

# Apresentações

# Presentations

OPENING DAY



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**NOVA**  
DE LISBOA



**NOVA**  
DOCTORAL SCHOOL

# NOVAs Conversas



# NOVA Doctoral School





# Skills



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# Ideas



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Photography by João Bacalhau  
<https://www.flickr.com/photos/openymind/>



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# Creativity



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# Identity



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Photography by João Bacalhau  
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# Challenge



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# NOVAs Conversas

PROGRAMA 1.º SEMESTRE 2015/16

CICLO TEMÁTICO

## QUESTÕES SOBRE A MOBILIDADE

26 DE OUTUBRO - 18 H

**A Europa e a Crise dos Refugiados**

COSTANÇA URBANO DE SOUSA (UAL) E NUNO PIÇARRA (FDUHL)

Faculdade de Ciências Sociais e Humanas - Edifício D - Sala Multissalas 2

24 DE NOVEMBRO - 18 H

**Migrações e Doenças Tropicais: o perigo vem do Sul?**

JORGE ATONGUUA (INST. MED. TROP)

Instituto de Tecnologia Química e Biológica António Xavier - Auditório

3 DE DEZEMBRO - 16 H

**Cibercrime em Portugal**

PEDRO VERDELHO (MIN. PÚBLICO)

NOVA Information Management School - Auditório

13 DE JANEIRO - 18 H

**Biomecânica: onde a Engenharia e a Medicina se encontram**

MÁRIO VAZ (FEUP)

NOVA Medical School - Sala EP 9

3 DE FEVEREIRO - 18 H

**Quem ganha, quem perde, quanto se perde com a fuga de cérebros? O caso português**

BELMIRO CABRITO (UL)

Faculdade de Direito da NOVA

Participação gratuita, mediante inscrição prévia em [www.unl.pt/pr/escola-doutoral](http://www.unl.pt/pr/escola-doutoral)

Contacto: [nova.doctoral@unl.pt](mailto:nova.doctoral@unl.pt)





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Look **FROM**  
the outside



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Photography by João Bacalhau  
<https://www.flickr.com/photos/openyrmind/>

## Astronomy



Marina Cortês - University of Edinburgh  
Hugo Messias – CAA UL

## Forensic Anthropology



Eugénia Cunha – FCTUC

## Biology



Rui Costa – Champalimaud Foundation

## Public Health



Jorge Atouguia – IHMT UNL

## Law and Rights



Constança Urbano; Nuno Piçarra – FD UNL

## Engineering



Mário Vaz - FEUP

# Economy



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Belmiro Cabrito - Instituto de Educação UL

## Brain Drain and Academic Mobility from Portugal to Europe

Thursday 4th February NOVA Law School @ 18h00



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## NOVA PhD

Reinventing for  
success



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# NOVAs Conversas

**Thank You**



# Who helps the PhD supervisors?

Miguel Xavier  
Nova Medical School

January 2016

# NOVA Supervisor's Course

## Outline:

- Background
- “Mid-term review”

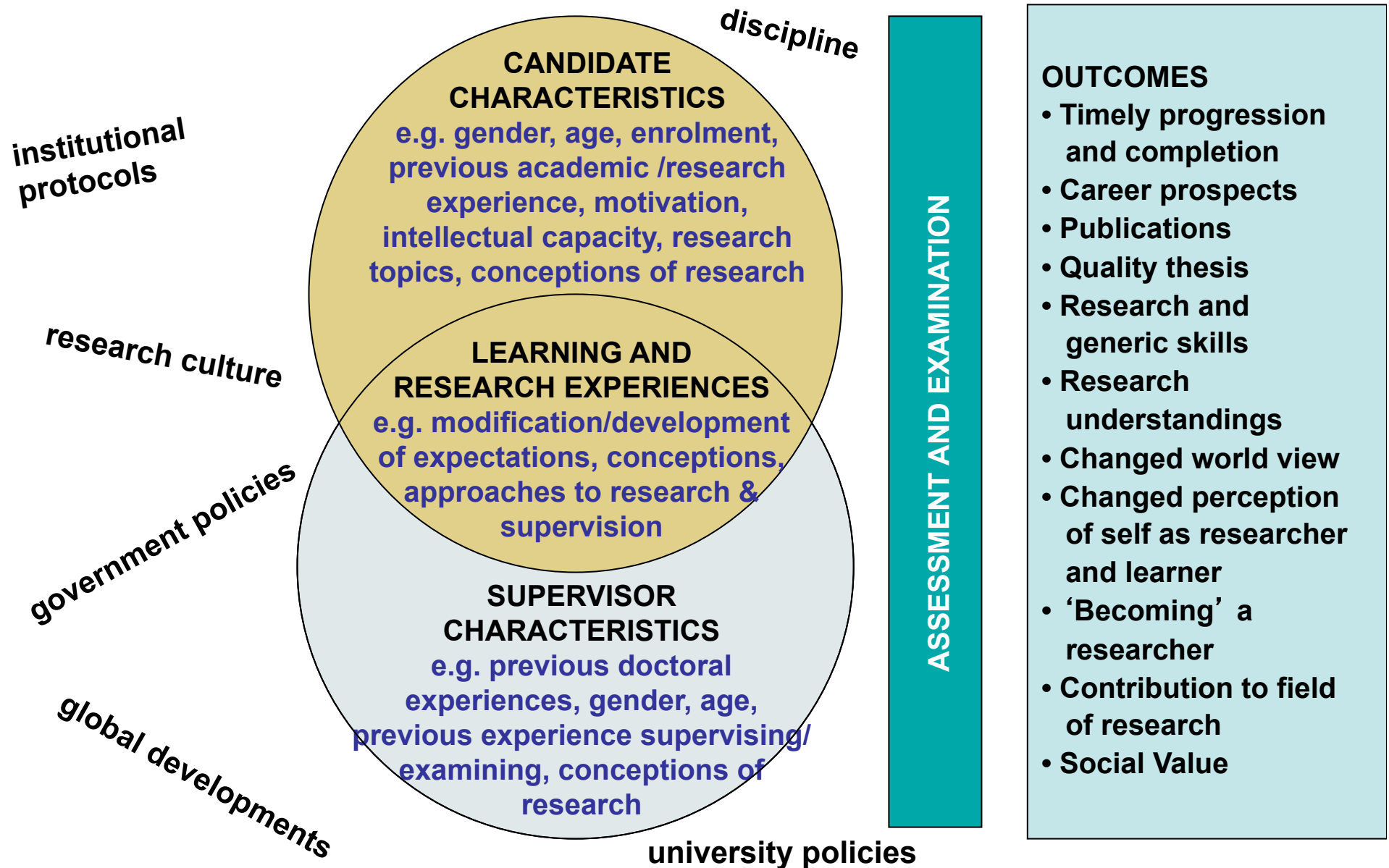


# What is expected from us as supervisors ?

- A range of roles that need to be filled, in addition to knowledge of the topic and methodology, such as:
  - Mentor
  - Coach
  - Facilitator of candidature
  - Sponsor

# CONTEXT OF SUPERVISION

(a terrible slide...)



# Within this context, at NOVA...

- Is there a framework that can help to expand the range of approaches that a supervisor can use?
- What are the implications for supervisor development?

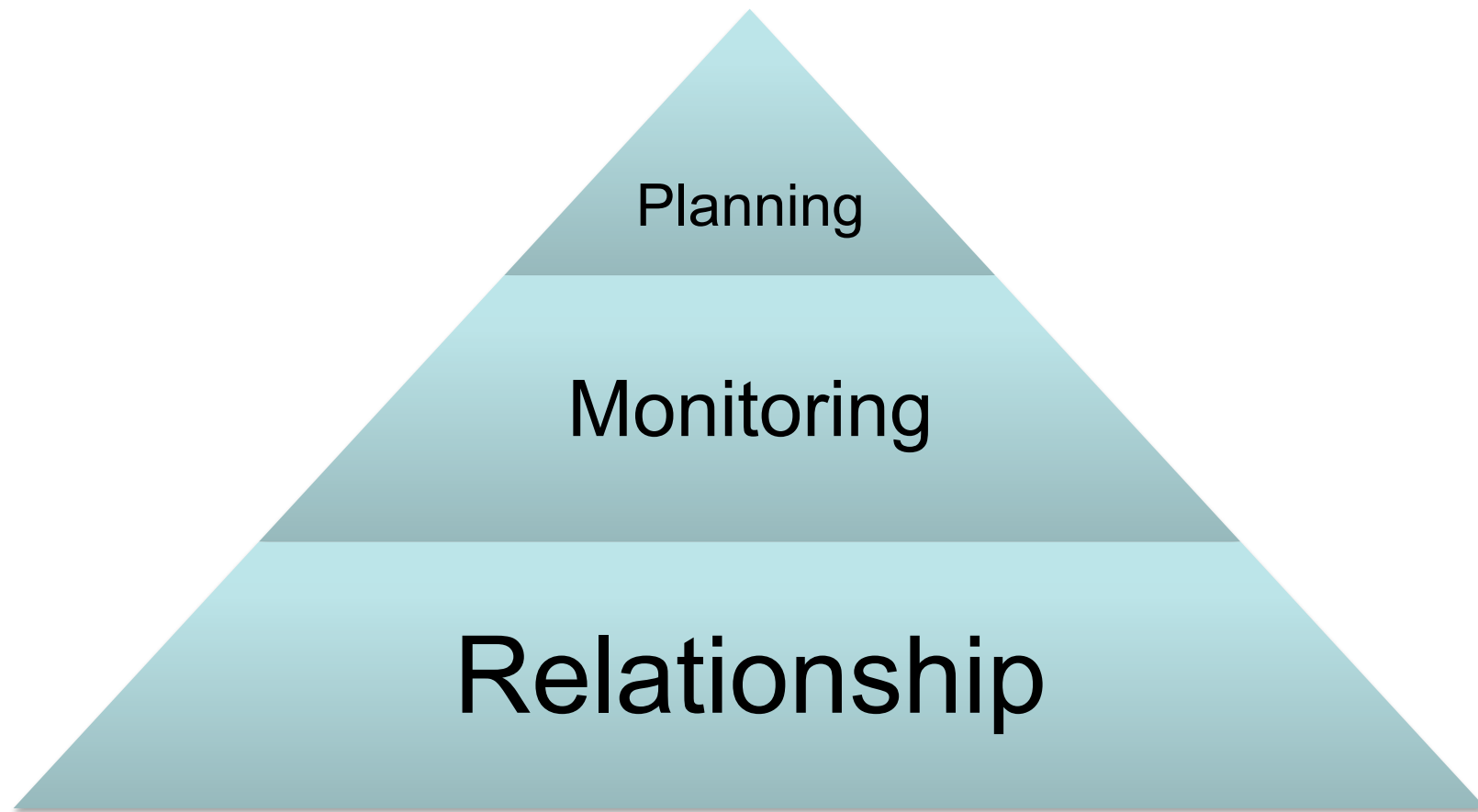
Are we helping the 'helpers' ?

# NOVA Supervisor's Course



- Doctoral education and the role of the supervisor
- Information Literacy
- Intellectual Property
- Research Ethics

# The inner nature of supervising



# Starting questions

- Am I a good supervisor?
- How can I be sure about it, in fact?
- How did I learn to supervise?
- How was my supervisor?
- I hope so...
- It's not that easy
- I didn't
- Well...

# Focus on the interaction as a explanation



# Problems: student view

- Not enjoying the topic
- Not knowing what is expected
- Practical issues: money, lifestyle
- Supervisor being too prescriptive.
- Ethical issues: are we being used?
- Loneliness, anxiety

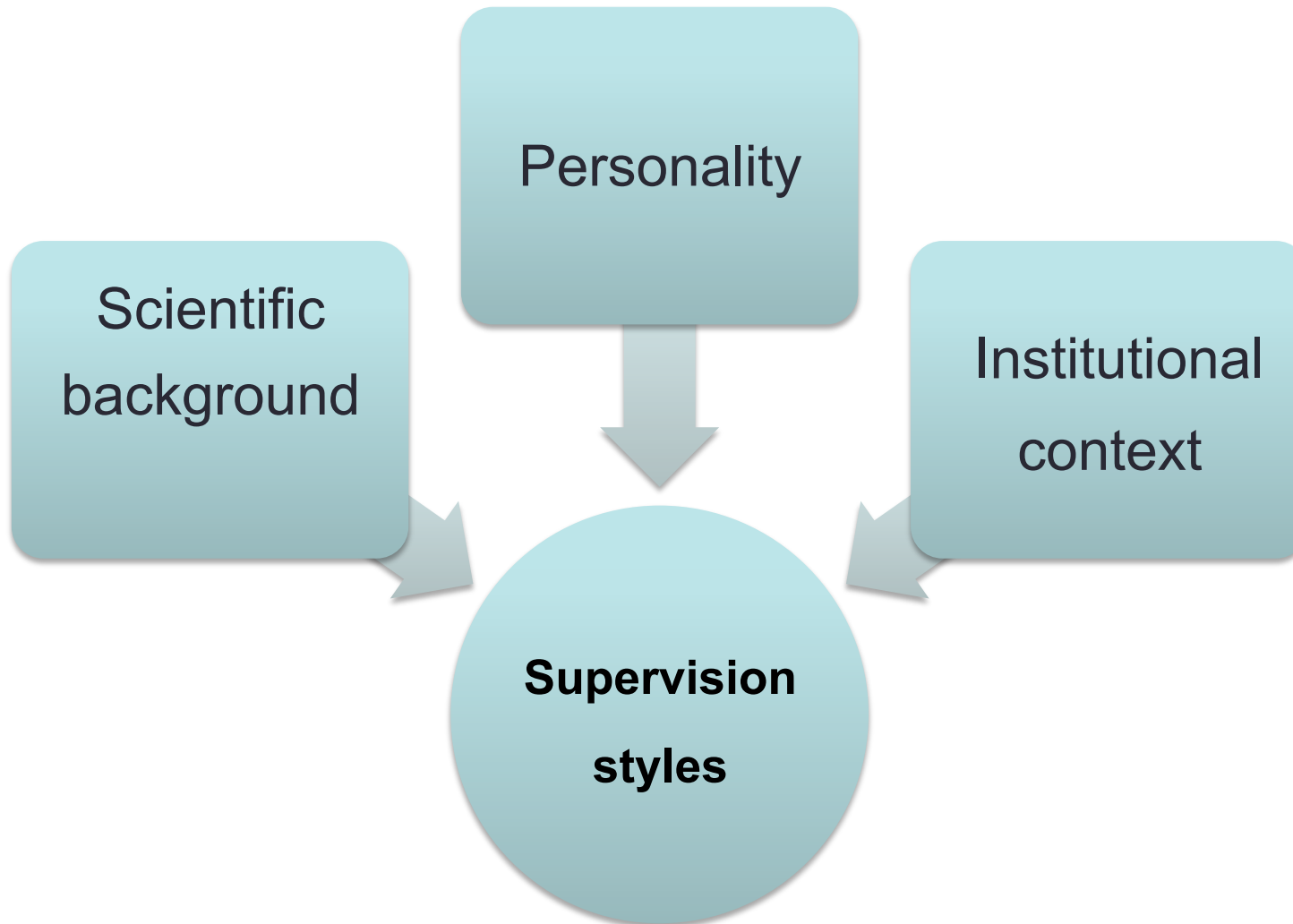




# Problems that students face: the supervisor's view

- Dependency
- Not admitting to problems
- Poor progress. Not understanding required standard of work.
- Insufficient initiative
- Supervisor not interested in topic

# Supervisor's dimensions



# Supervision styles

- The Inaccessible
- Master-apprentice
- The Expert
- The Counselor
- The Friend
- The Permissive

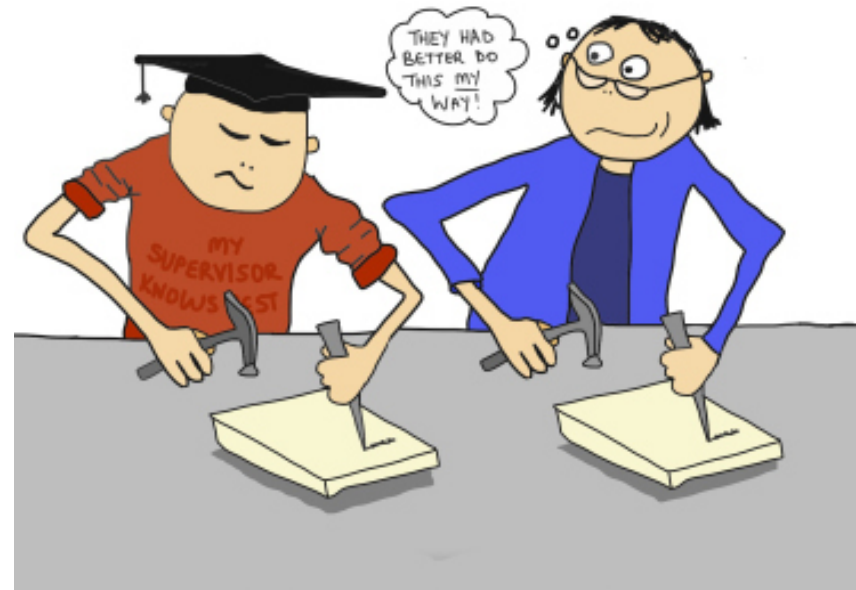
# How does it works ?

## The inaccessible



"I'm coordinating five different R&D projects, but SURE, I can spare a minute."

## The master-apprentice



# Challenges for supervisor development



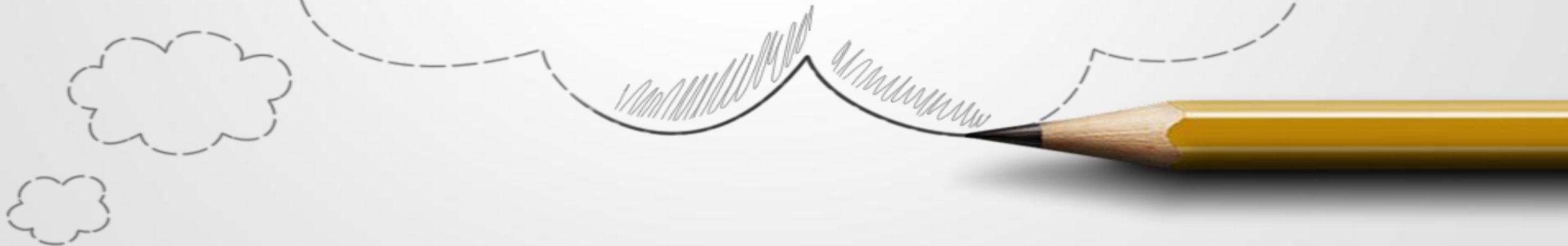
- Workshops, mentoring, modules ?
- Discipline based or generic?
- University or college based?
- Timing and funding?
- Evaluation?

# Thanks



# Finishing My PhD: My next 90 Days

Guilherme Victorino | Joana Marques





# Course Context

- Cross-disciplinary and complementary training to PhD students.
- Research Skills Development - flagship course - in partnership with Imperial College London.
- 13 other training courses were created following students needs throughout their PhD path.





# what the course IS NOT about:

1. It doesn't help you finish your PhD in 90 days

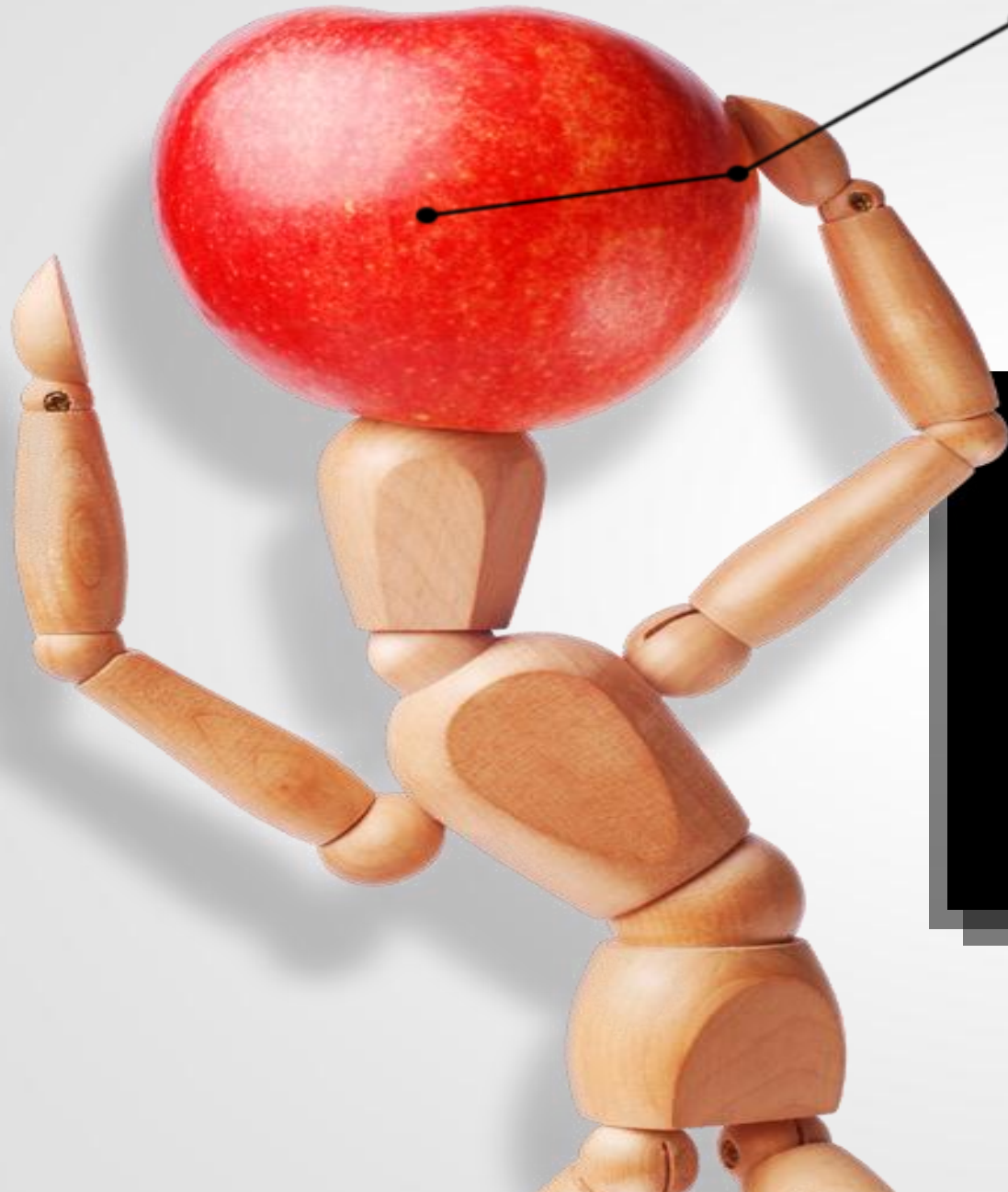
2. It doesn't teach you how to write your Thesis

3. It doesn't solve any existential dilemmas of a PhD student



a phd is





# Why is a PhD not enough?

In Portugal Phds have high employment rates

**94%**

of PhD graduates had a job.

Source: DGEES – MCE, Inquérito aos Doutorados 2012 (CDH12)

# Where Do They Work?

**83%**

of the PhD holders work  
in Higher Education

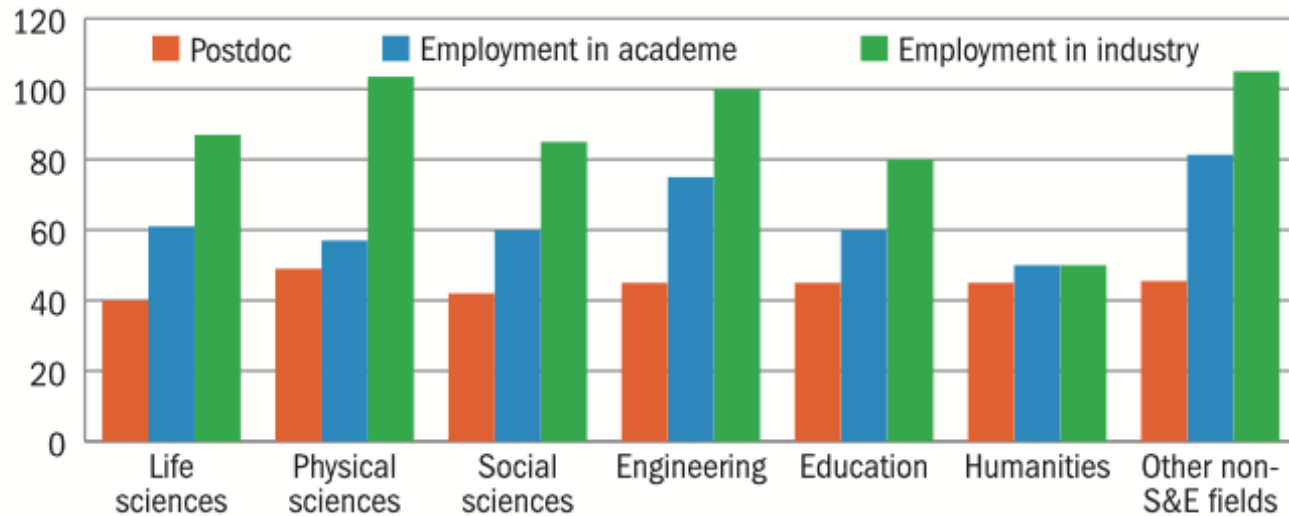
and only 4% in Business

Source: DGEES – MCE, Inquérito aos Doutorados 2012 (CDH12)



## Median basic salary of doctorate recipients with definite commitments in the United States, by position type and field of study: 2014

Dollars (thousands)



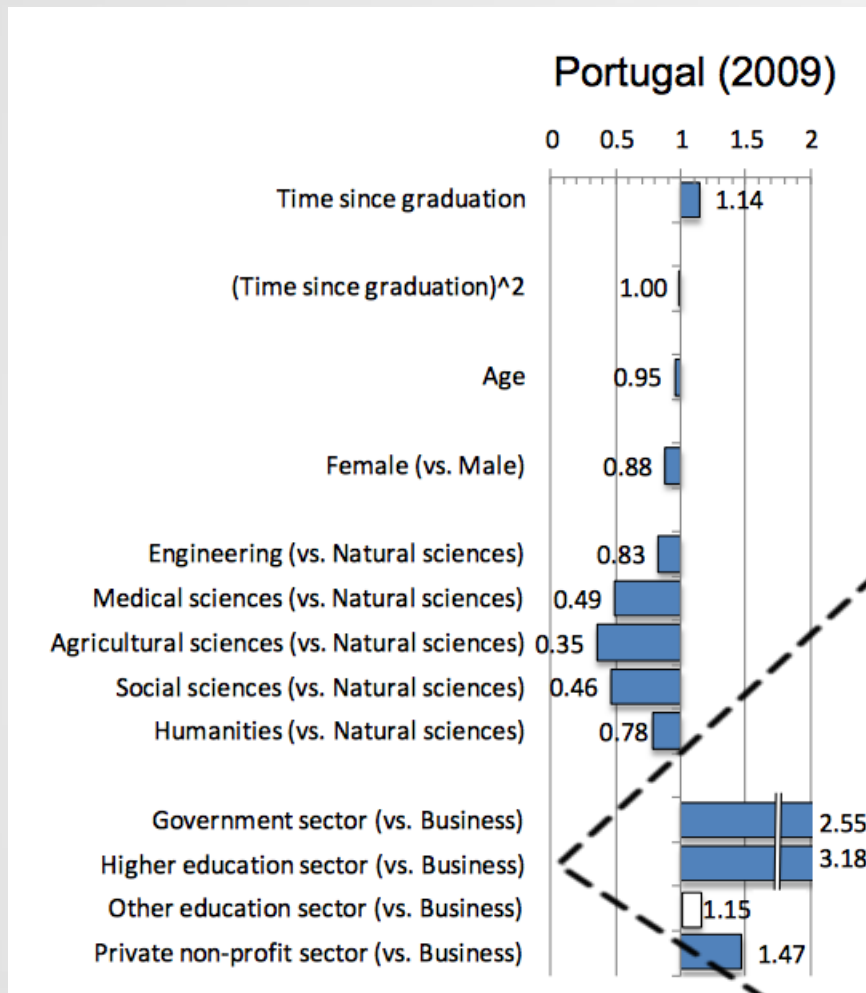
NOTES: Other non-S&E fields includes business management and administration.

Employment in industry includes doctorate recipients who indicated self-employment.

SOURCE: *Doctorate Recipients from U.S. Universities 2014*. Related detailed data: tables 48, 49.

# Why is a PhD not enough?

even when the **highest salaries** for PhDs are **paid in the industry** ...



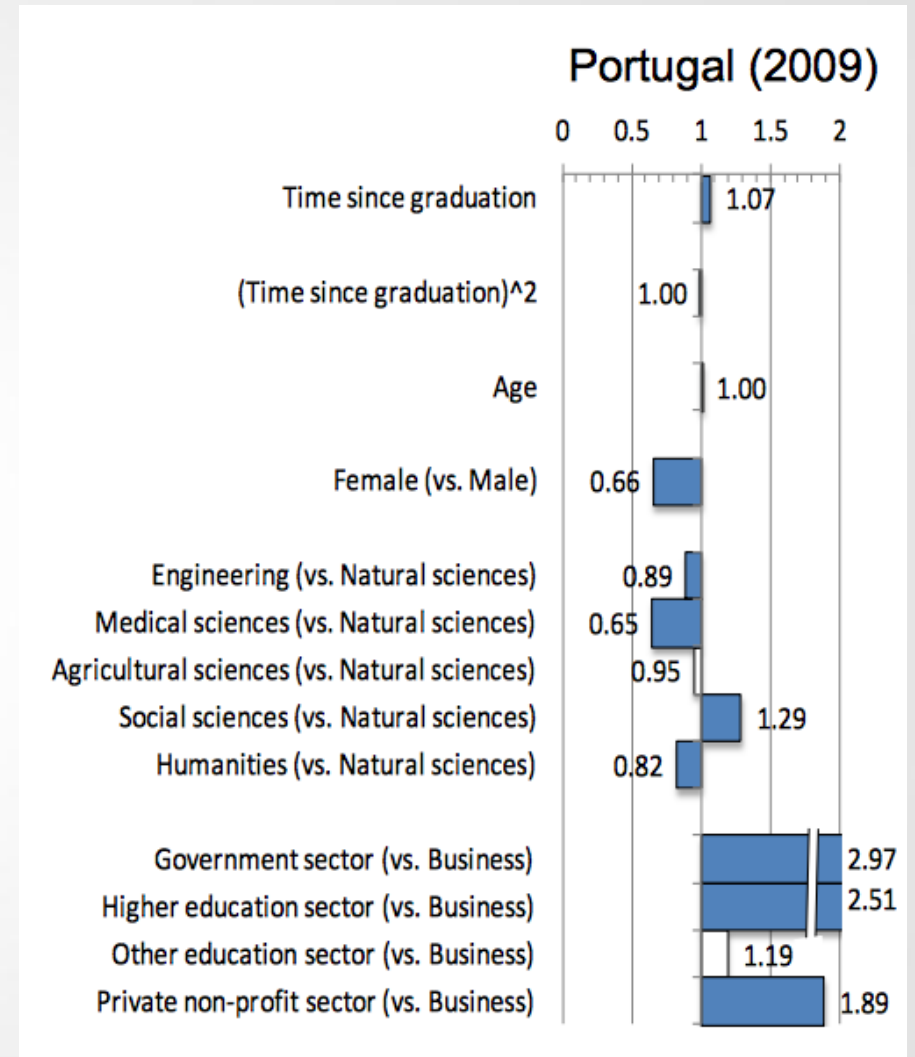
Maybe because...

the probability of working as a researcher in the higher education sector is **3.18 times higher** than for those employed in the business sector.

Source: OECD, based on ad hoc analysis of CDH micro data, October 2012.

and also because...

in Portugal the odds of doctorates getting a job related to doctoral study are **2.51 times higher** in higher education than in Business.



Source: OECD, based on ad hoc analysis of CDH micro data, October 2012.

# Why is a PhD not enough?

## Doctorates employed as researchers

(% of employed doctorate holders)

Portugal

90%

USA

62%

Nevertheless many doctorates who do not work as researchers have jobs that relate to their studies, suggesting that doctorate degrees may be valuable in the marketplace for purposes other than research.

Source: OECD, based on OECD/UNESCO Institute for Statistics/Eurostat data collection on careers of doctorate holders 2010.





# Why is a PhD not enough?

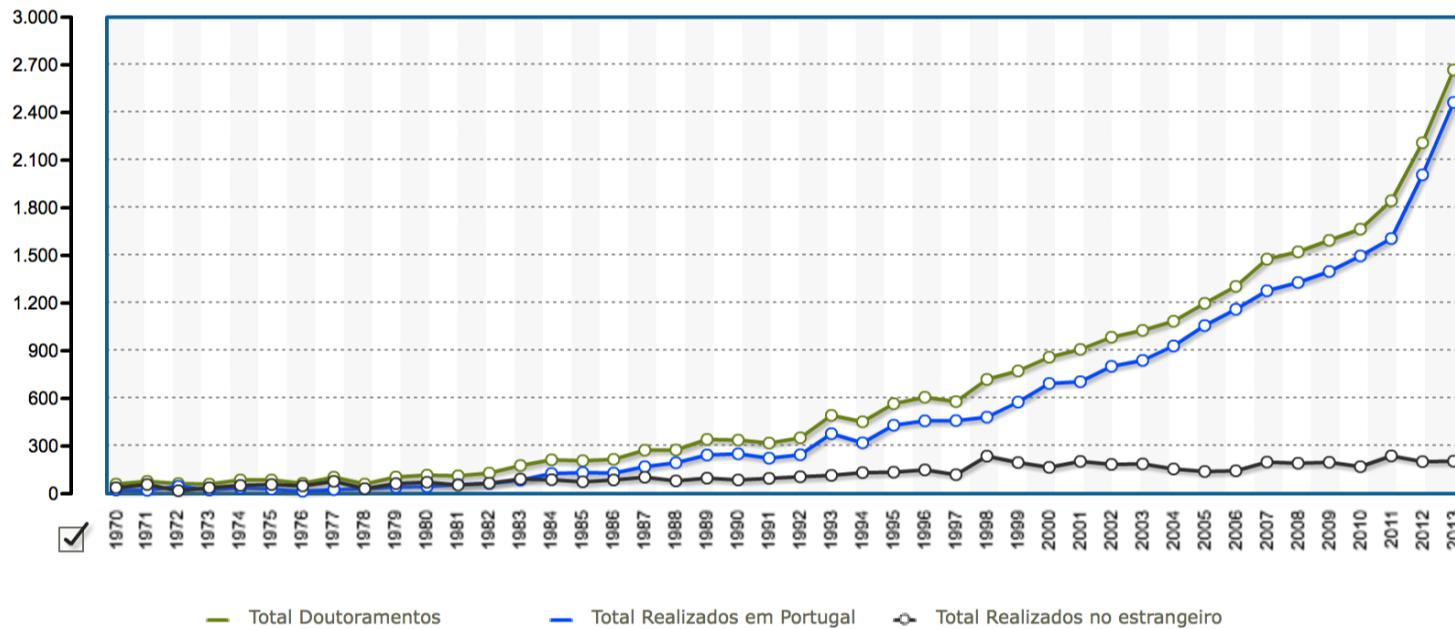
**41%**

of all PhDs employees had a  
temporary contract  
(compared with 18% in the general  
population)

Source: INE 2012

Doutoramentos realizados em Portugal ou no estrangeiro e reconhecidos por universidades portuguesas: total e por sexo

Indivíduo

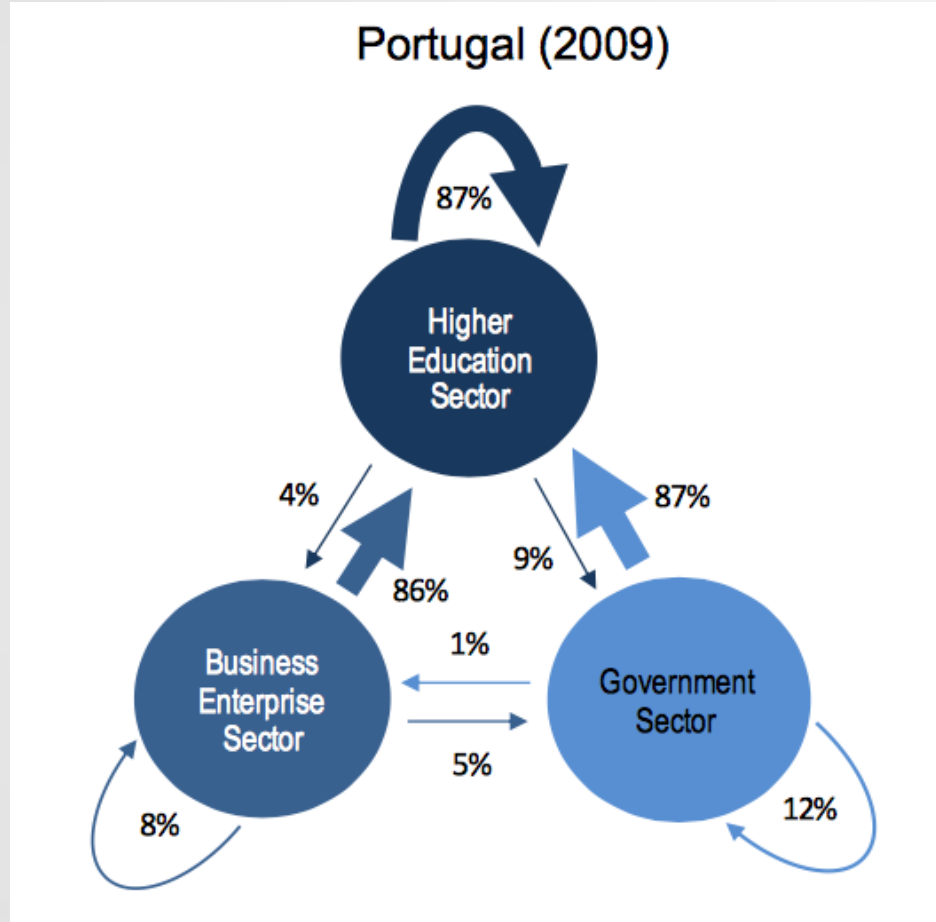


Fontes/Entidades: DGEEC/MEC, PORDATA

# Why is a PhD not enough?

the number of Phds is growing exponentially...

# Why is a Phd not enough?



Job mobility of doctorate holders for those working as researchers having moved jobs in last ten years

- Most mobility among job movers occurs within sectors.
- Mobility is prominent from the business and government sector to the higher education than the other way around.

Source: OECD, based on DGEEC calculations using CDH OUTPUT tables, October 2012.

# *challenges*

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how are PhD students prepared for increasing global competition?

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how are they prepared to work in other fields rather than the ones related to their doctoral field?

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how are they prepared to deal with mobility and job uncertainty?

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PhD candidates should have access to  
resources and training, career counseling,  
training of soft skills and professional  
development

In european Science foundation (2009).  
Research careers in europe – landscape and horizons.

# course objectives

Acquaint doctoral students with different career possibilities

Provide skills that make doctoral students more attractive to different career opportunities

Promote an active network between doctoral students and with industry mentors

Help recent Nova PhDs to build a clear career path



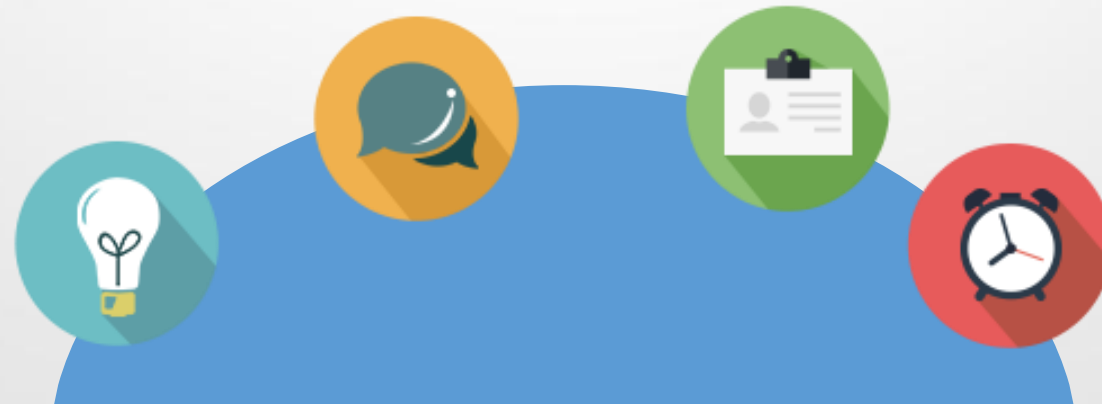
# competencies

to understand and describe your **career goals**

to describe the **purpose behind your work** - not just to earn a living, but mostly to enjoy what you do and excel at doing it

to define your **own personal strategy** to achieve greater satisfaction and success

to define your **personal identity** describing you in what makes you unique - and different from other professionals or PhD holders



# Metodology

**Draw** a personal strategy for a career plan

**Reflect** and envision new possibilities

**Revise** the strategy with others (mentoring & feedback)

**Act** by building a 90 days plan for your immediate action



# Teaching methodologies

- Self-assessment activities to review interests, values, and skills.
- Reflective exercises to recognize and articulate each Phd unique "career brand".
- Align skills and interests with specific career goals using frameworks like Business Model You and Immunity to Change.

## Course Coordinators:

Guilherme Victorino,  
NOVA IMS

Joana Marques,  
Nova Doctoral School Staff

# Assessment methodologies

- Participation and involvement of the students in the class.
- Individual work (including oral presentation and written report with career plan).

1 ECTS | 2 days



# Course Outputs

## 1. Fundamentals of Career Modeling

- Provide an overview of different steps in the career planning process including self-assessment, explore career opportunities and career development planning.



# Course Outputs

## 2. Build your Professional Identity

- Offer Phd students a structured process to identify values, skills, interests, and other work motivators.



# Course Outputs

## 3. Networking and Collaboration

- A well-developed network is a key aspect of managing your development and career: work in groups and benefit from the insights of others, improve networking skills and feedback from the mentors.



# 1ST EDITION MENTORS

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## **João Castro**

Ph.D., Engineering Systems, Massachusetts Institute of Technology and Post Doctoral Fellow at Stanford University  
Head of Disruptive Innovation at Sumol Compal

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## **Catarina Barosa**

Graduations in Law and Philosophy, UCP  
Head of Content from Pessoal and Aprender Magazine, Founder of Best People Managers Awards, and Marca Pessoal TV series

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## **Peter Coughlan**

Ph.D., Applied Linguistics  
University of California, Los Angeles, USA  
Former IDEO Partner and Institute for the Future Affiliate (Palo Alto)

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## **Pedro Brito**

Graduated in Management Technologies, ISG  
Human Resources Expert, Founder and Managing Partner at Jason Associates and Talent City Chairman



# Crazy things to do after finishing your PhD

*the only way to know whether a career move is actually right  
for you is to make it happen....*

*with the help of Nova Doctoral School!*



thank you

Guilherme Victorino