euacde COUNCIL FOR DOCTORAL EDUCATION

2025 EUA-CDE ANNUAL MEETING

20 years of progress: Celebrating the achievements and shaping the future of doctoral education in Europe

Hosted by the University of Lausanne
4-6 June 2025 | Lausanne, Switzerland

Programme

The 2025 EUA-CDE Annual Meeting will celebrate the 20th anniversary of the Salzburg Principles, which emerged from the Bologna Process in 2005. These principles represent a milestone in the development of the doctorate in Europe, reaffirming original research as its defining feature, while advocating for the establishment of institutional structures in doctoral education. Over the past two decades, the ten Salzburg Principles have guided European universities in their mission to further elevate and strengthen doctoral education while ensuring a fair and empowering environment for doctoral candidates.

This year's anniversary offers an opportunity for reflection on two decades of achievements in doctoral education – and an important occasion to look ahead to new horizons from European and global perspectives. Over three days, participants will assess the influence of the Salzburg Principles, gaining firsthand impressions from those directly involved in their development, hearing from experts about how these principles have helped shape doctoral education, driving substantial changes in the structure of doctoral programmes in Europe. The conference will also measure progress against the original ten principles and examine what steps are still needed to fully realise the potential of the doctorate and further strengthen its societal value and role as a source of progress in the future.

Through a mix of keynote speeches, panel discussions and interactive sessions, the 2025 Annual Meeting will tackle a broad spectrum of topics. A dedicated session will present outcomes of a new study, showcasing how doctoral education has evolved since the creation of the Salzburg Principles. Furthermore, topics in Lausanne will also cover the impact of current geopolitical developments on the doctorate, with particular attention to knowledge security and the state of academic freedom and institutional autonomy, as well as the impact of policy changes that will shape the future landscape for doctoral candidates, like the reform of the research assessment.

This year's Annual Meeting also offers an opportunity to return to the University of Lausanne, which played a key role during the establishment of EUA-CDE.

Over many editions, the EUA-CDE Annual Meeting has become the largest and most comprehensive gathering in Europe of academic leaders, doctoral education professionals, doctoral candidates, postdoctoral researchers and other stakeholders working in doctoral education.

Wednesday 4 June 2025

11:00 – 12:00 **Pre-meeting session I**
How European universities alliances could boost the development of joint doctoral programmes?
Main auditorium (Room 263) - Internef building

The development of joint doctoral activities within European universities alliances is considered a priority by the European Commission. Among these activities, particular interest is shown in setting up joint doctoral programmes, which are seen as promoting scientific excellence. However, setting up these programmes, which go beyond the framework of simple co-tutelles, raises a number of organisational and scientific questions and challenges.

- Monika Baar, Dean of Graduate Studies, European University Institute, Italy (CIVICA alliance)
- Spencer Watson, Senior researcher, University of Lausanne, Switzerland (CIVIS alliance)
- Rebecca Sauer, Academic Coordinator for UnaEuropa Doctoral Program, University of Zurich, Switzerland (UnaEuropa alliance)

Chair: François Bussy, former Vice-Rector for Research; CIVIS Advisor to the Rector, University of Lausanne, Switzerland

12:30 – 13:25 **Pre-meeting session II**
New to doctoral education
Main auditorium (Room 263) - Internef building

This pre-meeting session welcomes new participants to doctoral education. It introduces newcomers to EUA-CDE's activities, key policies and good practices aimed at further developing doctoral education in their respective institutions.

- Simon Marti, Head of EUA Council for Doctoral Education

13:35 – 14:25 **Pre-meeting session III**
Update on the Marie Skłodowska-Curie Actions (MSCA) – opportunities for doctoral education
Main auditorium (Room 263) - Internef building

MSCA, the EU's flagship funding programme for doctoral education and postdoctoral training, helps to equip researchers with new knowledge and skills, through mobility opportunities and exposure to different sectors and disciplines. During this pre-meeting session, participants will gain an in-depth update on the latest developments within the MSCA, with a particular focus on the Doctoral Networks action. The main aim of this action is to implement doctoral programmes by partnering with organisations from different sectors in order to train doctoral candidates and enhance their employability.

- Sohail Luka, Policy Officer, Marie Skłodowska-Curie Actions, European Commission

14:35 – 15:30 **Pre-meeting session IV**
How can doctoral education navigate the reform of research assessment ?
Main auditorium (Room 263) - Internef building

As there is continued progress in advancing research assessment at universities, in funding organisations and within the Coalition for Advancing Research Assessment (CoARA), it is essential for the doctoral education community to exchange on how these efforts will affect doctoral candidates and discuss ways to support young researchers in navigating this complex environment.

- Marta Agostinho, Executive Director, EU-LIFE, Spain

15:30 – 16:00 *Coffee break*
Hall Level 2 (Main entrance hall of the Internef building)

16:00 – 16:45 **2025 Annual Meeting opening session**
Welcome address
Main auditorium (Room 263) - Internef building

- Aleksandra Kanjuo-Mrčela, Chair of the Steering Committee, EUA Council for Doctoral Education
- Estelle Doudet, Vice-Rector for Research, University of Lausanne, Switzerland
- Michael Gerber, Ambassador; Director General International Programmes and Organisations, State Secretariat for Education, Research and Innovation, Switzerland

16:45 – 18:00 **Keynote I: Building on our strengths – what has doctoral education in Europe achieved in the past 20 years and what is the outlook for the future?**
Main auditorium (Room 263) - Internef building

- Katarina Bjelke, Director General, Swedish Research Council; University network coordinator in the EUA doctoral programmes project during the lead-up to the 2005 Salzburg conference

Keynote II: Choose Europe – Challenges and opportunities for doctoral education to foster better jobs and research careers in Europe
Main auditorium (Room 263) - Internef building

- Manuel Heitor, Chair, European Commission expert group on the interim evaluation of Horizon Europe; former Portuguese Minister for Science, Technology and Higher Education; Professor, Instituto Superior Técnico, University of Lisbon, Portugal

Chair: Amanda Crowfoot, Secretary General, European University Association

18:00 – 19:30 *Welcome reception*

Terrace of the "Restaurant de Dorigny" (a.k.a. Chez Nino), Unithèque building

Thursday 5 June 2025

09:30 – 10:15 **Plenary session I**

Looking back at the Salzburg Principles and forward to the future – perspectives from witnesses and research leaders

Main auditorium (Room 263) - Internef building

Two decades after the Salzburg Principles, European universities have come a long way in establishing institutional structures for doctoral education, with remarkable change in its scale and nature emerging over this period.

In this panel discussion, distinguished experts will share their perspectives and reflections on the challenges that led to the Salzburg Principles and the developments since the 2005 Bologna Seminar on '*Doctoral Programmes for the European Knowledge Society*' that created these principles. This session will provide insights about how the ten principles have influenced doctoral education, shaping its development and contributing to broader institutional reforms.

- Alexandra Bitušíková, Head of University Centre for International Projects, Matej Bel University, Slovakia; former Senior EUA-CDE Advisor
- David Bogle, Professor Emeritus and former Pro-Vice Provost of the Doctoral School, University College London, UK; former Chair, League of European Research Universities Doctoral Studies Policy Group
- Andrée Sursock, EUA Senior Adviser of Higher Education Policy; former EUA Deputy Secretary General (2001-2009)
- Georg Winckler, former EUA President (2005-2009); former Rector, University of Vienna, Austria

Chair: Massimiliano Zattin, EUA-CDE Steering Committee Member; Vice-Rector for Postgraduate and Doctoral Programmes, University of Padova, Italy

10:15 – 10:45 **Interlude: Presentation of the 2025 EUA-CDE survey**

Main auditorium (Room 263) - Internef building

This session will offer participants valuable insights into achievements and key developments in doctoral education over the past two decades. During this session, the key outcomes of a recent EUA-CDE study on the developments in doctoral education will be presented.

- Simon Marti, Head of EUA-CDE

10:45 – 11:15 *Coffee break*

Hall Level 2 (Main entrance hall of the Internef building)

11:15 – 12:00 **Panel discussion (continuation) on 2025 EUA-CDE survey and outlook to the future**

Main auditorium (Room 263) - Internef building

Panellists will be able to comment the results of the 2025 EUA-CDE survey. Discussions will conclude with a forward-looking exchange on the next steps needed to fully realise the potential of the Salzburg Principles and the missing elements to further strengthen doctoral education across Europe.

Chair: Ann MacPhail, EUA-CDE Steering Committee Member; Associate Vice-President of the Doctoral College, University of Limerick, Ireland

12:00 – 13:15 *Group photo followed by lunch*
Lunch: Hall Level 2 (Main entrance hall of the Internef building)

13:15 – 14:15 **EUA-CDE members parallel sessions I**

Parallel session I.A. Internationalisation and societal impact: frameworks and challenges
Room 121 - Internef building

- **Strengthening ties between doctoral programmes and society: A driver of innovation**
  Marco Carricato, University of Bologna, Italy
- **From the Salzburg Principles to the ORPHEUS best practices for PhD training and a quality label**
  John Creemers, KU Leuven, Belgium
- **Internationalisation of doctoral education in Georgia: developments, challenges and the IDEG perspective**
  Irma Grdzelidze, Ivane Javakhishvili Tbilisi State University, Georgia

Chair: Ann MacPhail, EUA-CDE Steering Committee Member; Associate Vice-President of the Doctoral College, University of Limerick, Ireland

Parallel session I.B. Doctoral education: national approaches and reform initiatives
Room 125 - Internef building

- **Recommendations for a future-oriented qualification of doctoral candidates in Germany**
  Ines Braune, Philipps-University of Marburg, Germany
  Michael Bölker, Philipps-University of Marburg, Germany

- **Shaping Andorra's future: Implementing the Salzburg Principles – supervision and evaluation of doctoral candidates**
  Bárbara Cerrato, University of Andorra, Andorra
  Virginia Larraz, University of Andorra, Andorra

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

Parallel session I.C. New approaches to doctoral supervision
Room 126 - Internef building

- **Zero to 60 in 2 (decades!)- Supporting research supervisors at UCD since Salzburg – Highlights from Ireland's leading university in the professional development & support of research supervisors**
  Janet Carton, University College Dublin, Ireland
- **Structuring supervision training at the University of Lapland**
  Katri-Maria Järvinen, University of Lapland, Finland
  Hanna Peltomaa, University of Lapland, Finland
  Janne Väätäjä, University of Lapland, Finland
- **Training doctoral candidates in supervision: Balancing responsibility and future leadership**
  Tania Morán Luengo, Utrecht University, Netherlands

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

Parallel session I.D. Empowering doctoral candidates: skills, values and innovation
Room 122 - Internef building

- **How to enhance transversal competences in doctoral education in various international contexts: Insights from an ongoing programme between European and Mozambican Universities**
  Margarida Correia-Neves, University of Minho, Portugal
- **More than just skills**
  Lucas Zinner, University of Vienna, Austria
- **For early career researchers by early career researchers - the Eurodoc Ambassador programme for values and democracy in European research and higher education**
  Hannah Schoch, European Council of Doctoral Candidates and Junior Researchers (Eurodoc)

Chair: Amanda Crowfoot, Secretary General, European University Association

Parallel session I.E. Building critical mass for sustainable doctoral education
Room 123 - Internef building

- **The challenge of scale: achieving critical mass in application-oriented research environments**
  Michael Gille, Hamburg University of Applied Sciences, Germany
- **Researcher development at the University of Galway**
  Dónal Leech, University of Galway, Ireland
- **On, for and with practitioners – Fostering transdisciplinary dissertations in times of science criticism**
  Daniel Perrin, Zurich University of Applied Sciences, Switzerland

Chair: Vinciane Gaillard, Director for Research and Innovation, European University Association

14:15 – 14:45 *Coffee break*
Hall Level 2 (Main entrance hall of the Internef building)

14:45 – 16:00 **Plenary session II**
Global perspectives on doctoral education - inspiration for the future
Main auditorium (Room 263) - Internef building

Doctoral education representatives from different parts of the world will come together, offering a unique opportunity to gain valuable insights on the development of doctoral education from a global perspective. Reflecting on the development in Europe, they will share their own perspectives, experiences and views about doctoral education as a catalyst for impactful research and transformative societal contributions. During this session, the speakers will not only focus on past achievements but also delve into future-oriented strategies to make doctoral education adaptable and well-prepared to meet the needs of the next generation of doctoral candidates.

- John Gyapong, Secretary General, African Research Universities Alliance (ARUA)
- Chevelle Newsome, Board Chair, Council of Graduate Schools (CGS), United States of America
- Jung Cheol Shin, Professor of Higher Education, Seoul National University, South Korea
- Tracy Sullivan, Executive Director, Australian Council of Graduate Research, Australia

Chair: Maurizio Tira, ex-officio EUA Board Member; Professor of Town and Regional Planning and former Rector, University of Brescia, Italy

16:00 – 17:00 **My university's greatest achievements in doctoral education since Salzburg in 180 seconds**
Main auditorium (Room 263) - Internef building

- Caroline Betto-Colliard, Conférence universitaire de Suisse occidentale, Switzerland
- Kirsten Braem, University of Hasselt, Belgium
- Nadine Dable', Leuphana University of Lüneburg, Germany
- Maja Fischer, University of Zurich, Switzerland
- Tessa Heyvaert, Vrije Universiteit Brussel, Belgium
- Inta Jaunzeme, University of Latvia, Latvia
- Chiara Lauritano, Polytechnic University of Torino, Italy
- Maja Godina Marin, University of Maribor, Slovenia
- Ahmet Soylu, Kristiania University of Applied Sciences, Norway
- Valeria Vetri, University of Palermo, Italy

Chair: Vinciane Gaillard, Director for Research and Innovation, European University Association

18:00 – 19:00 Self-guided tour at the Olympic Museum

19:00 – 22:00 Reception and gala dinner at the Olympic Museum (Quai d'Ouchy 1, 1006 Lausanne)

Short address by Luciana Vaccaro, President of swissuniversities

Friday 6 June 2025

09:30 – 10:15 **EUA-CDE – Plans for the coming year**
Main auditorium (Room 263) - Internef building

- Simon Marti, Head of EUA-CDE

Invitation to join EUA-CDE events in 2026
Main auditorium (Room 263) - Internef building

- Didier Mattivi, Managing Director of the Research, Innovation, Support unit, University of Liège, Belgium
- Dominique Longrée, President of the Doctoral Council, University of Liège, Belgium
- Dónal Leech, Dean of Graduate Studies, University of Galway, Ireland
- Anne Marie Forde, Director of Graduate Studies, University of Galway, Ireland

10:15 – 10:45 *Coffee break*
Hall Level 2 (Main entrance hall of the Internef building)

10:45 – 12:00 **EUA-CDE members parallel sessions II**

Parallel session II.A. Doctoral education: national approaches and reform initiatives
Room 121 - Internef building

- **Enhancing doctoral education and career prospects: International and Finnish initiatives and the University of Vaasa's role**
  Niklas Lundström, University of Vaasa, Finland
  Juuli Honko, University of Vaasa, Finland

- **20 years of Salzburg, the achievements and challenges of the French doctorate**
  Nina Bogataia, University of Reims Champagne-Ardenne, France
  Hendrik Eijsberg, Cergy Paris University, France

- **Doctoral education in Estonia today and the underlying partnership between universities**
  Monika Tasa, University of Tartu, Estonia
  Kaire Kaljuvee, Tallinn University of Technology, Estonia
  Ursula Haava, Tallinn University, Estonia

- **A new cross-university structure for doctoral training**
  Rainer Herpers, Bonn-Rhein-Sieg University of Applied Sciences, Germany

Chair: Aleksandra Kanjuo-Mrčela, Chair of EUA-CDE Steering Committee

Parallel session II.B. Innovative practices in doctoral education
Room 122 - Internef building

- **From principles to practice: Shaping the future of doctoral education at the University of Basel**
  Stefanie Hof-Seiler, University of Basel, Switzerland
  Jonas Zahn, University of Basel, Switzerland
  Laura Velte, University of Basel, Switzerland

- **Empowering early career researchers: the Young Universities for the Future of Europe (YUFE) approach to doctoral learning**
  Karla Tersago, University of Antwerp, Belgium

- **The longevity of the Salzburg Principles: The foundation of effective doctoral education**
  Ann MacPhail, University of Limerick, Ireland

- **Adapting formats of support to the changed needs of doctoral candidates**
  Julia Anna Matz, University of Oldenburg, Germany
  Sandra Wienand, University of Oldenburg, Germany

Chair: Maurizio Tira, ex-officio EUA Board Member; Professor of Town and Regional Planning and former Rector, University of Brescia, Italy

10:45 – 12:00 **Roundtables**

1. Doctoral education in the new geopolitical environment: knowledge security and critical technologies
Room 125 - Internef building

Recent and ongoing geopolitical shifts, as well as the increased role that research and technology play in this new environment, have fundamentally changed the environment for universities and their research. Given the central role that doctoral education plays in the research endeavour of universities and the wider sector, knowledge security becomes increasingly important for all actors involved. This session will raise awareness of the challenges that new geopolitical realities bring and offer an opportunity to exchange on best practices.

Moderators:

- *Peter Hanenberg, EUA-CDE Steering Committee Member; Vice-Rector for Research and Doctoral Education, Universidade Católica Portuguesa, Portugal*
- *Åse Gornitzka, EUA-CDE Steering Committee Member; Pro-Rector, University of Oslo, Norway*

2. How to take doctoral supervision forward in the next decade?

Room 126 - Internef building

As stressed by the fifth Salzburg Principle, supervision is a cornerstone of doctoral education, playing a crucial role in shaping the next generation of doctoral candidates. Effective supervision not only equips doctoral candidates with the skills and knowledge necessary to conduct high-quality research but also prepares them to make meaningful contributions to broader society and participate in the labour market beyond academia. This discussion will offer the possibility to share experiences, exchange good practices and identify steps to foster high-quality supervision. Topics include the importance of transparent supervision practices or the need to further develop supervisor training.

Moderators:

- *Pirjo Nikander, EUA-CDE Steering Committee Member; Research Director of the Doctoral School, Tampere University, Finland*
- *Irma Grdzelidze, EUA-CDE Steering Committee Member; Associate Professor at the Faculty of Psychology and Educational Sciences, Ivane Javakhishvili Tbilisi State University, Georgia*

3. Academic freedom and institutional autonomy in times of geopolitical change
Room 123 - Internef building

This session offers a safe space to reflect on new challenges and possible solutions given recent and emerging developments that touch on the foundations of universities missions, also affecting the doctoral level. This session will discuss how institutions can navigate challenges to academic freedom and institutional autonomy and find ways forward while ensuring that doctoral education can keep focusing on training and supporting the next generation of researchers.

Moderators:

- *Karin van Wingerde, EUA-CDE Steering Committee Member; Director of Erasmus Graduate School of Law, Erasmus University Rotterdam, Netherlands*
- *Massimiliano Zattin, EUA-CDE Steering Committee Member; Vice-Rector for Postgraduate and Doctoral Programmes, University of Padova, Italy*

12:00 – 12:30 **Closing session**
Main auditorium (Room 263) - Internef building

- Josep Maria Garrell, President, European University Association
- Aleksandra Kanjuo-Mrčela, Chair of EUA-CDE Steering Committee
- Verity Elston, Co-Director of the Graduate Campus, University of Lausanne, Switzerland

12:30 – 13:30 *Lunch*
Hall Level 2 (Main entrance hall of the Internef building)

13:30 *Social programme*

PARALLEL SESSIONS

SESSION I – THURSDAY 5 JUNE

Parallel session I.A: Internationalisation and societal impact : frameworks and challenges

• Strengthening ties between doctoral programmes and society: A driver of innovation
Presenter:
Marco Carricato, University of Bologna, Italy

This presentation explores four strategies for strengthening the connection between doctoral programmes and society: designing programmes aligned with specific cultural and professional career profiles, fostering collaborative research with private and public organizations and companies, providing doctoral training through cross-sectorial partnerships, and engaging top companies to enhance talent recruitment.

• From the Salzburg Principles to the ORPHEUS best practices for PhD training and a quality label
Presenter:
John Creemers, KU Leuven, Belgium

Agreement within Europe about the aim of doctoral education has been achieved through the Bologna Process and the Salzburg Principles. However, to implement the Salzburg Principles, a framework is needed. The "ORPHEUS Best Practices for PhD training" is such a framework that is used for self-assessment and a quality label across Europe.

• Internationalisation of doctoral education in Georgia: developments, challenges and the IDEG perspective
Presenter:
Irma Grdzelidze, Ivane Javakhishvili Tbilisi State University, Georgia

The presentation will examine the internationalisation of doctoral education in Georgia, focusing on both progress and challenges. Drawing on experience with the IDEG initiative and TSU, the author will discuss how international cooperation, and international programs can internationalise doctoral education while reflecting the Salzburg Principles and European standards.

Parallel session I.B: Doctoral education: national approaches and reform initiatives

• Recommendations for a future-oriented qualification of doctoral candidates in Germany
Presenters:
Ines Braune, Philipps-University of Marburg, Germany
Michael Bölker, Philipps-University of Marburg, Germany

The University Association for the Qualification of Early Career Researchers in Germany (UniWiND) now makes recommendations for the further improvement of doctoral conditions in Germany. They rely on the experience of the central graduate institutions, which are contact points for doctoral candidates, provide advice and support and also have an institutional role in shaping the doctoral process.

• Shaping Andorra's future: Implementing the Salzburg Principles at the University of Andorra – Supervision and evaluation of doctoral candidates
Presenters:
Bárbara Cerrato, University of Andorra, Andorra
Virginia Larraz, University of Andorra, Andorra

The doctoral programme at the University of Andorra combines multidisciplinary research, structured progress tracking, and international supervision. Candidates undergo three evaluation stages, requiring approval from panels and external reviewers. The Research and Doctoral Commission, responsible for appointing reviewers and panel members, ensures thesis quality, feasibility, and rigor through continuous assessment.

Parallel session I.C: New approaches to doctoral supervision

- **Zero to 60 in 2 (decades!)- Supporting research supervisors at UCD since Salzburg – Highlights from Ireland's leading university in the professional development & support of research supervisors**

Presenter:
Janet Carton, University College Dublin, Ireland

From nothing to a promotional criterion for faculty, UCD incrementally designed and grew research supervisor support and development initiatives, embedded practice and influenced significant cultural change. With stakeholder engagement and championing, vision and key resource continuity, UCD has embraced research supervisor development, recognising practice and embedding strategy in lifelong learning.

- **Structuring supervision training at the University of Lapland**

Presenters:
Katri-Maria Järvinen, University of Lapland, Finland
Hanna Peltomaa, University of Lapland, Finland
Janne Väätäjä, University of Lapland, Finland

The Finnish Ministry of Education and Culture started piloting new doctoral education practices (2024–2027). The University of Lapland coordinates the DocSoc360° network, aiming to shorten dissertation completion times, for example, through intensified supervision. This presentation discusses ways to arrange supervision training.

- **Training doctoral candidates in supervision: Balancing responsibility and future leadership**

Presenter:
Tania Morán Luengo, Utrecht University, Netherlands

Supervision is a crucial aspect of doctoral education, as emphasized in the Salzburg Principles. At Utrecht University's Graduate School of Life Sciences, both PhD supervisors and candidates receive training in research supervision. This approach fosters a shared frame of reference, equipping them with essential skills for informed decision-making, agency, and shared accountability.

Parallel session I.D: Empowering doctoral candidates: skills, values and innovation

- **How to enhance transversal competences in doctoral education in various international contexts: Insights from an ongoing programme between European and Mozambican Universities**

Presenter:
Margarida Correia-Neves, University of Minho, Portugal

The PhD4Moz initiative strengthens doctoral education in Mozambique, focusing on Health Sciences through training in transferable skills, disciplinary knowledge, mentoring, and supervisor development. Funded by Erasmus+, it has delivered 17 courses to nearly 100 doctoral candidates, fostering a collaborative, skill-driven academic community and promoting sustainable, high-impact research capacity.

- **More than just skills**

Presenter:
Lucas Zinner, University of Vienna, Austria

The development of research expertise through creative research should be at the centre of doctoral training. Expert knowledge forms the basis for the effective use of AI and, in combination with translational and transferable skills, enables the optimal transfer of research results into practice.

- **For early career researchers by early career researchers - the Eurodoc Ambassador programme for values and democracy in European research and higher education**

Presenter:
Hannah Schoch, Eurodoc

This session explores how doctoral candidates and early career researchers can be empowered to protect and promote the democratic mission of research and higher education. The Eurodoc Ambassador Programme for Values and Democracy in Research and Higher Education is presented as a case study.

Parallel session I.E: Building critical mass for sustainable doctoral education

- **The challenge of scale: achieving critical mass in application-oriented research environments**

Presenter:
Michael Gille, Hamburg University of Applied Sciences, Germany

This presentation examines how critical mass (Salzburg Principle VI) can be achieved in application-oriented research settings, balancing institutional scale and domain coherence. Drawing on recent initiatives in Germany, we explore the interdisciplinary research environments at universities of applied sciences and contrast these developments with parallel trends in other European countries.

- **Researcher development at the University of Galway**

Presenter:
Dónal Leech, University of Galway, Ireland

Much has changed in researcher development at the University of Galway over the last 20 years. This presentation will showcase recent progress, focusing on the rationale for the establishment of the Researcher Development Centre in 2019, and the impact it has had on our researchers to date.

- **On, for and with practitioners – Fostering transdisciplinary dissertations in times of science criticism**

Presenter:
Daniel Perrin, Zurich University of Applied Sciences, Switzerland

Fake news, conspiracy theories, and criticism of science challenge rational discourse. Humanities and social sciences face scrutiny and declining funding. To address this, Swiss universities have integrated transdisciplinary collaboration into PhD programmes in applied linguistics, bridging academia, professional fields, and society.
This presentation outlines the rationale behind three four-year PhD programmes that combine disciplinary rigor with real-world impact. Key themes include applied linguistics beyond academia, digital literacy shifts, and the role of transdisciplinarity in understanding societal challenges. Finally, the author reflects on the opportunities and challenges of such programmes in an era of disruption.

PARALLEL SESSIONS II – FRIDAY 6 JUNE

Parallel session II.A: Doctoral education: national approaches and reform initiatives

- **Enhancing doctoral education and career prospects: International and Finnish initiatives and the University of Vaasa's role**

Presenters:
Niklas Lundström, University of Vaasa, Finland
Juuli Honko, University of Vaasa, Finland

The Salzburg Principles and Finnish Doctoral Education Pilot share many objectives, e.g., industry collaboration and diverse career paths. University of Vaasa supports these goals through the CARE project and CoDoc model, focusing on career mentoring and industry collaboration in doctoral research. These initiatives strengthen connections between different sectors, improving career transitions.

- **20 years of Salzburg, the achievements and challenges of the French doctorate**

Presenters:
Nina Bogataia, University of Reims Champagne-Ardenne, France
Hendrik Eijsberg, Cergy Paris University, France

In the 20th century, French doctoral education was static despite many academic reforms. A turning point came in the early 2000s. This presentation will highlight how the Salzburg Principles have served as the overarching framework for the past twenty years of reforms in French doctoral education that continue today.

- **Doctoral education in Estonia today and the underlying partnership between universities**

Presenters:
Monika Tasa, University of Tartu, Estonia
Kaire Kaljuvee, Tallinn University of Technology, Estonia
Ursula Haava, Tallinn University, Estonia

Estonia has undergone a significant reform of doctoral education, aimed at improving the quality, relevance, and sustainability of doctoral studies. The reform has introduced structural changes, adjusted funding, and introduced new requirements to better align doctoral education with national and international research priorities, labor market needs, and institutional development goals.

- **A new cross-university structure for doctoral training**

Presenter:
Rainer Herpers, Bonn-Rhein-Sieg University of Applied Sciences, Germany

20 German universities of applied sciences have established a collaborative but centralized scientific institution for doctoral training. The doctoral school hosts 300 early-career researchers engaged in research in ten doctoral programs. The Salzburg Recommendations serve as a point of reference, providing a framework for the institution's structure and the challenges it faces.

Parallel session II.B: Innovative practices in doctoral education

- **From principles to practice: Shaping the future of doctoral education at the University of Basel**

Presenters:
Stefanie Hof-Seiler, University of Basel, Switzerland
Jonas Zahn, University of Basel, Switzerland
Laura Velte, University of Basel, Switzerland

We aim to show how the Salzburg Principles have been implemented at the University of Basel over the years and continue to be advanced. This ongoing process seeks to improve the quality of doctoral education in line with international standards, while respecting the university's specific structures, allowing faculties the flexibility to tailor implementation to their needs.

- **Empowering early career researchers: the Young Universities for the Future of Europe (YUFE) approach to doctoral learning**

Presenter:
Karla Tersago, University of Antwerp, Belgium

The YUFE alliance pilots its approach to doctoral learning by integrating training models, formal and informal learning, thesis reflection, and a strategic reframing of supervision with a vision that places the doctoral candidate at the center. This pilot aims to establish a sustainable, inclusive framework for European doctoral education.

- **The longevity of the Salzburg Principles: The foundation of effective doctoral education**

Presenter:
Ann MacPhail, University of Limerick, Ireland

This presentation forefronts the experiences of PhD candidates by capturing the extent to which their experience aligns with the intentions of the Irish National Framework for Doctoral Education (NFDE) principles, which were informed by the Salzburg II Principles (EUA, 2010).

- **Adapting formats of support to the changed needs of doctoral candidates**

Presenters:
Julia Anna Matz, University of Oldenburg, Germany
Sandra Wienand, University of Oldenburg, Germany

Especially in the last couple of years, we have seen a change in the needs of early career researchers to which our established formats of support only fit partly. We suggest embracing the demand for more individualisation and flexibility by becoming more agile and open to also testing new formats.