Zero to 60 in 20 years!

Dr Janet Carton

Head of Graduate Studies & Research Strategy, UCD
Vice President, Orpheus
UKCGE Trustee

orpheus
QUALITY IN DOCTORAL EDUCATION

UK Council for Graduate Education

RSVP
Next Generation Research SuperVision Project

CoARA

U21
UNIVERSITAS 21

UCD DUBLIN

RSSD- timeline

2001

- 1st Intra-Institutional Supervisor Training/Development (TUD)
- IUQB
- UKCGE
- SRHE
- ACGR

2005

- SPI

SPII

2011

- UCD- RSSDp
- NAIRTL - National Guide
- EUA-CDE
- Universitas 21 /U21

2015

- NFDE I - National Framework for Doctoral Education
- IUA Skills Statement
- UCD/TCD/RCSI- RSSDp- Inter-Institutional
- Tskills- Review & Alignment

2013-19

- U21- Global Perspective & Collaboration- RSSDp / Natl. Funding
- ORPHEUS / PRIDE
- Masterclasses/Seminars
- 5 Partner Governance / Practices Research-Report
- Epigeum- online delivery

2019/20

- RSSD- Framework- serious support – community driven
- Responsive T Skills Portfolio
- Stage specific
- Recognition of practice- awards
- Career stage relevant
- COMMUNITY VOICE
- Strategy – policy?

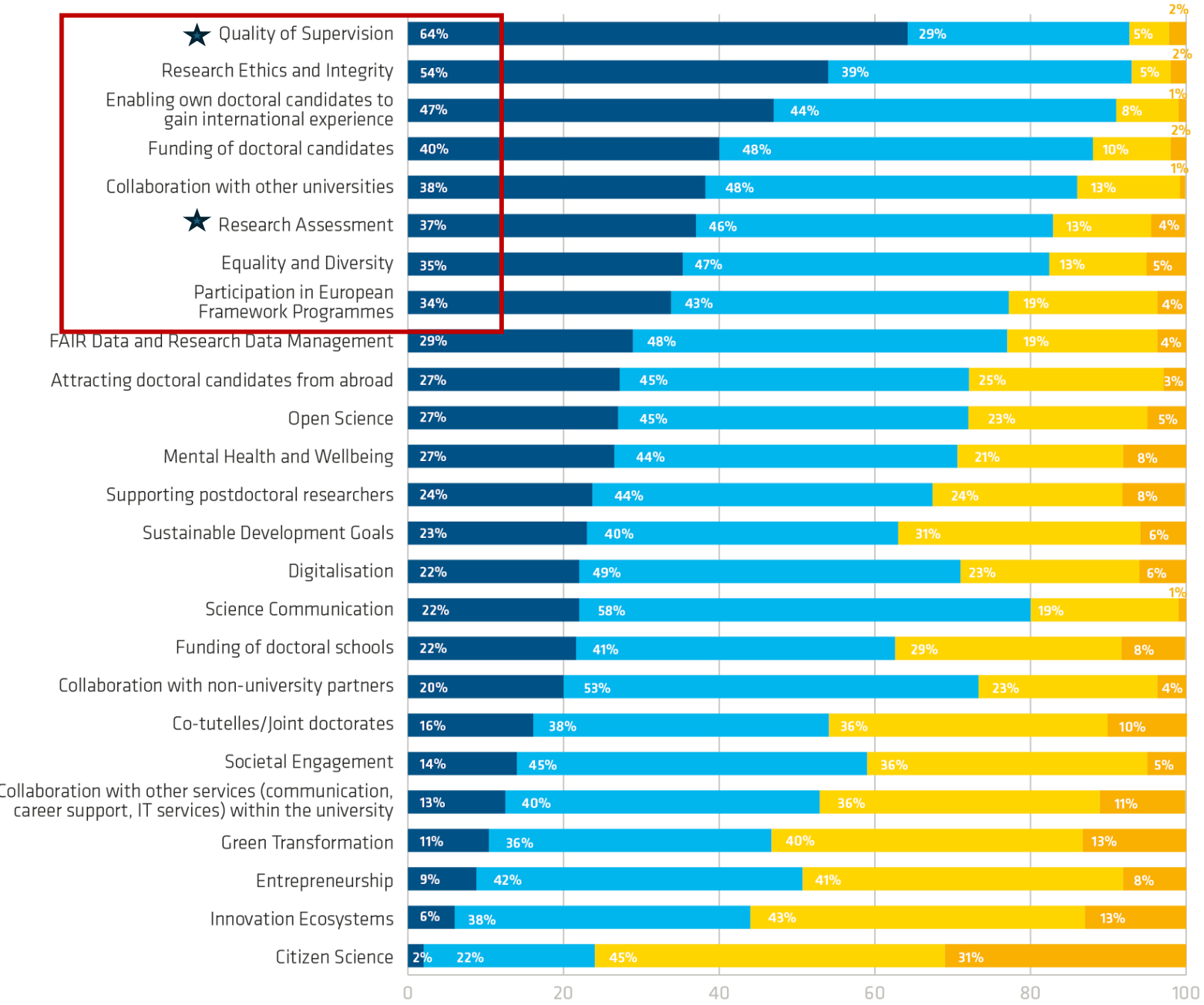
2022-23

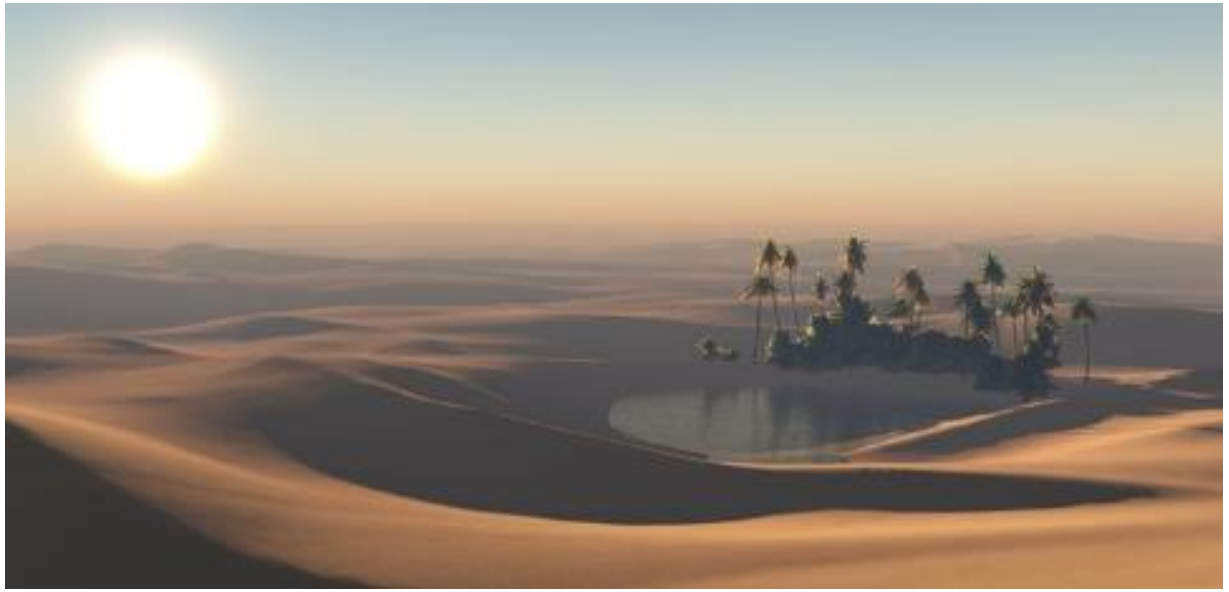
- IUA- National Seminar Series
- Supervisor Conference
- National Forum Funding
- Online bespoke training
- COMMUNITY VOICE
- PROMOTIONS / PROGRESSION

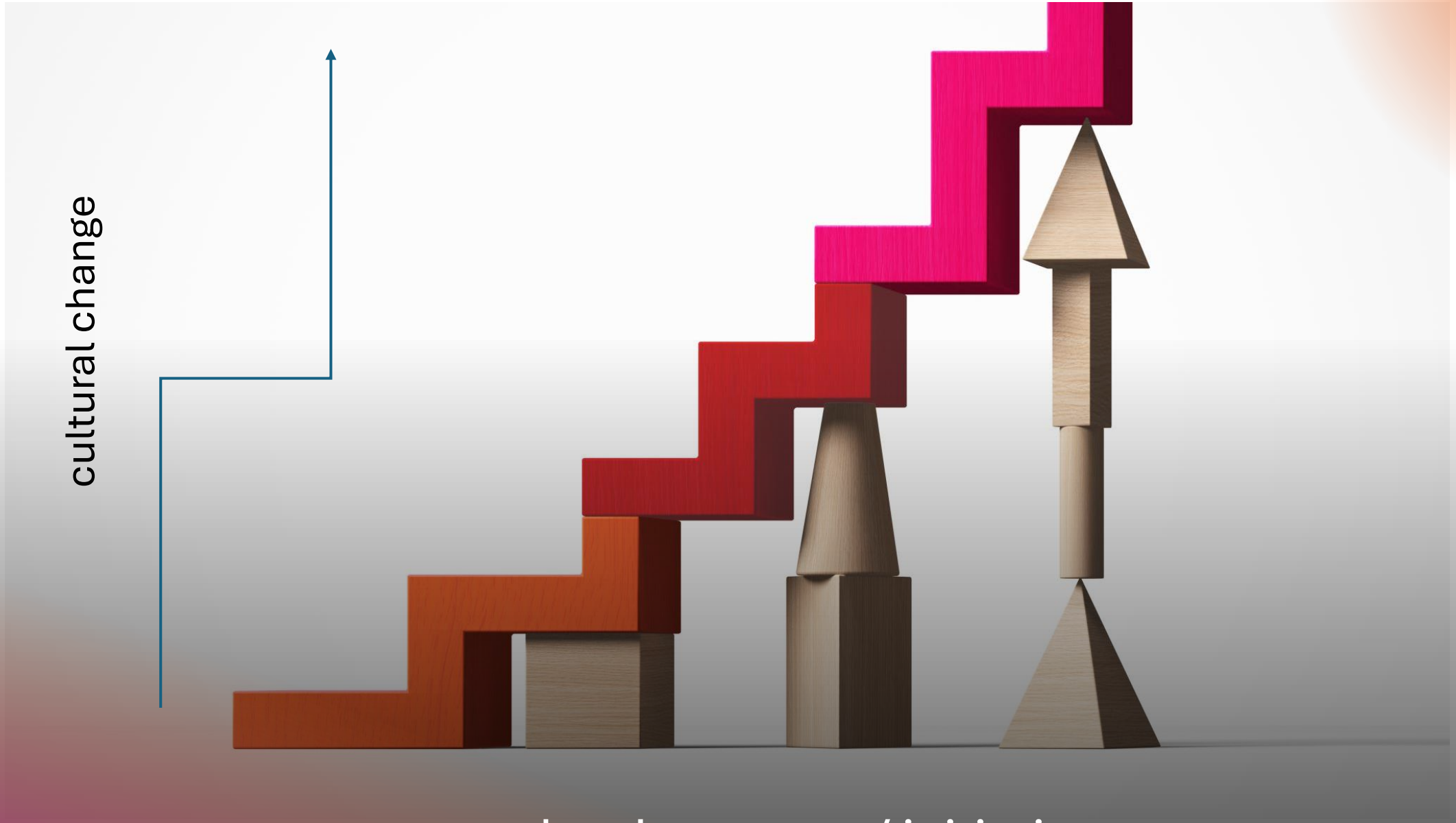
2025

- Accreditation
- Inclusive Framwork- research career life-cycle
- Lifelong learning
- National approach- QQI
- UU-UCD-TCD-QUB- HEA
- CPD-HUB /AWARD
- PhD4Moz- HE
- RSVP- UKRI
- Co-ARA- WG
- EUA-CDE TPG

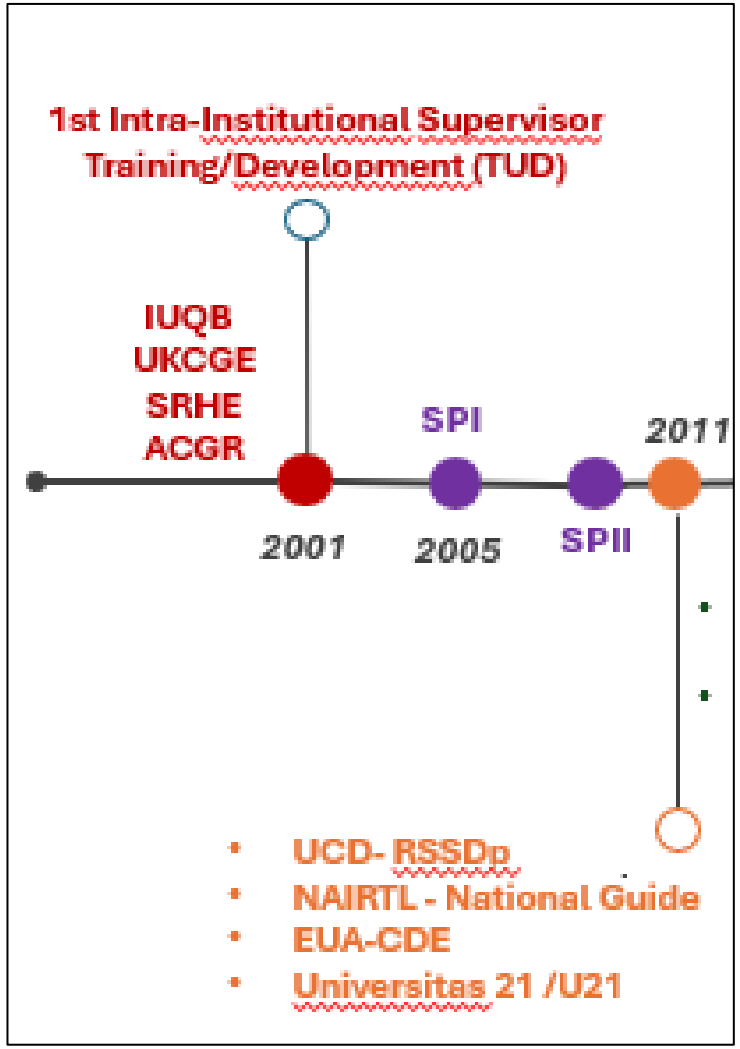
Doctoral education in Europe: current developments and trends *(April 2022)*






cultural change
developments / initiatives

Research Supervisor Support & Development - Ireland

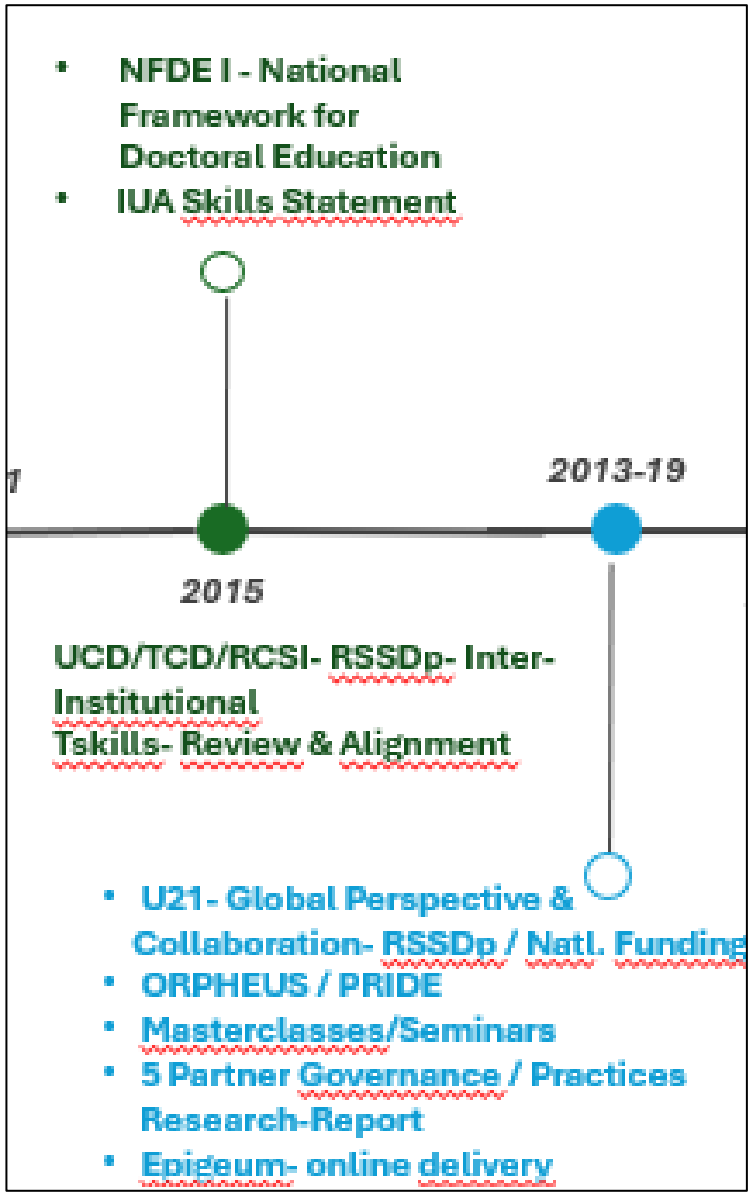


Zero to 'Nice to do'

- Cross institutional
- Trial and error
- Policy – where could this 'fit'
- IUQB- UKCGE – ACGR (Irish / UK / Aus / NZ)

2005-2010- SALZBURG EUA-CDE

- Explicit research student skills
- Explicit supervisor development
- RSSD programme – UCD
- NAIRTL – funding & national guide
- Universitas 21- global perspective
- Student – supervisor messaging- consistent



We 'should do'- role of supervision 'seen'
Doctoral Education- Ireland

- National Framework Doctoral Education (NFDE)
- IUA Skills Statement – research student skills
- FUNDERS – EU / IRC

UCD – Engage / partnerships / funding

- UCD/TCD National Forum Funding
- UCD-TCD-RCSI- collab + U21 (Interinstitutional)
- Masterclasses / symposia
- U21- Partner practices / governance
- Orpheus- *Quality in Doctoral Education*
- PRIDE – Professionals **
- Epigeum – online delivery provision

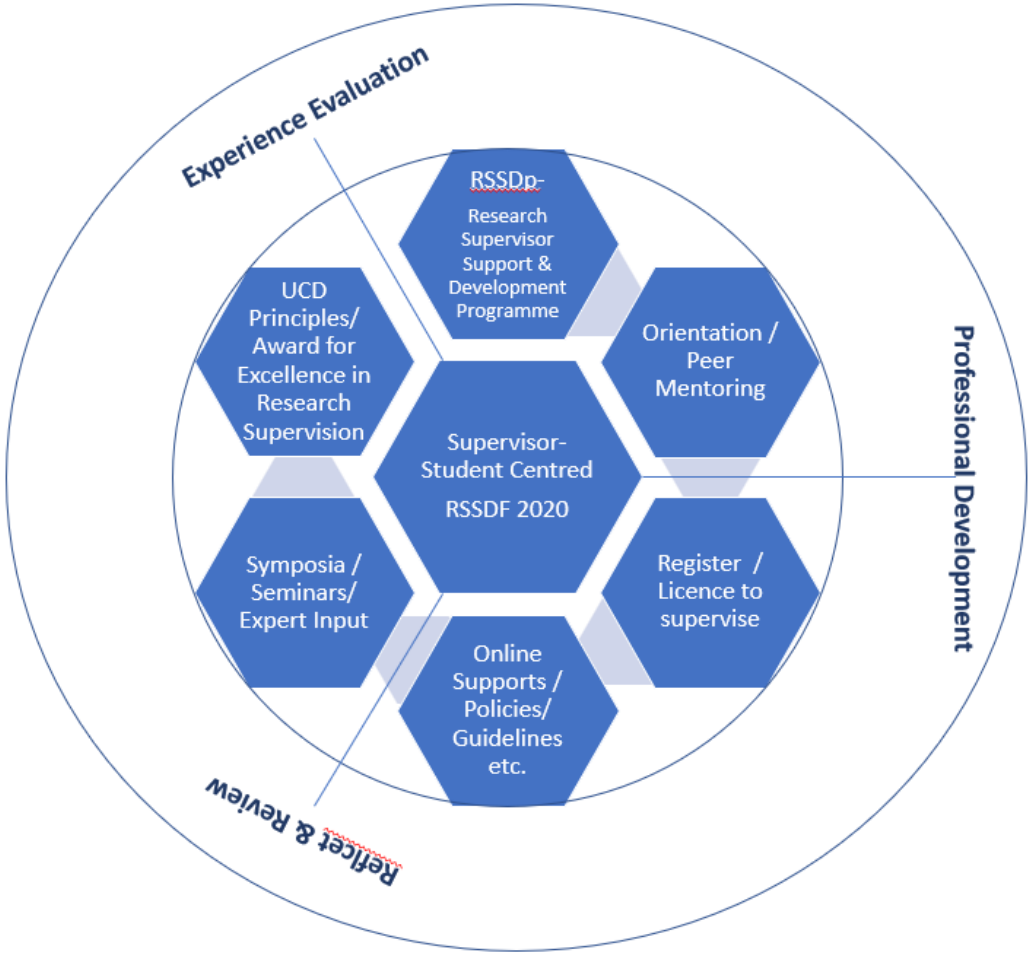
EUA Review – QQI
Positive - Training Mandatory

- **Multiple** support approaches
- **Community** driven / accountability
- HOW TO CAPTURE- Framework
- Policy Impact / strategy
- University working group

National approach - UCD

- **National** Seminar Series (IUA)- QQI interest
- **National** supervisor conference
- Progression / **promotions criteria**
- **Award** for recognition- Dean's Award
- **Dissemination** – *RSSD Framework*
  - The Making of Research Supervisors
- Growing **partnerships** with significant outputs
- Credibility

Research Supervisor Support & Development Framework



RSSDf

RSSDf **-** RSSD working group

- RSSD training programme - **RSSDp**

- Online / in person supports / symposia / website HUB

- Induction- new supervisors- fundamentals & refresher programme

- Capturing experience – portfolio / register

- Dean of Graduate Studies

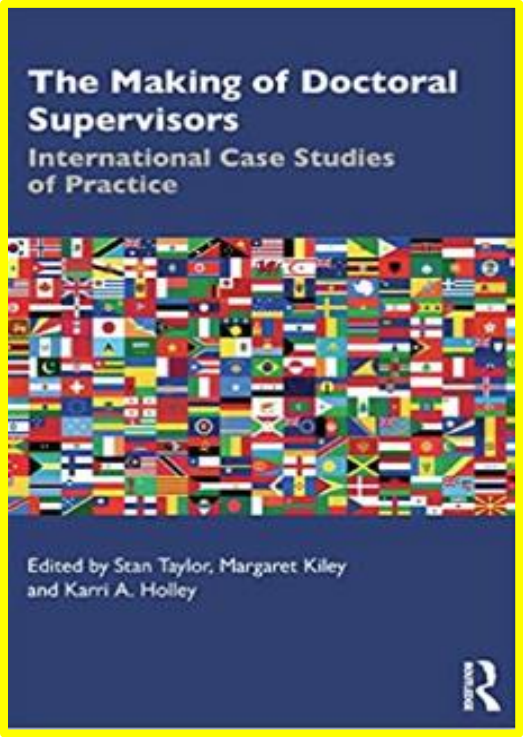
Award for Excellence in Doctoral Supervision

- Promotional tool – Researcher Development Framework

- Impact - experience

21 Doctorate Awarding Nations

75% of doctorate output globally



Select, support, recognize & reward supervision

- **Mandatory induction*** - Australia, Sweden, UK
- **Mandatory refresher programmes** - Australia, Denmark, UK
- **CPD for supervisors** - Australia, Canada, Denmark, Ireland, Sweden & UK
- **Mentoring** – Australia, Canada, Ireland, Russia, UK
- **Recognition & Reward-** Australia, Canada, Denmark, Ireland, UK & US
- **Workload allocations** – Brazil, France, India, South Korea, Spain, Sweden, Turkey & UK

**50% programmes less than one day*

Working together

IUA-22/23

Research Supervisor Support & Development
IUA Collaborative Webinar Series - 2022

The research supervisor's role has altered and grown in recent years. Universities are recognising this change, by embedding professional development supports in doctoral education strategies, the aims of which are to assist supervisors in meeting new demands and in remaining contemporaneous in their practice.

The IUA Collaborative Webinar Series is a unique initiative, between UCD, TCD, RCSI, DCU, MU, NUIG, UCC and UL, which aims to support research supervisors through the forum of online webinars. Targeting new, inexperienced research supervisors and more experienced staff from across the consortium, it supports those who would like to refresh their knowledge and discuss best practices on approaches to research supervision.

The programme of online activity runs from December 2021 - May 2022 and highlights approaches to common challenges, current practices and pedagogies within the field of research supervision, that are not institute specific. Panel discussions with experienced research supervisors, experts in the area, professional staff and research students, will take place across this interactive programme, offering a platform for discussion and an opportunity for peer-to-peer learning.

Supervisors in partner institutions, with all levels of experience, are invited to register for one, some, or all, of the available workshops highlighted below, through the following Eventbrite link.

Research Supervision - Collaborative Webinars 2022– Eventbrite Link

1.Fri	Dec 10th	2-3.30pm	Successfully Supervising research Students Remotely- Prof Bob Harris, Karolinska Institute (UCD/TCD)
2.Fri	Feb 4th	2-3.30pm	Understand Brain Development as it Relates to HEI Students (UCC)
3. Thur	Feb 17th	2-3.30pm	The Same or Different? Supervision of the Professional Doctorate (UL)
4. Fri	Feb 18th	2-3.30pm	Identify the Risks and Opportunities of Contemporary Socio-cultural Contexts Relating to Students' Learning (UCC)
5.Thur	Feb 24th	1-2pm	Mental Health and Well-being of PGRs (TCD)
6. Fri	Feb 25th	2-3.30pm	Supervising Research Students & Clinical Practice (RCSI)
7. Fri	March 4th	2-3.30pm	Navigating Supervisory Styles, Roles and Responsibilities (UCD)
8. Fri	April 1st	2-3.30pm	Supporting Academic Writing (DCU)
9. Thur	April 7th	1-2pm	Navigating Difficult Conversations with Research Students (TCD)
10.Fri	April 8th	2-3.30pm	Recruitment & Selection of Research Students- Top Tips (MU)
11. Thur	April 28th	1-2pm	Career Development & Networking for Research Students (TCD)
12.Fri	April 29th	2-3.30pm	The Student's Voice (UCD)
13.Fri	May 6th	2-3.30pm	Explore Practical Strategies for Enhanced Student Success and the Development of Graduate Attributes through Curriculum Design, Learning, Teaching and Assessment (UCC)
14.Fri	May TBC	2-3.30pm	Managing Common Challenges in Research Supervision (NUIG)

PLEASE contact *Dr Janet Carton, (janet.carton@ucd.ie), or Elizabeth Crean (elizabeth.crean@ucd.ie), UCD Graduate Studies, for further information. Registration is through the following Eventbrite link.*

Horizon-Europe -24

SEMINAR SERIES: ENHANCING DOCTORAL SUPERVISION

PhD4Moz invites you to explore the field of doctoral supervision from a variety of perspectives, led by international experts.
Wednesdays at 13h (GMT+2) Free of charge
Register by email: natalie.jellinek@ki.se
ZOOM: https://ki-se.zoom.us/j/62637868042

PhD4Moz

Funded by the European Union

Pillars of best practice for doctoral supervisors *(in English)*
Janet Carton, Vice-President ORPHEUS & Head of Graduate Studies, UCD, Dublin, Ireland
8/5 13-15h

Working well & nurturing good supervisory relationships *(in English)*
Juha Nieminen, Lecturer, Unit for Teaching and Learning, Karolinska Institute, Sweden
15/5 13-15h

Promoting Harmony: Workplace Conflict Prevention and Resolution for PhD Supervisors *(in English)*
Robert Harris, Academic Vice-President of Doctoral Education, Karolinska Institute, Sweden
22/5 13-14h

The PhD journey: Roles and responsibilities *(in Portuguese)*
Joana Almeida Palha, Professor, School of Medicine, University of Minho, Braga, Portugal
29/5 13-15h

Intercultural supervision: Challenges and opportunities *(in English)*
Cecilia Almlöv, Head of Unit, Teaching & Learning, SLU, Sweden & Rehana Capurchande, Head of Central Training Department, Center of Coordination of Gender Issues, Eduardo Mondlane University (UEM), Mozambique
5/6 13-15h

ORPHEUS 22/24

Masterclasses (2-3hrs)
The rich expertise in both the Executive Committee and within the ORPHEUS family, is harnessed to offer short masterclasses on key topics that institutions feel they would benefit from. Some examples of possible masterclass topics include;

Train the Trainers (1-2 days)
The rich expertise in both the Executive Committee and within the ORPHEUS family, is harnessed to offer short masterclasses on key topics that institutions feel they would benefit from. Some examples of possible masterclass topics include;

UCD-TCD-RCSI- 2011-23

Research Supervisor Support & Development Programme- 2023

UCD Graduate Studies -Research Supervisor Support & Development Programme (RSSD)

This hybrid programme of workshops is targeted at new, inexperienced research supervisors and more experienced staff who would like to refresh their knowledge on aspects of research supervisory practice. In 2023, the successful collaboration between UCD, TCD and RCSI on the RSSDP continues, with university offering specific workshops that are open to partner institutions as indicated. We are also delighted to be joined by the University of Connecticut, a Universitas 21 partner with UCD. These collaborative workshops address key research supervisor challenges and contemporary practices and are not institute specific. Panel discussions with experienced research supervisors and those new to supervision will take place across the programme. The 2023 RSSDp will commence on **Friday January 27th** with a session given by our visiting expert, Hugh Kearns. The schedule is outlined below and the venue for in person UCD Workshops will be the *UCD Sutherland School of Law, William Fry Theatre (L143).* The venue and dates for TCD and RCSI workshops will be confirmed shortly.

2023 RSSD Programme of Core UCD Workshops

1.Fri	**January 27th**	**1-3pm**	**Visiting Expert – Hugh Kearns (Flinders University, iThinkwell)** ***Fundamentals of Research Supervision*** **(ONLINE)**
2.Fri	February 17th	1-3pm	Attracting the 'Right' Candidate (UCD -WF)
3 Fri	**March 10th**	**2-4pm**	**Navigating Supervisory Styles, Roles and Responsibilities (ONLINE)**
4.Fri	March 31st	1-3pm	Enhancing the Research Student's Skills Base (UCD- WF)
5.Free	**Free**	**Free**	**The Student Voice (ONLINE)**
6.Fri	Apr 28th	1-3pm	Monitoring, Assessment, Examiners, *Viva* (MAEV) (UCD- WF)
7.Thur	**May 11th**	**2-4pm**	**Mastering Challenging Conversations – Uni Connecticut (ONLINE)**

Key Learning Aims* of the RSSD Programme
Upon completion, participants will be able to:

- Approach student recruitment in a manner which maximizes the likelihood of best candidate selection
- Navigate institutional policies and procedures
- Identify their own role as supervisor and frame the doctoral supervision process
- Advise and assist students on structuring and managing their work
- Be capable of carrying out a training needs analysis
- Appreciate the challenges, problems and pitfalls of supervision and identify approaches to overcome these
- Provide guidance to students on thesis and *viva* preparation
- Handle conflict and understand mechanisms through which to seek resolution
- Gain an understanding of the international norms associated with being an external examiner of research theses
- Approach research supervision from a pedagogical perspective and examine reflective practice as a tool for practice development.

Research England

University of York

UK Council for Graduate Education

Sheffield Hallam University

University of Nottingham UK | CHINA | MALAYSIA

Coventry University

King's College London

Funding

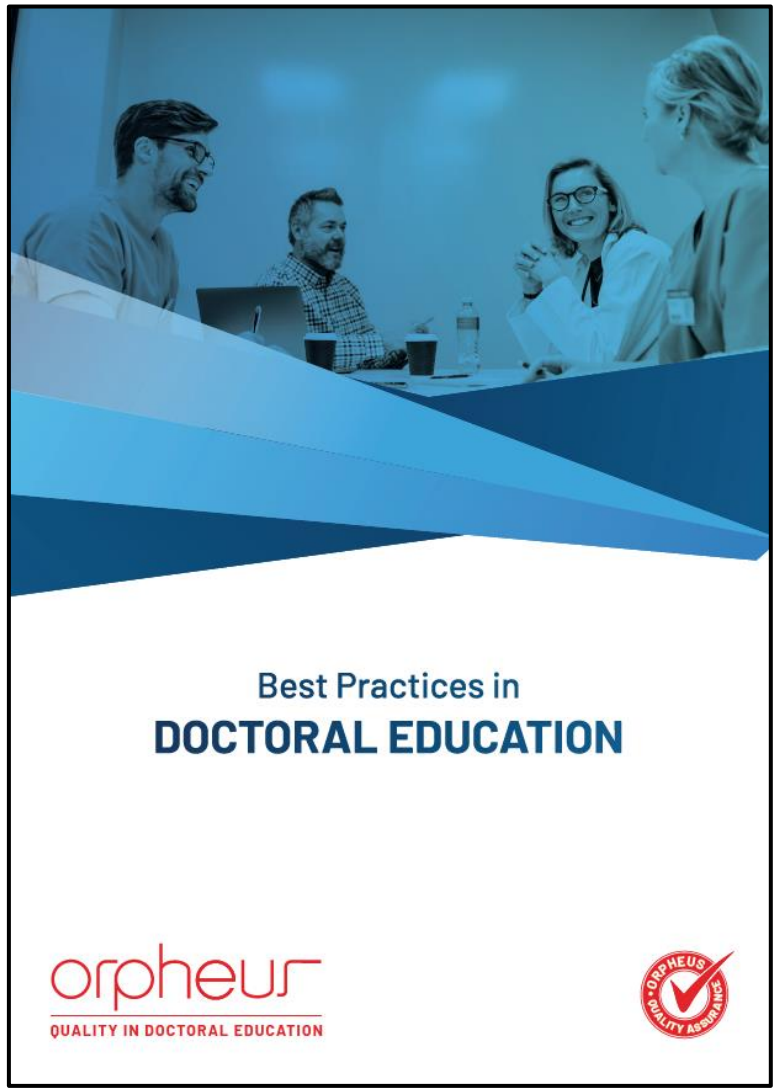
£4.6mil

- The role of team supervision
- Supervision practice in different disciplines and contexts
- Supervising different types of research degree
- Understanding and combating poor supervision practice

UCD DUBLIN

UK Council for Graduate Education

Cross pollination*

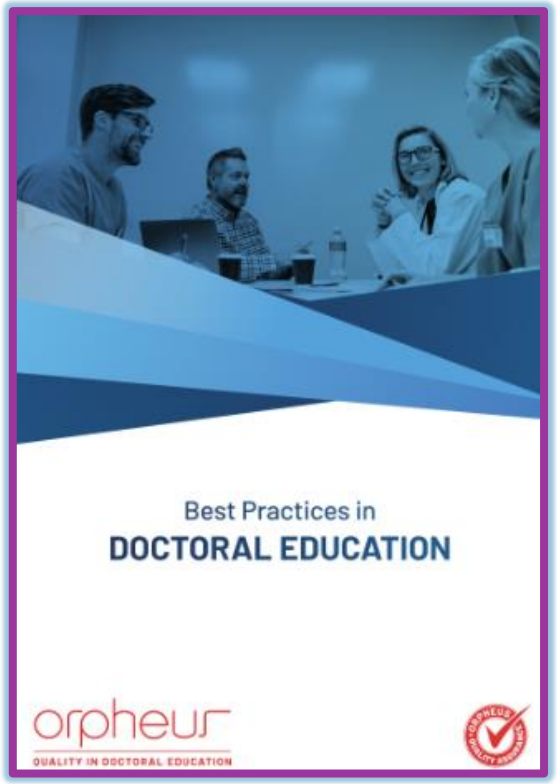


- Research Environment
- Outcomes
- Admission Policy & Criteria
- PhD Training Programme
- Supervision
- Assessment
- Graduate School Structure

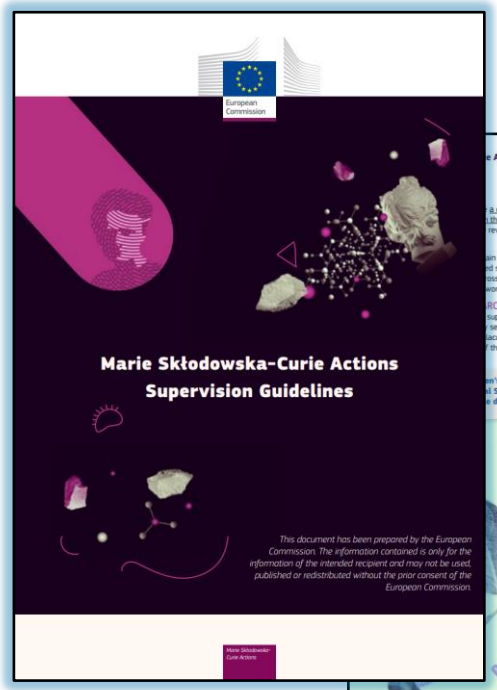
orpheus
QUALITY IN DOCTORAL EDUCATION

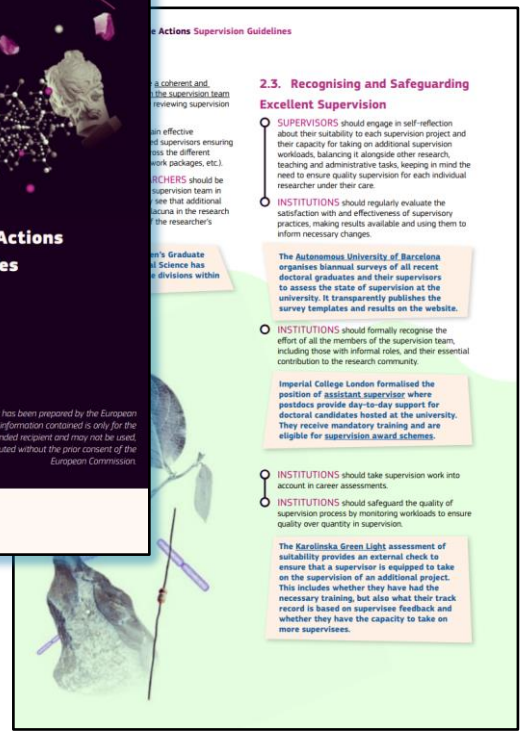
*Cross pollination**

Universities should invest in the **training of supervisors**, enabling them to embrace their roles fully and ensure that the doctoral school plays its supportive role.

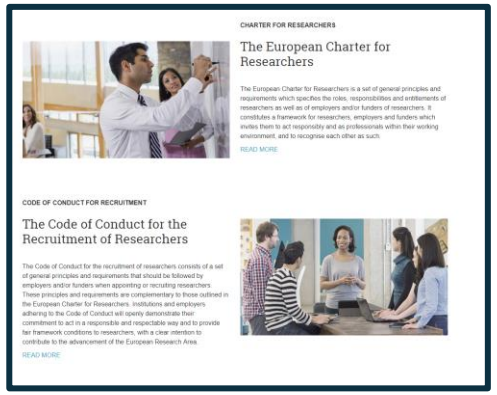


The core and advanced recommendations outlined in the **Best Practices,** are designed to aid institutions keep **quality assurance in doctoral training** steadfast, in an ever changing and demanding academic environment.





Role of supervisor
Role of researcher
Role of institution
Training & **professional development for supervisors**



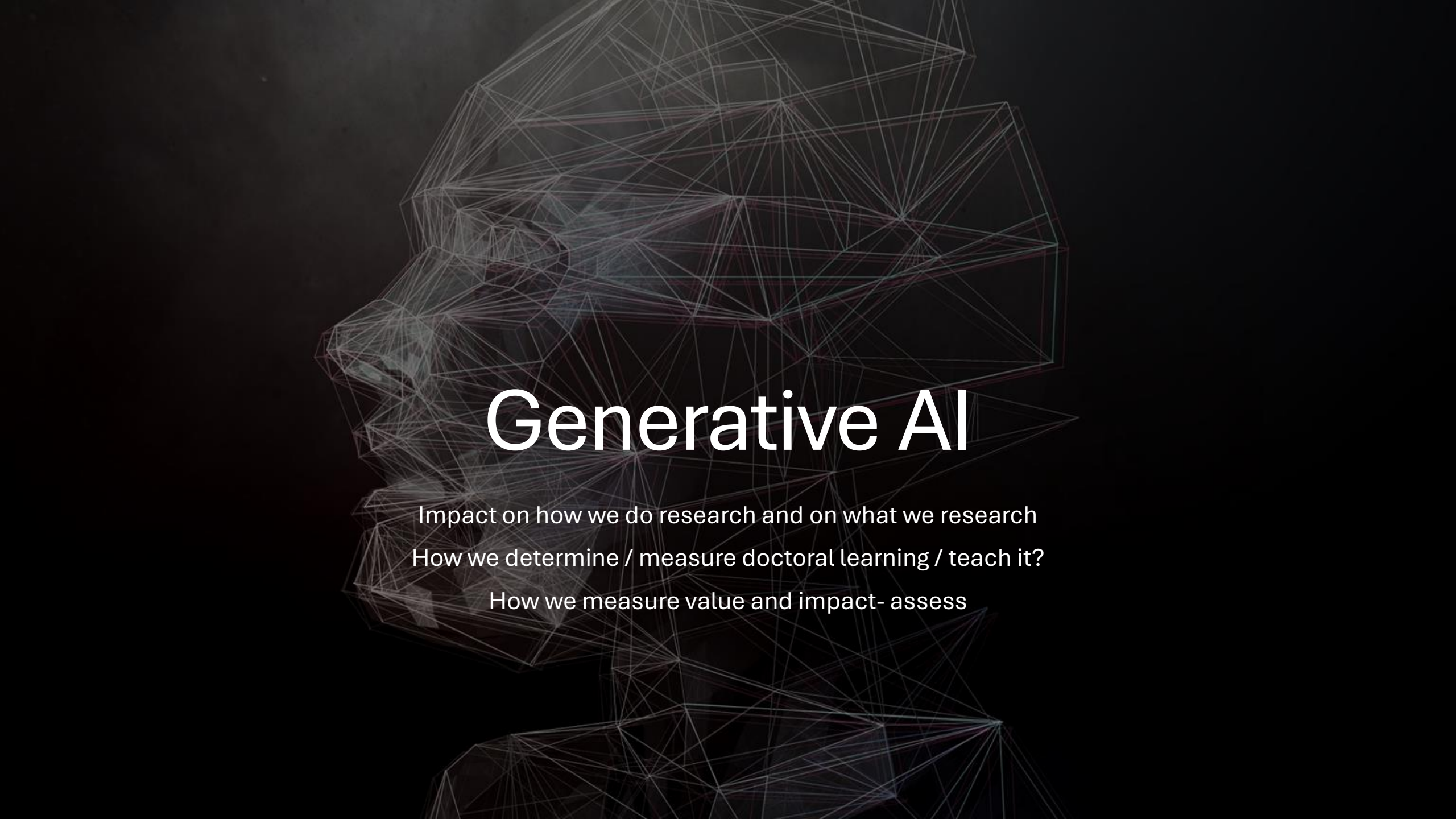
Europe & International

UK Council for Graduate Education

ACGR AUSTRALIAN COUNCIL OF GRADUATE RESEARCH

U21 UNIVERSITAS 21

36
1
There is more coming now..not down the track!!!



Generative AI

Impact on how we do research and on what we research

How we determine / measure doctoral learning / teach it?

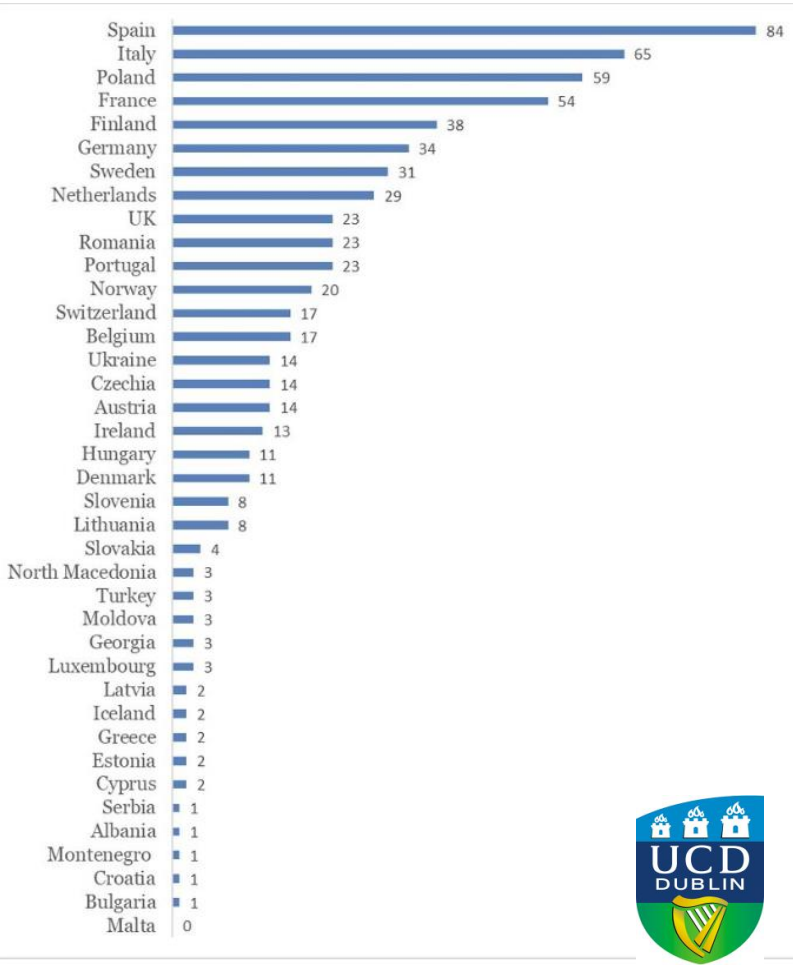
How we measure value and impact- assess

Where are we heading ??

CoARA

The Coalition for Advancing Research Assessment (CoARA)

....is a collective of organisations committed to **reforming the methods and processes** by which **research, researchers, and research organisations are evaluated.**



UCD DUBLIN

Professional Developments

EUA-CDE – *research assessment*

- **Supervisors are interacting with the most vulnerable party to changes in research assessment – their role is key**

- The supervisors themselves and their open mindedness is key

- **How is supervision taken into account** and how is it **reflected in their research activity and career progression?**

- Supervisors need to be able to instil in research students, the **importance of what they research** and publish in the broader context, what is the impact?

- Supervisor + research student = doctoral research…supervisors have supervised this doctoral research - this is linked to how students and quality supervision will be assessed

Stéphane Berghmans / EUA Director Research and Innovation

2025
Proactivity is needed

- Research supervisor support & development across researcher **lifecycle** – in/out academia (**RSSDf- evolve**)

- **CPD**- Continuous/ career-long / stage relevant professional development with impact –

  UCD/UU/QUB/TCD All-Island Research Supervisor CPD HUB
  RSVP - 4.2mill UKCGE
  PhD4MOZ HE (Orpheus/UCD/KI)
  CoARA WG – UCD/Orpheus (research assessment)
  ***COLLABORATE** - IUA – U21 – Orpheus – UKCGE*

- **Proactivity –** research assessment / Gen AI / Open Science

- **Standards -** Strategy / policy / commitment- *Train the Trainers (Orpheus- 10 unis), Salzburg Principles, NFDE, Best Practices….*

- Appropriate r**ecognition** for supervisors - Ireland 'inc

- **SUSTAINABILITY - community**

Challenges

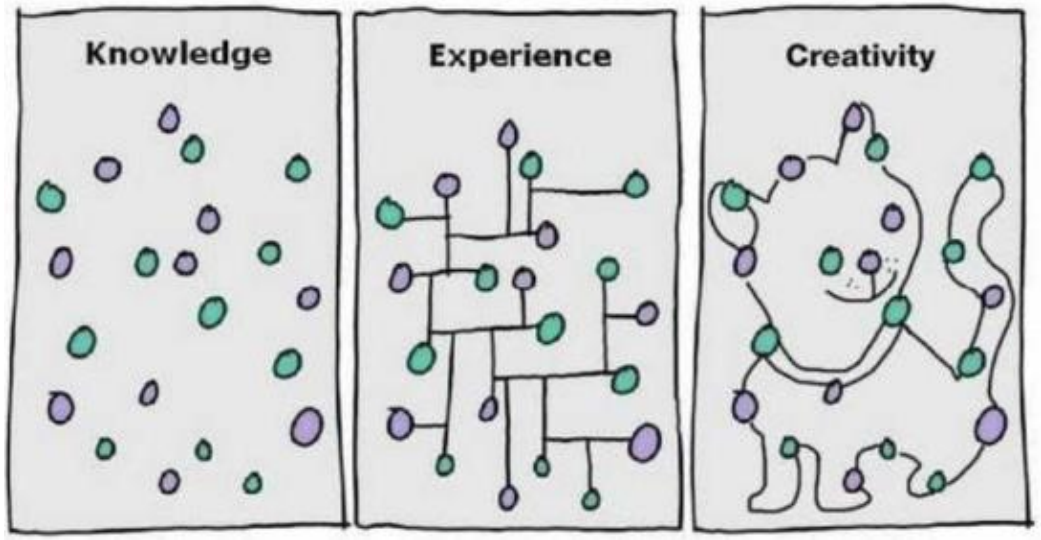
Value recognition
Leadership changes
Continuity
Cultural change
Credibility
Engagement
Sustainability

Growth is not just a matter of learning new information, but of unlearning old limits *Alan Cohen*

Strategy in action (and in hindsight!!)- lessons learned

- **Funder** criteria- driver
- **Community** – co-creation all stakeholders / champions
- **Clarity-** messaging- *framework*
- **Consistent** development – 360 consistent view- national approach
- **Proactivity** less reactivity – innovative thinking
- **Strategic sustained partnerships** – critical credibility (thank you Salzburg Principles I/II)
- **Sharing** / dissemination
- **Creativity**

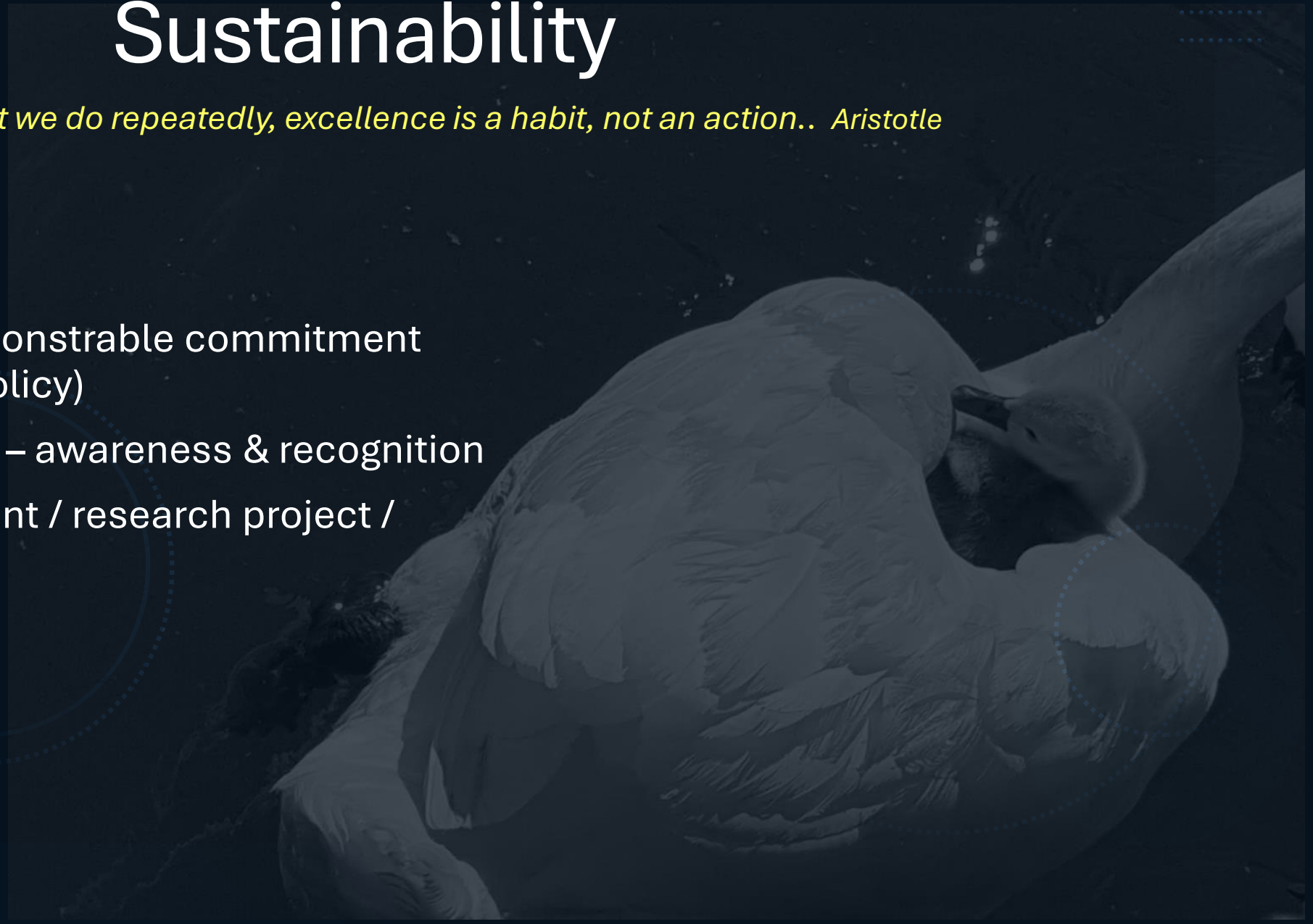
People change culture!



Sustainability

We are what we do repeatedly, excellence is a habit, not an action.. *Aristotle*

- University ‘value’ & demonstrable commitment (strategic resourcing / policy)
- *Academic Development* – awareness & recognition
- Core of research – student / research project / supervisor



Thank you very much

Go raibh míle maith agaibh

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2005 ***Salzburg I/II*** ***2025***

UK Council for Graduate Education

RSVP Next Generation Research SuperVision Project

CoARA

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Karolinska Institutet

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Bem vindo ao... PhD4MOZ

ICSDE

Ulster University

euacde COUNCIL FOR DOCTORAL EDUCATION

LERU

QUEEN'S UNIVERSITY BELFAST

Alliance4Life

PRIDE Network

Trinity College Dublin The University of Dublin