

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. At the start of the PhD study, the candidate composes a TSP based on learning goals which are formulated together with his/her PhD study advisor and his/her supervisor(s). To support the PhD candidate in developing these 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 assessment is sent to the PhD candidate and the PhD advisor for further discussion.

Schedule

We ask all WIAS PhD candidates to send the TSP within the first 6 months after start of the PhD study to the WIAS PhD education coordinator for approval by the graduate school. After 2 years, submit an updated version of the TSP. Not later than 15 weeks before defence, submit the final TSP.

Content of the Training and Supervision Plan

The education and training section is divided into 6 categories (A-F):

A. The Basic Package

This category includes the WIAS Introduction Day and an Ethics and Philosophy course (both mandatory).

WIAS further recommends all PhD candidates to follow a course on personal efficacy including PhD/supervisor communication (given by Frank Little).

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
- 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 study advisor).

- d. a PhD discussion group, if this group is acknowledged by WIAS (max 2 credits)
- 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)

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.

E. Presentation Skills (maximum 4 credits)

A specific subcategory for professional competences that relate to presentation skills and media training. 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 for supervision and teaching for PhD candidates of WIAS are given at <http://bit.ly/2skzo3H>

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 c MSc minor, 1 c BSc thesis)
- d. Supervising internships (1 credit)
- e. Tutorship
- f. Developing learning materials