



# YUFE Approach to Doctoral and Postdoctoral Training

## Pilot 'Doctoral Learning'

Info session 19.02.2024



## Content

- Welcome
- YUFE for doctoral candidates and postdocs
- Pilot 'Doctoral Learning'
- Practical information



# Welcome: who are we?

## Antwerp Doctoral School

Starting from a commitment to both research and education, ADS acts as the central expertise and information center on doctoral policy and doctoral education at UAntwerp



### Karla Tersago

Head of the Antwerp Doctoral School & Lead of YUFE Approach to Doctoral and Postdoctoral Training



### Margaux Kersschot

Policy Advisor at the Antwerp Doctoral School with a focus on YUFE & Lead of YUFE Approach to Doctoral and Postdoctoral Training



### Kristien Daems

Policy advisor at the Antwerp Doctoral School



### Karolien van Dessel

Policy Advisor at the Antwerp Doctoral School with a focus on YUFE

## YUFE Partners

-   University of Antwerp
-   Maastricht University
-   University of Bremen
-   NICOLAUS COPERNICUS  
UNIVERSITY  
IN TORUN
-   uc3m | Universidad  
Carlos III  
de Madrid
-   UNIVERSITY OF  
EASTERN FINLAND
-   UNIRI
-   University  
of Cyprus
-   Sorbonne  
Nouvelle  
université des cultures
-   University of Essex
-   ETS | GLOBAL  
A subsidiary of Educational Testing Service
-   THE ADECCO GROUP



## YUFE

We aim for  
a student-  
centred,  
open and  
inclusive  
European  
University.



# YUFE for doctoral candidates and postdocs

**We, as partners, aim**

- **To integrate** doctoral and postdoctoral training activities with the YUFE values
- **To stimulate** responsible research through designing, developing, implementing and/or piloting a comprehensive doctoral and postdoctoral training model and tracking framework



## YUFE for doctoral candidates and postdocs: actions

- **To promote, implement and pilot**
  - **the YUFE DIOSI Model for Doctoral Learning**
  - the YUFE postdoctoral training & development scheme
  - the YUFE DIOSI Impact and Graduate Tracking Framework
- **To create** a framework for joint supervision and mentoring
- **To organise** YUFE courses for early career researchers



# Previously, the DIOSI-project (Horizon 2020 funded)





# YUFE Pilot 'Doctoral Learning'



# YUFE Pilot 'Doctoral Learning': participants





## YUFE Pilot 'Doctoral Learning': why?

### Doctoral learning in a changing higher education environment

- No convergence of views or solutions
- A wide **variety** of doctoral experience still exists today
- From competitive researchers  
-> to **highly-skilled knowledge professionals**
- From employment to employability



## Five Principles of the YUFE DIOSI Model

### Vision

1

- Doctoral Candidate in the centre
- Intellectual virtues: cognition, skills and personal resourcefulness

### Over-arching doctoral programme framework

#### Skills

2

Research and transferrable skills training

#### Learning

3

Formal and informal learning

#### Reflection

4

- Extended thesis reflection with an individualised development plan
- Awareness of acquired competencies during the doctoral learning process

### Supervision

5

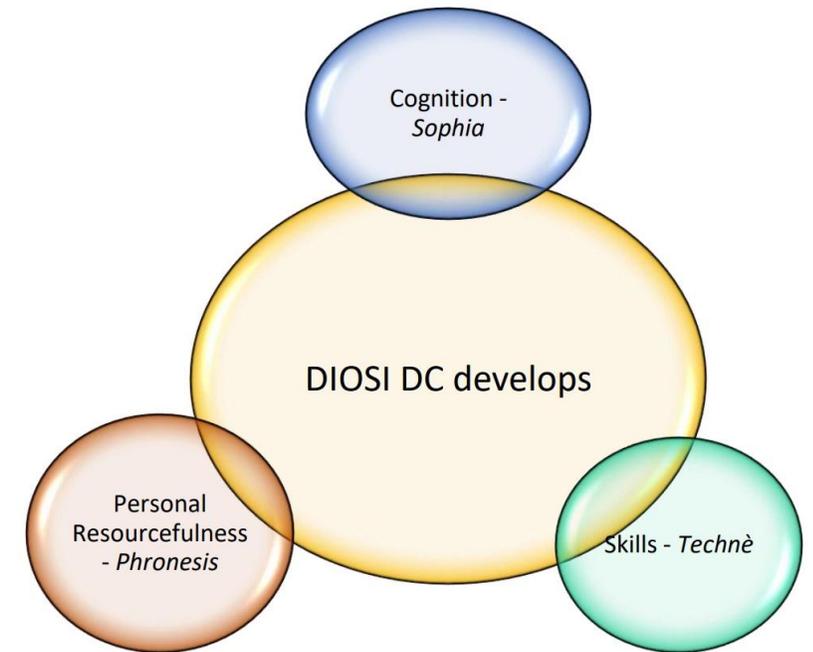
- Supervisory team
- A non-academic mentor offering career guidance



# YUFE Pilot 'Doctoral Learning' at UAntwerp: vision

## Learning outcomes/acquired intellectual virtues:

- **Sophia**: developing **cognition/knowledge**
- **Technè**: developing **research and other skills**
- **Phronesis**: developing **personal resourcefulness** (autonomy, integrity and other agreed competencies for the doctorate holder).



Virtues that YUFE DIOSI DCs acquire, ([Kersschot, 2021 based on Mowbray & Halse, 2010](#))



**YUFE Pilot**

**‘Doctoral Learning’**

**at UAntwerp**





# YUFE Pilot 'Doctoral Learning' at UAntwerp

## Vision

1

Evaluation of the embedding of the YUFE DIOSI vision on Doctoral Learning at UAntwerp

## Over-arching doctoral programme framework

### Skills, learning & reflection

2

Internationally organised non-discipline specific **training sessions**

3

A **personal development plan**

4

A **research plan**

## Supervision

5

A **non-academic mentor** as additional career and personal development support



# YUFE Pilot 'Doctoral Learning' at UAntwerp: vision

## Vision

1

Evaluation of the embedding of the YUFE DIOSI vision on Doctoral Learning at UAntwerp





# YUFE Pilot 'Doctoral Learning' at UAntwerp: vision

## WHY

Doctoral learning  
in a changing  
higher education  
environment

## WHAT

- The **doctoral candidate (DC)** stands at the **centre** of the (doctoral) universe
- The DC as holder of **unique expertise**
- A development in the **capabilities** of the DC
- The DC is **supported** by
  - the institution
  - the supervisor
  - the supervisory committee
  - and with the guidance of a non-academic mentor



# YUFE Pilot 'Doctoral Learning' at UAntwerp

Over-arching doctoral programme framework

Skills, learning & reflection

2

Internationally organised non-discipline specific **training sessions**

3

A **research plan**

4

A **personal development plan**

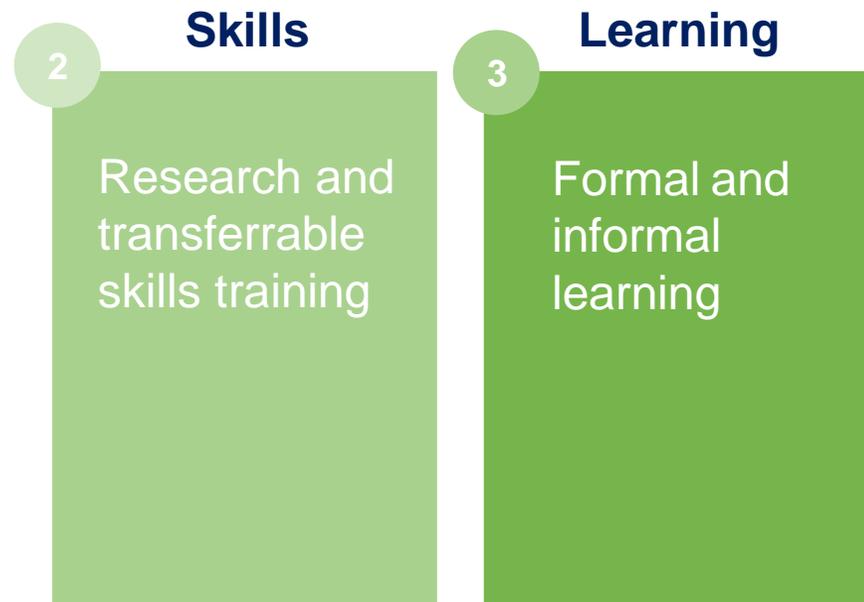


# YUFE Pilot 'Doctoral Learning' at UAntwerp: trainings



Photo by [Jason Goodman](#) on [Unsplash](#)

## Over-arching doctoral programme framework



Based on Kersschot, 2021 (DOI: 10.5281/zenodo.7300114)

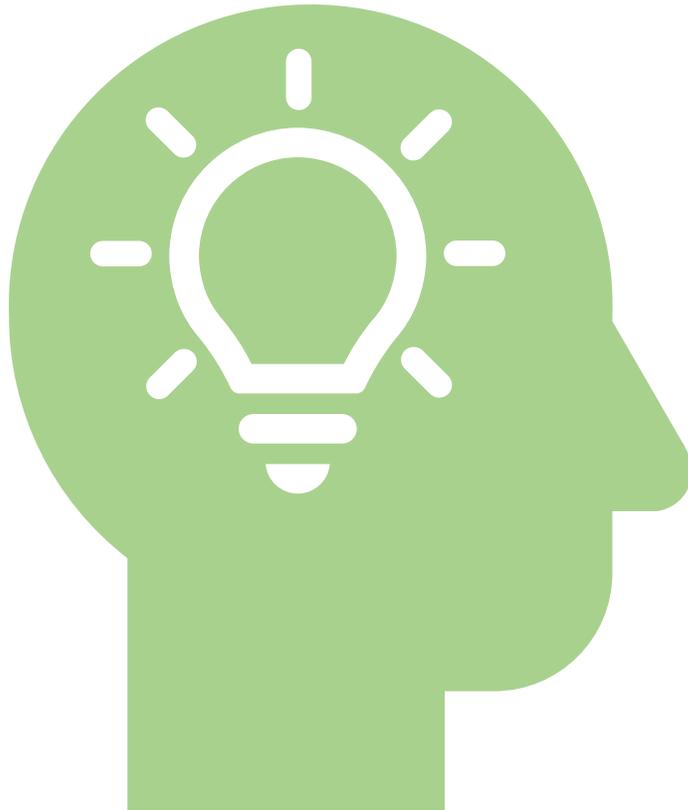


## YUFE Pilot 'Doctoral Learning' at UAntwerp: trainings

- Broaden your **international network**
- Become a member of an **international community**
- **(Internationally)** developed and organised interdisciplinary trainings:
  - **Equity, Diversity and Inclusion (EDI):** online
  - **Sustainable research:** joint formal learning
  - ...



# YUFE Pilot 'Doctoral Learning' at UAntwerp



## Over-arching doctoral programme framework

### Reflection

3

A Research  
Plan

4

A personal  
development  
plan



# YUFE Pilot 'Doctoral Learning': research plan

## WHY

- To support you
- To guide you
- To offer structure
- To offer an overview
- To make your plan concrete

## WHAT

- Overview of different studies
- Theoretical frameworks
- Mapping of important milestones
- Deadlines
- Deliverables



# YUFE Pilot 'Doctoral Learning': research plan



## TEMPLATE

- You can use **at the start** of your PhD trajectory
- You can use **during** your PhD trajectory
- A guiding document useful to **report on the progress of your research** to your supervisors and Individual Doctoral Committee (IDC)



## WORKSHOP

- Step-by-step guidance on **how to use** the template for a research plan
- Work on your **individual** plan
- Room for **Q&A's**



## YUFE Pilot 'Doctoral Learning': personal development plan

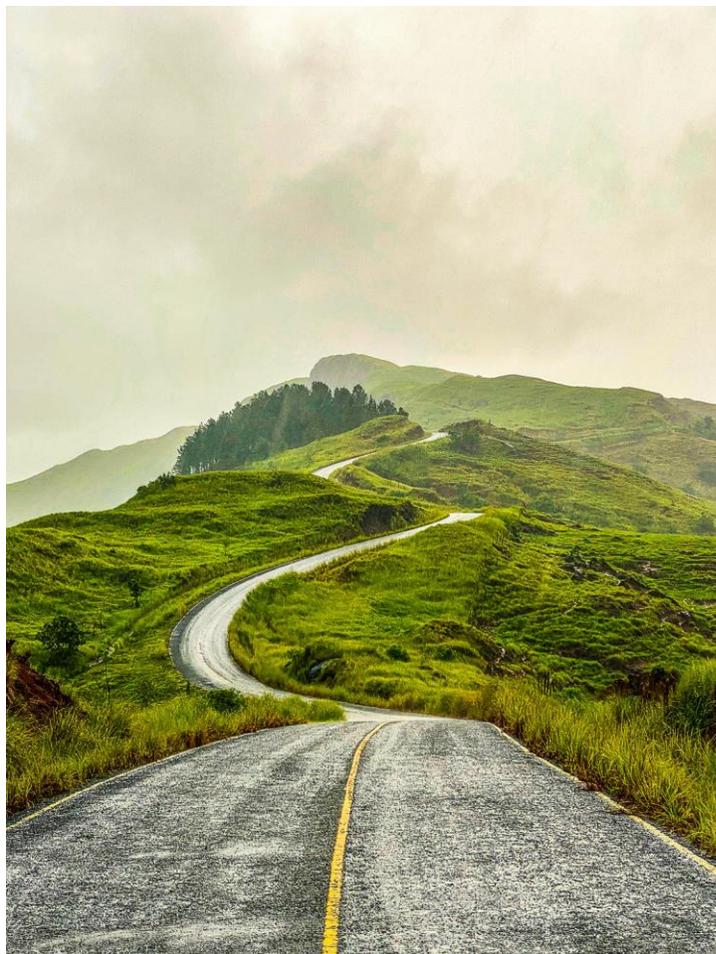


Photo by [Heriberto García](#) on [Unsplash](#)

- Self-reflection
- Identification
- Awareness of knowledge, skills and competences acquired in the past
- Future perspective
- Intermediate goals
- Personal growth





## YUFE Pilot 'Doctoral Learning': personal development plan



### TEMPLATE

- A guiding document with **tips and tricks**



### WORKSHOP

- **Step-by-step guidance** on **how to use** the template for your own specific case
- Time to work on your individual plan
- Room for **Q&A's**



## YUFE Pilot 'Doctoral Learning' at UAntwerp: non-academic mentor

### Supervision

5

A non-academic  
**mentor** as additional  
career and personal  
development support





## YUFE Pilot 'Doctoral Learning' at UAntwerp: non-academic mentor

### WHAT

“Mentoring is a voluntary learning relationship that offers personal development for the mentee.”

Quinn, J., Mentoring: progressing women's careers in Higher Education, report for Equality, [10.13140/RG.2.1.4077.5284](https://doi.org/10.13140/RG.2.1.4077.5284)

### WHY

- Personal and professional development
- Preparation for the future and heightened career aspirations
- Developing networking skills
- Increased productivity and better time management

Quinn, J., Mentoring: progressing women's careers in Higher Education, report for Equality, [10.13140/RG.2.1.4077.5284](https://doi.org/10.13140/RG.2.1.4077.5284)



## YUFE Pilot 'Doctoral Learning' at UAntwerp: non-academic mentor

### HOW

- Mentees will search for their own mentor
- Providing **workshops, tools** and additional **support** to find a suitable mentor
- Helping with **personal goal setting** by using the Personal Development Plan

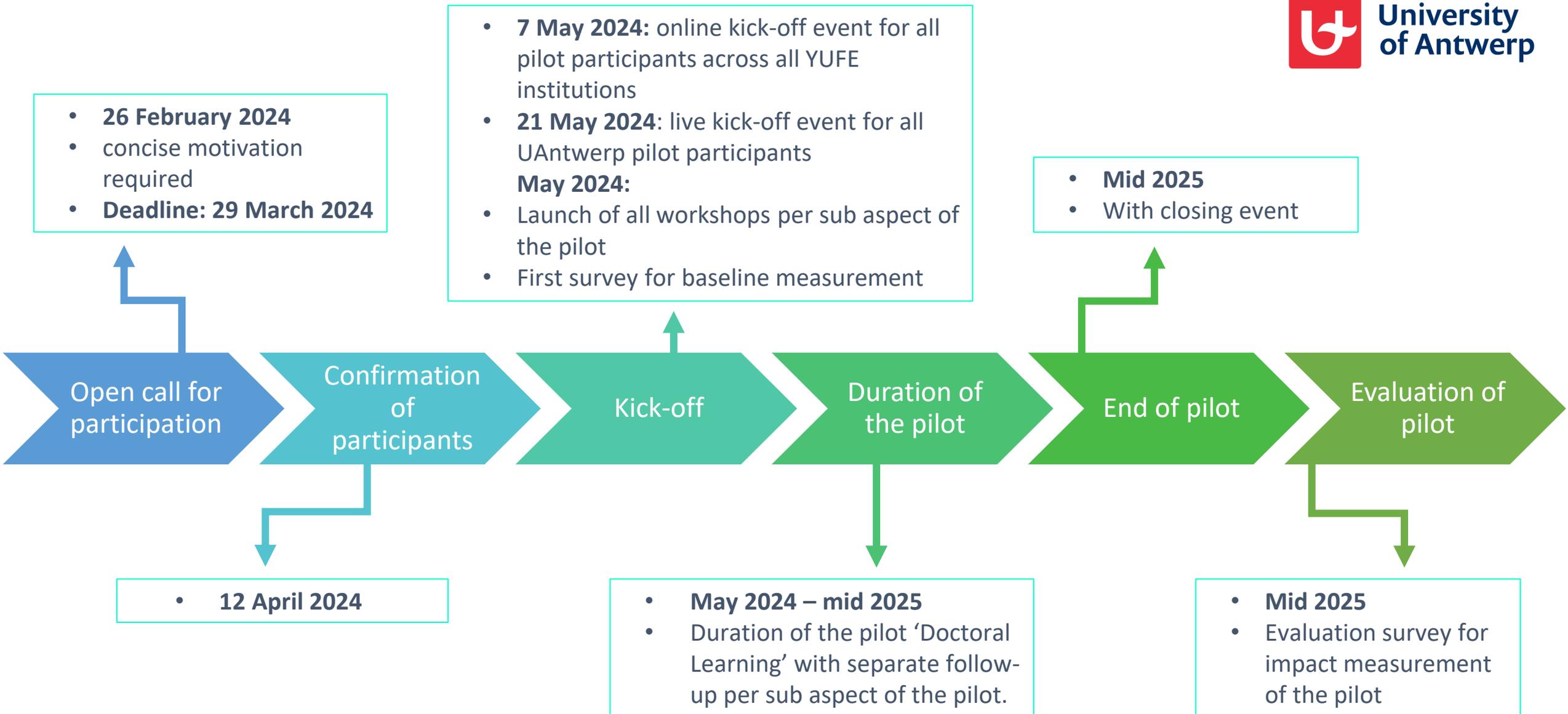
### WHO

- Mentor preferably **holds a PhD**
- Mentor & mentee may come from a **similar science field**
- **Personal objectives** from the mentee are a crucial part of the process



# Practical information on the YUFE Pilot 'Doctoral Learning' at UAntwerp







# Motivation participation YUFE pilot 'Doctoral Learning'

## Short motivation

- 400 – 500 words maximum
- Why do you want to participate in the pilot in general
- **Mentorship:** why do you want to participate in the mentorship programme specifically





# Spread the word



## Inform

- peer doctoral researchers
- colleague supervisors
- your research group or department
- the faculty **doctoral** administration
- the faculty **research** administration
- ....

# YUFE Approach to Doctoral and Postdoctoral Training

Questions regarding YUFE pilot  
'Doctoral Learning' at UAntwerp?  
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