

Current and Future Challenges in Doctoral Education - global trends

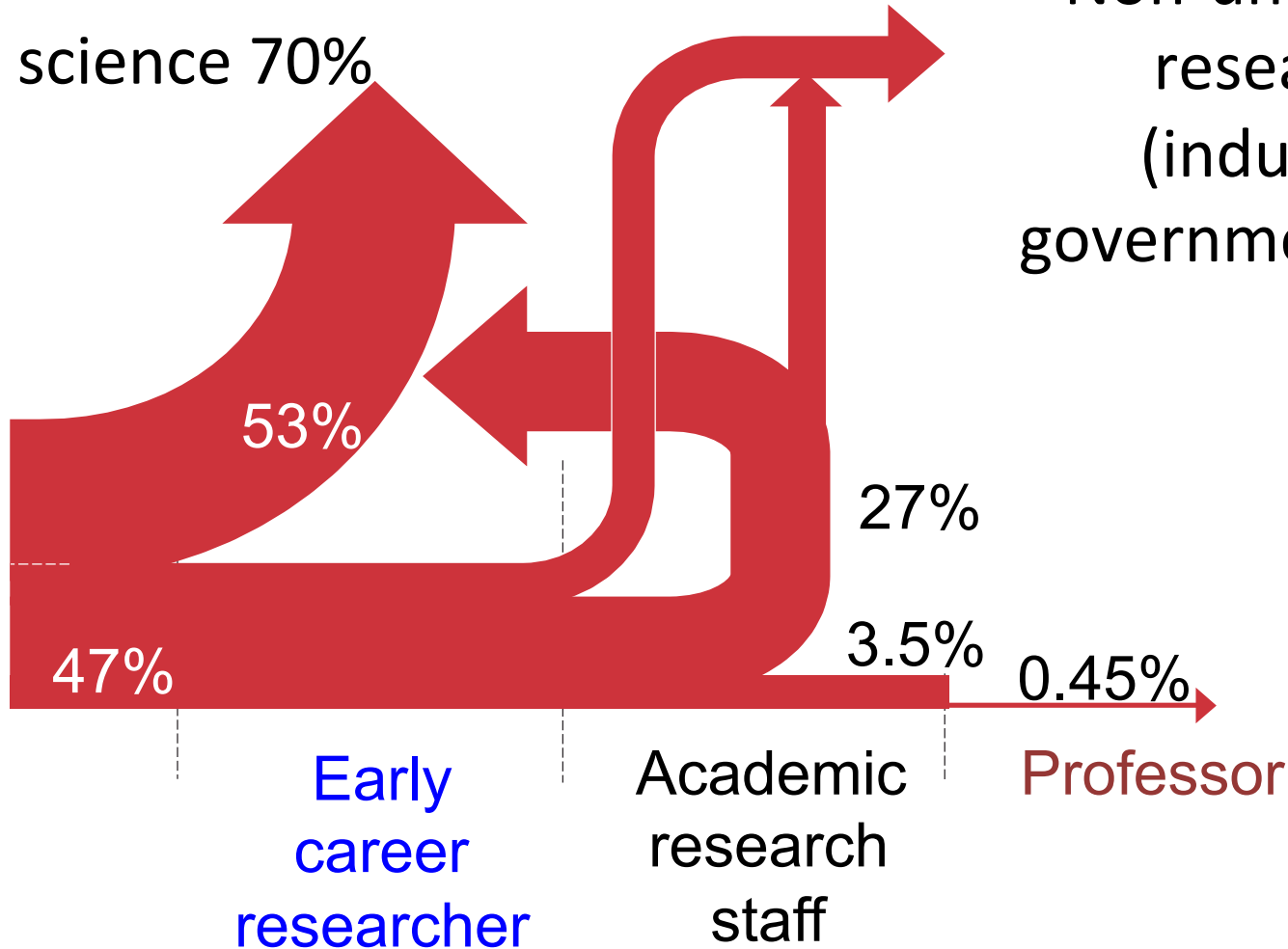
Bob Harris

What can Orpheus do?

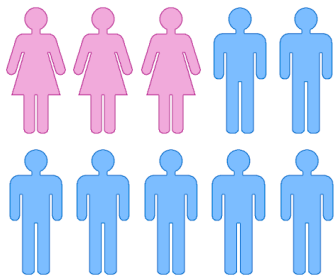
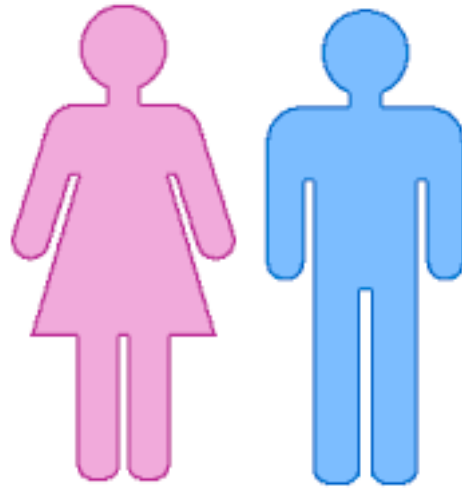
State of the Nation

Careers outside
science 70%

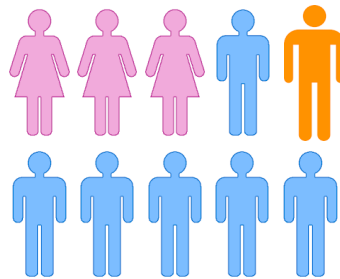
Non-university
research
(industry,
government) 17%



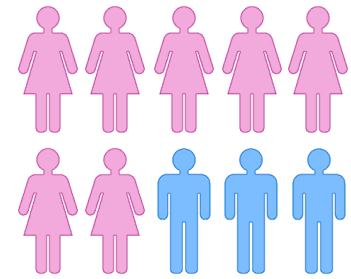
Imbalance in academia



PROFESSORS



PROFESSORS



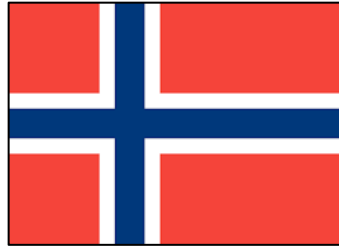
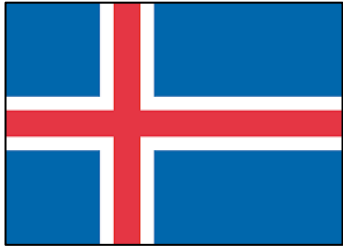
PhDs

Implicit bias

Finland's leading university is testing the use of anonymised applications for academic roles as part of a nationwide push towards greater equality in hiring practices.

It is “extremely important to educate our hiring professors, managers and supervisors in the questions of implicit bias”.

Nordic countries at top



Four Nordic countries >82% gender equality compared to 75.8% for Western Europe.

At the current rate of progress 61 years to close gender gap compared to 153 years for Eastern Europe, Central Asia, the Middle East and North Africa.

Consequences of imbalance

University policies

Cultural integration?

Perceived academic advancement rates

Changes in leadership

Conquering the world?



Filials, Joint degrees, Double degrees

What is the impact – home and away?
What is the real purpose?

Internationalization

Extensive global student mobility.

Expansion of branch campuses.

Double and joint degrees.

English as a language for teaching and research.

Cross-national research collaboration.

Knowledge is international, so expect more.

Chasing the money



A good internationalization strategy?



PhD students at



Karolinska
Institutet

2000 PhD students

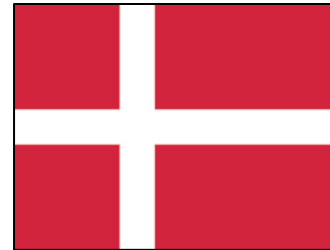
30 CSC students	1.5%
60 CSC students	3.0%
90 CSC students	4.5%
120 CSC students	6.0%
150 CSC students	7.5%
180 CSC students	10.0%

Reduced foreign student intake

The Danish government announced cuts of 1,200 university places for international students, arguing that too many left the country after graduation

As Danish universities cannot discriminate against European applicants in the admissions process, their response has been to close degree programmes altogether and to switch the medium of instruction on others from English to Danish.

Rejecting Internationalization?



Several universities have reduced the numbers of courses taught in the English language

“Foreign students do not stay and contribute long-term to society”

Challenges of internationalization

Administrative personnel

Language classes

Accommodation

Formalities of practical societal integration

Cultural integration

Imbalance in environments

Academic expectations/hierarchies

Language use in formal sub-organizations

Don't go there!

euacde EUROPEAN ASSOCIATION OF CENTRES FOR DOCTORAL EDUCATION

2019 EUA-CDE Thematic Workshop
Inter-institutional collaboration
in doctoral education

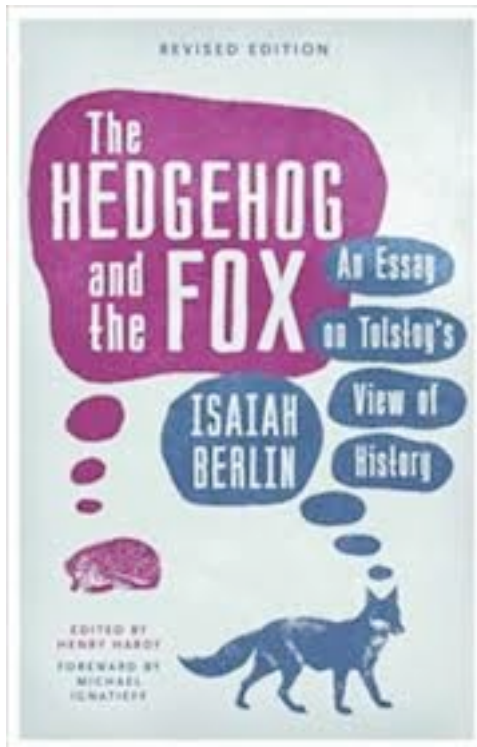
Vrije Universiteit (VU) Amsterdam
Netherlands

17 - 18 January 2019

Double degrees/Joint degrees

Technical Expectations

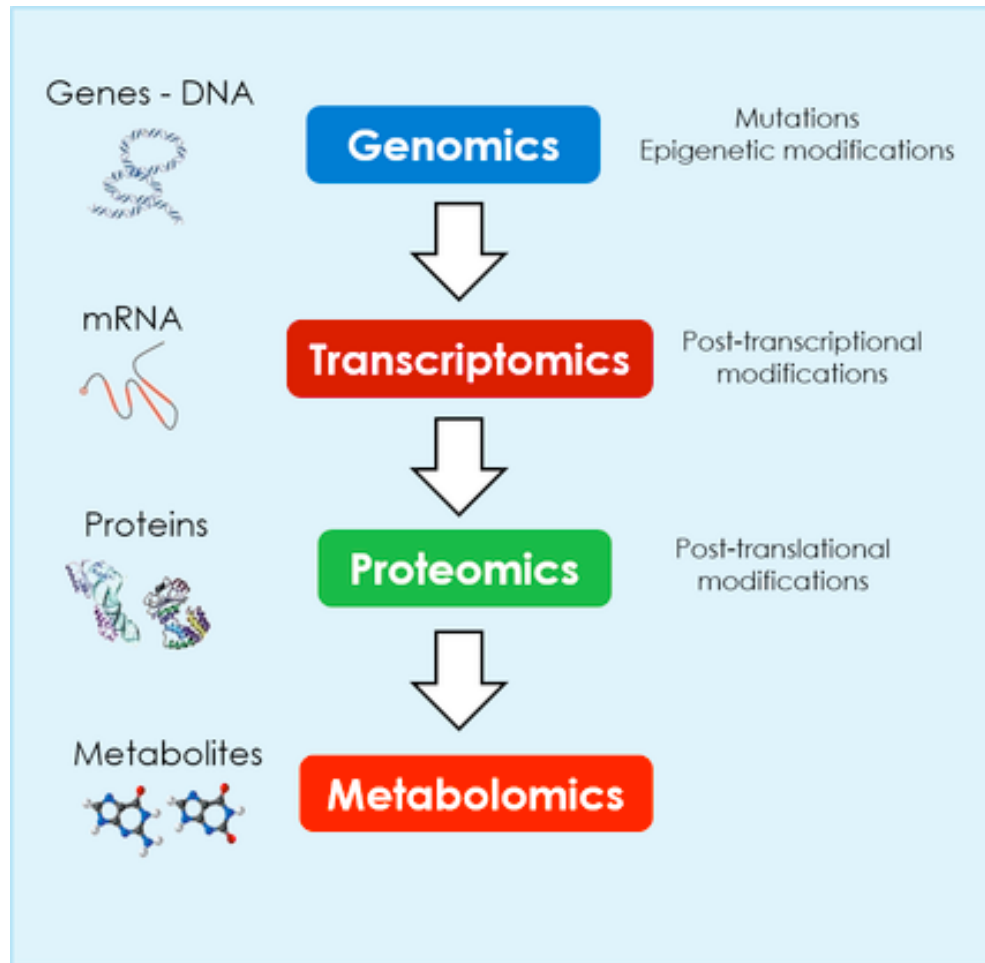
'The fox knows many things, but the hedgehog knows one big thing'



The emphasis of higher education reforms in recent decades has served to **produce generations of hedgehogs**

Technology Revolution

Is Big Data really best?



Plagiarism

The "wrongful appropriation" and "stealing and publication" of another author's "language, thoughts, ideas, or expressions" and the representation of them as one's own original work.

Self-plagiarism – component papers in thesis

Plagiarism – other people's work

Plagiarism tools



University processes

Thesis submitted

THE GRADUATE SCHOOL RECEIVES THE THESIS in an OCR-readable PDF file

THE GRADUATE SCHOOL FORWARDS THE THESIS to the Royal Library

THE ROYAL LIBRARY SCREENS THE THESIS for duplicate text within 3-7 days

Thesis assessed

Approval for defence

NO DUPLICATE TEXT IS IDENTIFIED and the thesis can be submitted for assessment

DUPLICATE TEXT IS IDENTIFIED and the Committee on Duplicate Text Screening is informed

THE COMMITTEE FINDS THE DUPLICATE TEXT NOT TO BE AN ISSUE and the thesis can be submitted for assessment

THE COMMITTEE FINDS THE DUPLICATE TEXT QUESTIONABLE. Consequences for the PhD student depend on the degree and type of duplication

Plagiarism

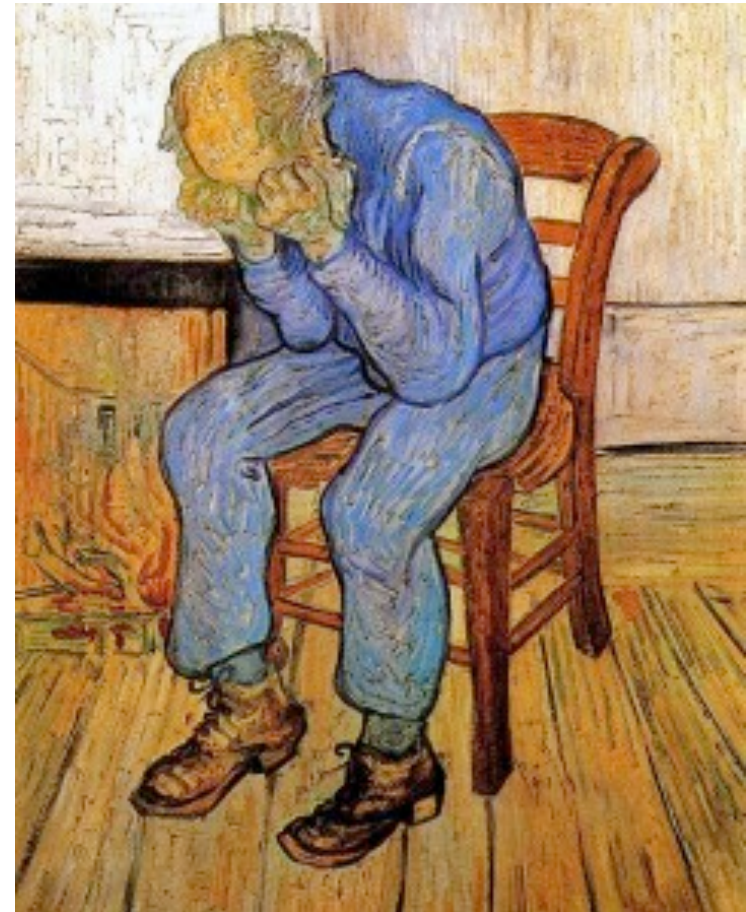
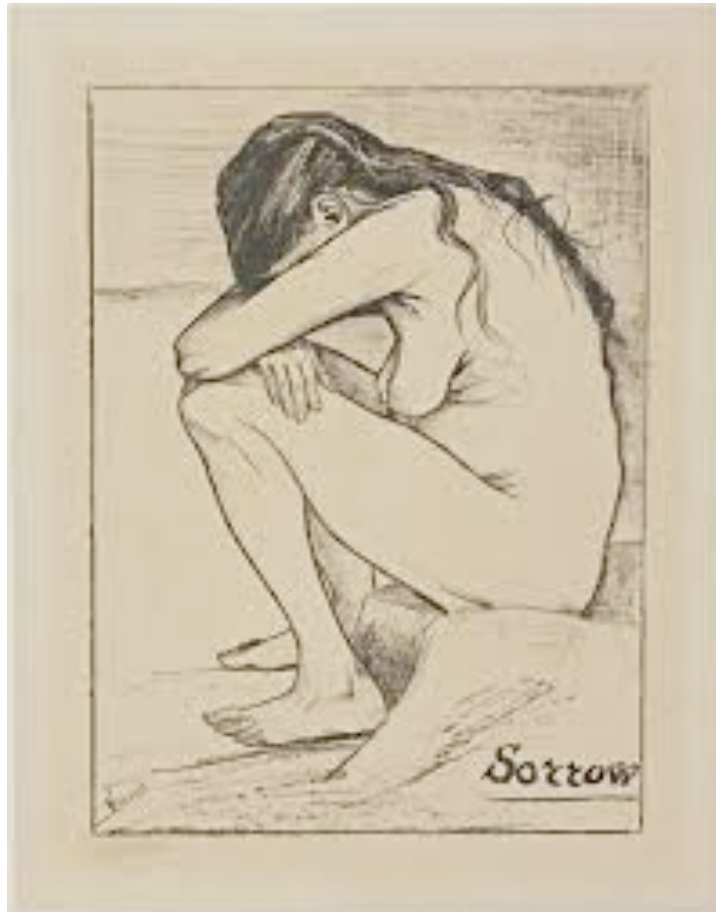
IN CASES OF PLAGIARISM, the Graduate School sends the thesis to Practice Committee

IN CASES OF SELF-PLAGIARISM, the PhD student and principal supervisor may be summoned for a meeting at the Graduate School. The Practice Committee may also examine the text duplication

Self Plagiarism

THE PRACTISE COMMITTEE SENDS THE THESIS to the Danish Committee on Research Misconduct to examine the degree of misconduct

Mental Health in academia



Failing mental health

Studies show a large proportion of students experience high levels of depressive symptoms.

In the UK, **33% of students had experienced suicidal thoughts** in the past academic year.

Faculty mental health

Research indicates that many academic staff are stressed and at **risk of burnout**. Just like students, academic staff are not mentally well. One recent survey found that 43% of academic staff exhibited symptoms of at least a mild mental disorder. This is nearly **twice the prevalence of mental disorders compared with the general population**.

Culture of Silence

A culture of ‘silence of mental health issues within university environments’ exists.

Factors associated with poor mental health include insecure job prospects, excessive workloads and poor salaries.

Consequences of poor mental health

Poor mental health among academics has serious practical and economic consequences for universities.

Loss of staff has several effects on doctoral education capacity – supervisors and teachers.

Who's writing the thesis?



Students are paying for others to write their academic assignments

Publication practices

Monograph vs paper compilation thesis

Rogue journals

Publisher (dis)agreements

Plan S – Open Access

BioRxiv – ‘Cloud’ publications

What can Orpheus contribute?

Internationalization – learning from each other;
ORPHEUS label to enhance joint/double degrees

Capacity building – train the trainers

Distribution of best practices tools – e.g. IDP

Communication and UPDATE of best practice
policies – e.g. plagiarism

Capacity Building

Train-the-Trainers programme

Step 1 – KI

Step 2 – Dar es Salaam (KI)

Step 3 – Dar es Salaam



Improvements in Culture - successes

Developing a “**culture of confident and skilled leaders**” -while academics may be skilled in research or teaching, that “doesn’t necessarily mean we know how to **communicate with people and lead**”.

“A university that is **putting people first**”

Allow “**the space and the time** to try out the different pedagogical approaches that we were introducing”

The Future?



Will be what we make it together