

# 5<sup>th</sup> UNICA PhD MASTER CLASS

## PROCEEDINGS



31 August - 3 September 2014  
Centre for Advanced Academic Studies (CAAS)  
University of Zagreb in Dubrovnik

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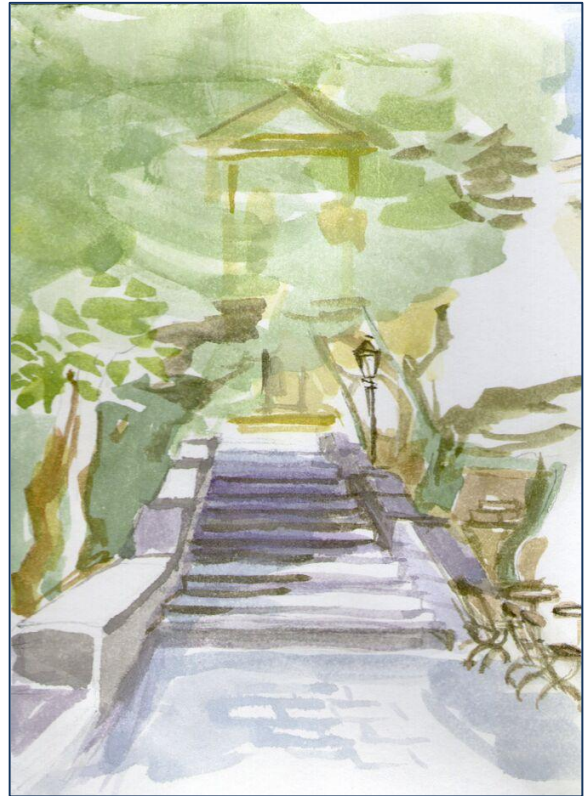
# Foreword

*Providing doctoral training is a huge investment with respect to time and other resources and therefore a formal and detailed procedure for the selection of doctoral candidates is of outmost importance. From a student's perspective, there is a need for transparent and comprehensive information on which potential candidates can rely on, and base their decision on, when taking their next career step.*

*The 5<sup>th</sup> UNICA MASTER CLASS focused on the question of how to best prepare a diverse population of candidates for a doctorate. We discussed what could be the success factors for this preparation with respect to timing and the responsibility of the organisation. The 3 ½ day programme included presentations from keynote speakers who provided insights on current trends in doctoral education and sessions in small working groups that provided an opportunity to discuss, share experiences, understand how others operate and to reflect on these approaches. As a result, participants had an opportunity to get equipped with information to better understand their own situations and develop new strategies.*

*We would like to extend our thanks to all the participants who made the 5<sup>th</sup> UNICA PhD MASTER CLASS an insightful and valuable experience. Our huge thanks go to our Experts, Hans Sonneveld, Andreas Frijdal, Vaughan Robinson, and Alexandra Bitusikova, for the contributions and the expertise they offered throughout the MASTER CLASS.*

*Finally, the PhD MASTER CLASS would not be the same without its picturesque setting, so nicely reflected in the illustrations by our friend Frida van Ammers: We sincerely thank the Centre for Advanced Academic Studies of the University of Zagreb for their hospitality and for providing us once again with an excellent environment for work and discussion.*



**Melita Kovačević (University of Zagreb) & Lucas Zinner (University of Vienna)**

# List of Participants

Family name	First name	Institution/University	Position
Banda	Madeline	Auckland University of Technology	Director of Postgraduate Studies and Scholarships
Bitusikova	Alexandra	European University Association/Matej Bel University	EUA Senior Adviser/Associate Professor & Senior Researcher in Anthropology
Blaschke	Thomas	University of Salzburg	Professor
Blaschke	Erika	University of Salzburg	Administrator of DK "GIScience"
Bosson	Mélanie	University of Lausanne	Deputy to the Vice-Rector in charge of junior faculty development
Ciordia	Itxaso	UNICA	Project Manager
Crisan	Gabriela	Babes Bolyai University	Project Manager for doctoral and postdoctoral fellowships
de Rosa	Annamaria	Sapienza University of Rome	Director of the European/International Joint PhD in Social Representations and Communication
Dejonckheere	Kris	UNICA	Secretary General
François	Karen	Vrije Universiteit Brussel	Director of Doctoral School of Human Sciences
Biaudet	Paule	Université Pierre et Marie Curie	Head of Training & Career Department, Institute for Doctoral Education
Frijdal	Andreas	European University Institute	Academic Director
Glanz	Michaela	Academy of Fine Arts Vienna	Head of Art I Research I Service
Grizelj	Juraj	University of Zagreb	Associate Professor
Jabri	Sami	An-Najah National University	Vice-President for Academic Affairs
Janz	Nathalie	University of Lausanne	Deputy Head for the Vice-Rector Teaching
Johnston	Lucy	University of Canterbury	Dean of Postgraduate Research
Kovačević	Melita	University of Zagreb	Professor, Chair of the EUA-CDE Steering Committee
Lehnert	Thorsten	University of Luxembourg	Professor

Lehnguth	Henrike	Humboldt-Universität zu Berlin	Officer: Graduate Programmes
Lepaite	Daiva	Vilnius University	Head of Degree programmes' subdivision in the Department of Study Affairs
Meško	Dušan	Comenius University of Bratislava	Vice-Rector for Science and Postgraduate Studies
Moes	Johannes	Humboldt Universität zu Berlin	Coordinator of international Curricula Development
Moraru	Camelia	Babeş-Bolyai University	Assistant Lecturer
Pesak	Petra	University of Vienna	Science Manager
Petlenkov	Eduard	Tallinn University of Technology	Associate Professor, Head of the Doctoral School in ICT
Rezić	Tonči	Faculty of Food Technology and Biotechnology	Associate Professor
Robinson	Vaughan	King's College London	Director, Graduate School
Saso	Luciano	Sapienza University of Rome	Vice-Rector for European University Networks
Schmidt	Lisette	University of Vienna	Administrative Staff
Sonneveld	Hans	Netherlands Centre for Graduate and Research Schools	Director / Researcher /Lecturer
Zinner	Lucas	University of Vienna	Head of the Research Service

**Legend**

- Speakers
- Organising Committee

# Programme

## Sunday, 31 August 2014

**Chair:** Melita KOVAČEVIC, Vice-Rector for Research and Technology, University of Zagreb, Chair of the EUA Council of Doctoral Education

AFTERNOON	<b>16:00 - 17:00</b>	<b>Registration</b> <i>Venue: Centre for Advanced Academic Studies, Courtyard</i>
	<b>17:00 - 17:15</b>	<b>Welcome</b> by Melita KOVAČEVIC, Vice-Rector for Research and Technology, University of Zagreb, Chair of the EUA Council of Doctoral Education <i>Venue: Centre for Advanced Academic Studies, Courtyard</i>
	<b>17:00 - 17:45</b>	<b>"Meet a mate" snacks and drinks</b>
	<b>17:45 - 19:00</b>	<b>MASTER CLASS warm-up</b> <ul style="list-style-type: none"> <li>MASTER CLASS speed-friending</li> <li>"Out of the box" speaker</li> <li>GALLERY WALK: Master-PhD transition: When, Where, How, Who?</li> </ul>
	<b>19:30 - 22:00</b>	<b>Dinner</b> <i>Venue: Orhan Restaurant (<a href="http://www.restaurant-orhan.com">www.restaurant-orhan.com</a>)</i>

## Monday, 1 September 2014

**Chair:** Lucas ZINNER, Head of Centre for Doctoral Studies, University of Vienna

MORNING	07:00 - 08:00	Morning swim
	08:00 - 09:00	Buffet breakfast at Sesame
	09:00 - 11:00	<b>Introduction to the MASTER CLASS</b> <i>Venue: Centre for Advanced Academic Studies, Lecture Room</i> <ul style="list-style-type: none"> <li>Tour de table</li> <li>Overview of the questionnaires by Lucas ZINNER (University of Vienna)</li> <li><i>Master-PhD transition: Rethinking Bologna principles</i> by Melita KOVAČEVIC, Vice-Rector for Research and Technology, University of Zagreb, Chair of the EUA Council of Doctoral Education</li> <li>Discussion</li> </ul>
	11:00 - 11:30	Coffee & tea
	11:30 - 12:30	<b>Plenary talk I</b> <ul style="list-style-type: none"> <li><i>Enriching MA programmes to better prepare for a PhD</i> by Hans SONNEVELD, Director of the Netherlands Centre for Graduate and Research Schools</li> <li>Discussion</li> </ul>

<b>AFTERNOON</b>	12:30 - 14:00	Lunch <i>Venue: Sesame Tavern (www.sesame.hr/tovjerna)</i>
	14:00 - 15:30	<b>Focus groups I</b>
	15:30 - 16:00	Coffee & tea
	16:00 - 17:00	<b>Plenary session:</b> <ul style="list-style-type: none"> <li>Presenting, commenting, and discussing the outcomes of focus groups</li> <li>Sandra's Enlightenment: comment on burning issues by Alexandra BITUSIKOVA, EUA Senior Adviser/Associate Professor &amp; Senior Researcher in Anthropology at Matej Bel University</li> </ul>
	17:00 - 18:00	<b>Dubrovnik "4 Seasons" MASTER CLASS Café</b> <p>During the Dubrovnik MASTER CLASS Café, the participants will gather around different tables, each 'hosted' by an Expert who will trigger off a discussion on a burning issue related to doctoral supervision and monitor the discussion among the participants who have shown up at the table. Two sessions are envisaged: they will not last longer than 25- 30 minutes so that all participants can follow two different discussions of their choice.</p> <i>Venue: Centre for Advanced Academic Studies, Courtyard</i>
	18:00	<b>Free time</b>

## Tuesday, 2 September 2014

**Chair:** Melita KOVAČEVIC, Vice-Rector for Research and Technology, University of Zagreb, Chair of the EUA Council of Doctoral Education

<b>MORNING</b>	07:00 - 08:00	Morning swim
	08:00 - 09:00	Buffet breakfast at Sesame
	09:00 - 10:30	<b>Plenary talk II:</b> <i>Starting PhD with a fly: how to structure the introduction phase of a PhD</i> by Andreas FRIJDAL, Academic Director, European University Institute
	10:30	Coffee & tea, departure at 11:00 from the CAAS lobby
	12:00 - 17:00	<b>MASTER CLASS RETREAT: Koločep (Kalamota) Island</b> <ul style="list-style-type: none"> <li>Lunch at Villa Ruza</li> <li>Intervision exercise</li> <li><b>EC PROJECTS SLOT</b> <ul style="list-style-type: none"> <li><i>Updates on PRIDE project</i> by Lucas ZINNER (University of Vienna)</li> <li><i>Updates on UZDOC project</i> by Luciano SASO (Sapienza university of Rome)</li> </ul> </li> <li><b>Speaker's Corner</b> <ul style="list-style-type: none"> <li><i>Evidence about pathways to PhD in New Zealand - differences between the honours and masters degree routes</i> by Lucy JOHNSON (University of Canterbury, New Zealand)</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ <i>Factors Determining the Best Path for the Best PhD Programme</i> by Sami M. AL-JABER (An-Najah National University, Palestine)</li> <li>○ <i>Focus group interviews with doctoral candidates at the University of Vienna</i> by Lisette SCHMIDT (University of Vienna)</li> <li>• More Sandra's Enlightenment by Alexandra BITUSIKOVA</li> </ul>
20:00	Return to Dubrovnik and dinner in the Old Port

## Wednesday, 3 September 2014

**Chair:** Luciano SASO, Deputy Rector for International Mobility, Sapienza University of Rome, Member of the UNICA Steering Committee

MORNING	07:00 - 08:00	Morning swim
	08:00 - 09:00	Buffet breakfast at Sesame
	09:00 - 10:30	<b>Plenary talk III:</b> <i>The MPhil: an intermediate step before transferring onto a PhD</i> by Vaughan ROBINSON, Director, Graduate School, King's College London
	10:30 - 12:00	<b>Focus groups II</b> (coffee break included)
	12:00 - 13:00	<b>Experts Panel</b>
AFTERNOON	13:00 - 14:30	Lunch <i>Venue: Sesame Tavern (<a href="http://www.sesame.hr/tovjerna">www.sesame.hr/tovjerna</a>)</i>
	14:30 - 16:00	<b>Focus groups III: Recap on key elements of different models: What will you take home?</b>
	16:00 - 17:15	<b>Reporting from the focus groups III</b>
	17:15 - 17:30	<b>Concluding remarks</b> <ul style="list-style-type: none"> <li>• Melita KOVAČEVIC, Vice-Rector for Research and Technology, University of Zagreb, Chair of the EUA Council of Doctoral Education</li> <li>• Lucas ZINNER, Head of Centre for Doctoral Studies, University of Vienna</li> </ul>
	17:30 - 18:30	<b>Farewell drinks</b>
	19:00	<b>Optional programme (for those who stay):</b> Pizza dinner in the Old Town and an evening in Buža Café ( <a href="http://www.cafebuza.com">www.cafebuza.com</a> )

## Thursday, 4 September 2014

*departure of the participants*



# Overview of questionnaires



## 1. What are the main challenges of transition of doctoral students from Master to PhD level ?

- ✓ *Attracting and recruiting candidates: competing with other HEIs and/or the labour market;*
- ✓ *Transparent and fair selection: collegial vs. individual;*
- ✓ *Candidate-Supervisor matching;*
- ✓ *Lack of skills and competences: research techniques, methods, academic writing... different standards (internationally and discipline wise;*
- ✓ *Lack of awareness and unclear expectations (careers?) and motivations;*
- ✓ *Diversity of the candidates' population.*

## 2. How do you deal with those challenges at the individual and institutional level?

- ✓ Recruiting candidates already at the Master level, talent spotting,
- ✓ Doctoral schools in charge of advertising and recruitment, training supervisors, rewarding supervision,
- ✓ Providing information through seminars, workshops etc. for both candidates and faculty,
- ✓ Individual coaching of potential starters,
- ✓ Starting with career planning at the very beginning,
- ✓ Integrating PhD candidates early into research groups,
- ✓ Raising awareness about the PhD through e.g. quizzes, matching PhDs and Master students.

### 3. What are your motivations and expectations regarding the 5<sup>th</sup> UNICA PhD MASTER CLASS?

- ✓ Exchange ideas, network and discuss with European peers,
- ✓ Learn about best practice examples,
- ✓ Get new insights from experts,
- ✓ Discuss and reflect with other participants on different approaches and strategies,
- ✓ Identify transferable approaches,
- ✓ Gain fresh energy before the start of the new academic year
- ✓ Shared sense of enthusiasm and humour - and Buza Buza at night!



## Experts & Organisers

### **Alexandra Bitusikova, Matej Bel University**

Alexandra Bitusikova received her PhD in social anthropology from Comenius University in Bratislava, Slovakia. Most of her professional career she has been working at the Research Institute of Matej Bel University in Banska Bystrica, Slovakia, first as a research fellow, then in 1993-2000 as Director of the Research Institute, and in 2010-2012 as Vice-Rector for Research. She was a visiting scholar at Cambridge University, UK; University College London, UK; and Boston University, US (Fulbright). She is author of a number of publications on urban anthropology, gender, post-socialist social and cultural change in Central Europe, and reform of doctoral education in Europe. In 2001 she was seconded to the European Commission, DG Research in Brussels. Since 2003 she has been working at the European University Association (EUA) in Brussels, being responsible for all activities related to doctoral education reform in Europe, and was fully engaged in the process of establishment of the EUA Council for Doctoral Education in 2008. Since then she has been working at EUA as an external adviser in the field of doctoral education, and working as a full-time researcher at Matej Bel University in Slovakia.



### **Kris Dejonckheere, UNICA**

Kris is Secretary General of UNICA and heads the UNICA Secretariat in Brussels since 2001. In her capacity as Secretary General, Kris represents UNICA at the senior level in contacts with European Union institutions, HE organisations, networks and nongovernmental organisations from and outside Europe, and other key stakeholders. Kris has coordinated several EU-funded projects, including the HE Reform Service Contract with the European Commission (2007-2013), and two TEMPUS projects: UZDOC: Enhancing quality of doctoral education at HEIs in Uzbekistan and RUMI: Network of Moroccan Universities for Inclusive Education (both ongoing). Kris holds degrees in Law and Ethics. In 1994, she was appointed Political Advisor for University matters to the Flemish Minister for Education. Kris also held different positions at the Vrije Universiteit Brussel and for many years she was responsible for Research, International Relations & Interface with Industry Department.



### **Andreas Frijdal, European University Institute**

Dr. Andreas Frijdal studied chemistry and economics at the Vrije Universiteit Brussel and also obtained his Ph.D. in Economics there. He has worked in the Economics Department of the Vrije Universiteit Brussel at the Centre for Financial Economics. He later set up the University's R&D sector and focused on specialising in research management.



In 1985 he moved to the European University Institute, Florence (Italy), where he was responsible for research management before becoming Head of the Academic Service. While there, he published various reports on research management, doctoral education and the development of European Studies programs for the European Union and other governmental bodies. Over the last ten years he has focused on the training of researchers in his function as Head of Academic Service, responsible for the implementation of doctoral and postdoctoral programmes.

### **Slaven Mihaljević, University of Zagreb**



Slaven Mihaljević is Head of the Office of Doctoral Programmes and has been working in the field of doctoral education since 2008. He is in charge of quality assurance in doctoral education at the University of Zagreb, and is involved in the coordination of universities' efforts to modernize its organization of doctoral education. He holds a Master of Science degree in comparative literature, and is currently enrolled in a doctoral programme at the University of Zagreb. His doctoral thesis is about the reform of doctoral education in European universities.

### **Melita Kovačević, University of Zagreb**



Melita Kovačević is Chair of the EUA-CDE Steering Committee. Melita Kovačević was a member of different national and European bodies related to higher education. She has been frequently invited to give talks on different topics related to HE reforms home and abroad. Within the UNICA Network Melita Kovačević is in particular active in the area of doctoral education and research and contributes largely to the debate on doctoral education in Europe and beyond. Melita Kovačević is also a member of the UNICA Steering Committee. Melita Kovačević served as Vice-Rector for Research and Technology at the University of Zagreb from 2006 until October 2014 and she is Full Professor at the Department of Speech and Language Pathology. She is Head of the Laboratory for Psycholinguistic Research and Director of the Interdisciplinary Doctoral Programme Language and Cognitive Neuroscience. Melita Kovačević held research and visiting positions at different European and American universities and is a member of various national and international societies.

### **Vaughan Robinson, King's College London**



Vaughan Robinson has been Professor and Director of the Graduate School at King's College London since 2006. As such, he has overall responsibility for the recruitment and student experience of doctoral researchers across all disciplines and for the quality standards of their education. Prior to that, he held positions of Professor of Human Geography and Sub-Dean Graduate School at Swansea University, as well as Prize Research Fellow at Oxford University. He holds a PhD in Geography from Oxford University.

### **Hans Sonneveld, Director of the Netherlands Centre for Research and Graduate Schools**



Hans Sonneveld is Director of the Netherlands Centre for Research and Graduate Schools. Prior to that, he was Managing Director of the Amsterdam School for Social Science Research, one of the first Dutch graduate schools. Hans Sonneveld is a sociologist by training. He has conducted a number of investigations in the field of doctoral education over the last decades. His publications in this area include the book "PhD supervisors, PhD students and the Academic Selection" and articles like "What took them so long? Explaining PhD Delays among Doctoral Candidates" (PLOS ONE) and "Gender inequality in the Dutch doctoral system" (*Journal for Gender Studies*). He is advising and training starting and experienced PhD supervisors and is teaching programmes for PhD candidates. Currently, he is working on a manual for directors of graduate schools (co-author Andreas Frijdal), a guide for supervisors in the field of engineering and a publication about the topic exploration stage in a PhD project. In 2014, he was Chair of the Dutch National Supervisor Award Committee.

### **Luciano Saso, Sapienza University of Rome**

Luciano Saso (Faculty of Pharmacy and Medicine, Sapienza University of Rome, Italy) received his Doctorate in Pharmaceutical Sciences from Sapienza University in 1992. He is author of more than 120 scientific articles published in peer reviewed international journals with impact factor. During his career, he supervised several doctoral candidates from different countries including Italy, Spain, France, Germany, Bulgaria, Czech Republic, Iran, Estonia, India and Russia, getting to know well a variety of doctoral education systems. He has extensive experience in international relations and he is currently Vice-Rector for European University Networks of Sapienza University of Rome and Member of the UNICA Steering Committee.



### **Lucas Zinner, University of Vienna**

Lucas Zinner began his career as a researcher in Mathematics at the University of Vienna, Mid Sweden University and the Technical University of Vienna. He expanded his expertise and gained profound knowledge in research evaluation processes when he joined at the Austrian Science Foundation (FWF) as Scientific Administrator. Lucas Zinner became Vice-Director of the Research Services and International Relations Office, helped organize a Research Services Office including Technology. Furthermore he became responsible for "Initiativkollegs", an internal funding scheme to promote structured doctoral programs at the University of Vienna. Since 2008 he is leading a project established by the University's Rectorate focusing on the change of doctoral education and the development of inherent supporting structures. Lucas Zinner is active member of UNICA and specially committed to the PhD working group.



## Testimonial

*"UNICA PhD MASTER CLASS has a unique combination of excellently structured activities: cases, empathic sharing of experiences in the intervision sessions, alive critical discussion, formal and informal exchanges among the participants in an always lovely and friendly social environment enlightened by the fascinating Dubrovnik atmosphere even under the storm. UNICA is "unique" in its genre of events indeed, and it is difficult to imagine that after the first experience there will not be another one even better each year."*

**Prof. Annamaria De Rosa, Sapienza University of Rome**

## About Dubrovnik

**The uniqueness of Dubrovnik** is its permanent connection to its rich past and cultural heritage, while it keeps vibrantly in pace with contemporary life, echoing its spiritual identity and its presence in the European cultural environment. Since 1979, the Old Town is on the UNESCO World Heritage List. The most recognizable feature which reflects on Dubrovnik's character are its intact *city walls* which run uninterrupted for 1,940 meters, encircling the city. This complex structure, one of the most beautiful and strongest fortification systems in Europe, is the main attraction for the city's visitors.

## About CAAS

The **Centre for Advanced Academic Studies (CAAS)** was founded by the University of Zagreb as a public academic institution for international scientific programmes and postgraduate studies. It seeks to strengthen the international academic frameworks and foster academic cooperation to bridge and harmonize the various inherited approaches of the European university tradition.

## UNICA MASTER CLASS

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