



Changing practices and responsibilities in Doctoral Supervision at KU Leuven: Challenges and opportunities

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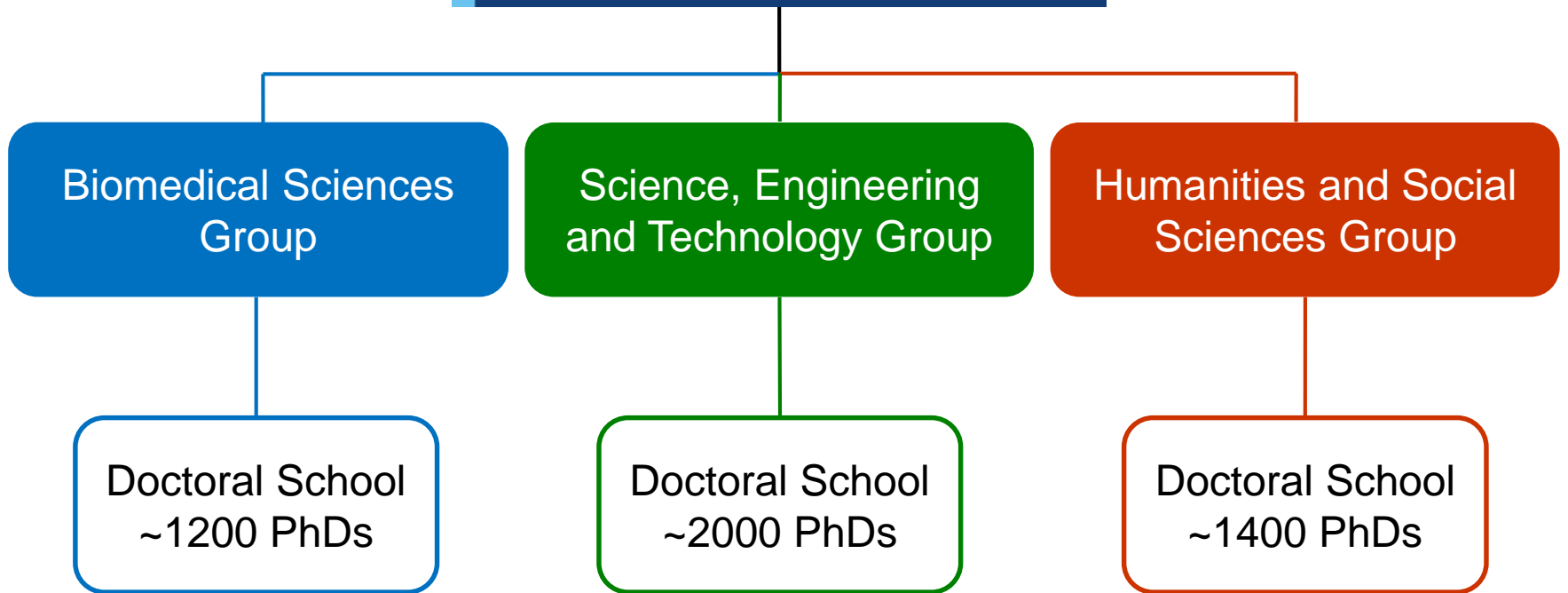


Flanders & KU Leuven context

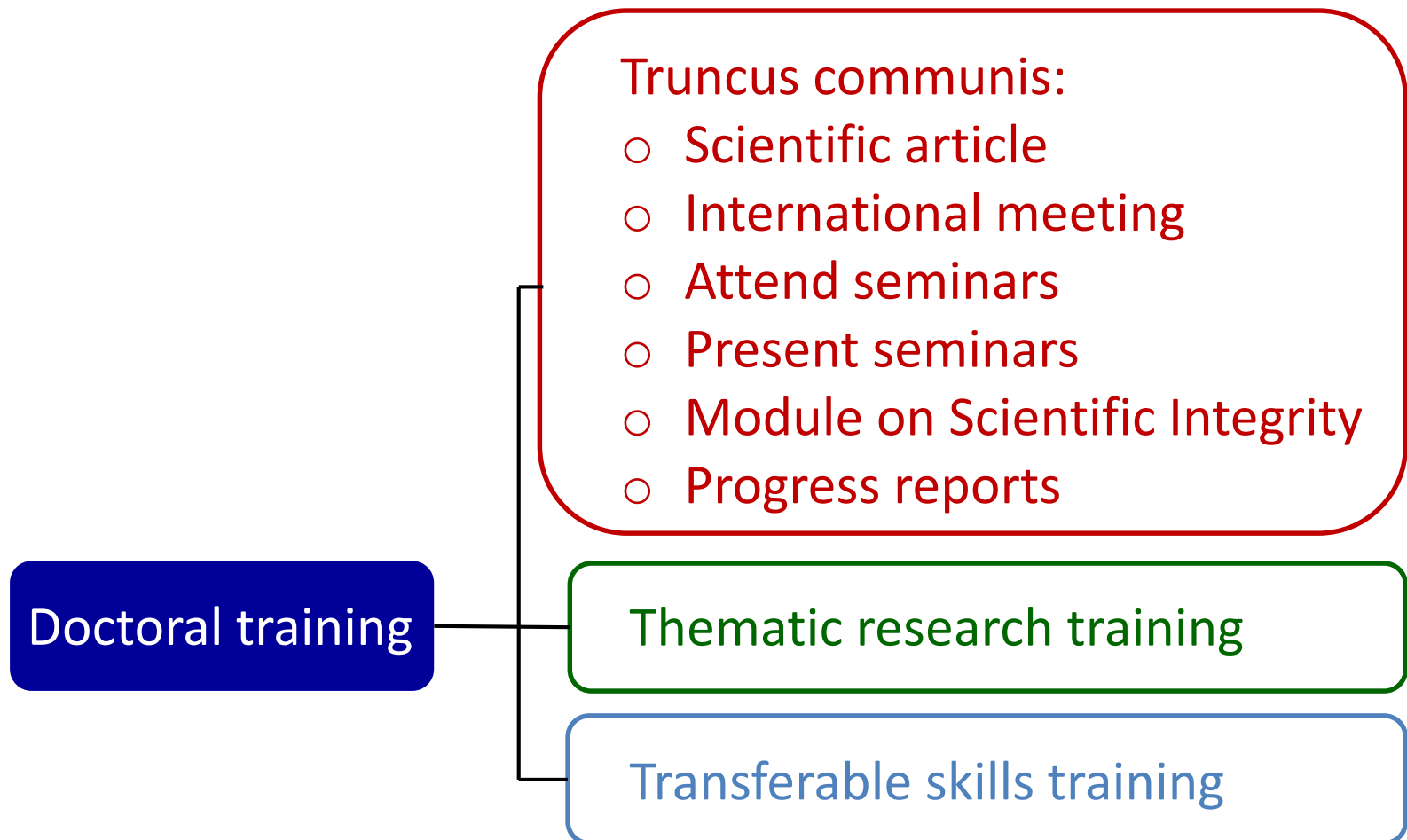
Training the supervisor

Individual Development plan

KU LEUVEN



The three components of doctoral training



The PhD process and the QC committees

Admission

Master+Distinction

3-6 months

Provisional
doctoral plan

Doctoral committee
1 per faculty

Evaluation 1st year
supervisor(s)

+2 KUL experts

Individual per PhD

Supervision

Year 2

Research
Seminar

supervisor(s)
2 KUL experts

Year 3

Final
doctoral plan

supervisor(s)
2 KUL experts
4 members DC

Evaluation

Year 4

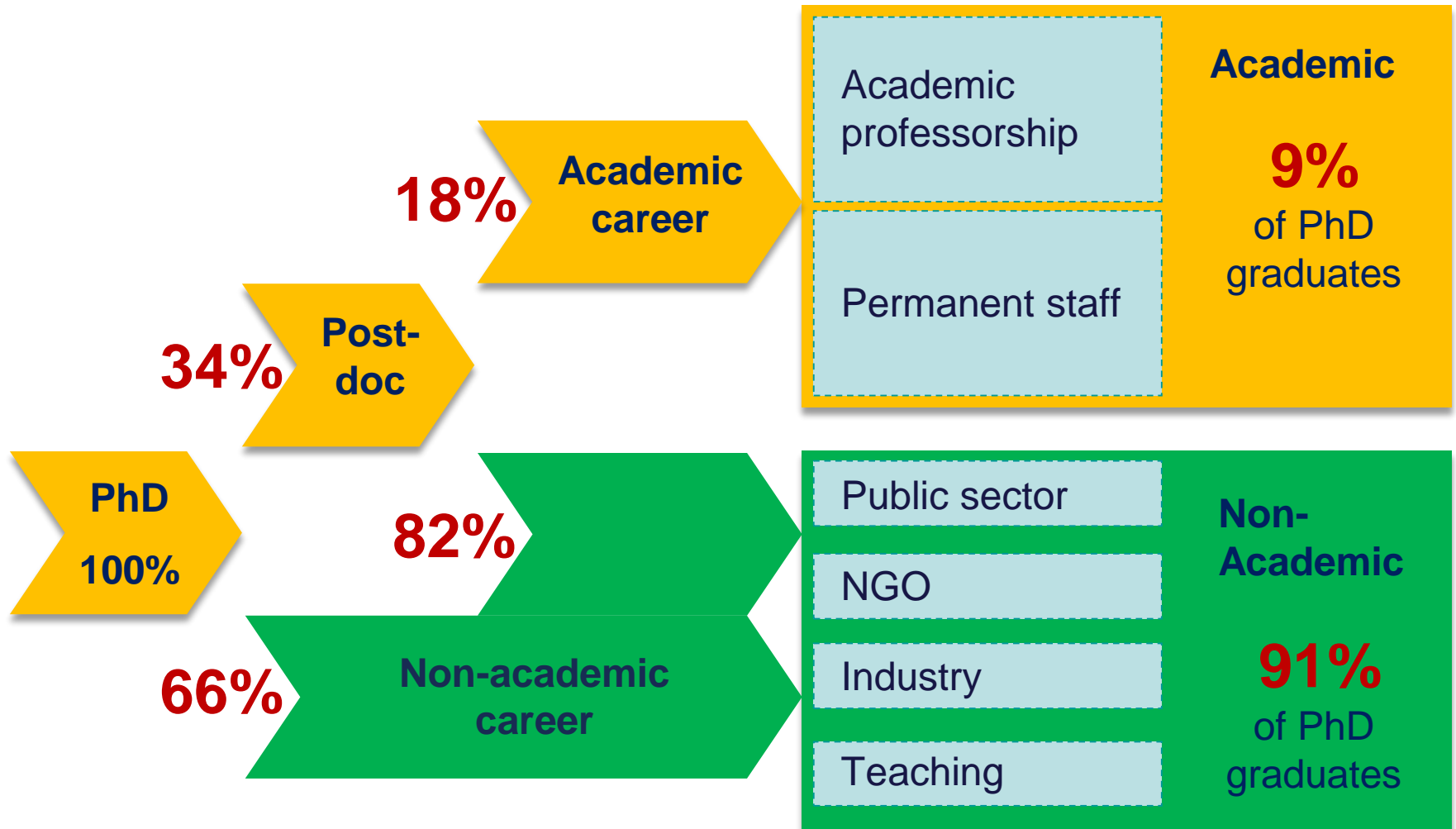
Thesis
Manuscript

Examining committee:
supervisor(s)
2 KUL experts
2 external experts
1 member DC

Doctoral research

KU LEUVEN

The majority of doctorate holders leave academia



Which skills are missing after PhD training?

ACQUIRED SKILLS
during PhD



NEEDED SKILLS current job

KU LEUVEN

New funding from the Flemish Government: 'Support for young researchers' (=OJO)

Three focus points:

- Career Guidance
- Training & Education
- International Mobility

>25% for interuniversity initiatives

YouReCa was founded @KU Leuven in response to the OJO funding scheme

Aim of YouReCa (Young Researchers' Careers) :

Offer better training to and improving the career perspectives of KU Leuven's young researchers

Target Groups: PhD researchers & postdocs

3 Levels of Organisation:

- Central
- Doctoral Schools
- Grassroots



Flanders & KU Leuven context

Training the supervisor

Individual Development plan

Charter for the PhD researcher and the supervisor

Contains:

- Profile of the good PhD researcher
- Profile of the good supervisor
- list of other entities responsible for QC

Charter for the PhD researcher and the supervisor

Deals with the following issues:

- Research plan, progress and evaluation
- Publication policy
- Thematic training
- Skills development
- Career development
- Fair and honest scientific conduct
- Conflict management & ombudsperson

Training workshops for the new supervisors

Introduction
1/2 day

Leadership skills
3½ days

HR management
1/2 day

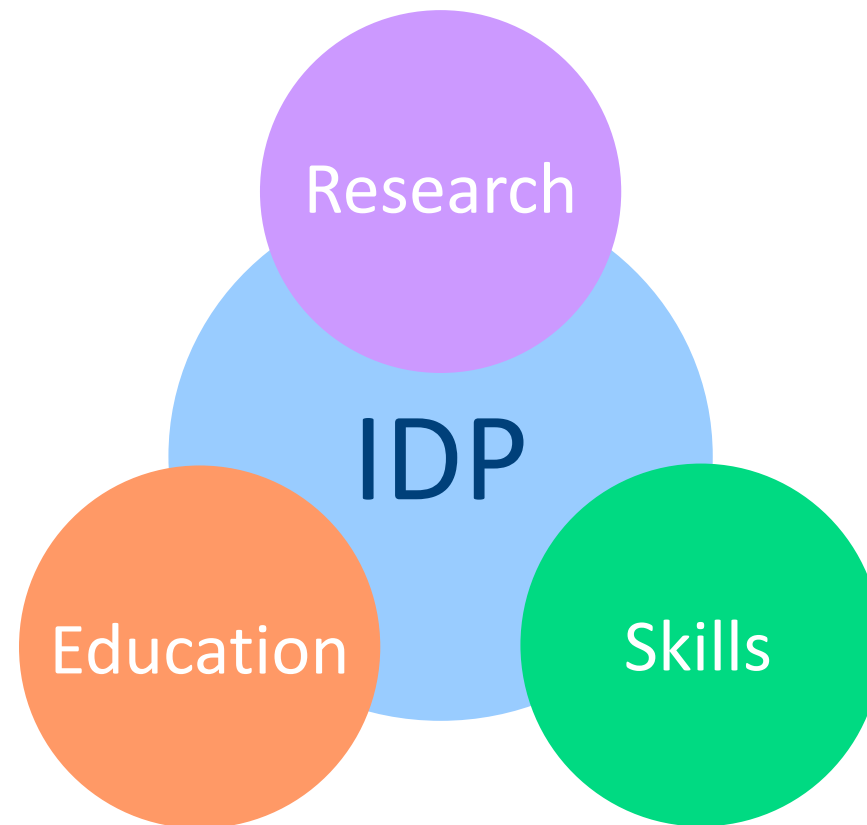
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The more doctoral candidates anticipate the preparation for their career, the greater will be their job satisfaction and the easier their job search...

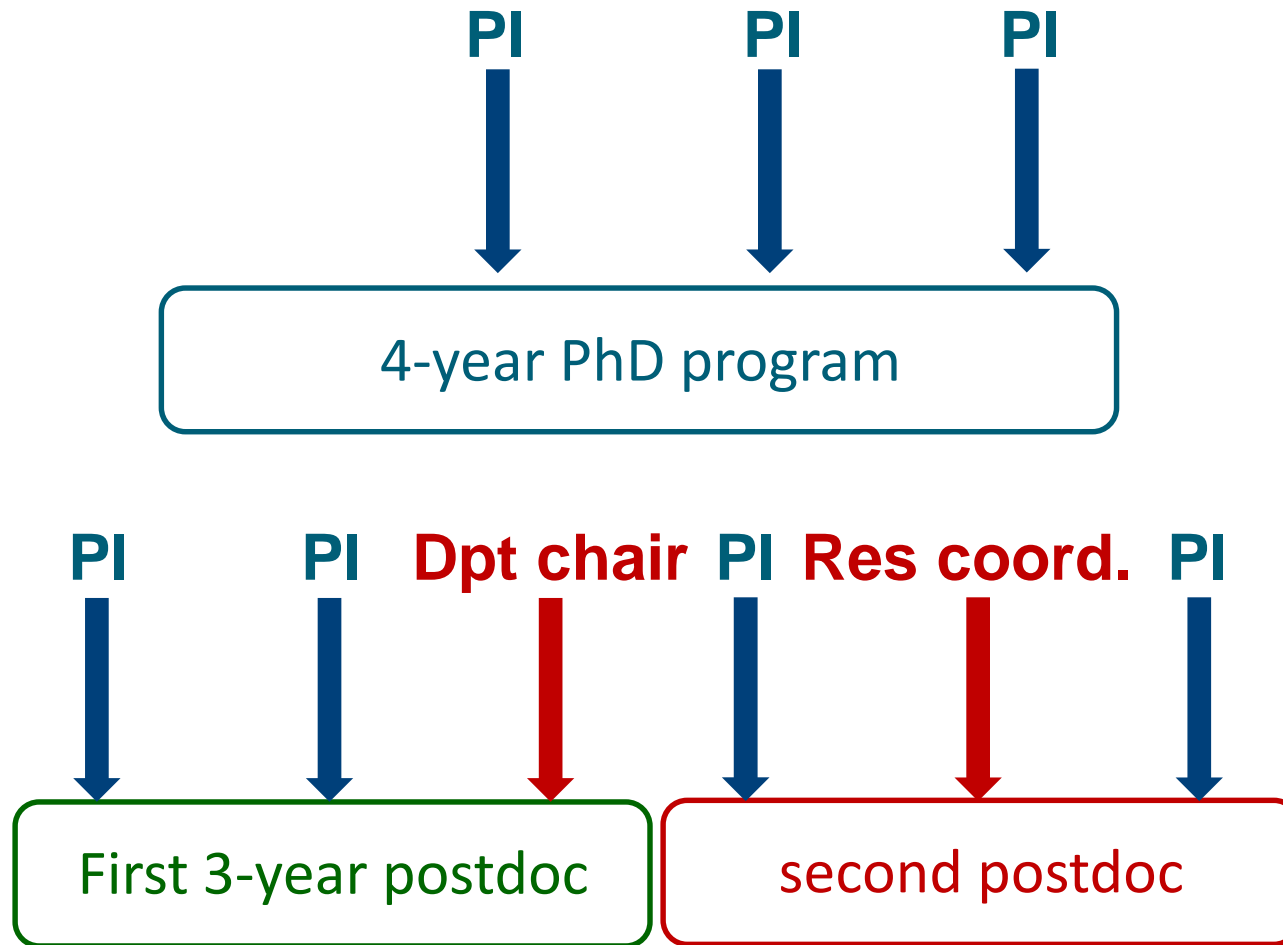
An IDP helps mapping academic and professional development



What are the topics in an IDP?

- Long-term career goals
 - Academic vs non-academic?
 - What have you done to prepare yourself?
 - What competences do you want/need to develop?
 - What resources do you need & can your PI help?
- Plans for upcoming year
 - What are your main research goals?
 - Which actions will you take for your career?
 - What is the time line for these actions?
 - How can your supervisor help?
 - How can you improve? (Q for supervisor)

The IDP is filled out yearly by PhDs and postdocs



Conclusions

Career options of Doctorate holders have changed

(Re)educating of supervisors is needed

IDP stimulates dialogue between supervisors and PhD researchers