



PHD-EDUCATION

ACTION PLAN 2020–2024
// UNIVERSITY OF BERGEN

INTRODUCTION

The PhD education shall qualify the PhD candidates for scientific or artistic research to an international standard, and for other work in society where research competence is required.

The University of Bergen's strategy emphasises that UiB will offer a PhD education of high international quality in all academic environments and that PhD candidates will contribute actively to national and international research networks. In addition, UiB will offer a PhD education that is interdisciplinary and inter-faculty. The PhD education shall be based on research integrity and ethical standards.

At UiB there are seven faculty PhD programmes. The PhD education at UiB leads either to the Degree of philosophiae doctor (PhD) or the Degree of philosophiae doctor (PhD) in artistic research. Both these degrees have their own regulations, which govern all PhD education at UiB.

The PhD candidates are responsible for carrying out their PhD projects and actively contributing to relevant research networks. The PhD candidates, and the research they carry out, are crucial to the university's continuous development and renewal. At all levels, UiB will ensure that the candidates have the best possible conditions for succeeding. The action plan sets out frameworks, priorities and measures to be implemented to achieve the objectives of the strategy and help candidates deliver high-quality PhD projects. The PhD education at UiB will achieve its strategic objectives through the following priority areas:

Academic quality: UiB shall ensure that the PhD candidates have the best prerequisites for academic and artistic development in accordance with ethical standards. The PhD candidates' research shall be made available to society.

Collaboration: The PhD programme will facilitate cooperation across disciplines, faculties, and institutions inside and outside academia. UiB will facilitate PhD research at the intersection between the university and the outside world and promote innovation.

Implementation: UiB will offer clear guidelines and an academically stimulating work environment that contributes to the candidate completing the programme within the standard time.

Academic supervision: The PhD candidates will receive close follow-up and be offered academic supervision by researchers who have good knowledge of the PhD education and who know what academic supervision entails.

Career development: UiB will offer career development initiatives for PhD candidates. Candidates shall acquire competencies that make them attractive in the labour market, inside and outside academia.

PRIORITY AREAS FOR THE PHD EDUCATION FOR THE PERIOD 2020–2024

A. PRIORITY AREA: ACADEMIC QUALITY

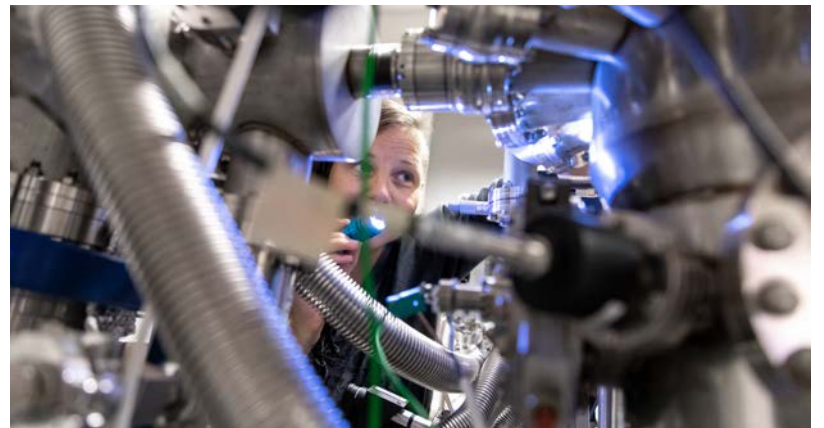
| SUB OBJECTIVES | MAIN ACTIVITIES | RESPONSIBLE |
|---|--|--|
| SUB OBJECTIVE 1: UiB will educate PhD candidates who are independent, of high academic level, and are able to think critically and creatively | Integrate PhD candidates into the academic environment locally, nationally and internationally and provide meeting places where they can be a natural part of a research community | The faculties, departments |
| | Promote and highlight the research that emerges from the PhD project as an important contribution to research in the academic environment | The faculties, departments |
| SUB OBJECTIVE 2: PhD candidates shall conduct research that is to be accessible and be based on ethical standards and research integrity | Ensure that PhD candidates reflect on and account for the ethical considerations of a research project in the project description and throughout the course of the PhD project | The faculties, departments |
| | Ensure that the PhD candidates' research results are documented and securely archived, as well as offer courses on open data, open access and good publishing practices | University mgmt., FIA, the faculties, UB |
| SUB OBJECTIVE 3: UiB will work systematically on quality assurance of the PhD programmes | Implement quality assurance elements such as programme evaluation, alumni survey, drop-out survey and dialogue meetings between university management and the faculties, with the aim of further enhancing the academic quality of the PhD education | University mgmt., FIA, the faculties |

B. PRIORITY AREA: COLLABORATION

| SUB OBJECTIVES | MAIN ACTIVITIES | RESPONSIBLE |
|---|---|--|
| SUB OBJECTIVE 1: UiB shall facilitate national and international research collaboration | Introduce PhD candidates to relevant national and international research networks | The faculties, departments |
| | Arrange for PhD candidates to attend national and international academic conferences, seminars, and travel on longer stays abroad | The faculties, departments |
| | Improve practical information for PhD candidates travelling abroad and PhD candidates visiting UiB | FIA, International Centre |
| SUB OBJECTIVE 2: UiB will facilitate research collaboration across disciplines, faculties and departments | Create PhD courses and meeting places across faculties, which can inspire innovative research | University mgmt., FIA, the faculties, candidate associations |
| | Encourage candidates to participate in research schools and PhD collaborations across faculties | FIA, the faculties, departments, research schools |
| | Create a website showing inter-faculty courses and seminars available to PhD candidates | FIA |
| SUB OBJECTIVE 3: UiB shall facilitate cooperation with the community outside of the UiB | Use the networks outside academia to increase the number of PhDs in the industrial and public sector PhD schemes | University mgmt., the faculties, departments |
| | Promote the PhD education so that PhD candidates and their research contributions are used to a greater extent in society | KA, FIA, the faculties |

C. PRIORITY AREA: IMPLEMENTATION

| SUB OBJECTIVES | MAIN ACTIVITIES | RESPONSIBLE |
|---|--|-------------------------------|
| SUB OBJECTIVE 1: PhD candidates will be followed up through structured dialogue with management and administration | Arrange individual start-up meetings for PhD candidates in the department/academic environment, with a special follow-up of PhD candidates who are not yet familiar with UiB | The faculties, departments |
| | Ensure that expectations are clarified at an early stage between candidates and supervisors, including in the start-up meeting | The faculties, departments |
| | Offer all PhD candidates at least one annual follow-up or performance assessment interview at the department/academic environment, in addition to ordinary supervision | The faculties, departments |
| | Strengthen the follow-up of the candidates through the work on mid-way evaluation and/or closing seminar | The faculties, departments |
| SUB OBJECTIVE 2: PhD candidates shall have clear guidelines for their PhD educational pathway | Further develop clear quality-, formal- and genre requirements related to the different types of thesis | The faculties |
| | Further develop the web pages about the PhD pathway, so that these appear coherent to PhD candidates | FIA, the faculties |
| | Develop an overview showing available offers and entitlements to PhD candidates who experience issues involving health and progress | FIA, HR, the faculties |
| | Strive to ensure that all PhD candidates are offered courses in academic writing at their faculty or department | The faculties, UB |
| SUB OBJECTIVE 3: PhD candidates shall be included in and followed up by an active and supportive research environment | Encourage active PhD candidate associations | The faculties, PhD candidates |
| | Investigate courses in stress management and a low-threshold psychologist service | BHT, FIA, the faculties |
| | Conduct a drop-out response and delay survey, to gain insights that can be used as a basis for actions related to programme completion | FIA, the faculties |



D. PRIORITY AREA: SUPERVISION

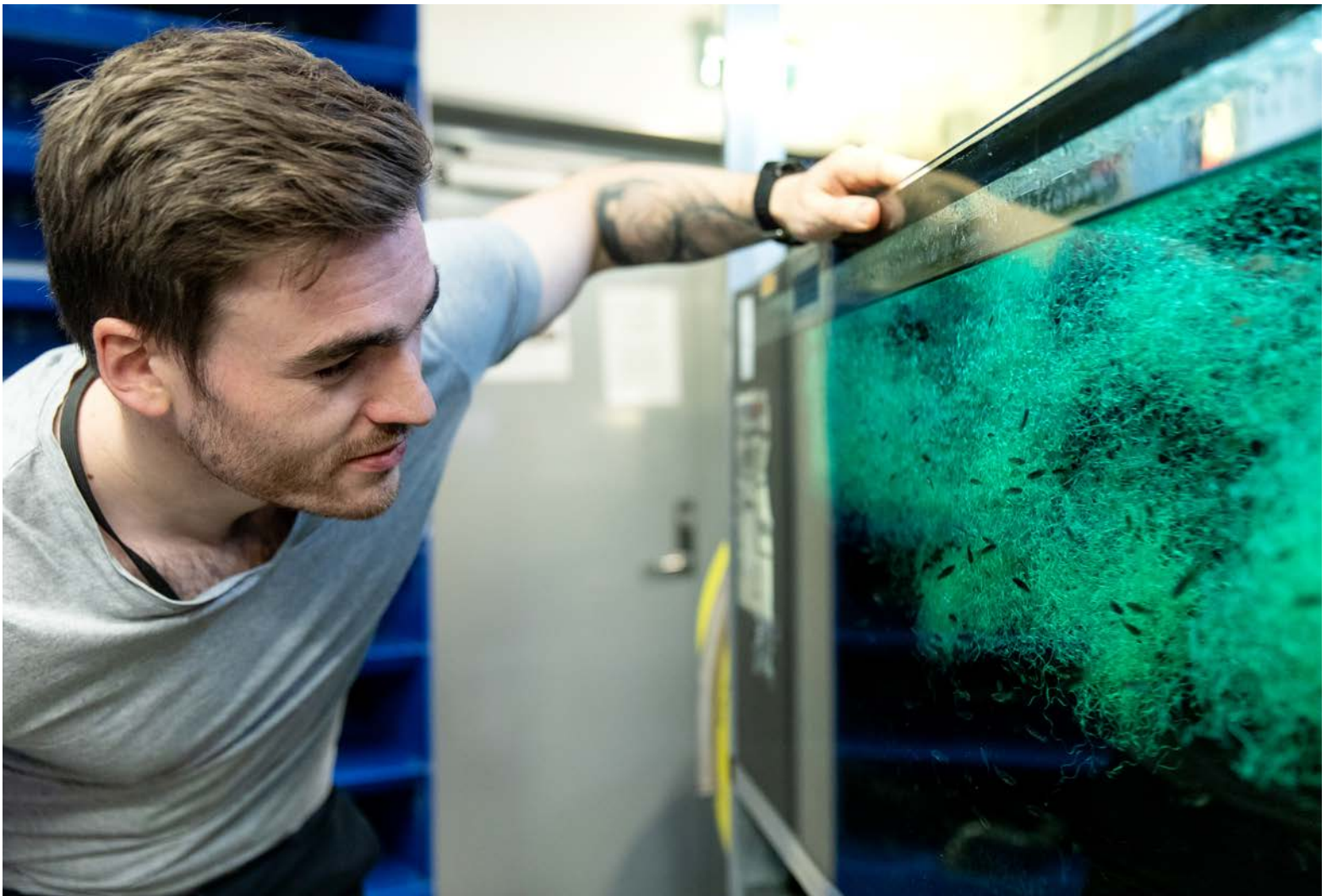
| SUB OBJECTIVES | MAIN ACTIVITIES | RESPONSIBLE |
|---|---|---|
| SUB OBJECTIVE 1: UiB will have arenas for competence enhancements and exchange of experience pertaining to supervision of PhD candidates | Develop meeting places in the academic environments for exchanging experience, and seminars for competence enhancements in the field of PhD supervision | The faculties, departments, IPED |
| | Include mental health as an element of the faculties' seminar arrangement | HR, the faculties |
| SUB OBJECTIVE 2: PhD supervisors shall have sufficient and up-to-date knowledge of current regulations and ethics within the PhD education | Ensure that all academic supervisors are aware of rules related to the relevant PhD programme | The faculties, departments |
| | Strengthen the ethical competence of academic supervisors | The Research Ethics Committee, the faculties, departments |
| | Strengthen academic supervisors' knowledge of good publishing channels | The faculties, departments, UB |
| | Further develop online courses for academic supervisors | IPED, FIA, HR, the faculties |
| SUB OBJECTIVE 3: UiB aims to strengthen the role of the academic environments in the development and implementation of candidates' PhD projects | Strengthen the role of research groups in the academic supervision | The faculties, departments |
| | Use more local resources as co-supervisors | The faculties, departments |

E. PRIORITY AREA: CAREER DEVELOPMENT

| SUB OBJECTIVES | MAIN ACTIVITIES | RESPONSIBLE |
|--|---|----------------------------|
| SUB OBJECTIVE 1: PhD candidates will be provided with competencies that make them attractive to academia and the labour market in general | Develop courses on how to write good applications for research funding | FIA, KA, the faculties |
| | Further develop courses in publishing, and how to increase the impact of one's own research | UB, KA, the faculties |
| | Develop courses on how to write a job application and conduct an interview | HR, the faculties |
| | Further develop the PhD course in innovation | FIA, the faculties |
| SUB OBJECTIVE 2: PhD candidates should have a good knowledge of the career opportunities that are available both inside and outside academia | Facilitate long-term career planning among PhD candidates interested in an academic career | The faculties, departments |
| | Investigate the possibility for a career guidance centre (as part of the EU Charter & Code for Researchers) | HR, FIA |
| | Provide information about career opportunities in line with the faculties' academic fields, for example by arranging a career day or alumni event | The faculties |

Abbreviations

FIA: Division of Research and Innovation, University mgmt.: University management, KA: The Communication Division, HR: Division of Human Resources, UB: University of Bergen Library, BHT: The Occupational Health Service at UiB, IPED: Department of Education.





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