## **Introduction**

WIAS PhD candidates are required to complete an education and training program during their PhD trajectory. This program aims to provide the skills and competences necessary for a PhD candidate to become a professional animal scientist at the highest academic level. The program consists of a variety of courses and activities focusing both on in-depth training in the scientific domain of the PhD trajectory, and the professional skills and competences of the future PhD graduate.

To facilitate and balance the selection of courses and activities for a newly enrolled PhD candidate, a Training and Supervision Plan (TSP) was developed. The TSP focuses on the personal as well as professional and disciplinary learning goals. The PhD candidate composes a TSP based on:

1. The personal learning goals that are formulated in a discussion with the Personal Development Coach. To support the PhD candidate in developing the personal learning goals, LTP (an external professional coaching organization) will invite the candidate to complete an online personal efficacy assessment in the first 4 weeks after start of the PhD trajectory. The report of this MyTalent assessment is sent to the PhD candidate and the Personal Development Coach for further discussion.
2. The professional and disciplinary learning goals that are formulated in a discussion between the PhD candidate and the supervisor(s).

In this first TSP, emphasis is placed on developing the learning goals. Based on these learning goals, relevant courses can be selected to complete the WIAS course list. WIAS is aware that the first TSP is subject to change during the PhD trajectory as, for example, learning goals or research focus can change. Also, the PhD candidate might be conducting research in a specific area for which no course is available at the time of submitting the first TSP. PhD candidates should update the TSP as changes are made. Please be aware that investing time in courses on top of conducting the PhD research is an excellent opportunity to increase the PhD candidate’s visibility and enhance their curriculum vitae, thereby increasing the chances on the job market.

## **Schedule**

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| **When** | **Action** |
| Within 3 months | Discuss personal learning goals with Personal Development Coach |
| Discuss professional & disciplinary learning goals with supervisors. |
| Within 6 months | Share your personal learning goals with your supervisors (together with your Personal Development Coach) |
| Submit first TSP documents as one file (in Hora Finita):   * Personal learning goals * Professional & disciplinary learning goals * TSP course list |
| After 2 years | Submit midterm TSP (to [wias@wur.nl](mailto:wias@wur.nl)) |
| Not later than 15 weeks before PhD defence | Submit final TSP and proofs (to wias@wur.nl) |

## **Content of the Training and Supervision Plan**

To obtain the WIAS TSP certificate, the PhD candidate is expected to obtain a minimum of 30 ECTS (1 ECTS = 28 hours of study). Besides this minimum, the minimum requirement of each of the categories (A-F) should be met.

### **The Basic Package**

This category includes:

* [The WIAS Introduction course](https://wias.crs.wur.nl/courses/details/303) (mandatory)
* A course on Scientific Integrity (mandatory) e.g., [WGS course Scientific Integrity](https://wgs.crs.wur.nl/courses/details/117)
* An Ethics course (mandatory) e.g., [WGS course Ethics and Animal Sciences](https://wgs.crs.wur.nl/admin/schedules/?courseId=116)

WIAS further recommends all PhD candidates to take:

1. A course on personal effectiveness during the first year of your PhD trajectory. Such a course should address topics like PhD/supervisor communication, e. g[. WIAS Introduction course on Personal Effectiveness for your PhD](https://wias.crs.wur.nl/courses/details/345)
2. The WIAS Midterm Reflection course: This is an in-person course for PhDs to be taken at the end of your second year or the begin of your third year.

### **Disciplinary Competences (minimum two courses)**

This category is intended to train the PhD candidate in-depth in the domain of their PhD research.

It may contain different elements, such as:

* Writing research or grant proposals (mandatory, 6 ECTS)

This element focuses on the higher cognitive abilities of synthesis, integration and evaluation that are necessary in science. WIAS requires that all PhD candidates comply with this competence training, either by writing their own research proposal or, when a research proposal is already available, by writing a literature survey. The proposal or literature survey is submitted to WIAS for approval within 6 months after start of the PhD study. Note that this activity is not a course, so you will still need to complete two courses to meet the minimum requirement of this section.

* Advanced courses specific for PhD candidates (e.g., in depth (inter)disciplinary courses, summer schools etc.).
* Specific research skills training (maximum 2 ECTS)

This could involve an external period of training at a top institute other than the PhD candidate’s affiliated institute. The skills acquired are deemed necessary for the training of the PhD candidate for the success of the PhD research (to be evaluated with the PhD supervisor).

* PhD discussion group that is acknowledged by WIAS (maximum 4 ECTS)

A PhD candidate can receive 1 ECTS for active participation per year and a maximum 2 ECTS per discussion group. Credits will be awarded for a maximum of two discussion groups.

* Statistics courses that are relevant for the PhD research.
* MSc courses can be included in this category (maximum 6 ECTS)

This could be one course of 6 ECTS or two courses each of 3 ECTS. An MSc course should only be taken if the PhD candidate has deficiencies in specific knowledge in relation to the PhD research project. In this case, permission must be granted by the supervisor for the PhD candidate to take the course. MSc courses taken as Qualifying Exams (QE) are not included in the TSP.

* Scientific diving courses

To do scientific diving, the theoretical and practical diving courses must be completed. WUR offers the theoretic course at the MSc level. Both the theory and practical courses will be counted as one competency. Therefore, persons taking diving courses will still need to take an additional disciplinary course to meet the minimal requirement of this section.

### **Professional Competences (minimum two courses)**

The courses chosen should be based on the personal development goals. Examples of course elements are:

* Career related competences/personal development
* Project planning and management/time management
* Scientific writing
* Didactic skills e.g., courses on how to supervise BSc and MSc thesis students.

In this category, credits can also be earned for:

* Organizing seminars and/or PhD courses (maximum 2 ECTS).

In this case, the proof of participation could be an email correspondence from the main coordinator/organizer stating your name, the name of the activity and the number of hours involved.

* Membership of PhD council boards and committees (maximum 4 ECTS)

Credits will only be received for one board membership position.

* WIAS Magazine board (maximum 3 ECTS)

Board members who have spent less than one year will not receive any credits. Board members who have completed at least one year but less than two years as board member will receive 1 ECTS. Those who are board members for more than two years will receive the maximum of 3 ECTS.

### **Societal Relevance (recommended, maximum 6 ECTS)**

This section addresses courses and activities related to communicating your research to a broader audience, such as the general public, who does not have the technical expertise to understand scientific jargons. WIAS recommends that you participate in at least one course on societal impact of research. Outreach and communication activities can also be included in this section. Outreach activities include presentations at schools and talks for the general public. In the outreach activities, you get a chance to interact with the audience and answer any questions they might have on your research. Communication activities include giving interviews (television or radio) or writing articles (newspaper or magazine) for the general public mostly explaining the impact of your research.

**Note**: only activities for which you request credits should be listed here.

### **Presentation Skills (maximum 4 ECTS, 1 ECTS each)**

This is a specific subcategory for professional competences that relate to scientific presentation skills at an international conference, seminar or workshop attended by scientists from different research institutes. Such an event can be organized in the Netherlands or any other country where peers and experts from institutions and universities attend.

A minimum of two original presentations are required, of which one must be oral and the other a poster presentation. Only a maximum of five presentations should be listed in the final TSP. If the PhD candidate has made more than five presentations, then a choice for the best original presentations must be made. Proof of your participation can be a PDF of the poster presentation or the conference program where your name is clearly mentioned.

### **Teaching Competences (optional, maximum 6 ECTS)**

Depending on the employment conditions, teaching can consume a maximum of 10% (672 hours) of a PhD's time. The WUR [Guidelines](https://www.wur.nl/en/education-programmes/phd-programme/aim-content-of-the-wageningen-university-research-phd-programme/wur-teaching-rules.htm) are given for supervision and teaching for PhD candidates.

In this category, credits can be earned for:

* + Lecturing (in-class lecturing plus preparation) (maximum of 1 ECTS for each original lecture)
  + Supervising course practical and excursions (maximum 0.3 ECTS for each activity)
  + Supervising theses (maximum of 2 ECTS per MSc major, 1.5 ECTS MSc minor, 1 ECTS BSc thesis)
  + Supervising internships (1 ECTS)
  + Tutorship
  + Developing learning materials