



Training the trainers

experiences with mandatory supervisor training at the UiB

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Starting point: 2005

- University Pedagogy Programme
 - 20 ECTS (Basis module + 2 electives)
 - UiB wide
 - Covers all aspects of pedagogy: presentation technique, creating instruction videos, conflict, TBL etc.
 - One elective course on supervision (5 ECTS)

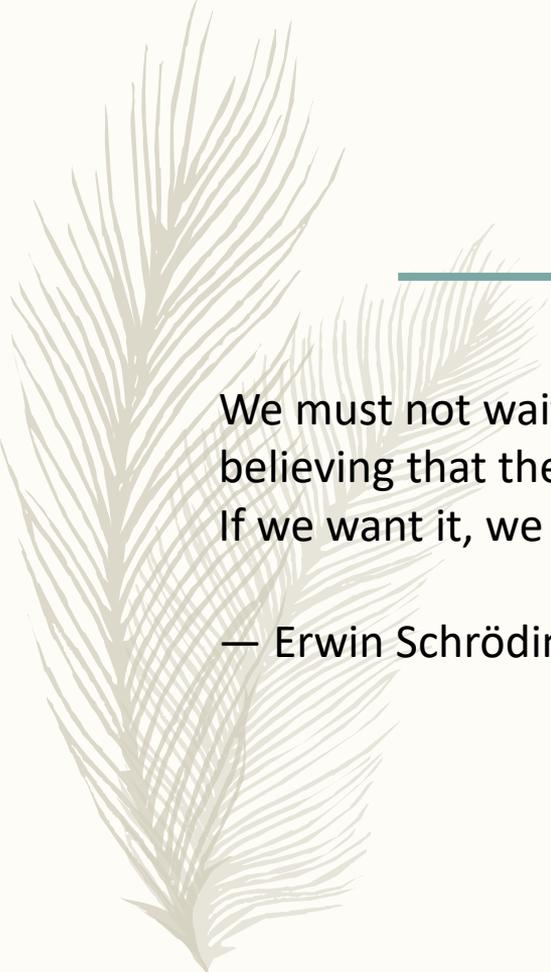




Great course, but...

- Not compulsory
- Low capacity
- Not available for supervisors outwith the university
- Not designed with clinical supervision in mind





We must not wait for things to come,
believing that they are decided by irrevocable destiny.
If we want it, we must do something about it.

— Erwin Schrödinger



2010: One day seminar

- Open for all supervisors at MED – internal and external
- Content:
 - Legal framework
 - Academic supervision in a clinical environment / the lab
 - Making good use of progress reports
 - Conflicts and conflict resolution
 - Stages in supervision
 - Group work





Is it a success?

- 30-50 supervisors every year
- More than 300 supervisors have attended
- Predominantly the young
- Often not very experienced
- Mainly women



- Inspiration: Karolinska Institutet, Robert Harris

- Project group appointed in October 2013

- Focus on the legal framework

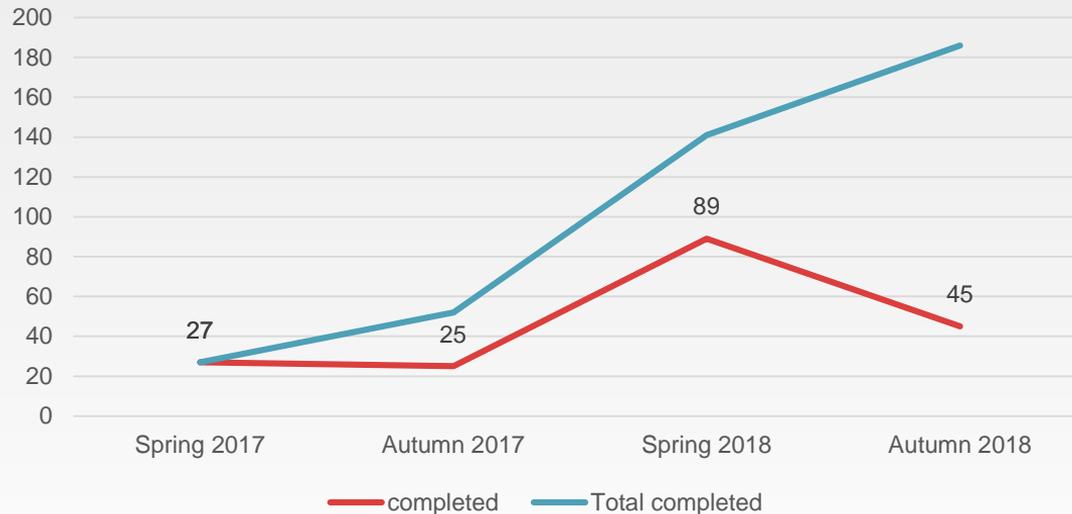
- Online course





Money talks

Completed e-learning course by semester



2018

- Funding
- Admission





2018: Supervisor lunch

- 1,5 hours, food served
- Two presentations from esteemed colleagues
- Informal setting
- Relevant for research, not only for research training





Results

- More focus on supervision as a skill
- Clear requirement to be up-to-date on current issues in research training
- More knowledge about rules and procedures
- More positive attitude towards supervision?





Moving forward

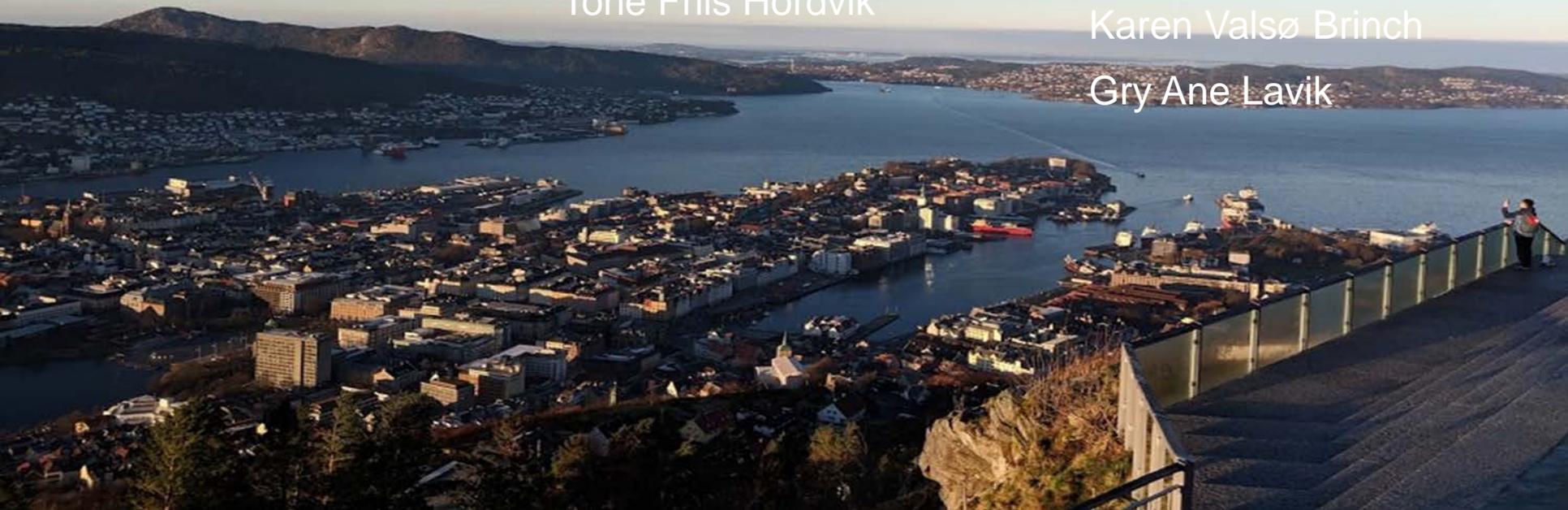
- Revision of online course to comply with new regulations
- Checking that online course is completed before funding/admission is granted
- Continue to offer seminars on a regular basis
- Develop new online courses based on the same model (research ethics, GDPR...)
- Motivate and inspire supervisors to contribute to better PhDs through excellent supervision



Thanks to

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