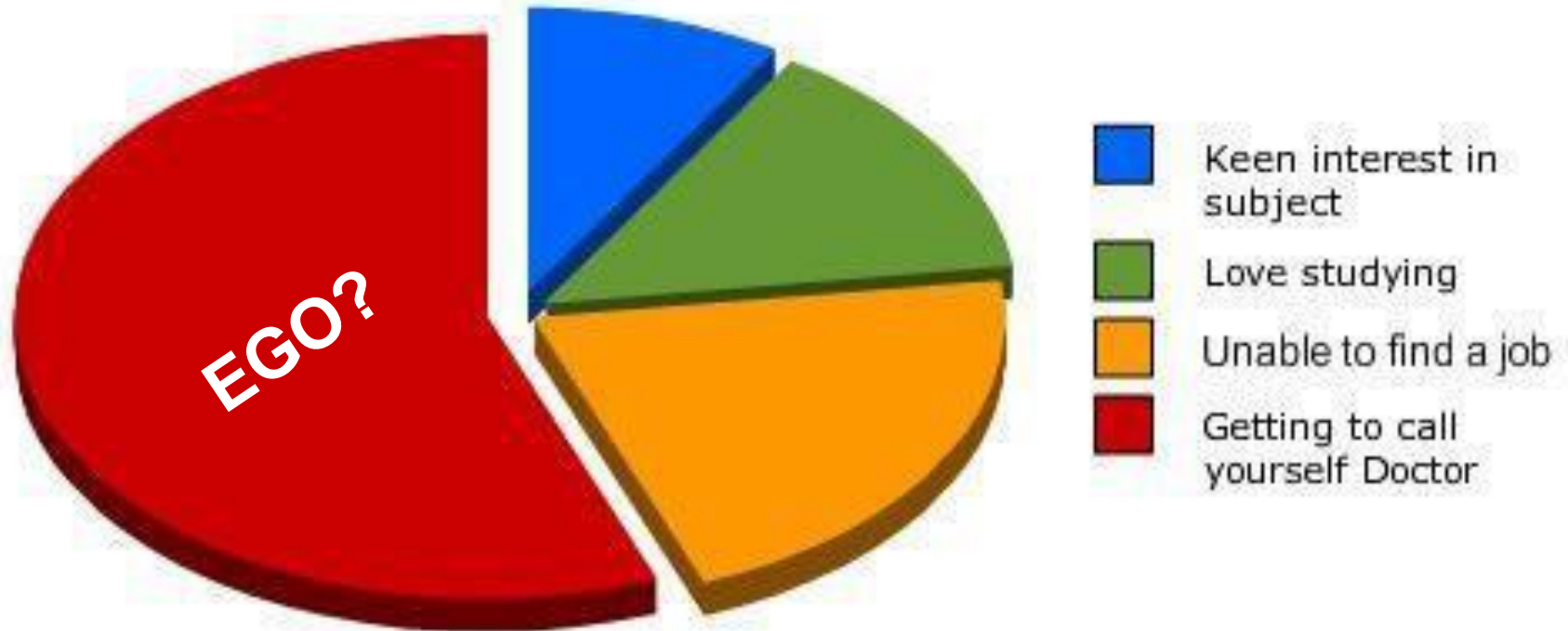- Supervisor
- Academic environment

PhD paradoxes

• It is an educational level;

• A beginner is asked to have scientific contributions;

• It is an individual race despite the tandem;

• There is a worldwide lack of time, money and resources;

• Work, work, work ...

Guillaume Apollinaire
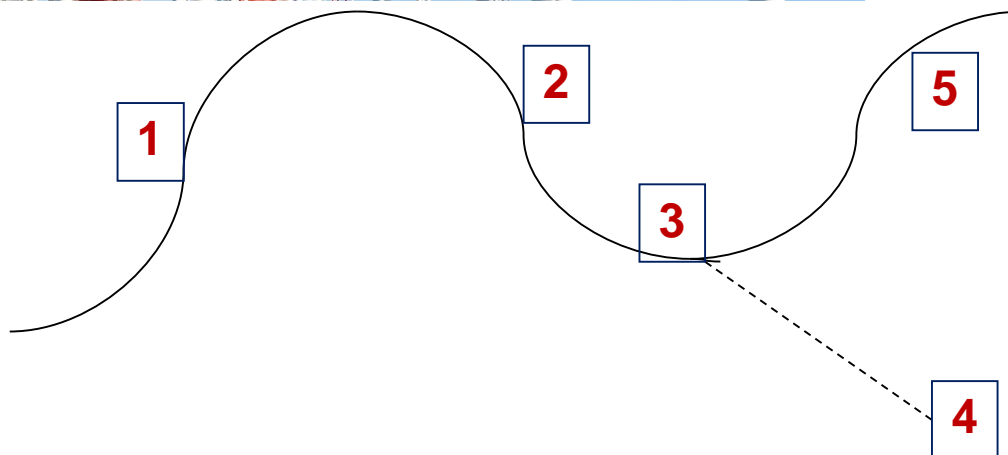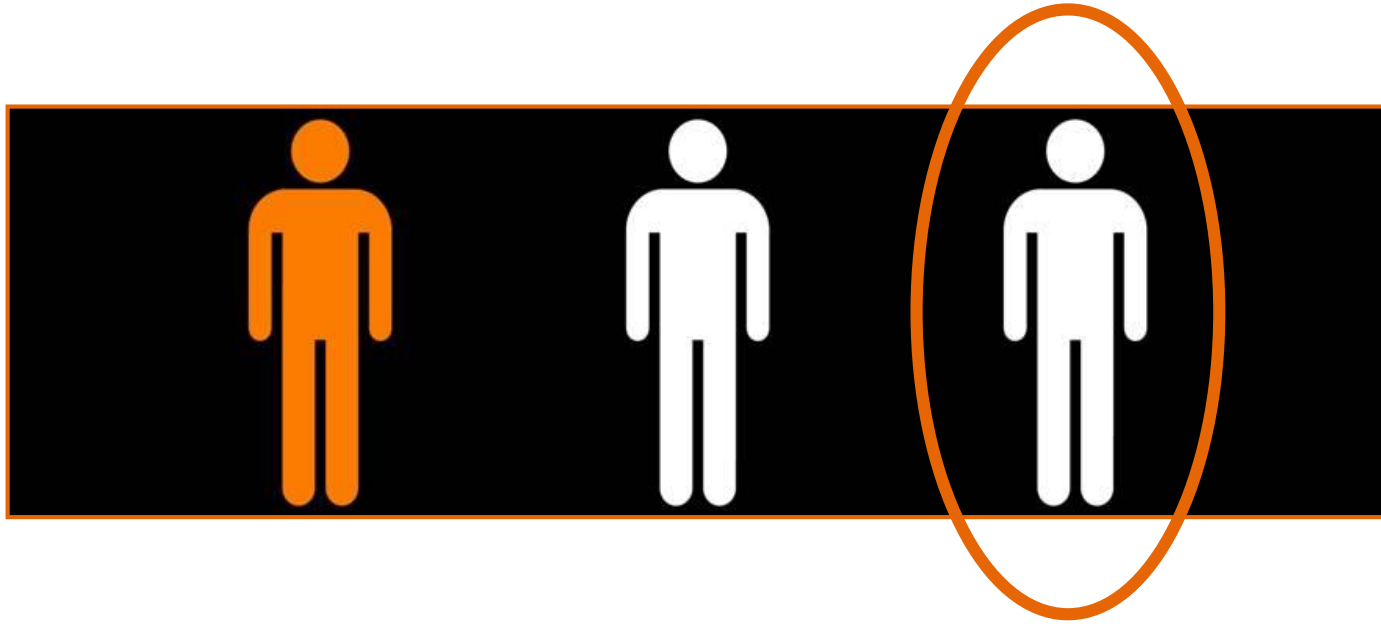
Admission and selection

Motivation

1. Uninformed optimism

2. Informed pessimism

3. Crisis of sense

4. Defeat and depression

5. Informed optimism

Building Teachers, Before Building Students®

We do not just **build cars**, we **build people.**
Great employees build great cars.

TOYOTA

Once people who have rescued their sleep, family, food, pleasures and their lives, have been proclaimed

SAINTS

Nowadays

SUPERVISORS

Different types of supervisors
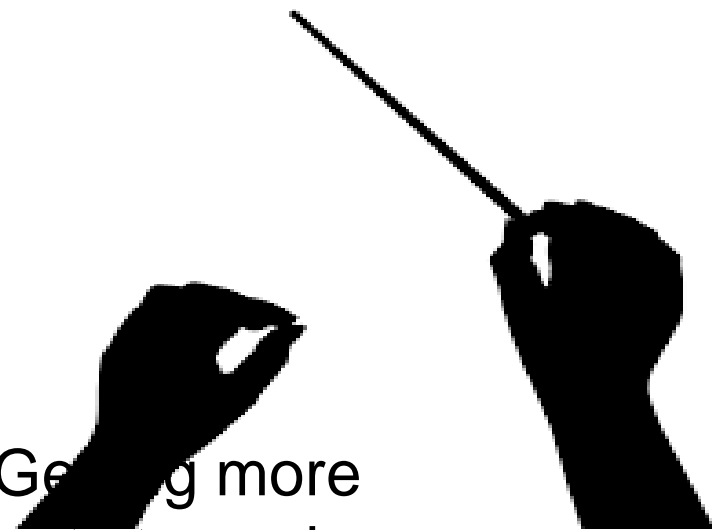
Mentor

Despote

Neurotic

Lazy

Critical friend*

Coach

TELL   where they are expected to go

HELP   PhD students   get there

HOLD   accountable

MOTIVATION : Academic career; Getting more finances by having more PhD students to work on research projects; Help in teaching

Every dissertation is a partnership!

Common goals;

Mutual respect;

Open communication;

Understanding your partner's wishes;

Others ...

Which are the main factors for a successful PhD training?
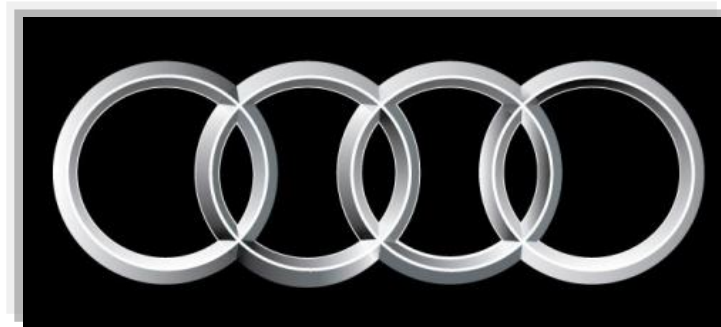

The qualities of the tandem*

Motivation

Environment and resources

51-49%

Discipline and rules

Dare to think.
Dare to dream.
Dare to be different!

Open mind,

Open heart,

Open door.

What do supervisors, reviewers and scientific community search in a dissertation?
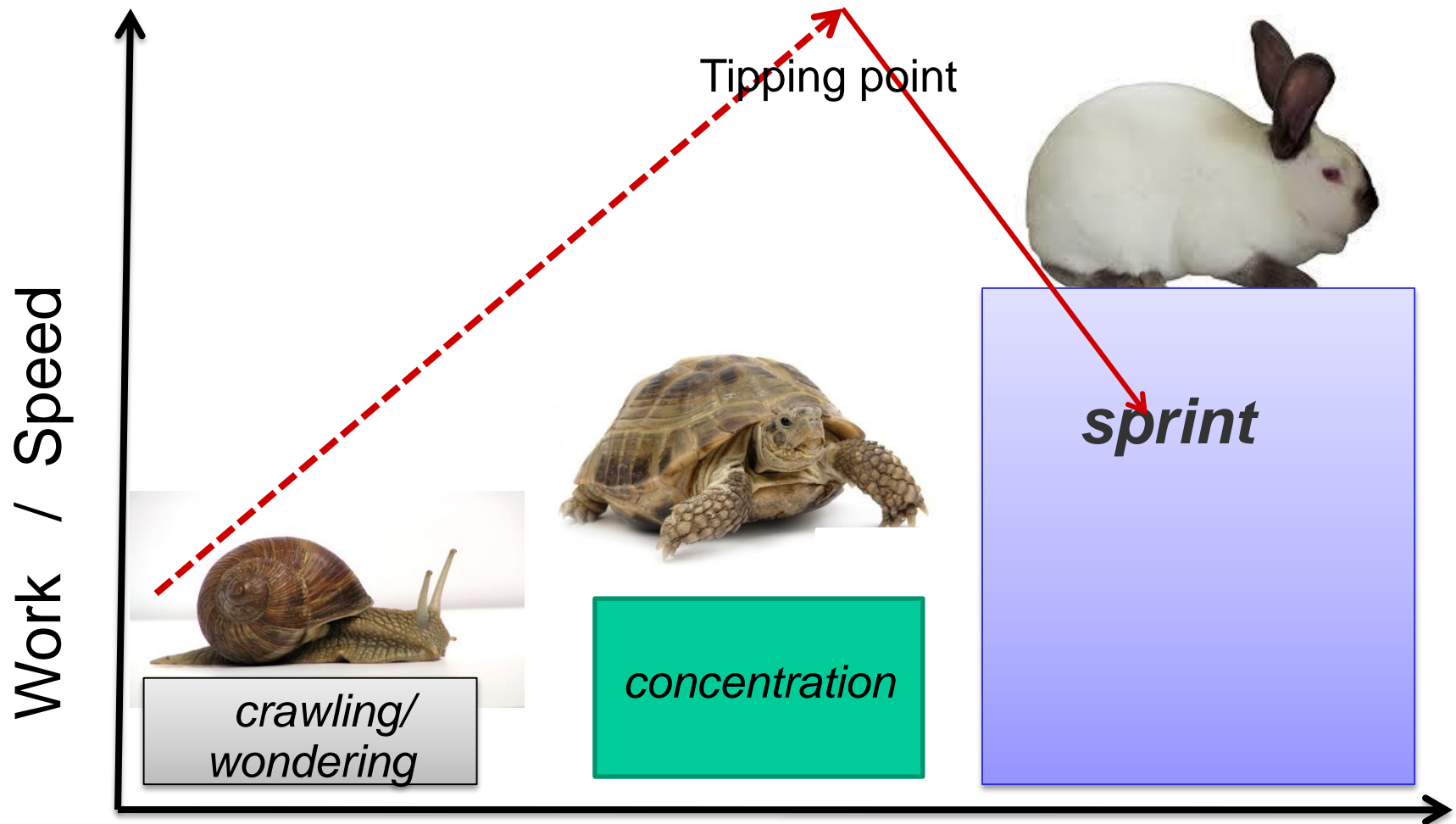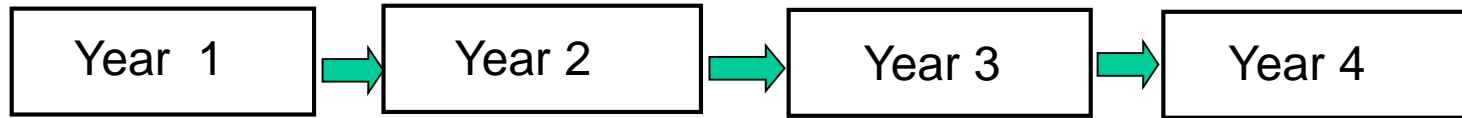

Quality starts with an intention and is achieved by management
Piety for quality ...

Corner-stones
Zoo-chart of the PhD training period

| Year 1 | Year 2 | Year 3 | Year 4 |

Work / Speed

Tipping point

sprint

crawling/ wondering

concentration

THE METRICS ERA…
THE RANKING ERA…
the continuous pursuit of growth

Is more always better?
Are bigger groups producing better results?
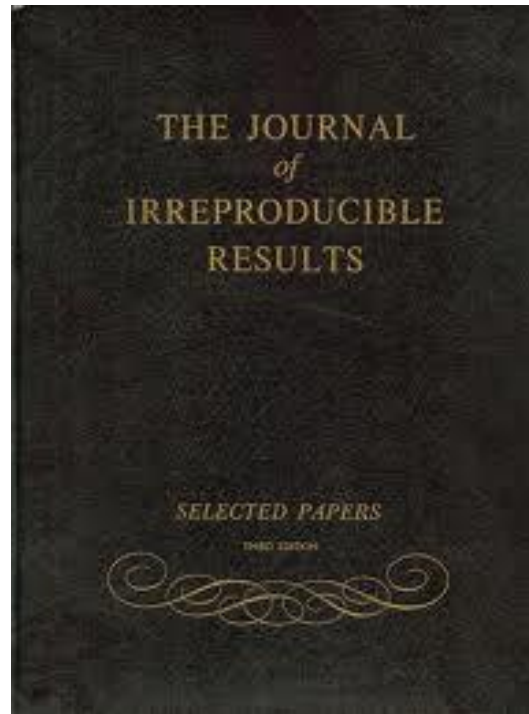Does narrowing the focus provide respond to novel challenges?
Does more of everything in quantitative terms mean less of everything in qualitative terms?

More…

- STUDENTS
- RESULTS
- PAPERS
- GRANTS
- INCOMES

…

THE JOURNAL
of
IRREPRODUCIBLE
RESULTS

SELECTED PAPERS
THIRD EDITION

Shift…

- From education to business outcomes
- From broad to narrow focus
- From deep insight to career pursuit

What goes wrong ?

- busy academic bees
- reduced time for creativity
- family unfriendly work
- women leaving research

The new mission of Medical Schools
through a dynamic and active research strategy
to create the basis of translational medicine

New Concept for Education, Research and Clinical Practice:
To Bring Academic System to Patient Care

CLINICAL
PRACTICE

RESEARCH

EDUCATION

Outcome of PhD education
KNOWLEDGE
familiarity gained by experience

What we need is …

KNOWLEDGE

Know-how	→ Procedures
Know why	→ Strategic insight
Know what	→ Activities to complete a task
Know who	→ Networks and relationships
Know where	→ Navigation and finding information
Know when	→ Sense of timing

Challenges

- To train experienced professors
- Busy with clinical work
- Promotion - no motivation to have PhD students

How to solve problems ?

- Train Associate Professors - Webinars;

- Create competitive environment;

- Improve attestation and promotion systems;

- Stimulate critical thinking and feedback;

How to solve problems ?

EDU
TAINMENT
Researchers' Night
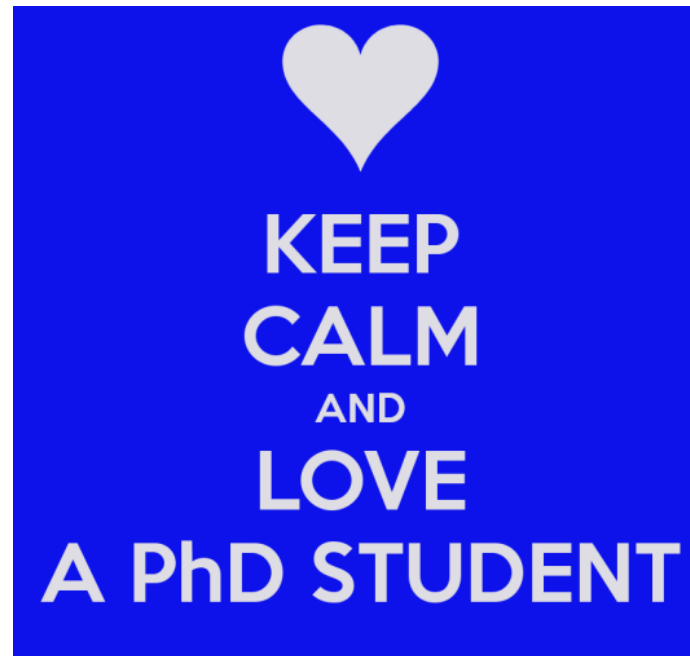
Enthusiasm

Academic community

Workshops-teambuilding

PIANO BAR

*Never give up –
never, never, never!*

Conclusion

Building Teachers, Before Building Students !

We make our choices.
Then our choices make us.
Dr. G. Baychev