



**UNIVERSITY
OF TURKU**
Faculty of Education

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POST DOC STRATEGY

2019–2021

1 DOCTORAL TRAINING AND SUPERVISION

Doctoral training will be supported by adding more courses/studies that support career after PhD Supporting careers after PhD will be more seriously taken into an account in supervision already at the first stages of doctoral studies, with training targeted at supervisors on this matter. Time allocated for supervision is realistically recognized in the workplans of the supervisors.

ACTIONS TO ACHIEVE THE OBJECTIVES	RESPONSIBLE PARTY
Life after PhD' course will be added to the next study program of doctoral studies. Contents such as recognizing, utilizing and marketing working- life/generic/transferable skills learnt during doctoral training that would be applicable to both work in and out of Academia are included in the course.	Head of the Doctoral Programmes, the responsible teacher of the course, Coordinator of the Doctoral Programmes
Knowledge and support for preparing postdoctoral research plans and research funding applications are offered as part of the doctoral training.	Supervisors, Coordinator of the Doctoral Programmes
More advanced practical language studies are offered for international students who already have a basic knowledge of Finnish language.	Vice Dean responsible for development of research and postgraduate studies, Centre for Language and Communication Studies
The need for educational expertise and the employment opportunities in the business and civic sectors is recognized and this knowledge will be used in planning the postgraduate studies.	Career Services, Steering Committee for Research and Postgraduate Education, Chief Academic Officer
In supervision practices, the role of career planning is emphasized at the later stages of doctoral studies. In the case of those having a plan of continuing in Academia, this means preparing a postdoctoral research plan (including the plan for funding) in collaboration with a supervisor and/or the representative research group.	Supervisors
Integrating doctoral candidates, particularly those planning a researcher's career, into already existing research groups (or the groups to be established) will have a more significant role in supervision. Concerning both research centers of the faculty, all the doctoral candidates with the plan of continuing in the Academia will be integrated into research groups.	Chairmen of the Research Centers' Board, Supervisors
An intensive course of two-days will be offered to all the supervisors of the faculty. The course, to be also included in the workplans of supervisors will be offered already in the spring of 2019. The experiences from the similar course already available within the university pedagogics, as well the feedback collected from the students during this strategy group work (i.e. student interviews) are utilized in the planning of the course. The aim of the course is to clarify the different roles of the supervisors as well as to consider how supervisors and research groups could support the progress of doctoral candidates' thesis work and their integration into a research community, as well as the development of the postdoctoral careers of the doctoral candidates.	Coordinator of the Doctoral Programmes, Dean and Head of Departments
Doctoral candidates are encouraged to acquire the administrative skills needed at the postdoc stage e.g. by participating in the staff training of UTU.	Supervisors

2 MENTORING

Existing mentoring systems will be utilized more extensively and systematically. Doctoral candidates are encouraged to utilize existing national and international mentoring programs. The international network of mentors is actively extended. The aim of the mentoring is that both doctoral candidates who are planning to continue in a researcher's career and those who are interested in having an expert's career outside Academia can receive support for their career planning as well as recognizing and developing their competences.

ACTIONS TO ACHIEVE THE OBJECTIVES	RESPONSIBLE PARTY
<p>Doctoral candidates are encouraged to apply for the common mentoring program of the University of Turku and Åbo Akademi.</p>	<p>Vice Dean responsible for development of research and postgraduate studies, Head of the Doctoral Programmes, Coordinator of the Doctoral Programmes.</p>
<p>Students are encouraged to apply for the EARLI mentoring grant. (https://earli.org/sites/default/files/2017-01/Mentoring%20grant_2017.pdf)</p>	<p>Supervisors, Coordinator of the Doctoral Programmes</p>
<p>The possibility of grants for visits related to international mentoring will be examined as possibilities in the budgets of the faculty/OPPI/KEVEKO.</p>	<p>Board of the Doctoral Programmes, Head of Faculty Development</p>
<p>Integrating all recently graduated PhDs working in the faculty (also those working for duties weighted towards teaching) into the research groups of CeRLI and CELE.</p>	<p>Chairmen of the Research Centers' Board</p>

3 RECRUITMENT AND FUNDING

In recruitment, the model based on the idea of combining various funding sources in the faculty (both departments, projects) is put into operation with the aim of increasing the amount of full-time jobs for postdoctoral researchers. Possibilities to establish a bridge-funding-system will be examined at the faculty and departmental level.

ACTIONS TO ACHIEVE THE OBJECTIVES	RESPONSIBLE PARTY
The need of labour force (part-time and full-time) within the departments and research projects will be mapped as part of the faculty-level annual planning and this knowledge will be utilized when hiring people to departments and projects.	Dean, Head of Departments
Possibilities for resources for bridge-funding for recently graduated PhDs to prepare their postdoctoral research plans and funding applications in collaboration with supervisors and/or the representative research group will be examined. However, the application process should be relatively easy, so that it would not put too much stress on doctoral candidates, who are going through a hectic period of completing their studies.	Dean, Head of Departments

4 PEER SUPPORT AND NETWORKING WITHIN AND BETWEEN DOCTORAL PROGRAMS

The opportunities during doctoral studies for mutual peer-support, networking and giving feedback among doctoral candidates will be increased.

ACTIONS TO ACHIEVE THE OBJECTIVES	RESPONSIBLE PARTY
Both informal and formal activities (e.g. annual seminar of the faculty) are made available for doctoral candidates to discuss and set up a network with students from different doctoral schools and at different stages in their studies.	Board of the Doctoral Programmes, Coordinator of the Doctoral Programmes, Chief Academic Officer
Doctoral candidates are encouraged to explore common research interests with the aim of preparing funding applications for getting postdoctoral positions.	Chairmen of the Research Centres' Board
Support for preparing common postdoctoral funding applications is provided	Dean, Head of Departments