

Brief summary of post-it notes from group work of supervisors 2014 EPINOR

Group 1: UiT career advisor

Communication skills at the hand of supervisors focused in EPINOR supervisor training (gul post-it)
Career advisor at university level (gul post-it)

Group 1: Quality

Level student stress is lower (gul post-it)
Quality supervision + output (pil opp) (gul post-it)
Level of supervisions' stress (pil ned) (gul post-it)
Outcome (PhD thesis) is better now (gul post-it)
Level of satisfaction of students and supervisor is ...? (grønn post-it)

Group 1: EPINOR/UiT PhD strategy (tre grønne runde klistremerker)

Expectations clear before hire= better hiring process (gul post-it)
Expectations clarified: from candidate and from supervisor leads to agreement (gul post-it)
10 commandments known for all EPINOR (gul post-it)
Negotiate details regarding the training/skill aspect early in the project (gul post-it)
How to react when quality criteria and research plan is not filled at a deadline (gul post-it)
Clearer pathways PhD thesis completion (gul post-it)
Clearer instructions from the university (gul post-it)
EPINOR PhD candidates: the minimum requirements for PhD is replaced by a more flexible set of rules to be able to? the level of the research output (gul post-it)
Students + supervisor "cultural" management leads to (pil) they know how to deal with it – feel? (gul post-it)
UiT policy on foreign students (gul post-it)
10 supervisor rules implemented (grønn post-it)

Group 1: structure supervision training (to grønne runde klistremerker)

Capacity of training courses does not impede the progress of EPINOR candidates (gul post-it)
Plan for participants in each publication and positions for candidates and supervisors (gul post-it)
Quality assemble criteria (gul post-it)
Increase the workload and duration from 3 to 4 years (gul post-it)
Relevant courses (gul post-it)
Create supervision groups with students? etc (gul post-it)
Stats, data management (gul post-it)
More scientific writing courses (gul post-it)
Individual training needs are shown in training/coaching plans (gul post-it)
2018: an agreement/plan of supervision (gul post-it)

Proper protocols better students, better projects (gul post-it)
Analyses plan structure implemented activity (grønn post-it)

Group 1: EPINOR network (et grønt rundt klistremerke)

Evaluation of the EPINOR initiative is reflected in a “permanent” grant
Forum for supervisors (gul post-it)
“Belonging” EPINOR students and supervisors (gul post-it)
Supervisors feel they belong to a network and can get support; EPINOR (grønn post-it)
Students feel they belong to a network and can get support; EPINOR (grønn post-it)

Group 2: research group network (to grønne klistremerker)

Perfect research group: professors supervise PhD students + peer “supervision” (et grønt klistremerke) (gul post-it)
Develop PhD network (gul post-it)
PhD candidates has established a good network with other PhD candidates thru EPINOR (gul post-it)
Individual oriented supervision versus group oriented supervision (gul post-it)
PhD candidates well integrated in the research group (gul post-it)

Group 2: evaluation (et grønt rundt klistremerke)

11 months progress presentation (gul post-it)
Main and co-supervisors have regular meetings to evaluate both PhD candidates and projects and supervision (gul post-it)
Openness (gul post-it)
How to provide feedback (gul post-it)
Evaluation (...?) throughout the PhD track goes regularly (gul post-it)

Group 2: education

Both supervisors and PhD candidates have opportunities to participate in courses and seminars (e.g thru EPINOR) (gul post-it)

Group 2: expectations (et rundt grønt klistremerke)

Mutual understanding (gul post-it)
Equilibrate expectations (gul post-it)
Expectations: meet and discuss leads to (pil) DEAL! (gul post-it)
Agree on expectations (scientific, practical) (gul post-it)
Workload 8-16? More (gul post-it)

Group 2: consequences

Identify what is binding (gul post-it)
Fine by 6 months (gul post-it)

Group 2: training and supervision plan (to runde grønne klistremerker)

Authorship agreement, co-authors (gul post-it)
Detection of challenges – early stage: based on (deadline) TSP (gul post-it)
Early stage writing (gul post-it)
Early structure (gul post-it)
Progress: planned and expected (gul post-it)
Weekly meetings in the beginning (gul post-it)

Make clear agreements (gul post-it)
Detailed plan, content? (gul post-it)
PhD plan: start to end (see drawing on post-it note), structure/need of supervision – feelings (gul post-it)
Structured supervision, interaction (pil til) planned (gul post-it)
Teaching and supervision plan: examples, how to use them throughout (gul post-it)
Feedback, time, agree (gul post-it)
Teaching and supervision plan – crucial! Dynamic – project specific (gul post-it)

Group 3: supervisors

Common forum – not “privatized” supervision (gul post-it)
Metaperspective discussion (gul post-it)
Courses for supervisors (gul post-it)
Supervisor’s forum (gul post-it)
Trained supervisors (gul post-it)

Group 3: individuality (et rundt grønt klistremerke)

Individuality (gul post-it)
Individual (gul post-it)
Independence (gul post-it)
Research should be fun (et rundt grønt klistremerke) (gul post-it)
Creativity (gul post-it)

Group 3: selection (fem runde grønne klistremerker)

Excellent candidates (gul post-it)
Selection (gul post-it)

Group 3: students networking (et rundt grønt klistremerke)

Strong PhD network (gul post-it)
Students forum (informal meetings) (gul post-it)
Strong reserach groups (gul post-it)
Network EPINOR: PhD students and post doc (gul post-it)
Focus on transferable skills (writing, presentation, project management) (gul post-it)

Group 3: plans (fem runde grønne klistremerker)

Plan (gul post-it)
Structure/plans (outlines/milestones) (gul post-it)
Structure – short weekly meetings between candidates and supervisor (gul post-it)
A good plan and agreement for the PhD-work, with deadlines for each part (gul post-it)
Regular meetings with feedback and exchange of ideas for progress (gul post-it)
Effective PhD-trajectory (gul post-it)
Shared responsibilities (gul post-it)
Challenges (gul post-it)
(Active) communication (gul post-it)

