WIAS PhD TSP Guide

Introduction
WIAS PhD candidates are encouraged to pass through an education and training programme during their PhD period. The programme aims to transfer the skills and competences needed by a PhD candidate to become a professional animal scientist at the highest academic level. The programme consists of a variety of courses and activities which focus both on an in-depth training in the scientific domain of the PhD study, and the professional skills and competences of the future PhD graduate.

To facilitate and balance the selection of courses and activities for a newly enrolled PhD candidate a Training and Supervision Plan (TSP) has been developed. The TSP focusses on both, the personal as well as professional and disciplinary learning goals. At the start of the PhD study, the candidate composes a TSP based on:

1. the personal learning goals which are formulated in a discussion with the Personal Development Coach. To support the PhD candidate in developing the personal learning goals, LTP (an external professional coaching organization) will invite the candidate to complete an online personal efficacy assessment in the first 4 weeks after start of the PhD study. The report of this MyTalent assessment is sent to the PhD candidate and the Personal Development Coach for further discussion.
2. the professional and disciplinary learning goals that are formulated in a discussion between the PhD candidate and the supervisor(s).

Schedule
We ask all WIAS PhD candidates to send the TSP documents for approval to WIAS:

- Within three months of the start of the PhD, the personal learning goals will be discussed in a meeting with the Personal Development Coach. After this first meeting, a second meeting will be planned where, with the help of your Personal Development Coach you will share your personal learning goals also with your PhD supervisor.
- Within three months of the start of the PhD the professional and disciplinary learning goals will be discussed in a meeting with the PhD supervisor(s).
- Within the first 6 months after start of the PhD study: submit the first TSP. In this first TSP documents, it is important that the PhD candidate has clear personal, professional and disciplinary learning goals. Therefore, emphasis should be placed on completing the TSP learning goals document. WIAS is aware that the courses listed in the first TSP are subject to change. If the PhD candidate has no definite course list, a general idea about the kinds of courses to be taken is sufficient when submitting the WIAS template document. The learning goals can be sent to WIAS (wias@wur.nl) and the TSP document with the course information must be uploaded in Hora Finita .
- After 2 years: submit an updated version of the TSP where the choice of courses is more detailed to (wias@wur.nl).
- Not later than 15 weeks before defence: submit the final TSP and completed portfolio in Hora Finita . It is advisable that you continue to maintain your portfolio throughout your PhD.

Content of the Training and Supervision Plan
The education and training section is divided into 6 categories (A-F). Please note that courses designed to meet the PhD candidate's personal learning goals can be fitted into a number of these categories:

A. The Basic Package
This category includes the WIAS Introduction Day, a course on Scientific Integrity and an Ethics course (all three mandatory). For the course Scientific Integrity and the Ethics course together the minimum should be 1.2 credits.
WIAS further recommends all PhD candidates to follow a course on personal efficacy including PhD/supervisor communication.

B. Disciplinary Competences (minimum 2 courses)

This category is intended to train the PhD candidates in-depth in the domain of their study.

It may contain different kinds of course elements, such as:

a. writing research or grant proposals (mandatory): this element focuses on the higher cognitive abilities of synthesis, integration and evaluation, necessary in science. *WIAS requests that all PhD candidates comply with this competence training*, either by writing their own research proposal or, when a research proposal is already available, by writing a literature survey. The proposal or literature survey is submitted to WIAS for approval within 6 months after start of the PhD study. WIAS will grant maximally 6 credits for this.

b. any advanced course geared to PhD candidates (e.g., in depth (inter)disciplinary courses, summer schools).

c. a specific research skills training (e.g., an external period at a top institute elsewhere, max 2 credits) that is deemed necessary for the training of an individual PhD candidate (to be evaluated with the PhD supervisor).

d. a PhD discussion group, if this group is acknowledged by WIAS (max 2 credits per discussion group; total maximum is 4 credits for discussion groups)

e. statistics courses

MSc courses can be included in this category up to a maximum of 6 credits.

C. Professional Competences (minimum 2 courses)

These are preferably based on the online assessment. Examples of course elements are:

a. Career related competences/personal development

b. Project planning and management/time management

c. Writing courses

d. How to supervise an MSc thesis student

In this category, also credits can be earned for organising seminars and/or PhD courses (max 2 credits) or membership of PhD council boards and committees (max 4 credits).

D. Societal Relevance (recommended) (maximum 6 credits)

To contextualise your research within broader societal issues and debates, it is recommended to participate in at least one course on societal impact of research or outreach activities as well as media communication; included in this category can be activities in which the PhD has reached out to the general public directly or indirectly, as well as communicated his/her results to a wider public through presentations, written text or other social media.

E. Presentation Skills (maximum 4 credits)

A specific subcategory for professional competences that relate to scientific presentation skills at a conference or seminar. For the sake of clarity, we brought them in a separate category:

Presentation of an oral or poster paper in a conference will be recommended. Minimum 2 original presentations are requested of which at least 1 oral, and at least 1 at an international conference (1 credit each).

F. Teaching Competences (optional, max 6 credits)

Depending on the employment conditions, teaching can consume max. 10% of a PhD's time.

Guidelines are given for supervision and teaching for PhD candidates of WIAS.

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Credits (maximally 6) can be set in the TSP for (among others:)

a. Lecturing (real time including preparation)

b. Supervising practicals and excursions

c. Supervising theses (max 2 credits per MSc major, 1.5 credits MSc minor, 1 credit BSc thesis)

d. Supervising internships (1 credit)

e. Tutorship

f. Developing learning materials