

2023 EUA-CDE ANNUAL MEETING

Engaged research - the role of communication in doctoral education

Jointly hosted by Lappeenranta-Lahti University of Technology and University of Helsinki
14-16 June 2023 | Lahti, Finland

Draft programme as of 25 May 2023

Doctoral schools and programmes are highly communicative environments and actors. They communicate with doctoral candidates, supervisors and other partners inside and outside of universities. And they are increasingly present in public, for example, through "my thesis in 3 minutes" contests. Communication is also an integral part of each doctoral candidate's journey, be it by presenting at conferences, interacting with peers and supervisors, or writing scientific articles or a dissertation. At the same time, communication is a critical skill in various careers - both inside and outside of academia - and doctoral candidates need to identify and communicate the broad array of competencies they acquired during their doctorate. Therefore, it is not at all surprising that the [2022 EUA-CDE survey](#) identified scientific communication as the most frequently offered topic among training courses for doctoral candidates in European universities. Also, training in thesis and proposal writing is highly popular. But communication can also lead to new challenges. Pressure to get results out quickly, as well as the effects of "hyper-communication" on mental health, calls for a more considered approach than the frequent demand for "always more" in communication". The 2023 EUA-CDE Annual Meeting is dedicated to what can be described as a pivot to communication in doctoral education, where not only content and skills but also the ability to communicate these is a transversal theme that touches nearly all elements of doctoral schools and programmes activities. During the three-day conference, participants will look at the different dimensions of communications in doctoral education and comprehensive approaches to including communication in doctoral education strategies and practices.

Wednesday 14 June 2023

09:00 – 12:00 EEST	Opportunity for national and regional meetings self-organised by EUA-CDE members EUA-CDE members are invited to organise meetings with their peers at national or regional level.
12:00 – 12:30	<i>Lunch</i>
12:30 – 14:00	Pre-meeting workshop I Strategic communication in doctoral education Doctoral schools and programmes communicate with various stakeholders and partners - internally with doctoral candidates, supervisors, and the administration, or externally

with employees, journalists and the wider public. Both traditional and new forms of communication play an important role. But what can a strategic approach to different communication elements look like, and what pitfalls lurk? In this hands-on workshop, we will discuss aspects of a comprehensive communication strategy for doctoral schools and programmes. Participants are especially encouraged to talk about their own experiences and thus contribute to mutual learning.

- Stephane Berghmans, Director for Research & Innovation, European University Association

12:30 – 14:00 **Pre-meeting workshop II**
New to doctoral education and/or CDE

This pre-meeting workshop will welcome new participants to doctoral education. We will introduce policies and good practices aimed at further developing doctoral education within institutions. The workshop will also provide an overview of the current state of doctoral education in Europe, as well as the main working areas and publications of EUA-CDE. It is also an opportunity to ask questions and discuss topics of common interest among peers.

- Alexander Hasgall, Head of EUA Council for Doctoral Education

14:00 – 14:30 **Opening session**
Welcome address

14:30 – 16:00 **Plenary session I**
Doctoral education as communication hubs

Communication competencies are essential not only for researchers in different stages of their careers but also for everyone working within universities. While exchanging ideas and sharing scholarship has already been, for a very long time, the basis of any success in academic endeavours, communication outside of academia has become increasingly important. Early-stage researchers are part of the debate, while institutions are tasked to convey the value and essence of doctoral education. Good communication is also necessary to foster successful exchanges between supervisors, doctoral candidates and institutions. The first session of the Annual Meeting looks at the different dimensions of communication in doctoral education and discusses which communicative challenges doctoral schools are confronted with.

- Gian-Andri Casutt, President, European Association of Communication Professionals in Higher Education (EUPRIO); Head of Communications and Public Affairs, ETH Board, Switzerland
- Romain Ledroit, Journalist, France

- Cláudia Cavadas, Professor, former Vice-Rector for Research, University of Coimbra; Member of the Scientific Council, Portuguese Science Foundation, Portugal
- Ruben Riosa, Chair, Communication Working Group, Marie Curie Alumni Association (MSCAA)

Chair: Peter Hanenberg, EUA-CDE Steering Committee Member; Vice-Rector for Research and Innovation, Catholic University of Portugal, Portugal

16:00 – 16:30

Break

16:30 – 17:15

Keynote

Building trust for science in society

This keynote will be about the challenge that science and research face in engaging with broader society. It will address how academia should react when society tasks it with providing certainties and complete clarity, while the scientific endeavour is very much based on questioning consensus and embracing complexities. This keynote will also look into the increasing relevance of representing data through different, integrated languages and modalities, which impacts how research data is seen, interpreted and may orient societal behaviors. Visualisation is framed here within the broader role of (information) design in shaping how science interacts with other societal actors.

- Paolo Ciuccarelli, Director of the Center for Design, Northeastern University, United States; Founder, DensityDesign Research Lab, Polytechnic University of Milan, Italy

Chair: Aleksandra Kanjuo Mrčela, EUA-CDE Steering Committee Chair; former Head of the Doctoral School and Professor of Sociology, University of Ljubljana, Slovenia

17.15

Welcome reception

Thursday 15 June 2023

09:00 – 10:15

EEST

Plenary session II

Integrating science communication into doctoral education as training and tool

Equipping doctoral candidates with science communication skills has become one of the most widely offered form of skills training in doctoral education, as confirmed by the outcomes of the [2022 EUA-CDE survey](#). This increases the impact of research within the scientific community, but also towards the broader public. Effective science communication makes science more accessible and contributes to countering misinformation and the spread of misconceptions that can have real-life effects. The ability to communicate with diverse audiences is also important for the future careers of doctoral candidates, and is one of the preconditions of successful collaboration and

teamwork. During this plenary session, speakers will share several initiatives and good practices for improving science communication training offered at the doctoral level.

- Serge Haan, Vice-Dean, Faculty of Science, Technology and Medicine, University of Luxembourg, Luxembourg
- Fenja De Silva-Schmidt, Coordinator, Research Communication Project, Hamburg Research Academy, Germany
- Ira Virtanen, Senior Specialist in researchers' communication competence, Tampere University, Finland

Chair: Irma Grdzeldze, EUA-CDE Steering Committee Member; Associate Professor, Ivane Javakhishvili Tbilisi State University, Georgia

10:15 – 10:45

Group photo followed by a coffee break

10:45 – 12:15

Parallel session I

- A. How to communicate effectively with supervisors, doctoral candidates and other actors inside universities

How to improve communication and feedback as a part of graduate school development

Pirjo Nuutila, University of Turku, Finland

From master's students to tenure track professors; KU Leuven's integrated communication approach to convey the value and essence of doctoral education

John Creemers, KU Leuven, Belgium

Communication & doctoral education – how can supervisors enhance their own and their supervisees' communication skills?

Rosemary Deem, Royal Holloway, University of London, UK

Chair: Pirjo Nikander, EUA-CDE Steering Committee Member; Research Director of the Doctoral School, Tampere University, Finland

- B. Bringing institutions together – building productive spaces for exchange of experience & enhanced communication

You've got a friend in me – the seen and unseen sector benefits of peer networks across local, national and international graduate schools and doctoral colleges

Heather Sears, Coventry University, UK

Practices of communication in an interuniversity institution

Caroline Betto-Colliard, Conférence universitaire de Suisse occidentale (CUSO), Switzerland

Finnish national network for doctoral education

Virpi Juppo, University of Vaasa, Finland

Merja Lyytikäinen, University of Eastern Finland, Finland

Kaisa Laitinen, University of Eastern Finland, Finland

Chair: Paolo Biscari, EUA-CDE Steering Committee Member; Vice-Rector for Talent Development, Polytechnic University of Milan, Italy

C. Cultivating communication skills

New categories of transferable skills at the University of Helsinki Doctoral School

Mikko Mäntyniemi, University of Helsinki, Finland

Possibility Management for postdocs – building a new communication “thoughtmap”

Patrícia Anzini, Catholic University of Portugal, Portugal

Chair: Alexander Hasgall, Head of EUA-CDE

D. Building doctoral candidates’ capacities with science communication

Science communication in the doctoral phase: a chance for visibility or work overload?

Ines Braune, Philipps-University of Marburg, Germany

An interdisciplinary decolonising approach to research methods training and communication for postgraduate research students and research staff

Alison Edgley, University of Nottingham, UK

Nicola Middleton, University of Nottingham, UK

The Impact Award - Communicating impact at doctoral level

Lucas Zinner, University of Vienna, Austria

Chair: Karin van Wingerde, EUA-CDE Steering Committee Member; Director of Graduate School of Law, Erasmus University Rotterdam, Netherlands

12:15 – 13:30

Lunch

13:30 – 14:45

Plenary session III

Scholarly communication today - fast science, opus magnum and the increased relevance of visualisations

The doctorate is a research-based degree, and doctoral candidates play an important role in research within the university. Therefore, an essential part of the academic output in terms of publication is also carried out by doctoral candidates. At the same

time, the dissertation - whether through articles or a book - is still widely considered as evidence of a doctoral holder's qualification and an integral part of the doctoral journey. However, multiple debates are currently taking place in the context of Open Science, research assessment reform (with a broader understanding of what constitutes science), and the role of authorship related to research integrity. This opens the question of the future role of the dissertation and academic publishing and what this means for doctoral education as a whole.

But scholarly communication is not limited to book and articles. Doctoral candidates also experiment with new techniques and forms of showcasing and visualising data and research. Hence, visualisation skills have become increasingly important to sharing and explaining research among the academic community and the wider public.

- Milena Žić Fuchs, Member, ERC Scientific Council; Board Member, Academia Europaea; Full Professor of Linguistics, University of Zagreb, Croatia
- Zehra Taskin, Associate Professor, Department of Information Management, Hacettepe University, Turkey; Researcher, Scholarly Research Group, Adam Mickiewicz University, Poznan, Poland

Chair: Åse Gornitzka, EUA-CDE Steering Committee Member; Pro-Rector, University of Oslo, Norway

14:45 – 15:45

EUA-CDE – Plans for the coming year

Invitation to 2024 EUA-CDE events

- Alexander Hasgall, Head of EUA-CDE

15:45 – 16:15

Coffee break

16:15 – 17:15

My doctoral school in 180 seconds

In this format, similar to “my thesis in 180 seconds” competitions - which have become very popular within European universities - contributors have three minutes to present their doctoral school/ programme and what makes it unique. For example, this may be related to specific characteristics such as interdisciplinary approaches or themes, specific support structures or forms of collaboration.

- Fiona Knight, Bournemouth University, UK
- Eric Alms, University of Zurich, Switzerland
- Stephan Missault, University of Antwerp, Belgium
- Ann MacPhail, University of Limerick, Ireland
- Krzysztof Walkowiak, Wrocław University of Technology, Poland
- Toby Erik Wikström, University of Iceland, Iceland
- António Andrade-Campos, University of Aveiro, Portugal
- Nicola Middleton, University of Nottingham, UK

Chair: Alexander Hasgall, Head of EUA-CDE

19:00 – 22:30

Gala Dinner

Inclusive tour of the Sibelius Hall and classical music performance

Friday 16 June 2023

09:30 – 10:30
EEST
Plenary session IV
Intercultural communication in supervision and training

Doctoral schools and programmes are meeting places for people from very different backgrounds. More than half of doctoral candidates in certain European countries are from abroad, and similar figures can be found among academics. This makes the question of interculturality and intercultural communication particularly relevant. In addition, intercultural communication is one of the central challenges in doctoral education and is often included in transversal skills training. In this session, the topic of intercultural communication will be addressed, considering theoretical and practical approaches.

- Mariya Stoycheva, Vice-Rector for International Relations, Sofia University St. Kliment Ohridski, Bulgaria
- Jeanine Gregersen-Hermans, Member, Academic Board of the Center for Higher Education Internationalisation, Catholic University of the Sacred Heart, Italy; Senior Researcher, Zuyd University of Applied Sciences
- Mossadek Talby, Deputy Vice-President for doctoral education, Aix-Marseille University, France

Chair: Pirjo Nikander, EUA-CDE Steering Committee Member; Research Director of the Doctoral School, Tampere University, Finland

10:30 – 10:45

Coffee break

10:45 – 12:00

Parallel session II

A. Communication approaches and tools in doctoral education

Out of the institutional box: informal communication towards doctoral candidates

Sophie Leclère, Catholic University of Louvain, Belgium

Advancing scholarly communication through open science practices at the doctoral level

Eva Hnatkova, University of Chemistry and Technology Prague, Czech Republic

A transatlantic approach to showcasing doctoral education: the University of Iceland PhD alumni database

Toby Erik Wikström, University of Iceland, Iceland

Eyrún Lóa Eiríksdóttir, University of Iceland, Iceland

Chair: Irma Grdzeldze, EUA-CDE Steering Committee Member; Associate Professor, Ivane Javakhishvili Tbilisi State University, Georgia

B. Communicating science to a wider public

The Doctoral Derby: showcasing concise and engaging research presentations for a broader audience

Brigitte Devocht, Vrije Universiteit Brussel, Belgium

Breaking Science: a 3-minute pitch competition for young researchers

Saskia Ebeling, Utrecht University, Netherlands

Trained to publish: a scientific journal by and for doctoral candidates

Julia Napoli, University of Geneva, Switzerland

Chair: Ana-Maria Peneas, Policy & Project Officer, EUA-CDE

C. Enhance communication for & between supervisors and doctoral candidates

Solving supervision challenges via improving communication to doctoral candidates and doctoral supervisors

Minna Söderqvist, Aalto University, Finland

Enhancing supervision communication and training: presenting the online DocEnhance Course resource

Pirjo Nikander, Tampere University, Finland

Conflicts in the context of doctoral education – Improving communication with and support for doctoral researchers

Mirjam Heetkamp, TH Köln – University of Applied Sciences, Germany

Chair: Martine Rahier, EUA-CDE Steering Committee Member, Vice-President, European University Association

D. Interaction with employers, alumni and doctoral candidates to broaden employment opportunities for doctoral graduates

Building a strong alumni community for marine science doctoral degree holders

Nicholas Vella, University of Malta, Malta

Learning from intersectoral stakeholders to boost the career opportunities of marine and maritime sciences doctoral alumni: the skill matching challenge

Viola Schaber, University of Kiel, Germany

Doctorate of tomorrow: perspectives on career success beyond academia in the blue economy sectors

Ritienne Gauci, University of Malta, Malta

Strengthening alumni networks: A key factor for Europe's competitiveness and future job market

Avan Antia, University of Kiel, Germany

Chair: Amanda Crowfoot, Secretary General, European University Association

12:00 – 13:15

Fishbowl discussion (I) : Building academic culture on social media

Should doctoral schools and doctoral candidates engage at all on social media? And if yes – how? While some consider the ability to actively use and navigate social media to be one of the critical competencies for early-stage researchers and institutions alike, others warn about social media's negative impact on public discourse, safeguarding privacy and mental well-being. Whatever the answer is, social media plays a role in many areas, including research communication, policy making, community building and career development. In the context of a fishbowl discussion format, participants will exchange and elaborate on what doctoral education means in the age of social media and how an academic culture can be jointly built.

Scene-setter: Alexander Hasgall, Head of EUA-CDE

Facilitator: Stephane Berghmans, Director for Research & Innovation, European University Association

Fishbowl discussion (II): “Just” a language-based model? How AI impacts doctoral education

The profound connection between AI, language and communication is apparent in the response "As an AI language model," which ChatGPT often provides when it cannot or chooses not to answer specific questions. This interplay extends to European doctoral education as well. As AI technology advances and revolutionises numerous sectors, it is crucial to scrutinize its impact on doctoral education. This fishbowl discussion will look into the effects of AI on the organisation of doctoral education, supervisor-doctoral candidate interactions, the influence of AI on peer review, academic publishing and research evaluation, and potential impact of AI on the careers and skills developed by doctoral candidates. Furthermore, we will address the ethical and social implications of AI implementation and explore how to preserve the human core of doctoral education as AI technology continues to impact many parts of our lives.

Scene-setter: Paolo Biscari, EUA-CDE Steering Committee Member; Vice-Rector for Talent Development, Polytechnic University of Milan, Italy

Facilitator: Åse Gornitzka, EUA-CDE Steering Committee Member; Pro-Rector, University of Oslo, Norway

13:15 – 13:30

Closing session

13:30 – 14:30

Lunch

14:30 – 16.30

Social programme

- Guided visit of the city of Lahti and of the Lahti Ski Museum
- Lahti lake cruises (limited availability)
- Guided tour of the Malva – Museum of visual arts

PARALLEL SESSIONS

Please note that not all authors listed may be present at the session.

SESSION I – THURSDAY 15 JUNE

I.A: How to communicate effectively with supervisors, doctoral candidates and other actors inside universities

• How to improve communication and feedback as a part of graduate school development?

Authors:

Pirjo Nuutila, University of Turku, Finland

Elise Pinta, University of Turku, Finland

Anne Niemimäki, University of Turku, Finland

Ten years ago, a graduate school was set up at the University of Turku. We describe the model and feedback system created for the development of doctoral education, examples of development activities and their success. All development is done by listening to doctoral candidates and taking their feedback into account.

• From master's students to tenure track professors; KU Leuven's integrated communication approach to convey the value and essence of doctoral education

Author:

John Creemers, KU Leuven, Belgium

Communicating the essence of doctoral education effectively to young researchers and their supervisors is challenging. We have chosen an integrated multi-pronged approach, tailored for the target audience, starting from master students up to tenure track professors. This approach includes information and training sessions, charters, individual development plans, and master classes.

• Communication & doctoral education – how can supervisors enhance their own and their supervisees' communication skills?

Author:

Rosemary Deem, Royal Holloway, University of London, UK

This presentation explores both how to encourage doctoral supervisors to support development of doctoral candidates' communication skills and recognises that supervisor communication skills can also benefit from enhancement (for example, feedback styles). An outline of a workshop on this topic initially aimed at supervisors will be discussed in the presentation.

I.B: Bringing institutions together - building productive spaces for exchange of experience & enhanced communication

• You've got a friend in me – the seen and unseen sector benefits of peer networks across local, national and international graduate schools and doctoral colleges

Authors:

Carolyn Wynne, Coventry University, UK

Heather Sears, Coventry University, UK

This session will explore themes emerging from our reflective experiences of membership of formal and informal networks supporting doctoral education in the UK and continental Europe to enhance the doctoral experience through consistency of approach, parity in skills development, the postgraduate researcher lifecycle, and peer to peer support.

• Practices of communication in an interuniversity institution

Authors:

Caroline Betto-Colliard, Conférence universitaire de Suisse occidentale (CUSO), Switzerland

Denis Billotte, Conférence universitaire de Suisse occidentale (CUSO), Switzerland

Presentation of the different practices of online and interpersonal communication used at CUSO, an interuniversity institution responsible for doctoral education in French-speaking Switzerland, to exchange with the various stakeholders (universities presidents & vice-presidents, directors & coordinators of doctoral programs, activities organizers and doctoral candidates) and discussion of the challenges encountered.

- **Finnish national network for doctoral education**

Authors:

Virpi Juppo, University of Vaasa, Finland

Merja Lyytikäinen, University of Eastern Finland, Finland

Kaisa Laitinen, University of Eastern Finland, Finland

The Finnish National Network for Doctoral Education has worked together at national level over ten years. In this presentation the Finnish model for cooperation is explained: who we are, what we do and why. Several great examples of national collaboration will also be presented.

I.C: Cultivating communication skills

- **New categories of transferable skills at the University of Helsinki Doctoral School**

Author:

Mikko Mäntyniemi, University of Helsinki, Finland

This presentation focuses on the new categories of transferable skills at the University of Helsinki Doctoral School, with particular emphasis on responsible research, science communication and societal impact.

- **Possibility Management for postdocs - building a new communication “thoughtmap”**

Authors:

Patrícia Anzini, Catholic University of Portugal, Portugal

This presentation shares some of the results of “ComunicART,” a training offered to postdoctoral researchers by the Católica Doctoral School (Universidade Católica Portuguesa) and designed based on Possibility Management’s “interaction technologies.” The audience will be invited to experience one of these technologies: the “check-in & check-out.”

I.D: Building doctoral candidates’ capacities with science communication

- **Science communication in the doctoral phase: a chance for visibility or work overload?**

Author:

Ines Braune, Philipps-University of Marburg, Germany

Considering a competitive job market and various pros and cons, what is the significance of science communication during the doctorate? Based on two case studies – an Instagram channel and a podcast series – the presentation will elaborate the risks and opportunities of volunteer science communication during the doctoral phase.

- **An interdisciplinary decolonising approach to research methods training and communication for postgraduate research students and research staff**

Authors:

Alison Edgley, University of Nottingham, UK

Nicola Middleton, University of Nottingham, UK

Maria Arruda, University of Nottingham, UK

Joy Llewellyn-Beardsley, University of Nottingham, UK

We present early qualitative findings from participants at interactive workshops in applied epistemology and interdisciplinary research methods training. These workshops are explicitly designed to create safe spaces of hope, sensitising researchers to colonial assumptions within study designs and promoting the scientific relevance of communication that is reflexive, transparent and ethical.

- **The Impact Award - Communicating impact at doctoral level**

Authors:

Madeleine Harbich, University of Vienna, Austria

Lucas Zinner, University of Vienna, Austria

Whether or not doctoral candidates are pursuing a career in academia, they should be encouraged to reflect on the impact of their research. We argue that the impact of one's own doctoral research can be a powerful storytelling tool for science communication, fostering the development of communication skills and providing additional motivation for doctoral candidates.

SESSION II – FRIDAY 16 JUNE

II.A: Communication approaches and tools in doctoral education

- **Out of the institutional box: informal communication towards doctoral candidates**

Author:

Sophie Leclère, Catholic University of Louvain, Belgium

By creating or consuming blog posts, podcasts, videos, doctoral candidates (or holders) help build a substantial doctoral community that crosses the boundaries of disciplines, universities and countries. Acknowledging these new means of communication and ways of sharing resources is crucial to tackle the question of communication in doctoral education.

- **Advancing scholarly communication through open science practices at the doctoral level**

Author:

Eva Hnatkova, University of Chemistry and Technology Prague, Czech Republic

This presentation will provide an overview of Open Science and its potential to advance scholarly communication at the doctoral level. It will include the challenges that doctoral candidates may face, and discussion about possible solutions for universities and doctoral schools to support and incentivise early-career researchers to practice Open Science.

- **A transatlantic approach to showcasing doctoral education: the University of Iceland PhD alumni database**

Authors:

Toby Erik Wikström, University of Iceland, Iceland

Eyrún Lóa Eiríksdóttir, University of Iceland, Iceland

In this presentation we will give a tour of the University of Iceland's newly launched, U.S.-inspired PhD Alumni Database, explain its institutional and public outreach advantages and tell, for the benefit of universities potentially interested in building their own database, the story of our project's difficult but ultimately successful implementation.

II.B: Communicating science to a wider public

- **Trained to publish: a scientific journal by and for doctoral candidates**

Authors:

Julia Napoli, University of Geneva, Switzerland

Kilian Winz, University of Geneva, Switzerland

As doctoral candidates in the same research team, my colleague and I discussed publication a lot: how to write an article? On what topic? Where to publish? Many questions, but few answers... So, we identified a need and decided to create a scientific journal by and for doctoral candidates.

- **Breaking Science: a 3-minute pitch competition for young researchers**

Author:

Saskia Ebeling, Utrecht University, Netherlands

Breaking Science is an annual pitch competition in which doctoral candidates of all disciplines present their research in 3 minutes. Participants are trained in theatre skills in preparation. Criteria on which candidates are judged are: Content, Clarity & Charisma.

- **The Doctoral Derby: showcasing concise and engaging research presentations for a broader audience**

Authors:

Brigitte Devocht, Vrije Universiteit Brussel, Belgium

Sven De Boeck, Vrije Universiteit Brussel, Belgium

Hannelore De Grande, Vrije Universiteit Brussel, Belgium

The Doctoral Derby, the Vrije Universiteit Brussel's annual science communication contest, is presented as a good practice, reflecting on its evolution and lessons learned from five years of organising the competition. Insights will be shared from the competition's success in encouraging doctoral candidates to communicate effectively.

II.C: Enhance communication for & between supervisors and doctoral candidates

- **Solving supervision challenges via improving communication to doctoral candidates and doctoral supervisors**

Authors:

Minna Söderqvist, Aalto University, Finland

Tiina Kotti, Aalto University, Finland

First, Aalto University's communication improvements will be presented. Second, the participants will share their newest, most important communication improvement with their two colleagues sitting next to them. Third, their improvements will be collected via Presemo and shared later with all the participants.

- **Enhancing supervision communication and training: presenting the online DocEnhance Course resource**

Author:

Pirjo Nikander, Tampere University, Finland

Demands on doctoral supervision have gone through sizable changes in past decades, and supervision training remains high in universities' priorities. This session paper introduces a new online supervision training resource that works as a format of local training across universities. A broad range of skills, including effective supervisor-supervisee communication are covered.

- **Conflicts in the context of doctoral education – Improving communication with and support for doctoral researchers**

Author:

Mirjam Heetkamp, TH Köln – University of Applied Sciences, Germany

This session provides a systematic overview of various types of conflicts concerning doctoral researchers on intra-personal, inter-personal, societal and international level. Ways for professionals from doctoral schools to address these conflicts when communicating with doctoral researchers and supervisors are discussed with the audience.

II.D: Interaction with employers, alumni and doctoral candidates to broaden employment opportunities for doctoral graduates

• Building a strong alumni community for marine science doctoral degree holders

Authors:

Nicholas Vella, University of Malta, Malta
 Leandra Vranješ Markić, University of Split, Croatia
 Nikola Balić, University of Split, Croatia
 Ivana Vuka, University of Split, Croatia
 Bruna Paušić, University of Split, Croatia
 Viola Schaber, University of Kiel, Germany
 Avan Antia, University of Kiel, Germany
 Irene Laiz, University of Cadiz, Spain
 Adam Gauci, University of Malta, Malta
 Barbara Kłassa, University of Gdansk, Poland
 Justine Roddier, University of Western Brittany, France

The European University of the Seas established a network for marine and maritime science doctoral graduates, students and businesses. Design-thinking inspired focus groups enabled determining requirements and features for a strong online community that intends to improve career opportunities for doctoral degree holders, foster professional collaboration and facilitate knowledge exchange.

• Learning from intersectoral stakeholders to boost the career opportunities of marine and maritime sciences doctoral alumni: the skill matching challenge

Authors:

Viola Schaber, University of Kiel, Germany
 Irene Laiz, University of Cadiz, Spain
 Manuela Ortega-Gil, University of Cadiz, Spain
 Javier Moreno-Andrés, University of Cadiz, Spain
 Avan Antia, University of Kiel, Germany
 Barbara Pawłowska, University of Gdansk, Poland
 Dorota Burska, University of Gdansk, Poland
 Philippe Pondaven, University of Western Brittany, France

To improve the employment opportunities of doctoral candidates outside academia and strengthen the link between university and the non-academic sector, the qualifications of doctoral candidates have been linked to the needs of employers and entrepreneurs in the blue economy sector in a research study conducted by the SEA-EU DOC Erasmus+ project.

• Doctorate of tomorrow: perspectives on career success beyond academia in the blue economy sectors

Authors:

Ritienne Gauci, University of Malta, Malta
 Barbara Pawłowska, University of Gdansk, Poland
 Małgorzata Łosiewicz, University of Gdansk, Poland
 Irene Laiz, University of Cadiz, Spain
 Marina Bolado-Penagos, University of Cadiz, Spain
 Nicholas C. Vella, University of Malta, Malta
 Clayton Axisa, University of Malta, Malta
 Viola Schaber, University of Kiel, Germany
 Avan Antia, University of Kiel, Germany
 Catherine Meur-Ferec, University of Western Brittany, France

One of the goals of SEA-EU DOC ERASMUS+ project is to raise awareness of the successes and diversity in career pathways of doctorate holders in the blue economy sectors. We present outputs consisting of powerful testimonials of doctorate holders beyond academia.

• **Strengthening alumni networks: A key factor for Europe's competitiveness and future job market**

Authors:

Avan Antia, University of Kiel, Germany

Leandra Vranješ Markić, University of Split, Croatia

Nikola Balić, University of Split, Croatia

Ivana Vuka, University of Split, Croatia

Bruna Paušić, University of Split, Croatia

Viola Schaber, University of Kiel, Germany

Irene Laiz, University of Cadiz, Spain

Adam Gauci, University of Malta, Malta

Nicholas Vella, University of Malta, Malta

Barbara Pawlowska, University of Gdansk, Poland

Catherine Meur-Ferec, University of Western Brittany, France

The SEA-EU alliance conducted a comprehensive research study on alumni networks and their relationships with universities to better prepare doctoral candidates for careers beyond academia. The study offers insights into successful activities with doctoral candidates, emphasising online portals as a critical resource to cultivate long-lasting relationships and provide career guidance.