



# The Groningen Graduate Schools (GGS)



Prof. Dr. Lou de Leij  
Dean of the Groningen  
Graduate Schools

Dr. Marjan Koopmans  
Project Manager of the  
Groningen Graduate  
Schools

See: <https://www.rug.nl/education/phd-programmes/>, <http://www.rug.nl/staff/l.f.m.h.de.leij/>  
and <https://www.rug.nl/staff/m.koopmans/> for more information.



# Groningen Graduate Schools (GGS)

- GGS: all research masters (2 years) and PhD student<sup>1</sup> training (4 years).
- Ten faculty based Graduate Schools, each with a Graduate School Director and Coordinator.
- Three clusters: 'Medical Sciences', 'Science & Engineering' and 'Humanities & Social Sciences'.
- The GGS are lead by a Dean of Graduate Schools, supported by two Project Managers and a Graduate School Office.

<sup>1</sup> There are ~500 thesis defences each year at the UG. Total amount of registered PhD students is ~3800.

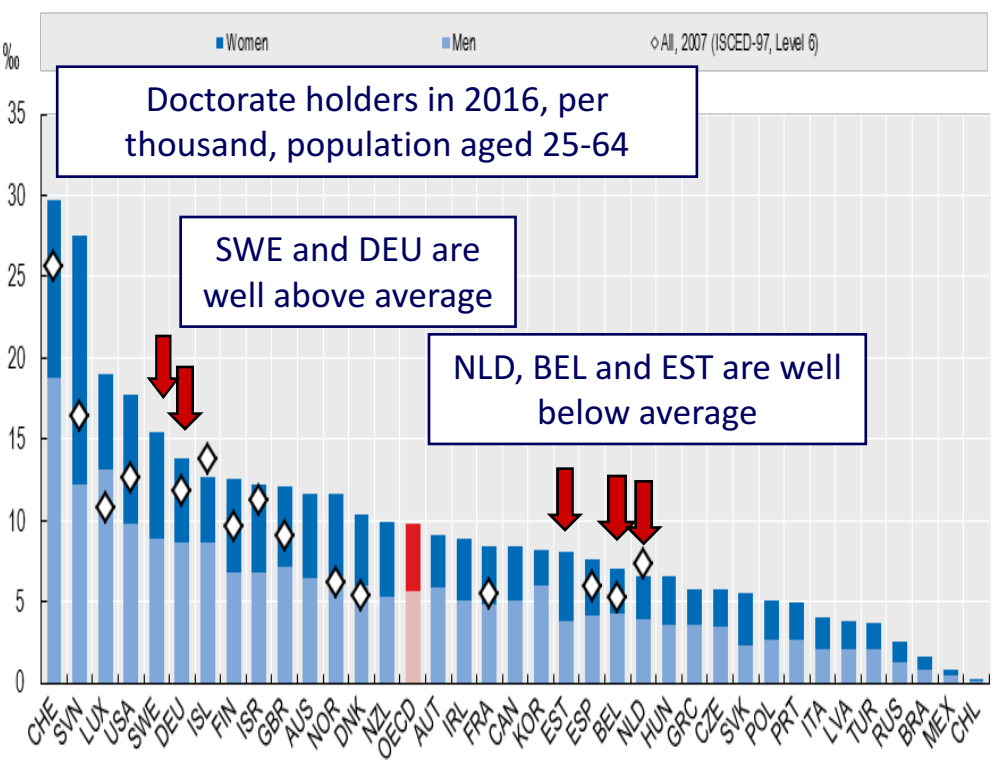




# Background: PhD holders are essential for our knowledge-based society

Source: OECD Science, Technology and Industry Scoreboard 2017 - © OECD 2017

- OECD (Organisation for Economic Co-operation and Development): ~35 mostly well-developed countries.
- Data collection, statistics, peer reviews, reports.
- Science, Technology and Industry Scoreboards: reports on various indicators; issued every two years.
- Where do 'we' stand?

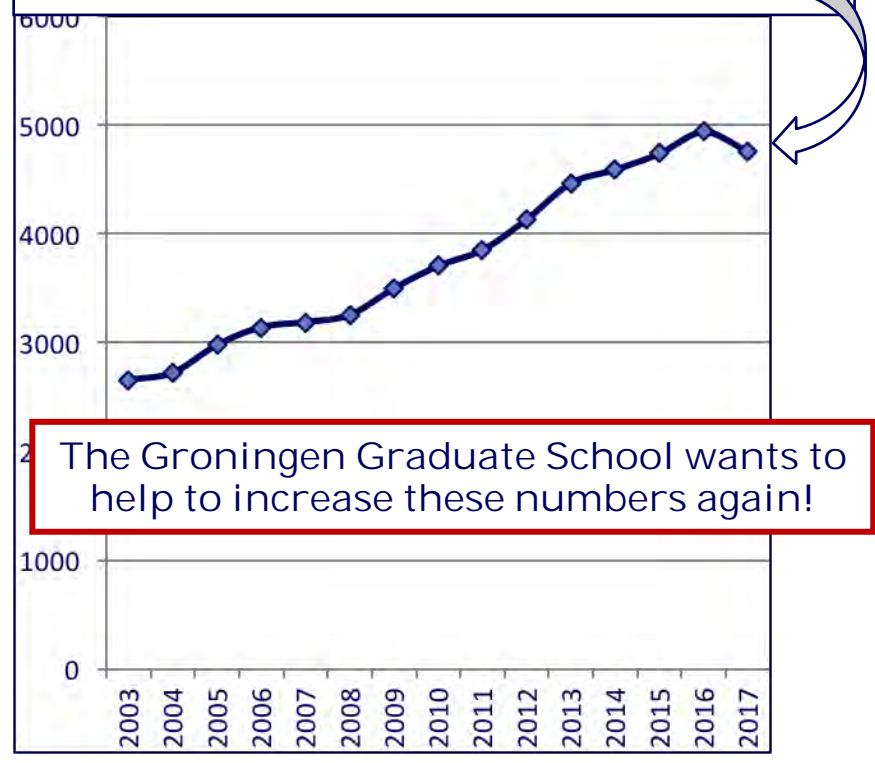
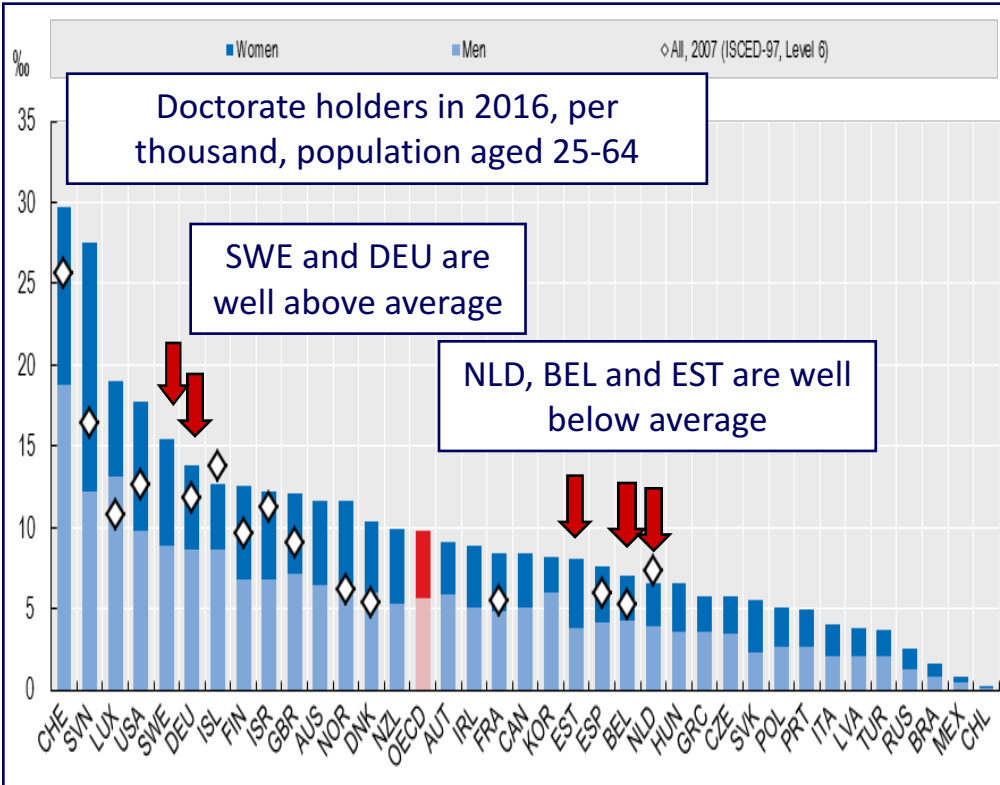




# Background: PhD holders are essential for our knowledge-based society

Source: OECD Science, Technology and Industry Scoreboard 2017 - © OECD 2017

The annual number of PhD defences stops growing in The Netherlands after 2016





# Background: only limited attention is paid to prepare PhD students for a 'life after PhD'

- PhD student activities are focussed primarily on doing research. PM: often grant money paid!
- Upside: our PhD theses contain a lot of good research chapters.
- Downside: 75-80% of PhD's will not stay in Academia eventually.
- PhD's get jobs (mostly outside) Academia easily. But...., there is a major gap between what they learned and what they are expected to do.

- The Groningen Graduate School wants to improve the employability of its alumni!



Nature, 3 December 2015





# Main aims of the GGS

- To increase the number and to improve the quality of PhD theses at our university.
- To educate PhD students to get dedicated research and generic skills. This will prepare them for a career as a scientist, both in- and outside academia





# Improving PhD education pays off

- More/better PhD students means more/better scientific output for the university.
- It is a key task of the university to train and educate PhD students to become independent\* and reliable\*\* scientists.
- Our knowledge society needs highly educated PhD's, but also the university benefits from a network of well placed alumni.

\* The PhD diploma is proof of being a competent and independent scientist.

\*\* Acting according to the Code of Conduct (scientific integrity).

Surveys are conducted to learn.



Recommendations leading to improvement.



# Our recent PhD scholarship programme

Two types of scholarship:

- Full scholarships, paid by UG/UMCG.
- 'Top-up' scholarships, paid by UG.  
This is an additional scholarship for international PhD students who already have a competitive scholarship from their home country (e.g. CSC bursaries). By receiving a top-up scholarship these PhD students become part of the programme and will have the same income, rights and social security as full scholarship PhD students.

Also sandwich positions, possibly leading to a double or joint degree, are available as part of the programme.





# Our recent PhD scholarship programme

Two main aims of the programme:

1. More PhD theses resulting from curiosity driven research.
  - Additional scholarships for a 'new' type of PhD student: the PhD scholarship student.
  - PhD students choose their own research subject.
  - High quality research (according to Dutch standards).
2. Better preparation for a career both in- and outside academia (implementation of the third cycle of the Bologna Process).
  - In addition to doing research, a tailored additional educational programme is provided. This is called the Career Perspectives Series ('employability focused').



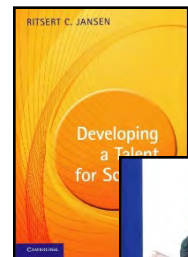
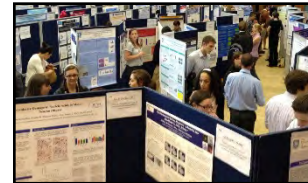
# PhD training programme: acquiring 'research skills'

- PhD training consists of doing research, resulting in defending a thesis ('learning by doing').
  - Research is done under supervision (supervisors / daily supervisor), mostly in the context of a team.
  - Reporting and discussing the results leads to writing a thesis.
  - A thesis contains research chapters (often a number of published papers) + an introduction, a summary and a discussion.



# PhD training programme: acquiring 'generic skills'

- 'PhD generic skills' are important for PhD research and can be learned and trained.
  - In day-to-day work: by playing an active role during meetings, seminars, congresses.
  - By broadening the horizon: short internships /visits at other institutes.
  - By following courses, reading stuff!
- Awarded ECTS (30) are registered and certified in the Graduate School Certificate.





# Courses for further training

- Courses for 'research skills'.
- Courses for 'generic skills':
  - Introductory event(s).
  - PhD project management.
  - Presentational skills.
  - Educational skills.
  - Empowerment/leadership.
  - Writing papers/proposals.
  - Handling stress.
  - Etc.

'Generic skills' are also called 'soft skills' or 'transferable skills'.



## SOFT SKILLS

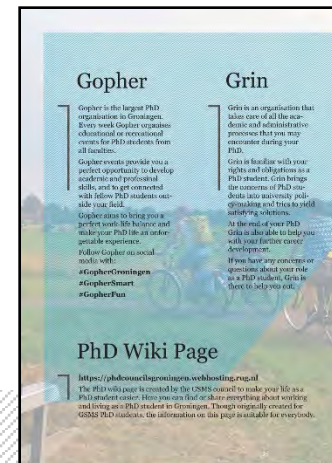
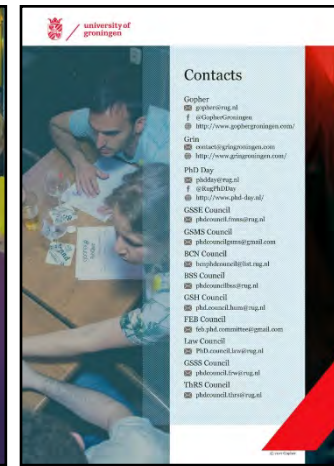
*85% of one's success at the work place is attributed to soft skills and only 15% to technical skills - Harvard Study -*





# A most important skill: networking!

- Networking with fellow PhD students (Gopher, PhD-Day, faculty PhD councils) is encouraged.
- There are all kind of PhD community activities offering ample opportunities to make new friends and initiate fruitful relationships.
- Networking is not only an important generic skill, but also a lot of fun.

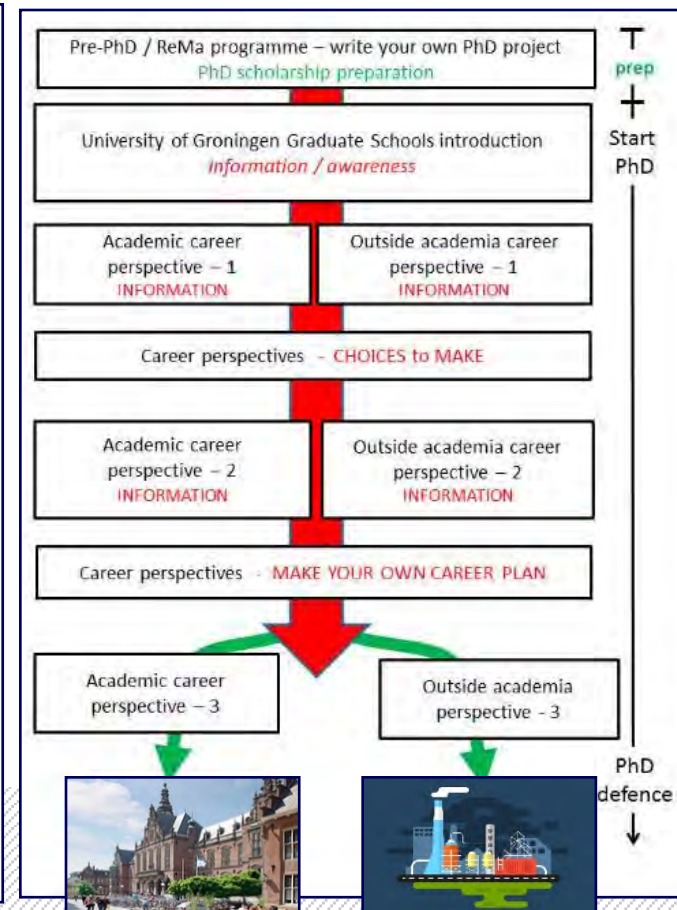




# Better preparation for a future career both in- and outside academia

An additional course programme with tailored modules and a common thread is developed: the Career Perspective Series (CPS)

- Developed in collaboration with the faculty Graduate Schools and PhD student organizations in Groningen.
- Key words: awareness, information, choices, personal career development plan, empowerment, career grant writing, match making.





# The 'Career Perspectives Series' (CPS)



## Career Perspectives Series

Groningen Graduate Schools

Pursuing a PhD degree is often a rewarding and exciting experience. You have the opportunity to study a specific research question in depth and become a leading expert in your field and topic of research. But have you considered what you would like to do with your PhD degree?



Where will your PhD career take you? ©UG

Would you like to stay in academia and become a professor or academic researcher? Or would you like to become an entrepreneur and start your own business? Do you prefer to work in government or industry, or in higher education teaching, or one of the many other employment possibilities that value the talents and skills of PhD graduates?

Leaving your career choices too late could lead to difficulties in finding employment after your PhD, while the pressures of academic research can make it challenging for you as a PhD student to consider your career options until after you graduate.

Zie: <https://www.rug.nl/phd-cps>

Inside and outside academia career ladders:

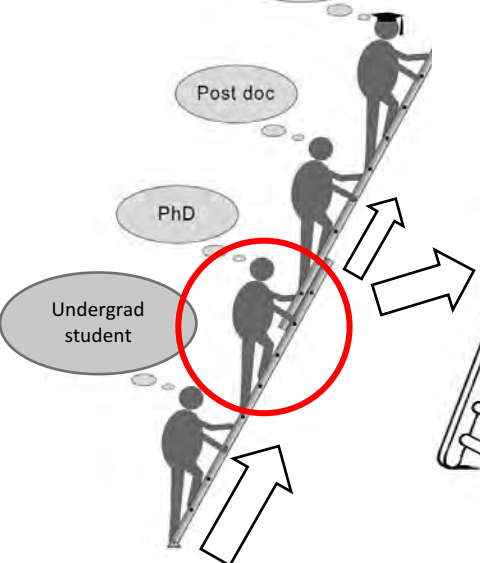
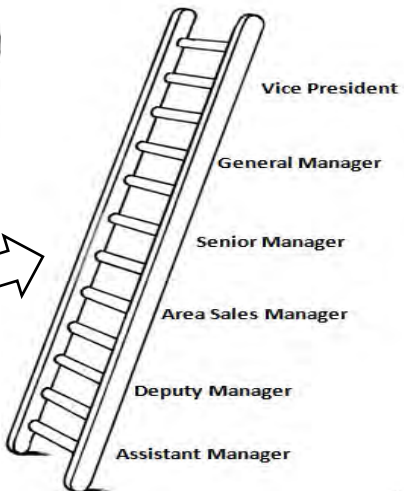


Prof

Post doc

PhD

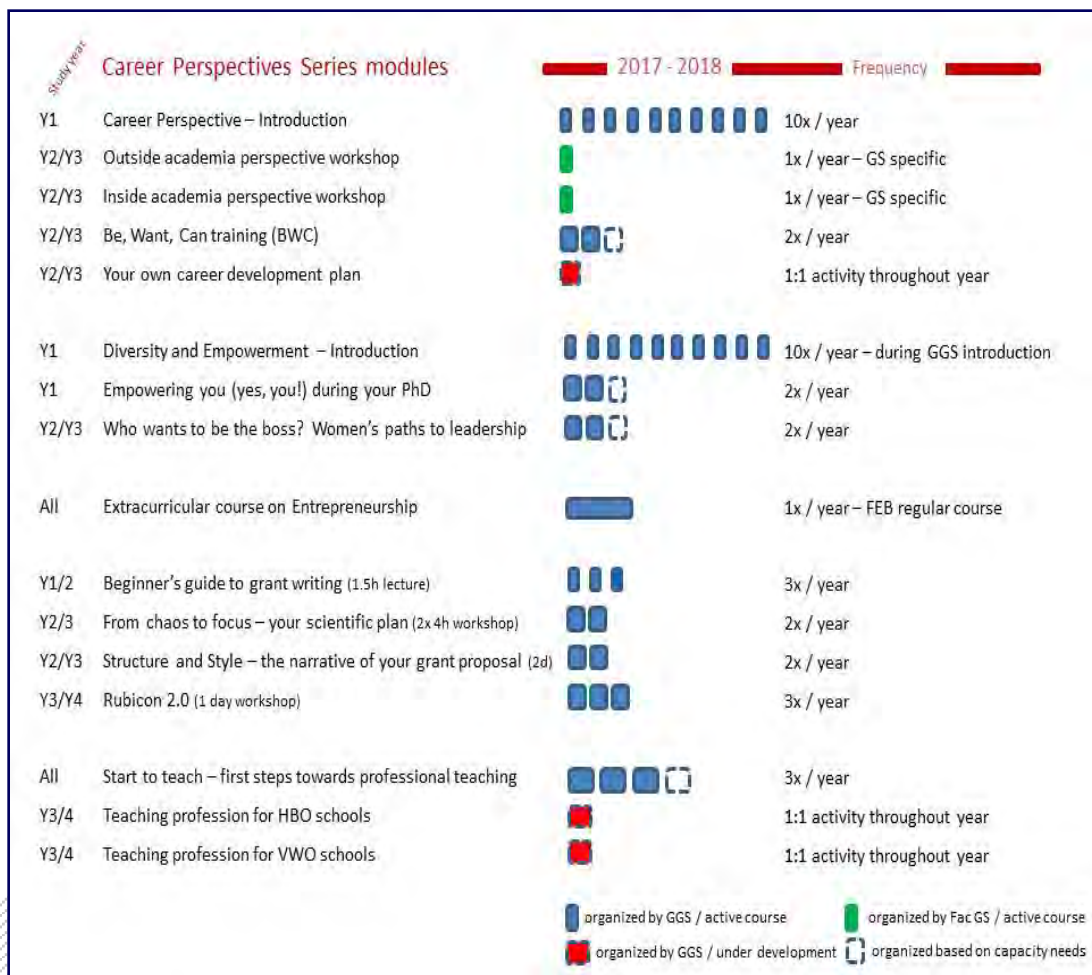
Undergrad student





# The 'Career Perspectives Series' (CPS)

- The courses and modules of the CPS for the first and second year are in place and going well.
- For the third and fourth year a number of modules and workshops is ready (pilot phase); others are being developed.







# CPS: a career inside the university



## How do I get started within Academia?

- [Career inside Academia](#)
- [Beginner's guide to grant writing](#)
- [From chaos to focus - How to develop your own research plan in academia](#)
- [Structure and Style - the narrative of your grant proposal](#)
- [Rubicon Grant Writing Training](#)
- [Start to teach: Taking steps in your professional development as a teacher](#)

## 'Inside academia career' CPS-track (3<sup>rd</sup> en 4<sup>th</sup> year)

- 'Skills workshops', dedicated to academic skills.
- Mentor-programme (by rubicon/veni/vidi laureates).
- Matchmaking – short internships (choosing a future guest-institute for postdoc period).
- More courses educational skills ('BKO light').
- (Learn) to write a (personal career) project proposal.



# CPS: a career outside the university



## Outside university career

### How do I get started in a Non-Academic Career?

- [Careers outside Academia](#)
- [Extracurricular course on Entrepreneurship](#)
- [Start to teach: Taking steps in your professional development as a teacher](#)
- [HBO and VWO school teaching](#)

‘Outside academia career’ CPS-track (3<sup>rd</sup> and 4<sup>th</sup> year):

- ‘Skills workshops’, dedicated to societal/industrial skills.
- Digital ‘business, speed-dating platform’ for match-making:
  - database companies/organizations + a database with CV’s of PhD students
- Matchmaking: mentorships, short internships.
- Entrepreneurship (venture lab North).
- Training to become a teacher at TU’s (HBO) or secondary school (VWO).



# CPS, examples of 'skills workshops'

- Competence - assessment training
- Story telling
- Effectiveness instead of efficiency: why perfectionism is a waste of time
- Learning from failure & stay happy about it
- CV-building and writing
- Cover/motivation letter writing
- Recruiter talks
- Job interview and negotiation skills
- Networking for people who hate it
- Scrumming and other project management techniques
- Team work and selection
- Case training (by consultancy firm)
- Assertiveness
- Getting prestigious academic prizes



# 'Learning to teach' fits in the CPS

## 'Start to Teach':

- Short compulsory course for PhD scholarship students who want (to learn how) to teach undergraduate students.
- But, also open for other PhD students who want or have to teach.
- A special educational track for those who want to be a teacher at the HBO of VWO will be developed.

 university of groningen

**Training: Start to Teach**  
*"Taking steps in your professional development as a teacher"*

[Register here](#)

As a PhD student, teaching can be part of your training or job description. 'Start to teach' is aimed at the first principles of being a teacher, through a series of workshops filled with exercises and assignments that will support you in planning and preparing your teaching activities, involving and activating students, giving feedback and marking exams and assignments.

The training will start a few weeks before the start of your teaching activities. Assignments will continue during your teaching activities to enable on-the-job reflection. Practical assignments will be provided via Nestor.


**ENTRY REQUIREMENTS**  
 For this training you will need:

- Assigned teaching activities during the training programme
- English language skills at a sufficient level to present and to participate in discussions with peers

**DATES**  
 During this academic year, there will be three more runs of Start to Teach. Please choose one run, which matches the block of your teaching activities.

<b>Block 2</b>	November 7, 2017 (9.30 a.m. – 4.30 p.m.) November 21, 2017 (9.30 a.m. – 1 p.m.) December 5, 2017 (9.30 a.m. – 1 p.m.) December 19, 2017 (9.30 a.m. – 1 p.m.)
<b>Block 3</b>	January 30, 2018 (9.30 a.m. – 4.30 p.m.) February 13, 2018 (9.30 a.m. – 1 p.m.) February 27, 2018 (9.30 a.m. – 1 p.m.) March 13, 2018 (9.30 a.m. – 1 p.m.)
<b>Block 4</b>	April 12, 2018 (9.30 a.m. – 4.30 p.m.) April 26, 2018 (9.30 a.m. – 1 p.m.) May 17, 2018 (9.30 a.m. – 1 p.m.) May 31, 2018 (9.30 a.m. – 1 p.m.)

Before this training, and in between the meetings, there will be practical assignments that directly relate to your teaching activities.



### TIME INVESTMENT

42 hours (1,5 ECTS). Note that preparation of assignments is required before meeting attendance.

### CERTIFICATE

Successful completion of all assignments and 75% attendance will award you a certificate. Please note that the *first session is absolutely mandatory* in order to follow the course.

### CONTACT INFO

For more information and questions:  
 Systeem Nijdam (student assistant ESI), [systeem.nijdam@rug.nl](mailto:systeem.nijdam@rug.nl)

### LEARNING OBJECTIVES

After completing the training you will be able to:

#### Preparation

- Describe the design of your course, including the learning objectives, and the teaching and assessment methods that are chosen for the course you will teach
- Describe the outline and preparation of a tutorial or lab work
- Define and plan your own responsibilities in collaboration with the course coordinator
- Make your expectations of students explicit, in order to overcome problems with cultural differences

#### Carrying out interactive lectures and tutorials

- Teach interactive lectures and tutorials to small groups (20-25) of students, which includes: providing explanations, leading different types of conversations with students, formulate clear assignments for students, and adapt to prior knowledge and expectations
- Prepare materials for students
- Solve problems (in the international classroom) in order to create an inclusive classroom environment

#### Feedback and Assessment

- Provide feedback on student work (in a verbal and written form)
- Mark student work reliably and transparently

See: <https://www.rug.nl/education/phd-programmes/graduate-schools/training-programme/courses/start-to-teach>



- PhD programmes
- Prospective PhD Candidates
- During your PhD studies
- Employability
- PhD in the media
- About the Groningen Graduate Schools

### PhD programmes



#### PhD Studies - Bridging Education and Research

The Groningen Graduate Schools offers an excellent program for post-graduate study at the University of Groningen. In addition to performing original academic research within one of the ten Faculty Graduate Schools, PhD candidates are offered a broad PhD Training programme including the Career Perspectives Series which helps PhDs prepare for a career after graduation.

Please see below for more information on how to obtain a PhD position and the various PhD Research Programmes and resources we offer at the University of Groningen.

#### Prospective PhD Candidates



#### During your PhD studies



#### Employability



#### PhD in the Media



#### About the Groningen Graduate Schools



#### Upcoming events

- October 4 and 5: Introductory Event for new PhDs
- Fall 2018 Career Perspectives Series courses now open
- Upcoming GOPHER Events
- Sept 21: PhD Day 2018 - Imagine, Invent, Inspire!

#### Blog #GroningenPhDLife



Blog written by and for PhD students about PhD life in Groningen!

#### Useful links

- How to obtain a PhD position
- Training Programme for PhD Candidates
- Rules and Regulations
- Hora Finita
- PhD Student organizations
- PhD surveys
- Upcoming PhD ceremonies

#### PhD Scholarship Programme



Read more about the PhD Scholarship Programme

October 12<sup>th</sup>, 2018

| 21

# Our website ([www.rug.nl/PhD](http://www.rug.nl/PhD)) provides much more information

### During your PhD studies

#### During your PhD studies

Training Programme for PhD Candidates

Career Perspectives Series

PhD Student organizations

PhD student life

PhD doctoral theses

Rules and Regulations

Hora Finita

PhD Support

### During your PhD studies

Welcome to Groningen! Below you will find more information on the University of Groningen PhD training programme, including the Career Perspectives Series, as well as information on activities, social networks and organisations you can join during your time in Groningen. We also offer PhD support services if you need some additional support during your studies.

#### PhD Training Programme



#### Career Perspectives Series



#### PhD Organizations



#### PhD Student Life



#### List of PhD Doctoral Theses



#### Rules and Regulations



#### Hora Finita



#### PhD Support





- Training programme for PhD students
- Training Programme for PhD Candidates
- Career Perspectives Series
- PhD Support

## Training Programme for PhD Candidates

The PhD program facilitates skills development for PhD candidates in the following areas:

- [Research Skills and Training](#)
- [Transferrable Skills and the Job Market](#)
- [PhD Support](#)

### Research Skills and Training

The primary focus of your PhD in Groningen will be to develop and carry out your own [research programme](#), leading to the submission and defence of your [PhD Thesis](#). Every PhD candidate works together with their PhD supervisor(s) and the Faculty Graduate School to develop the content for their thesis and their individual research and training programme. The PhD training programme portion usually amounts to 30 ECTS credits (where 1 credit is 28 hours of study). The contents of your training programme is defined within your written Training and Supervision Plan (TSP). More information about your training programme can be discussed with your supervisor(s) and your [Faculty Graduate School](#).

### Transferrable Skills and the Job Market - The Career Perspectives Series

After you have completed all of your PhD degree requirements, you will continue on in your career as a PhD graduate. This will either be in an academic career or a career outside of the academic research environment. Regardless which career you pursue after your PhD, we offer various courses and workshops within our [Career Perspectives Series](#) you can follow during your PhD studies that help to prepare you for your career after your PhD. Additional subject-specific career development and job market training opportunities are also offered by your [Faculty Graduate School](#).

### PhD Support

Do you feel you need additional support to manage your PhD studies? In addition to research and training, we offer various support services for PhD candidates. These services include mentoring, coaching, and work-life balance support. Please visit the [PhD Support](#) website for more information.

### Additional Training Opportunities

In addition to the Groningen Graduate School and the individual Faculty Graduate Schools, there are several other University organisations that offer courses for PhD candidates, including:

- National Research Schools
- The Donald Smitz Centre for Information Technology (CIT)
- The University Language Centre
- HR-Experts
- Educational Support and Innovation (ESI)
- [GONPER](#): The Groningen Organisation for PhD Education and Recreation

### Corporate Academy

For a list of all courses offered by the University of Groningen, please visit the [Corporate Academy website](#).

See: [www.rug.nl/PhD](http://www.rug.nl/PhD) for topics related to PhD student's life & work & study at UG.

I feel stressed.



Source:

Do you feel stressed a lot of the time and want to do something about it? There are several options available within the university:

- Mindfulness, Mindfulness Based Stress Reduction (MBSR)
- [Student Services Center \(SSC\)](#)
- [AMD](#)
- [Art of Living: Mind Matters](#) (AMD)
- [Work-life Balance](#) course (SSC)
- [Time Management](#) (HR Department)

## Blog #GroningenPhDLife



Blog written by and for PhD students about PhD life in Groningen!



# Summary

- PhD students are offered the opportunity to do research and write a PhD thesis. They do most of the research at our university.
- The PhD students will master lots of 'skills': research skills, but also many generic skills.
- The UG participates in a special 'PhD scholarship programme'. Through this programme additional PhD students can be attracted.
- The newly developed 'Career Perspectives Series' track prepares PhD students for their next career move.



Thank you for your attention!



We look forward to further collaboration!