

# PHD SUPERVISION SEMINAR

Bremen University

PhD supervision is a core activity in an academic career and PhD candidates carry out a substantial part of the research at Bremen University. Your ability to motivate PhD candidates, to help them realize their full potential and address their challenges in a constructive way determines whether they develop into competent, independent researchers and generate high-level scientific results.

If PhD supervisors do not engage in competence development, research shows that they either supervise as they were supervised themselves or, if they were not satisfied with the supervision they experienced, they do the opposite. This approach narrows down the space for action and does not necessarily support each PhD candidate in the optimal way.

The aim of this seminar is to create room to reflect on your role as a supervisor, to exchange experiences with other supervisors and to provide you with tools needed to supervise PhD candidate at a professional level. Teaching at the course is very interactive and alternates between presentations, working with tools and methods, and exchanging experiences related to supervision.

## **Learning goals - after completing the course you will:**

- Be able to reflect on your own supervision style in a broader perspective
- Be able to identify challenging phases of the PhD project and act on upcoming crises
- Apply communicative tools for asking questions that promote independent students
- Give efficient and constructive feedback
- Adapt the supervision process, so the PhD candidates' learning is optimized
- Be able to clarify mutual expectations between you, the PhD candidate and other supervisors/people connected to the project
- Get inspiration for your supervision by sharing experiences with other supervisors

## **Preparation:**

- 1) Before the course, you will be kindly asked to hand in a small home assignment (Description of an issue or problem, which you are currently facing in relation to one of your PhD candidates).
- 2) Between the first and second workshop you will work on an observation and feedback task together in supervision peer groups.

## **Trainer**

Gitte Wichmann-Hansen is a senior researcher at The Department for Educational Research, Aarhus University in Denmark, and she owns the private consultancy "Supervision by Wichmann" that offers high quality professional training of research supervisors.

Gitte has 20+ years of experience with running supervisor development programs at European Universities at all levels from Bachelor supervision to PhD supervision. Her research focus is on the balancing act between hands-on supervision and student independence. Based on her research, she has developed a rich showcase of concrete advice on how to promote active, independent, and prepared students, who drive their own projects forward. She is involved in a wide range of development projects about supervision at Danish and Scandinavian Universities. Finally, she advises institutional leaders and academic developers across Europe on supervision quality assurance and improvement strategies.