IMR PhD Induction Day

17th of October 2018
Programme

• 12-30-14.00  Getting to know each other (with lunch)
   The NSM, the IMR and the IMR Doctoral School
   The IMR PhD Council and The Junior Faculty Consortium

• 14.00-14.15  Coffee break

• 14.15-15.45  The ins and outs of a PhD trajectory
   What does it mean to be a PhD candidate?
   Building a relationship with your supervisor

• 15.45-16.00  Coffee break

• 16.00-17.15  Research ethics for PhD candidates

• 17.15-18.30  Afternoon drinks in the Sports Cafe (The Yard)
Getting to know each other

The NSM, the IMR and the IMR Doctoral School
The IMR PhD Council and The Junior Faculty Consortium
IMR Management Team

IMR Research Services

IMR Research Programme
- Europeanization of Policy and Law (EUROPAL)
- Gender and Power in Politics and Management
- Governance and Innovation in Social Services (GAINS)
- Global-Local Divides and Connections (GLOCAL)
- Innovation and Entrepreneurship in Ecosystems
- Integrated Decision Making (ID)

IMR Academy

IMR Doctoral School

Institute for Management Research
Radboud University
**IMR research**

**Diversity in aged care**

"We are looking for a better match between what the elderly person needs and what the healthcare worker can offer."

**Refugees at Work**

“The most qualified person for the job is not necessarily the person who is most similar to you.”

**An integrated approach to sustainable development?**

“No matter how much companies work on being sustainable, they are dependent on their environment.”

**Innovation and entrepreneurship in Africa and Asia**

“We need to take off our western glasses if we want to advice on sustainable growth.”

More information: [Our research](#)
Research culture: IMR Academy seminars

Open Science Roadshow
Necessary Condition Analysis
Big Data in social science
Meet the editors
European research funding programmes
The art of proposal writing
ThreadNet: Tracing and Visualizing patterns of people, technology and action
Organizing for multidisciplinarity

More information:
IMR events
Research culture: Seminars organized by Hotspots, Departments, or Chairs

**Hotspot seminars:**
Integrated Decision Making: Progress Meeting of the Healthy Brain Cohort

**Department seminars:**
GPM: Developmental Dynamics of Collaborative Governance Regimes: A Work in Progress

**Chair seminars:**
ODD: Unconventional methodology in organization and management research

FdL, FNWI, RUMC, NSM, FdS, Donders, Max Planck

Dr. Kirk Emerson

Prof. David Buchanan

More information:
IMR events

Institute for Management Research
Radboud University
Research culture: IMR Research Day

- Keynote: Design thinking in research: Minds on, hearts on and hands on
- PhD presentation sessions
- Career perspectives for young academics
- Crowdfunding for academic research
- Intercultural communication in academia
- Testing the robustness of NSM’s current strategy

More information:
IMR events
Research culture: Conferences

• Present your work (get feedback)
• Get inspired
• Find your academic community
• Build a network
Research facilities: Travel funding

Radboud Internationalization Grants
- 2x in the PhD trajectory
- 400 euro for travelling in Europe
- 700 euro outside Europe

Erasmus+ programmes
- Staff training
- Staff teaching
- (PhD) Student mobility

PhD budget
(for internal PhD candidates)

More information: Financing international mobility
Research facilities: IMR Labs

Individual Decision Lab

Group Decision Lab

Maplab

Global Data Lab

More information:
https://www.ru.nl/nsm/research/imr-labs/
Research facilities: Library support

Research data management helps you to make conscious decisions about the data in your research project. It also encourages open science and enables the reuse of data.

Managing research data

Need help in storing your research data safely and archiving them in a permanent way? We can advise and support you across a range of issues in relation to proper data management.

To give some examples: writing a data management paragraph for a grant proposal, drawing up a data management plan, secure storage and sharing of (privacy sensitive) data, version control, a smart back-up strategy, and future proof file formats.

But also: comprehensible file names, understandable documentation and clever metadata, so that you can always find back your data and work on them with others.

Open Science

Publishing in open access?

- Look into the OA deals with academic publishers.
- Some publishers are *only* publishing in OA.
- Or do you mean to publish in the [Radboud Repository](https://www.ru.nl/library)?
- Use the [Open Access Journal Browser](https://www.ru.nl/library) to check for free or discount open access journals.

More information:
[https://www.ru.nl/library](https://www.ru.nl/library)
Research facilities: Library support

Workshops on Research Data Management:

- **practical issues**: from planning your research, to collecting data and making it available for reuse;

- **relevant for**: PhDs just starting out, but also if working on your research for some time.

- **Two sessions** (location TBD):
  - Part 1: October 22, 14:30-16:30
  - Part 2: November 1, 14:30-16:30

- To register: email g.patru@fm.ru.nl
- More info: contact Mijke Jetten at rdm@fm.ru.nl
Research facilities: Library support

NSM Library team
- Dini van Engelen
- Norma Fötsch
- Maarten Gubbels

- EOS 01.545

> Nijmegen School of Management
- Business and Economics
- Geography, Planning and Environment
- Politics and Public Administration

More information: https://libguides.ru.nl/subjects

Institute for Management Research
Radboud University

Need help? Ask your librarian!
Research facilities: Ethics committee

Ethics committee of the Faculty of Law and the Nijmegen School of Management

• informs and advises
• ethical review
• research proposals
• journal articles

• Dr Ronald Tinnevelt
• Dr Inge Bleijenbergh
• Dr Marcel Becker

More information: IMR research integrity
Facilities: For international PhDs (1)

- **Global Lounge**
  - Available for any questions!
  - Legal Service: Explanations, clarifications, translations;
  - Dutch Language Lunches, Book club, etc.

- **Social activities**
  - **Buddy programme**
  - Monthly **Dutch Day**
  - **Trips in the NL**

- **PON support** for international PhDs.

- **Language courses**

- **RU app** for international staff, from the **App store / Play store**.
Facilities: For international PhDs (2)

- **Websites**
  - [www.9292.nl](http://www.9292.nl), [www.ns.nl](http://www.ns.nl)
  - [www.weeronline.nl](http://www.weeronline.nl)
  - [www.euraxess.nl](http://www.euraxess.nl) & VSNU app for expats

- **Events / Activities**
  - [I am not a tourist Expat Fair](http://www.9292.nl)
  - [IamExpat Fair](http://www.9292.nl)
  - [National PhD Day](http://www.9292.nl)

- **Networks**
  - Nijmegen Expats FB Group
  - MeetUps and Expatica
  - PhD candidates Network of the Netherlands (PNN)

- **Free online “Introduction to Dutch” language course**
What can the IMR Doctoral School do for you?

- Key contact point for you & your supervisors on administrative or policy-related issues;
- Facilitate & organize PhD events, activities & workshops;
- Register and monitor the progress of PhD projects;
- Discuss experiences, requirements, new ideas;
- Tea & sympathy.
Major milestones

1. Becoming an IMR PhD candidate
2. Training and Supervision Plan
3. Defending the SAC Research Proposal
4. Annual appraisals
5. Manuscript committee
6. Defence

PhD info on RU website
Doctoral School website
PhD info on FdM intranet
Radboudnet
Staff portal
Training and Supervision Plan

Overview of:
- Professional and skill development;
- Supervision & teaching agreements;
- Fill in for the 1st time:
  - Within 6 weeks / Within 3 months.
- Review yearly!

<table>
<thead>
<tr>
<th>Supervision</th>
<th>The frequency of consultations with supervisor(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Task distribution of the PhD project</th>
<th>Scope</th>
<th>1st year</th>
<th>2nd year</th>
<th>3rd year</th>
<th>4th year</th>
<th>5th year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td>min. 840 hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teaching</td>
<td>max 360 hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Research training</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>IMR Training Component</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Methods related training</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transferrable skills related training</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Content related training</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Teaching duties</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Training component</td>
<td></td>
<td>Planning (year)</td>
<td>Scope (hrs.)</td>
<td>Estimated no. of ECs / hrs. required for study</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Teaching component                   |       | Planning (year) | Scope (hrs.) | Estimated no. of ECs / hrs. required for study |
|                                      |       |              |           |                                      |
|                                      |       |              |           |                                      |
|                                      |       |              |           |                                      |
|                                      |       |              |           |                                      |
Training and development (1) PhD-related

- **RU-level PhD courses:**
  - **Methods:** Statistics Refresher, Qualitative Research Methods;
  - **Transferrable skills:** Designing your PhD project, The Art of Presenting Science, Effective writing strategies, Academic writing, etc.

**IMR recommends:**
- Designing your PhD project
- Management voor promovendi / Achieving your goals
- Academic Writing
- Presentation Skills / The Art of Presenting Science
Communicative competency workshops

Dec. 2018 - June 2019
once a month, Tue 15:00-17:00

Goals:
• improve fluency in English
• communicate effectively at professional and academic level
• practice presentation skills
• prepare research pitches
• determine CEFR level of spoken English (RATEr - Radboud Academic Test of English)

Michelle Mellion, MA
NSM language consultant
m.mellion@fm.ru.nl
EOS 01.711
Training and development (1)

PhD-related

• **RU-level PhD courses:**
  - **Methods**: Statistics Refresher, Qualitative Research Methods;
  - **Transferrable skills**: Designing your PhD project, The Art of Presenting Science, Effective writing strategies, Academic writing, etc.

• **Teaching support:** Department of educational support

• **(inter)National Research Schools:**
  - **NETHUR**: NL Graduate School of Urban and Regional Research
  - **NIG**: Netherlands Institute of Government
  - **TRAIL**: Research School for Transport, Infrastructure and Logistics
  - **EIASM**: European Institute for Advanced Studies in Management
Training and development (2)

Career development

• **Course offer**
  - Popular scientific writing
  - Media training
  - Writing policy memos
  - Time management
  - Networking
  - Practical PR

• **Coaching**
  ‘Guidance, advice and training in the field of professional growth’

• **Radboud Navigator**
  ‘An overview of all the career and personal development possibilities that Radboud University has to offer’
# IMR PhD Cohort meetings

- Targeted to PhDs in same stage;
- 1 hr seminar on a particular topic;

<table>
<thead>
<tr>
<th>Meeting #1</th>
<th>week 49/50</th>
<th>Discovering a new field</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meeting #2</td>
<td>31-01-2019</td>
<td>SAC Research Proposal</td>
</tr>
</tbody>
</table>

- 20-02-2019: IMR PhD Induction Day
- 21-02-2019: Paper development workshop
- 11-14-03-2019: Career Week
- Week 12/13: Career options for PhDs

<table>
<thead>
<tr>
<th>Meeting #3</th>
<th>week 19</th>
<th>Time management</th>
</tr>
</thead>
</table>

- Week 25/26: 2019 IMR Research Day
The IMR PhD Council

- Advises the IMR Doctoral School on PhD policy issues;
- Contact point for PhDs in case of problems or questions;
- Signals PhD problems & proposes solutions;
- Represents the IMR in PON;

The IMR Junior Faculty Consortium

Building a thriving academic community among IMR PhD candidates

The IMR PhD FB Group
The ins and outs of a PhD trajectory

What does it mean to be a PhD candidate?
Building a relationship with your supervisor
Pre mortem exercise

Imagine:

It is the summer of 2022 and you have just realized that this PhD will simply never happen and there is no way that you will finish with what you started with.

• What has happened?
• How did you get to this point?
• What went wrong?
When are you done?

• When your chapters / papers are done
  - Clear problem statement
  - Connect to the relevant literature and show how you build on it
  - Clear contribution

• Typically 3-5 papers “on their way to publication”
  - Publications lend credibility
  - Journal review process may take longer than thesis

• What ‘done’ means is a matter of negotiation
  – Discuss with supervisors
The candidate-supervisor relationship

**Marriage vs. The Ph.D.**

- **Typical Length:**
  - Marriage: 7.5 years
  - Ph.D.: 7 years

- **Begins with:**
  - Marriage: A proposal
  - Ph.D.: A thesis proposal

- **Culminates in a ceremony where you walk down an aisle dressed in a gown:**
  - ✔️
  - ✔️

- **Usually entered into by:**
  - Marriage: Foolish young people in love
  - Ph.D.: Foolish young people without a job

- **50% end in:**
  - Marriage: Bitter divorce
  - Ph.D.: Bitter remorse

- **Involves exchange of:**
  - Marriage: Vows
  - Ph.D.: Know-how

- **Until death do you part?**
  - Marriage: If you're lucky
  - Ph.D.: If you're lazy

---

Institute for Management Research
Radboud University

WWW.PHDCOMICS.COM
This is a significant relationship

Relationships are hard work

- trust
- expectations
- dependence
- encouragement
- stress
- communication
- disappointment
- conflict
- support
- responsibility
- competition
- changes
- enjoyment
- compromise
Managing your supervisor

What you can expect from your supervisors:

• Regular** constructive criticism on your written work
• Guidance & suggestions for research directions / opportunities
• Advice at each stage of the project
• Support
• Some direction.

What your supervisors expect from you:

• Show initiative, be proactive
• Produce quality written work (drafts, but not FIRST drafts)
• Meet deadlines (or explain why not)
• Regularly** discuss your progress
• Tell them what you are learning
• Listen to their advice**
• Be honest (and proactive) about how things are going.

Further reading (a very helpful book, strongly recommended)
Confidential advisors

At faculty level:

PhD confidant:
Prof. Ed Vosselman

At central level:

Academic Integrity
Undesirable Behaviour
Labour Conflicts
Whistle-blowing (other issues)

e.vosselman@fm.ru.nl
Research ethics for PhD candidates
In this session we’ll cover...

1. Why research ethics?

2. Some key ethical issues to consider…

3. …And how to deal with them

4. Reflect: What issues could play a part in your PhD project, and how will you deal with them?
Why research ethics?

Because we must

Horizon 2020 Programme
Guidance
How to complete your ethics self-assessment

Because we want to

Academic and Research Integrity

INTEGRITY AND TRUST
Key ethical issues...

Proper referencing:
- Acknowledging original authors (findings, text, figures, tables, data...)
- Say it in your own words (don’t abuse quotes...)

YOUR conduct in the field:
- Integrity as an academic
- For whom are we doing this (own research vs org’s needs; management vs employees)
- Don’t make promises you can’t keep...
Key ethical issues...

**Participation**
- requesting informed consent
- freedom to withdraw from the research at any time

**Data**
- confidentiality & anonymity…
- …re: data storage & use

**Informing all participants about:**
- findings
- how findings might be applied (in the org, society etc.)
Key ethical issues...

Transparency:

• of research goals

• of how data is processed & represented
How to deal with them

1. Identify potential issue
2. Identify its implications
3. Actual, concrete measure(s) you plan to take in order to address it
What ethical issues could play a part in your PhD project, and how will you deal with them?

**Areas:**
- Participants
- Collecting and handling data
- Findings / interpretation (how they may be used, interests)
- Confidentiality / Anonymity (& publications and/or Radboud Repository)

**Consider:**
- What areas of your PhD project do these issues impact?
- What promises might you make? What would you need to discuss?
  - Agreements with the organisation vs the participants.
- Can you do something about it BEFORE or AFTER data collection? BEFORE or AFTER data analysis?
And now...