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5th UNICA PhD MASTER CLASS

31 August - 3 September 2014

Centre for Advanced Academic Studies University of Zagreb, Dubrovnik

Overview of the questionnaires



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The Questionnaire: Challenges



- 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 (internationally and interdisciplinary)



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The Questionnaire: Approaches



- Recruit candidates already at MA level (funding?), spotting for talents
- Doctoral schools in charge of advertising and recruitment, train supervisors, reward supervision
- Provide information through seminars, workshops etc for candidates and faculty and
- individual coaching of potential starters
- Start with career planning in the very beginning
- Integrate PhD candidates early into research groups
- Raise awareness about the PhD through e.g. a quiz, matching PhDs and MAs,



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The Questionnaire: Motivation & Expectations



- Exchange ideas and discuss with peers
- Learn about best practice examples
- Get input from experts
- Discuss and reflect with other participants different approaches and strategies
- Learn about transferable approaches
- Get new insights
- Network on European level and exchange with colleagues in similar positions
- Get some new energies to start the new academic year
- Shared sense of enthusiasm and humour – and Buza Buza at night!