



## PhD Projects and Supervisor Roles at the UvA EB

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UvA EB aims for a solid PhD training and supervision process in which PhD candidates are developed into independent researchers who can contribute high quality work to their respective fields of research. PhD projects should lead to high quality and/or innovative output.

In this document we clarify the important part of the PhD supervisory team. The UvA has made it mandatory for those who are still relatively new to PhD supervision to take a course on this. For UvA EB this will imply the following: All Faculty who start (or who have recently started) supervising PhDs are required to take the Superb Supervision Modules offered by UvA central. In addition, we plan to have a session for those new to supervision once a year to talk about school specific questions related to PhD supervision.

To clarify the role of supervisors at UvA EB:

- The UvA sets the rules for doctorates and supervision and requires a minimum of two (active) PhD supervisors. At least one of these need to have the ius (the right to grant a doctorate); this person is the promotor (maximum number of promotors is 2), additional supervisors without ius are called co-promotors (maximum number of co-promotors is also 2). Other experts can be involved in the research team in specific projects or as coauthor, but they are not formally (co)promotors. Rules for promotors in case of retirement are set by the UvA and are the same for co-promotors.
  - At all times within UvA EB the supervision team needs to involve a primary or daily supervisor (that could be a promotor or co-promotor) with experience in supervision and who understands the Dutch system and its requirements of PhDs. Daily supervisors tend to be full or associate professors, but an exception may be granted if there are justified reasons. Those in tenure tracks or those who are just starting supervision thus always need to have an active senior supervisor on the team who acts as daily or primary supervisor. Tenure track faculty can be involved in supervision in assisting roles, and can only become daily supervisor once they have some experience and meet the publication criteria for tenure themselves to ensure there is no conflict of interest regarding publishing.
  - All Faculty who start (or who have recently started) supervising PhDs are required to take the Superb Supervision Modules offered by UvA central.
  - In the past there have been some misunderstandings on what the requirements of a PhD are as this differs in different countries and fields. A PhD trajectory at FEB should train candidates to become good scientists and while publishing is something that we strongly encourage, it is not mandatory for any PhD to have published something during the PhD trajectory. Candidates can get a PhD without having published. No PhD students should be unduly pressured by anyone on the supervision team to publish, and attempts to do so need not target only on top journals.
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- Prior to recruiting a PhD student there needs to be clarity on the division of supervisory roles. The supervisory team needs to be approved by the Research Director and PhD coordinator before the start of the project. One can request approval by sending in a first version (questions 1-6) of the Plan on Supervision and Education to the research director and PhD coordinator. A final plan can then be submitted within three months after the start of the project.
  
- Should the supervision team have members from different organizational units or even outside, and if appropriate or needed, agreements should be made before the project starts about the (potential) promotion premium that normally goes to the section in which the PhD and supervision team work.
  
- Please note that at ABS external PhD candidates, in principle, pay a fee for supervision and need to pay for the courses they need to take. The policies for external PhDs are available from the RI website.