Looking back to the future

10 years Doctoral Schools @KU Leuven
3 Doctoral schools

– Arenberg doctoral school
– Doctoral school for Biomedical Sciences
– Doctoral school for Humanities and Social Sciences

Objectives and responsibilities

1. International recruitment of the best PhD students
2. Organise doctoral training
3. Improve doctoral efficiency
4. Increase visibility and transparency of KU Leuven research
PhD: a stepping stone to multiple careers

PhD
100%

- University: 9%
- Industry
- NGO
- Public sector
- Teaching: 91%

Source: VRWB
Which skills are missing after PhD training?

Needed skills for current job

Acquired skills during PhD

- Research skills
- Personal effectiveness
- Communication skills
- Team skills
- Management skills

Industry
Services
Public sector
Private non-profit
Higher education
University

N=4190

Source: ECOOM (2010)
Mission: To produce high quality independent research professionals for ANY professional sector requiring deep rigorous analysis.

- Intensively perform research
- International Competitive Environment
- Tackle basic or applied problems

Doctoral thesis: original academic contribution
Doctoral training: broad competence profile
Doctoral Training

What do we want to achieve through doctoral training?

- Doctoral training should result in young professionals that may continue their career within academia or in other areas of occupation:
  
  - Training **independent researchers** mastering the concepts, techniques and methodologies of their field
    - Faculties / Departments / Research Units
  
  - Having acquired **generic skills** useful in different professional contexts
    - Doctoral Schools
Competence profile for PhDs

- Academic & Technical Skills
- Relational Skills
- Self Management Skills
- Intellectual Skills
- Leadership & Innovation Management
Researcher Development Framework

Engagement, Influence and Impact
Knowledge and Intellectual Abilities
Research Governance and Organisation
Personal Effectiveness
DOCTORAL SCHOOL FOR THE HUMANITIES & SOCIAL SCIENCES

Director
Pol Ghesquière
Coordinator
Michèle Van Buggenum

9 faculties
28 doctoral programs
+/- 1530 PhD students

DOCTORAL SCHOOL OF BIOMEDICAL SCIENCES

Director
John Creemers
Coordinator
Kathleen Vercammen

3 faculties
3 doctoral programs
+/- 1300 PhD students

ARENBERG DOCTORAL SCHOOL OF SCIENCE, ENGINEERING & TECHNOLOGY

Director
Patrick Willems
Coordinator
Leen Cuypers

5 faculties
5 doctoral programs
+/- 2220 PhD students

KU LEUVEN
Main achievements of 10 years DS

• New PhD regulations
  • General regulations for the whole university
  • Disciplinary specifications where necessary
  • Quality control guaranteed
    • supervisory committee with external members
    • first year and mid-term evaluation
    • yearly progress reports
  • Specific ombudspersons for PhD candidates

• Follow up and monitoring of joint and double degrees
Main achievements of 10 years DS

• Charter for PhD researchers and their supervisor(s)
  • Role and responsibilities of the supervisor(s)
  • Rights and duties of the PhD candidate

• KULoket tool
  • Clear milestones to achieve
  • Tracking and monitoring PhD progress

• Alumni chapter for PhDs
Scientific Integrity training

- At bachelor – master level:
  - courses on methodology – statistics – plagiarism

- At PhD level
  - Year 1: 3 hour lecture on SI (compulsory)
    - generic content
    - university wide teaching team
  - Later: disciplinary seminars (compulsory / optional)

- For all KU Leuven researchers: online tool LIRIcs
  - Leuven Institutional Research Integrity – culture and self reflection (Epigeum)
YouReCa supports the **career development** of KU Leuven’s young researchers – thanks to the **Flemish Government**

1. Training and education of transferable skills
   some in co-operation with other Flemish Universities
   e.g. *Summer School ‘Zeg 't eens! / Let’s talk science!’*

2. Career guidance
   career events, job fairs, individual personalized career guidance

3. International mobility
   e.g. **JuMo**: financial support for research stays outside Belgium

For all PhD students, postdocs and tenure track professors
Work in progress

• Development and use of individual development plans
  • Creating awareness of competence development and career planning

• Strengthening links with outside academia labor market

• E-portfolio
  • Keeping track of one’s own competences

• Supervisor training
  • Helping new supervisors to take up their role in a ‘good’ manner
  • Convincing senior academic staff of the importance of a broad doctoral training program
  • Stimulating the exchange of best practices on research supervision
Thank you for your attention!