Innovative practices in Doctoral Education

Motivation, effectiveness and performance
How young researchers and supervisors can survive the impacts of COVID

Isabelle.Halleux@uliege.be

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Responsible International Higher Education 2021- 20-21/5/2021 - Transformative modes for sustainable and hybrid engagement
PhD@ULiège

• Doctoral training : 60 credits – Career Development Plan
  • 30 credits for Thematic Training – National Doctoral Schools or others
  • 30 credits for Transversal skills – ULiege Office

• Doctoral research : 180 credits

Start research → Develop research → Professional project

Teaching, Secondment, Mobility

- Project management
- Ethics
- Open Science IP - Innovation
- Communication Dissemination
- Leadership Entrepreneurship
Covid effect on researchers: ISOLATION & STRESS

- Impossibility to join labs and libraries, to go on the field
- Feeling of
  - Abandon
  - Unrecoverable time lost
- Lack of motivation & effectiveness
- Isolation, depression

- Availability to
  - Training and education
  - Have virtual support
Covid effect on PI: STRESS

- Impossible to do research
- Overload of teaching
- Stress of ending contracts
- Feeling of
  - Unrecoverable time lost
  - Difficulty to motivate
- Lack of efficiency
- Isolation, depression
- Availability to search for solutions
How can we support/stimulate them?

Press the yellow button
Focus on researchers’ needs
Focus on actual research environment
Work on essentials
Work on both aspects of well-being AND professional skills

Think out of the box
Rebooting research

https://youtu.be/ehLD0RZIIHg
Rebooting Research

For INTERNATIONAL RESEARCHERS

- Welcome Afternoons for New International Researchers
- Begin the Year Successfully: Meet-and-greets
Rebooting Research

For EARLY CAREER RESEARCHERS

- Back to the campus: Networking and group coaching
- Reconnect to your research project: Workshop
Rebooting Research

For PRINCIPAL INVESTIGATORS

- Tips to Restart Life on Campus
- Maintain team efficiency and optimise remote collaboration: Webinar

Reacliminating takes time.

Things are not the same: the work environment has changed, there are health measures in place and the situation will continue to evolve. Understand that people react to change in different ways and some early career researchers may need time to adjust than others.

Communicate the plan.
Researchers

- Rupture of isolation
- Motivation
- Networking
- Solutions
- Work on useful topics
- Resources

Admin. Staff

- Rupture of isolation
- Collaborative project
- Boost staff motivation
- Joint organisation

- Improvement of working conditions
- Contribution to well-being
- Same needs at all level
- Extended offer in English
#RelaxedThesis#ResearchProject#Tools#ActiveThesis

Zen-thesis!

Boost your motivation and pro-activity

Co-construct strategy, stay focused and manage your stress

Activate your network, share your experience
- Stay motivated
- Manage my stress
- Write my thesis on a daily basis
- Manage my data as a professional
- Communicate with my supervisor
- Interact in my research environment

- Complete your PhD
- Request for advice/individual coaching
Nov. 2020 to May 2021

- 25 workshops in French and in English
- 432 registrations

![Pie chart showing gender distribution: 62% male, 38% female.]

![Pie chart showing academic year distribution: 17% Year 1, 17% Year 2, 34% Year 3, 17% Year 4, 9% Unknown, 2% Under admission, 2% Indeterminate, 2% Candidat·e CUPPD, 8% Hors doctorat.]

- Non PhD
- CUPPD
- Year 1
- Year 3
- >Year 4
- Unknown
- Under admission
- Year 2
- Year 4
About participation

- Thesis Writing: 89 (Total), 56 (Présents), 13 (Excusés), 20 (Absents)
- Stress management: 39 (Total), 29 (Présents), 6 (Excusés), 4 (Absents)
- Data management: 53 (Total), 49 (Présents), 1 (Excusés), 3 (Absents)
- Research environment: 57 (Total), 37 (Présents), 7 (Excusés), 13 (Absents)
- Supervisor: 63 (Total), 48 (Présents), 4 (Excusés), 11 (Absents)
- Motivation: 39 (Total), 30 (Présents), 3 (Excusés), 6 (Absents)
- Total: 340 (Total), 249 (Présents), 34 (Excusés), 57 (Absents)
About satisfaction

- High level of satisfaction on all aspects
- Coherence is appreciated
- Request for additional workshops
- Participation in other trainings
- Creation of peer networks
- Interest in online training
- Recognition of credits
Researchers
Motivation
Competences
Effectiveness
Performance

Admin. Staff
Motivation
Coherence
Effectiveness
Impact

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Improvement of working conditions
Contribution to well-being
Coherence
Is it novative?
We switched from Flexibility to Agility

- Mobilisation of collective intelligence
- Creation of value/impact
- Iterative and continuous evolution
- Optimisation of resources and energy
- Commitment and involvement of the whole community
Proud to be agile

- Ability to manage change
- Rapid feedback loops
- Multidisciplinary and collaboration of silos
- Respect and personal development of individuals
- Frugality and sustainability
- Focus on value
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