ReSQuE

AMC Graduate School for Medical Sciences, Amsterdam, The Netherlands

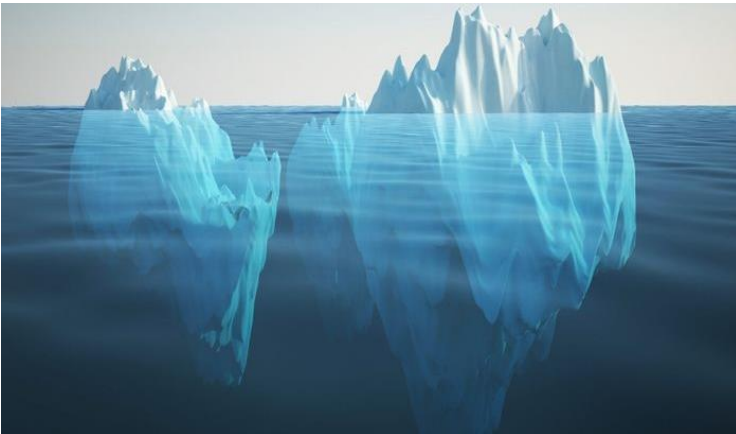# Research Supervision Quality Evaluation

Marlies Stouthard, MSc PhD
Renée Vermeulen, MSc
Kiki Lombarts, MSc PhD

m.e.stouthard@amc.nl

3 Pillars of Professional Performance

Constant pursuit of **Excellence**

Acting out of H**umanity**

Being **Accountable**

Professional Performance

Humanity
Empathy
Compassion
Professionalism

Excellence
Intrinsic motivation
Modesty
Dedication to knowledge
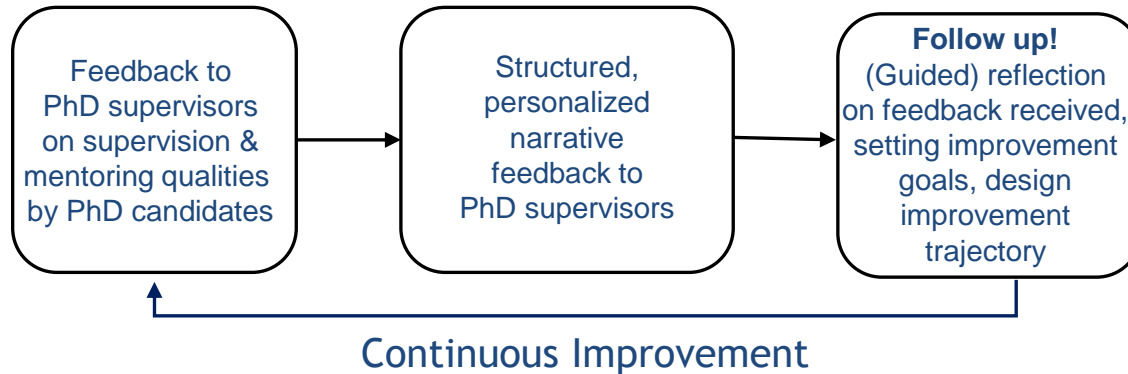Improvement-oriented

Accountability
Self-reflection
Peer assessment
Comply with standards

Introducing Professional Performance in PhD supervision

A PhD supervisor committed to supporting and mentoring the doctorate level academic development of PhD candidates through good scholarship, research integrity and high personal standards of behavior

ReSQuE
Continuous Improvement Cycle

Feedback to PhD supervisors on supervision & mentoring qualities by PhD candidates → Structured, personalized narrative feedback to PhD supervisors → **Follow up!** (Guided) reflection on feedback received, setting improvement goals, design improvement trajectory

Continuous Improvement

![Amsterdam UMC - Universitair Medische Centra]

ReSQuE Strategy

Standards	What do I need to do?
Feedback	How do I perform?
Opportunities	What and how can I improve?
Incentive	Why should I?

Standards of Good PhD Supervision

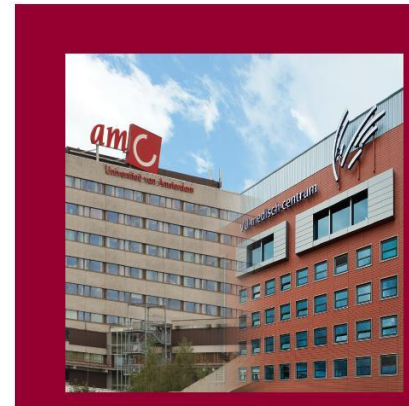## Good Mentorship

AMC-VUmc
Research Code

Good research flourishes in a culture in which
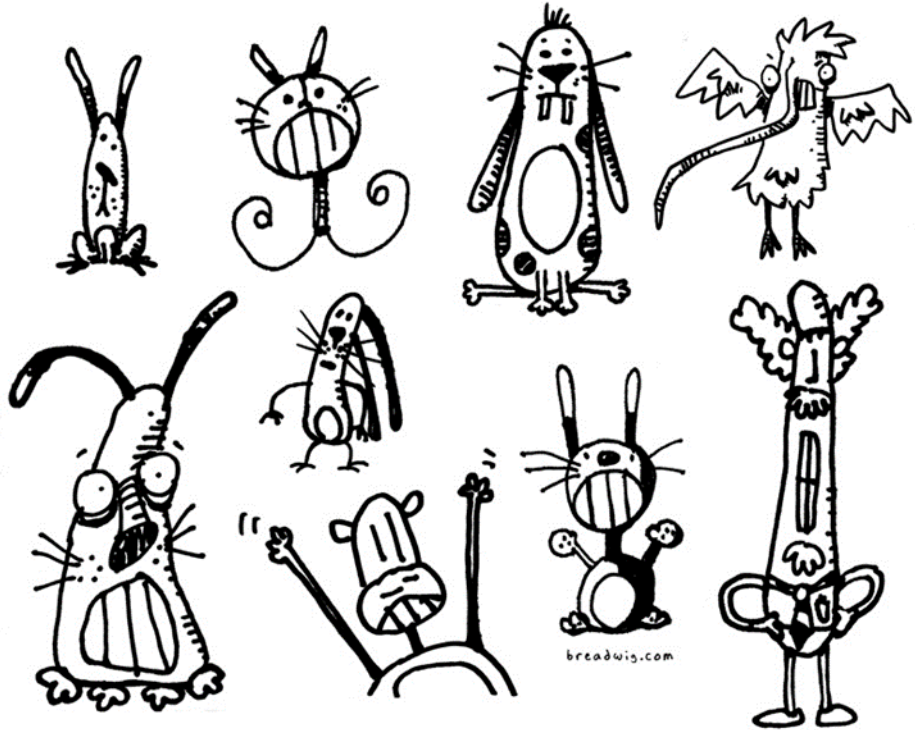collaboration, independence and integrity thrive

STANDARDS FOR PhD EDUCATION
IN BIOMEDICINE AND
HEALTH SCIENCES
IN EUROPE

A publication from
ORPHEUS-AMSE-WFME

ORPHEUS

Standards of Good PhD Supervision

Many fenotypes
of PhD candidates

- Apply to all
- Adapt

Feedback on PhD Supervision

"It is better to *know*
that I don't know,
than to *assume* knowing"

Opportunities for Good PhD Supervision
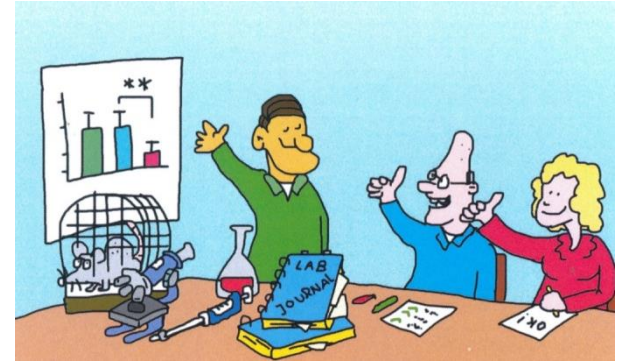
- Training
- Coaching
- Peer-to-peer group discussion

Academic Research Climate in Amsterdam

Incentives for Good PhD Supervision

Portfolio

— Performance appraisal

— Principal Investigator

— Tenure track

Quality of PhD Supervision

conscious incompetence	conscious competence
unconscious incompetence	unconscious competence

Four stages of competence

conscious incompetence ☹	☺ conscious competence
unconscious ☺ incompetence	☺ unconscious competence

Awareness

conscious incompetence	conscious competence
unconscious incompetence	conscious incompetence

Learning

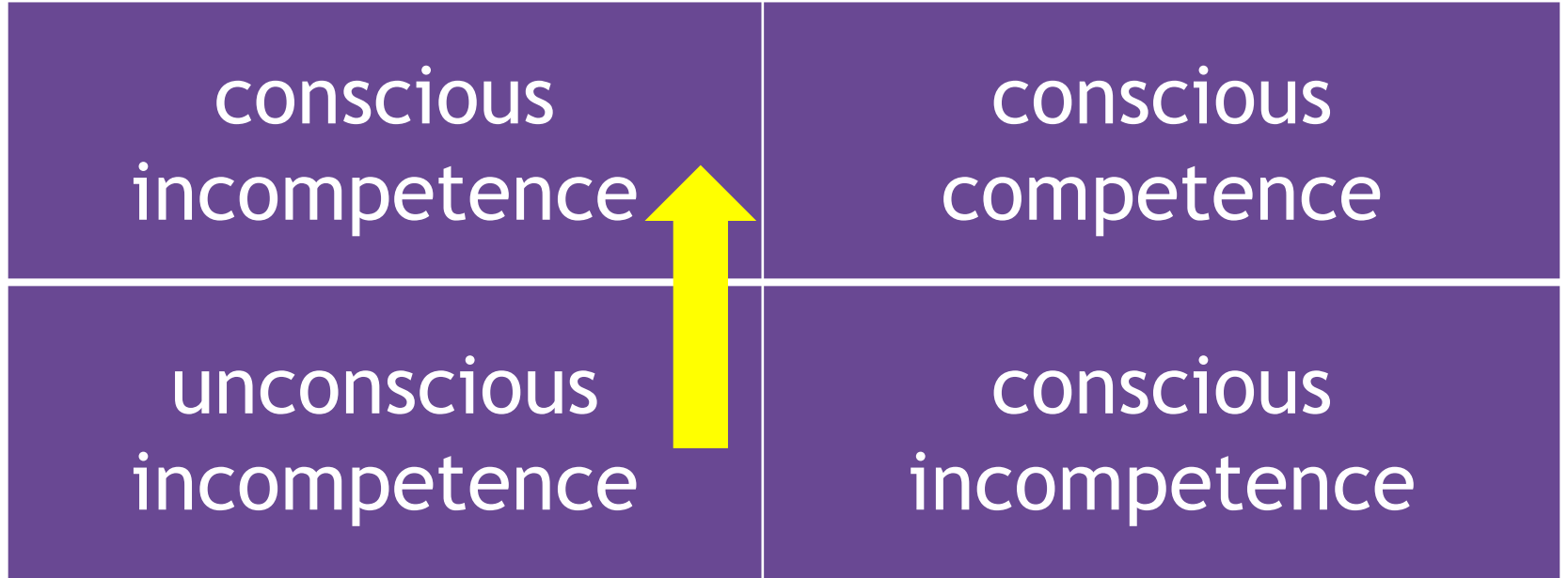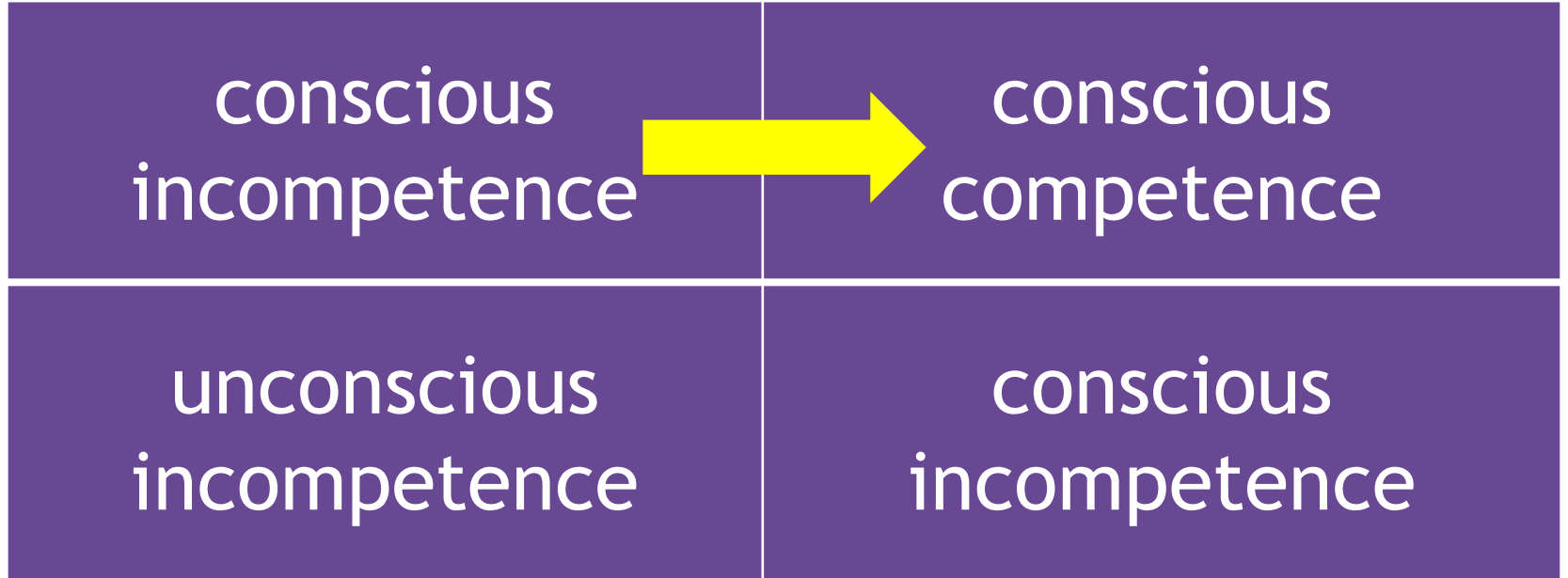|	
conscious incompetence →	conscious competence
unconscious incompetence	conscious incompetence

ReSQuE feedback instrument

ReSQuE: Reseach Supervision Quality Evaluation

- i-ReSQuE : individual supervision evaluation

- c-ReSQuE : group level educational evaluation

i-ReSQuE

- Source: AMC Vumc Research Code
  www.amc.nl/researchcode
  Chapter on "Good Mentorship"

- Supervisor form and PhD candidate form

- Evaluation of self and other on behavioral aspects

i-ReSQuE (continued)

- PhD supervisor
  - Research plan & progress
  - Infrastructure
  - Guidance and feedback
  - Research integrity
  - General

- PhD candidate
  - Accountability
  - Work in team
  - Academic skills
  - General

i-ReSQuE   (continued)

- Verbatim feedback report (no grades)

- Anonimity required (problem ?)

- Frequency (once a year ?)

c-ReSQuE

- Educational climate in research group
- Domains identified from literature and focus groups
  - Professional attitude (mutual respect)
  - Ambiguity (formal and informal rules)
  - Professional development (training opportunities)
  - Cooperation (help and support among peers)
  - Work-life balance (self-control)
  - HRM (knowledge, skills, progress evaluations)

Aims of ReSQuE project

1. Explicit understanding of good supervision
   Discussion among supervisors about good mentorship

2. Feedback on supervision and PhD performance
   Individual and research group's educational climate

3. Training for supervisors
   Continuous education

4. Implementation in research policy
   Portfolio for PhD supervisors