

Final Conference of the PRIDE project

Professionals in Doctoral Education: Supporting skills development to better contribute to the European knowledge society

Humboldt-Universität zu Berlin | Humboldt Graduate School, Luisenstraße 56, 10117 Berlin

Thursday 8 September (17:00) - Friday 9 September (16:00)

ABSTRACTS & BIOGRAPHIES

Thursday, 8 September

Chair

Dr. Brigitte LEHMANN, CEO, Humboldt Graduate School, Humboldt-Universität zu Berlin

Brigitte Lehmann holds a PhD in Law and is since 2010 CEO of Humboldt Graduate School, the umbrella organisation for structured doctoral education at Humboldt-Universität zu Berlin. Prior to becoming CEO, she was for many years Head of Division for Research Matters. She represents the university in several networks in the field of doctoral education. She has outstanding experience in university structures and administration, but also in networking (national and international), leading working groups and developing new initiatives. Since 2015 she is leading a working group "Professionals in Doctoral Education in Germany".

Opening session

Prof. Dr. Peter A. FRENSCH, Vice-President, Humboldt-Universität zu Berlin

Peter A. Frensch is a Professor of Psychology and currently the Vice-President for Research Affairs at Humboldt-Universität zu Berlin. Prof. Frensch received his Ph.D. in Psychology from Yale University in 1989, and moved to the University of Missouri-Columbia where he was appointed Assistant Professor and later Associate Professor of Psychology with tenure. In 1994 he returned to Germany to become a Senior Research Scientist at the Max-Planck-Institute for Human Development in Berlin. In 1998 he was appointed Professor of Psychology and Chair of General Psychology at the Department of Psychology at Humboldt-Universität zu Berlin. From 2004 to 2008 Peter A. Frensch served as the President of the XXIXth International Congress of Psychology in Berlin. From 2010 to 2012 he chaired the German Society for Psychology as President. From 2009 to 2010 he was Dean of the Faculty of Mathematics and

Natural Sciences II at Humboldt-Universität zu Berlin. Since 2011 Peter A. Frensch has been part of the management of Humboldt-Universität as the Vice-President of Research Affairs.

Opening keynote speech: Professionals in Higher Education

Prof. Barbara KEHM, Professor of Leadership and International Strategic Development in Higher Education, University of Glasgow

The presentation will provide an overview of existing research on and definitions of new higher education professionals (HEPROS) and frame this emerging phenomenon as part organisational professionalization (as opposed to occupational professionalization). Among other things, a major implication of organisational professionalization is that all groups employed in higher education institutions (academic staff, management, administration) are professionalising. The presentation will provide evidence on how this is actually brought about by referring to the results of a recently concluded European research project (EUROAC) in which eight countries were involved. The project analysed the impact of new higher education professionals on academic work and careers and on institutional leadership and management. The presentation will conclude by pointing out some tensions and reciprocal influences resulting from the interactions between the academic profession, HEPROs and institutional management.

Prof. Barbara M. Kehm received her PhD from Ruhr University Bochum (Germany) in 1989. From 1990 onwards she specialised in the field of higher education research first at the International Centre for Higher Education Research (INCHER) at Kassel University (Germany), later at the Institute of Higher Education Research at the University of Halle-Wittenberg (Germany). She returned to Kassel in 2003 to become a professor and from 2004 onwards the Director of INCHER. In 2013 she was recruited as a Professor of Leadership and International Strategic Development in Higher Education by the University of Glasgow (UK). Barbara M. Kehm has published widely on a range of topics (more than 30 books and more than 200 book chapters and journal articles) and has led major international and collaborative research projects. Her field of expertise is internationalisation in higher education, new forms of governance, changes in doctoral education and new forms of professionalization and professionalism in higher education.

Friday, 9 September

Chair

Prof. Melita KOVAČEVIĆ, former Vice-Rector for Research and Technology, University of Zagreb/Chair of the EUA-CDE Steering Committee

Prof. Melita Kovačević is a former Vice-Rector for Research and Technology at the University of Zagreb (2006-2014) and she is Full Professor at the Department of Speech and Language Pathology. Prof. Kovačević was educated in Croatia (bachelor and doctoral degree) and in the United States (master degree). Her basic background is psychology. Her second bachelor degree was in phonetics. She is Head of the Laboratory for Psycholinguistic Research and Director of the Interdisciplinary Doctoral Programme Language and Cognitive Neuroscience. Prof. Melita Kovačević held research and visiting positions at different European and American universities and is a member of various national and international societies. Currently, Prof. Kovačević is Chair of the Steering Committee of the European University Association Council for Doctoral Education (EUA-CDE). She has been a member of different national and European bodies related to higher education. She has been very frequently invited to give talks on different topics related to HE and HE reforms, home and abroad. She has a status of European expert of higher education. Prof. Kovačević is also a member of Advisory Board of Regional Platform for Benchmarking Cooperation in Higher Education and Research. As a HE expert she participates in international evaluation teams.

Welcome session & brief resume of the PRIDE project

Dr. Lucas ZINNER, Head of Research Services and Career Development, University of Vienna, Coordinator of PRIDE project

Dr. Lucas Zinner has a PhD in Mathematics and is Head of Research Services and Career Development at the University of Vienna. He has more than 20 years of experience working in research or research related institutions. He began his career as a researcher, working in the fields of complex analysis, statistics and econometrics at various universities in Austria and Sweden. After conducting research in Mathematics and working for the Austrian Science Foundation (FWF) for two years as programme manager he returned to the University of Vienna in 2004 where he contributed to the establishment of a central service unit in charge of research services and technology transfer. Since 2007 he has focused on the reform of doctoral education and was in charge of setting up a new university-wide Centre for Doctoral Studies which supports the personal and professional development of doctoral candidates. He is involved in various international projects related to the Research – Education – Innovation triangle. Currently, he coordinates the LLP project PRIDE, which deals with the professionalization of staff supporting doctoral education at higher education institutions. Furthermore, he is involved in the Erasmus Mundus project EUCHINADOC, and has experience in various other international projects, in programmes such as TEMPUS, LLP or COFUND. He is a recognized expert in doctoral education and was delegated by the Austrian Ministry to the ERA Working Group on Innovative Doctoral Training of the European Commission. Moreover, he also has international experience as a facilitator and trainer at workshops for PhD supervisors and for many years, he has been Member of Organising Committee of UNICA PhD MASTER CLASS seminars, organised annually by UNICA - Network of Universities from the Capitals of Europe.

Panel discussion: Different perspectives

Chiara LAURITANO, Manager of the Doctoral School, Polytechnic University of Turin

Chiara Lauritano graduated in Political Sciences from the University of Turin, where she worked for the human resources office from 2000 to 2002. She later moved to Polytechnic University of Turin to manage a joint PhD programme between the three Italian technical universities. Between 2010 and 2012 she attended a postgraduate course in the management of university and research at the Graduate School of Business (MIP) of Polytechnic University of Milan. Since 2010 she is the manager of the Doctoral School of Polytechnic University of Turin where she has been heavily involved in the re-organization of doctoral studies in Italy, a process which started in 2013 and is still ongoing. Keenly interested in the international advancement of doctoral education, she did internships at the College of Engineering of Boston University in 2009 and at the Office of Graduate Studies of the University of Ontario Institute of Technology (Canada) in 2013.

Prof. Kenneth WANN, Deputy Dean of the University Graduate College, University of Cardiff

Prof. Wann graduated BSc PhD in Physiology from Aberdeen University and was appointed to a lectureship there in 1972. He then moved to London and worked at the Wellcome Foundation Laboratories (1982-1986), the MRC Clinical Research Centre (1986-1990) the James Black Foundation (1990 – 1991) and the Department of Physiology in the Royal Free and University College Medical School (1991-95). He took up his present academic post as a Cellular Physiologist in the School of Pharmacy in Cardiff University in 1996. He has therefore worked in both the private and public sector namely three Universities, a Pharmaceutical Company and a Government Research Council Unit. He has acted as consultant to many Pharmaceutical Companies and has served on several Research Council Committees, most recently as an MRC Advisory Board member and on the UK Medical Research Council College of Experts for the Physiological Systems and Clinical Sciences panel.

He has worked in Doctoral Education in Cardiff University from 2004, holding posts as Director of Postgraduate Research within the School of Pharmacy (2004-07), Director of the Graduate School of Biomedical Sciences (2007-2011) and Deputy Dean of the University graduate College (2011 -). He is a member of the UKCGE Executive Board (2014 -).

His scientific interests include the role of membrane potassium channels in cardiac arrhythmias, and cell death, bacterial mechanosensitive channels, neurodegeneration, and epilepsy.

Paul HARRIS, Policy Officer, Unit B3 Innovation in Education, EIT and MSCA, Directorate General for Education and Culture, European Commission

Paul Harris is a Policy Officer in the unit of the European Commission dealing with Innovation in Education, the European Institute of Innovation and Technology (EIT), and the Marie Skłodowska-Curie Actions (MSCA). This unit is part of the Directorate-General for Education and Culture and is responsible for the strategy of the EIT and MSCA, which are part of the EU research and innovation programme Horizon 2020.

Paul is one of the policy team developing and monitoring the MSCA, which are the main EU instrument for doctoral training. Previously he worked for the European Research Council (ERC) Executive Agency, after being the Brussels representative of first Scottish and then Welsh Universities.

Parallel workshops: description

Workshop A: Policy Development

Prof. Melita KOVAČEVIĆ, former Vice-Rector for Research and Technology, University of Zagreb/Chair of the EUA-CDE Steering Committee

This workshop focuses on the major challenges in doctoral education and how professionals can contribute to coping with them. In the recent publication "Taking Salzburg forward" the EUA-CDE brought to the fore several issues which are currently on the radar of many institutions and which are expected to affect the way how doctoral education will be performed in the decade ahead of us. While these challenges are formulated in a very general way, the workshop will address potential contributions of professionals to tackling these new demands. The participants of the workshop will look at how to transform the 'information' into 'knowledge' and how to put it into context of their local situation to achieve impact.

Biography of Prof. Kovačević can be found on page 3

Workshop B: PRIDE Association? Next steps

Dr. Lucas ZINNER, Head of Research Services and Career Development, University of Vienna, Coordinator of PRIDE project

The PRIDE project has successfully contributed to the visibility of professionals and their contributions to doctoral education on various levels and in different areas of activities. The pilot training course which took place at the end of August pointed to the significance of relationships and the participants' desire to intensify the exchange. PRIDE project recognizes the great importance of networking with other institutions across Europe and globally. In this context, the project consortium undertook a brief survey to receive feedback from the community about the idea of establishing an independent association for PRIDE. The workshop will briefly present the results of the survey and the participants will be invited to contribute with a SWOT analysis in order to prepare the next steps.

Biography of Dr. Zinner can be found on page 3

Workshop C: Training and development needs

Prof. Patrícia ROSADO-PINTO, Pro-Rector of Universidade Nova de Lisboa (NOVA) and Head of NOVA Doctoral School

It was one of the PRIDE project's objectives to develop and run a pilot training for PRIDE. At the end of August 2016 more than 30 colleagues from 16 countries gathered in Dubrovnik, shared their experience

using a wide range of training techniques and so contributed to a successful training outcome. Professionals are per definition lifelong learners. They show strong commitment and ability to further develop in order to contribute effectively to their areas of responsibilities and type of work, and finally are recognized as experts in the field. This workshop is intended to discuss training interests of professionals working in the area of doctoral education and to exchange information about existing opportunities to meet these needs. Moreover, the gathered information should also provide insights into future activities to be carried out after the PRIDE project.

Prof. Patricia Rosado-Pinto is Pro-Rector of Universidade Nova de Lisboa (NOVA) and Head of NOVA Doctoral School. She holds a PhD in Education (Faculty Professional Development) from Universidade de Lisboa, Portugal. After gaining her Master in Education from the University of Caen, France, she received her PhD in Education (Teachers' Training) from the Faculty of Psychology and Educational Sciences of Universidade de Lisboa, Portugal. Her fields of expertise and publication are Medical Education and Teaching & Learning in Higher Education (teachers' pedagogical competencies and students' learning strategies). Prof. Rosado-Pinto has been running Higher Education teachers' training courses for the last fifteen years and she presently the Office for Faculty Professional Development where she has been responsible for organizing and delivering transversal pedagogical courses to NOVA's academic staff.

Workshop D: What do academics want from us?

Prof. Kenneth WANN, Deputy Dean of the University Graduate College, University of Cardiff

Various studies, confirmed by the findings of the PRIDE project, show that one of the utmost important characteristics of professionals in higher education is their willingness and ability to give specific attention to the relationships between academic staff, administrative personnel and higher education professionals. In order to make an impact, cooperation is necessary, but in particular and thorough understanding of what academics, either supervisors or academic leaders, actually expect from them. This interactive session will look at how professionals make a difference to doctoral education in their institutions, but also how to communicate and market their contributions.

Biography of Prof. Wann can be found on page 4

Keynote speech: The importance of HR in Higher Education Institutions

Jan DEN HAESE, HR Development Manager, Vrije Universiteit Brussel

Jan Den Haese is a HR Development Manager at Vrije Universiteit Brussel, Belgium. Before joining the university in 2010, Jan developed his career as a management consultant for Career-Builders, Hudson and Celerant Consulting, designing and implementation major change programmes addressing operational, organisational and strategic challenges for local and international clients, such as Pfizer, Aventis, T-Mobile, Philips, Atlas Copco, Agfa, Swarovski and KLM. With a background in Psychology (Ghent University) and Business Science (Vlerick Leuven-Ghent Management School), Jan has built expertise in HR Strategy, HR Process Optimization, organisation design, talent management and

employee engagement. He advises the Public Administration of Flanders on a number of HRM-related topics.

Keynote speech: The role of Professionals in Doctoral Education

Prof. Mick FULLER, former Head of Graduate School and Director of Graduate Studies at the University of Plymouth, Director of FULLER Education Ltd

The PRIDE project documents the emergence and development of the Professional Services in support of doctoral education and evidences their value to the Doctoral Training experience. It also calls for a recognition of this by institutions to further professionalise this support. This presentation examines the barriers and opportunities for this professionalization within a framework of the values that the institutions espouse and emphasises those things that work and those things that will limit this professionalization within institutions and encourages professional staff to look outside of their institutions for support and reward.

Professor Mick Fuller was Head of Graduate School at Plymouth University from 2004 until 2015 with responsibility for the strategic activities of research students. He was very active with international recruitment and the sourcing of productive international research partnerships and oversaw the establishment of more than 20 PhD agreements across the world. He was also the Chair of the UK Council for Graduate Education (UKCGE) and a member of the Steering Group for the European Universities Association's Council for Doctoral Education (EUA-CDE).

He also holds the post of Professor of Plant Physiology in the School of Biological Science and has an active research group currently comprising 3 research students and 1 post-doc working on aspects of abiotic stress physiology in plants. He has supervised 40 research students and his current research students come from Syria, Kurdistan and the UK and he has examined over 50 PhDs from across the UK, Cuba, Pakistan, Fiji, France, Denmark, India and Ireland and published more than 200 research papers and reports.

He is an International Member of the Plant Biotechnology Research Group (BPRG), King Abdulaziz University, Jeddah, Saudi Arabia and is a Master at the De Tao Academy in Shanghai.

He launched his independent education consultancy company in 2015 and is involved in projects in the UK, Saudi Arabia, Ireland, Uzbekistan and China.