Wageningen School of Social Sciences (WASS)  
Training and Supervision Plan (TSP)

*Please read the explanation at the end of this form carefully before inserting text electronically.*

|  |  |
| --- | --- |
| Name PhD[[1]](#footnote-1) candidate: | |
| Chair group(s): | |
| Title of PhD project: | |
| Start date: | End date: |

**Section 1. SUPERVISION[[2]](#footnote-2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Supervision Team** | **Name and title(s)** | **Chair group, university** | **Fellow graduate school** |
| 1 Promotor |  |  | yes  / no |
| 2 Promotor (if applicable) |  |  | yes  / no |
| 3 Co-promotor |  |  | yes  / no |
| 4 Co-promotor (if applicable) |  |  | yes  / no |
| *Daily supervisor (if other than (co-) promotor)* |  |  | yes  / no |

|  |  |  |
| --- | --- | --- |
| **Supervision agreements** | Did you discuss? | Briefly summarize your supervision agreements |
| 1 Meeting frequency per supervisor |  |  |
| 2 Responsibilities per supervisor |  |  |
| 3 Date go/no go and expected deliverables for a go decision |  |  |
| 4 Organisation of meetings (e.g., agendas, minutes and sending in documents) |  |  |
| 5 Supervision in case some of your research is conducted abroad |  |  |
| 6 Preliminary ideas on publications (global content and authors; discuss [guidelines](https://www.wur.nl/en/article/Recommendations-for-authorship-in-scientific-publications.htm) for co-authorship) |  |  |

**Section 2. LIST OF LEARNING ACTIVITIES**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Name of the learning activity** | **Department/**  **Institute** | **Estimated costs (€)** | **Year** | **Credits (ECTS)**  **(1 cr. = 28 hrs)** |
| Category A) Project related competences *(managing your own research project)*  A1. Managing a research project *(research project skills)* – **min 6 ECTS** | | | | | |
|  | 1. |  |  |  |  |
|  | 2. |  |  |  |  |
|  | 3. |  |  |  |  |
|  | 4. |  |  |  |  |
| A2. Integrating research in the corresponding discipline *(in-depth training)* – **min 12 ECTS**   |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1. |  |  |  |  | | 2. |  |  |  |  | | 3. |  |  |  |  | | 4. |  |  |  |  | | Subtotal part A |  |  |  |  | | | | | | |
| Category B) General research related competences *(becoming a broad academic)*  B1. Placing research in a broader scientific (social sciences and WUR) context *(interdisciplinary overview)* – **min 6 ECTS** | | | | | |
|  | 1. |  |  |  |  |
|  | 2. |  |  |  |  |
|  | 3. |  |  |  |  |
|  | 4. |  |  |  |  |
| B2. Placing research in a societal context *(research in context) –* **min 1 activity, max 4 ECTS**   |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1. |  |  |  |  | | 2. |  |  |  |  | | Subtotal part B |  |  |  |  | | | | | | |
| C) Career related competences (*personal development and your own future)*  C1. Employing transferable skills in different domains/careers *(transferable skill training) -* **min 1 activity** | | | | | |
|  | 1. |  |  |  |  |
|  | 2. |  |  |  |  |
|  | 3. |  |  |  |  |
|  | 4. |  |  |  |  |
|  | Subtotal part C |  |  |  |  |
|  |  | TOTAL COST  (backpack 2500 € | + possible additional funding) | TOTAL CREDITS  (30 - 45 credits) |  |

Signatures (on hard copy):

PhD candidate Daily Supervisor Promotor / Co-promotor

Date:       Date:       Date:

After completion, the form should be sent, both by e-mail *and* in hard copy, to the secretariat of WASS, Hollandseweg 1, 6706 KN Wageningen (internal postal number 47). For the electronic version( s): [Heleen.Danen@wur.nl](mailto:Heleen.Danen@wur.nl) or [Marcella.Haan@wur.nl](mailto:Marcella.Haan@wur.nl)

Explanation and instructions WASS TSP and monitoring form

This form is a combination of a Training and Supervision Plan (TSP) and a monitoring form. PhD candidates use the first part of the form to submit their TSP (within 3 months after the start of the PhD) and the second part for the yearly monitoring conversation between PhD candidate and supervisor.

**Training and Supervision Plan (TSP)**

The TSP is an agreement between the PhD candidate and the University about the education programme of the PhD candidate and the accompanying supervision. Both parties concerned owe rights and duties to it. All PhD candidates in WASS draw up a TSP[[3]](#footnote-3) together with their supervisors and the graduate school, at the beginning of the PhD trajectory.

The TSP can be used to structure the PhD candidate’s learning process; it is used to discuss *what* should be learned and *why*. At the same time, the TSP is an action plan, pointing out *how* this should be learned. It is also a *flexible* plan that can be adapted to changing circumstances, insights or needs. The training plan will vary per candidate and is tailored to the discipline, the education background and the requirements of the research project as well as the personal interests and ambitions for the future. However, there is also common elements to the training plan, that reflect the competences to be achieved according to the learning targets of the Wageningen PhD programme (see doctoral conferral regulations). For each (sub)category of competences a number of credits should be obtained (see Table 1 for details). This number of credits has been based on a comparison to other social sciences graduate schools in Europe.

|  |  |  |
| --- | --- | --- |
| Competence | Training Element | Examples of leaning activities |
| A  Project related competences | **A1.**  Managing a research project  *(research project skills)*  **(min 6 ECTS)** | * WASS introduction programme (**mandatory, 1 ECTS**) * Writing the research proposal (**max 6 ECTS**) * Research internship (**max 6 ECTS; reflection report has to be written**) * Reviewing papers (**1 ECTS per review, max 3 ECTS**) * Course on scientific writing * Conference participation (**1 ECTS per unique presentation, max 4 ECTS**) * Presenting at WASS PhD day **(0.5 ECTS per presentation)** * PhD content meetings organized by chair groups or sections **(max 2 ECTS)** |
| **A2.**  Integrating research in the corresponding discipline  *(in-depth training)*  **(min 12 ECTS)** | * PhD courses and graduate programme courses * MSc level courses (**max 6 ECTS**) * Summer schools * Master classes * Journal clubs **(0.25 ECTS per article studied and discussed, max 3 ECTS)** * Prior learning[[4]](#footnote-4) * Online courses **(in consultation with the WASS Education Coordinator)** |
| B  General research related competences (become a broad academic) | **B1.**  Placing research in a broader scientific (social sciences and WUR) context  *(interdisciplinary overview)*  **(min 6 ECTS)** | * Graduate level courses in another discipline * WASS seminar series/symposia * Interdisciplinary windows (e.g. 2 or 3 fellows from different chair groups provide views on relevant topic, e.g. sustainability, institutions, food security) * Philosophy of social science or Ethics course **(highly recommended)** * Online courses **(in consultation with the WASS Education Coordinator)** |
| **B2.**  Placing research in a societal context  *(research in context)*  **(min 1 activity, max 4 ECTS)** | * Organisation or co‐organisation of broader than chair group-level conference/event **(1 ECTS per half day activity, max 4 ECTS)** * Writing a blog **(0.1 ECTS per thread, max 1 ECTS)** * Writing a popular magazine article or newspaper article **(1 ECTS per article)** * Courses on valorisation/ impact/ translating research results * Courses on didactics skills and competences (how to tell my topic in a non-university setting) |
| C  Career related competences  (personal development and future career) | **C1.**  Employing transferable skills in different domains/careers  *(transferable skill training)*  **(min 1 activity)** | * WGS courses (e.g., career orientation, networking, entrepreneurship, teaching) * Competence assessment * Teaching/supervision (**max 4 ECTS**)[[5]](#footnote-5) * Council/committee membership (**max 4 ECTS**) * Organisation of WASS activity (e.g., WASS thematic activity, see continuous [call](https://portal2.wur.nl/sites/wass/Funds%20and%20grants/Forms/AllItems.aspx)) |

Table 1. TSP requirements based on WASS PhD competences

**Approval of the TSP**

Before submitting the final signed version of the TSP, PhD candidates are recommended to send a draft version to the WASS Education Coordinator by email. Once approved by the Education Coordinator and supervisors, the final signed TSP should be sent, both by e-mail and in hard copy, to the secretariat of WASS.

An approved TSP is one of the necessary conditions to have access to the individual education budget of €2500 (the so-called ‘backpack’). In addition, PhD candidates with an approved TSP are eligible for reduced fees (generally 50%) on WASS and WGS courses. Often, the same reduction applies for courses organised by the other graduate schools of Wageningen University.

Completing the TSP within the framework of a graduate school is a necessary condition to receive an education certificate. This is also a requirement for the chair group to collect the full promotion fee provided by the University after the graduation of the PhD candidate. To obtain the certificate, PhD candidates need to submit their completed TSP together with the proofs for the learning activities to the secretariat of WASS.

**Monitoring**

In the first year of the PhD trajectory, WASS starts implementing a monitoring system that helps PhD candidates and supervisors to keep track of the steps taken in the process and to adapt planning if necessary. The system yearly incites PhD candidates and supervisors to get into conversation about results, progress and planning.

Monitoring in WASS involves an alert system. This means that supervisors and PhD candidates will receive an email when it is time to have a monitoring conversation. In case of formal delays (part time workers, pregnancy leave etc.) the WASS secretariat will adapt the time-line of the monitoring system to the new situation. In the first year, the monitoring conversation will precede the formal go/no go decision by the supervisors.[[6]](#footnote-6) After the first year, the monitoring form can be used for an annual conversation with all PhD candidates. For employed PhD candidates, the monitoring form can be used instead of an R&O form for PhD candidates. The (co-) promotor can upload the monitoring form in the digital R&O tool. If deemed necessary based on the content of the monitoring form, WASS will contact the PhD candidate and/or supervisor.

In addition to facilitating a yearly monitoring conversation between PhD candidates and supervisors, WASS has installed a confidential, cohort-based monitoring system. In this system, PhD candidates are asked at 9-months (or, depending of their start-date, at the latest 15 months) and in their last year (36+ months) to fill out a questionnaire (strictly confidential) and then attend a WASS monitoring meeting with their cohort and WASS’ confidential advisors. The questionnaires contain questions that are relevant to the stage the PhD candidates are in at that particular moment.

**Timetable**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1-3 month | 6-9 months | 12 months | 9-15 months | 24 months | 36 months | 36-42 months | 48 months |
| * Discuss draft TSP with education coordinator * Approval TSP | Approval research proposal | WASS 1st-year monitoring | * WASS questionnaire and monitoring meeting * Go/ no go decision[[7]](#footnote-7) | WASS 2nd-year monitoring | WASS 3rd-year monitoring | WASS questionnaire and monitoring meeting | * WASS 4th year monitoring * Application education certificate * Exit questionnaire and conversation |

1. PhD candidates is used as a general expression to denote all categories of employed, sandwich, guest and external PhD candidates. [↑](#footnote-ref-1)
2. For information and tips on supervision, see “Procedures, Principles and Good Practices for Supervising PhD Candidates at WASS” available at the WASS website [↑](#footnote-ref-2)
3. Except for external PhD candidates, see ‘Guidelines External PhD candidates’ at the WASS website. [↑](#footnote-ref-3)
4. If deemed appropriate by the PhD candidate and the graduate school, Accreditation of Prior Learning (APL) up to a maximum of 12 ECTS can be included. [↑](#footnote-ref-4)
5. Note: teaching duties should not have a routine character, but clear learning goals need to be specified. The PhD candidate should not spend more than 10% (i.e., 672 hours) of the appointment time on teaching duties, see [teaching duties PhD candidates](http://www.wur.nl/en/Education-Programmes/PhD-Programme/Teaching-duties-PhD-candidates.htm). [↑](#footnote-ref-5)
6. For the go/no go decision WASS Office will distribute a special form that supervisors have to complete. [↑](#footnote-ref-6)
7. Please note that employed PhD candidates need to have an official go-decision after 15 months. Otherwise, the HR department will not be able to prolong their employment contract. [↑](#footnote-ref-7)