

2026 EUA-CDE Annual Meeting

Doctoral research and talent for the advancement of society

Hosted by the University of Galway
17-19 June 2026 | Galway, Ireland

Draft programme as of 1 June 2026

Research collaboration with societal actors plays an important role at doctoral level. In addition to collaboration already during the doctorate, it is a fact that a majority of doctoral graduates will pursue careers outside academia.

The topic of preparing doctoral candidates for career opportunities beyond academia is also deeply rooted in several Salzburg Principles and the 2025 EUA-CDE survey results show that most universities believe that doctoral graduates are equipped with key competencies that allow them to succeed in a variety of sectors outside academia. At the same time, university leaders see room for progress on parity of esteem for careers inside and outside of academia as well as the recognition of the value of the doctorate by employers. This discrepancy is one of the challenges that will be addressed during this year's EUA-CDE Annual Meeting.

Indeed, doctoral education's contributions to society through research and talent is currently receiving renewed attention in Europe and beyond. The topic of doctoral research and talent for the advancement of society is closely related to one of today's key priorities at the European level: strengthening Europe's competitiveness and the skills needed for Europe to succeed in this effort.

This makes it a timely occasion for EUA-CDE to offer the European doctoral education community a platform for exchange and to learn – and to share their own insights on the topic. During the conference, EUA-CDE will also present for the first time the findings of a 2025-2026 Thematic Peer Group on best practices in collaboration with societal actors.

While this Annual Meeting will focus on the doctorate's contributions to advancing society, for the 'common good', it will also address challenges that societal engagement inevitably brings, including possible frictions that universities and doctoral candidates might face when collaborating with non-academic stakeholders, as well as challenging transition phases for doctoral graduates that pursue careers outside academia.

Wednesday 17 June 2026

Pre-meeting sessions

09:30 – 18:00 IST *Registration desk*

10:30 – 11:25 **Pre-meeting session I**
New to EUA-CDE

Is this your first time engaging with EUA-CDE?

Learn about how to get involved in our activities, key policies and good practices in doctoral education in Europe, the implementation of the Salzburg Principles and how universities are tackling new challenges in doctoral education.

- Simon Marti, Head of EUA-CDE

11:30 – 12:30 **Pre-meeting session II**
How European Universities alliances can support societal engagement at doctoral level

Drawing on experiences from the CIVIS alliance, the session will present examples of initiatives and practices designed to support doctoral candidates, researchers and supervisors in developing meaningful societal engagement at doctoral level.

The discussion will also highlight the potential of European Universities alliances as collaborative platforms for fostering engagement between doctoral candidates and wider society.

- Claire Ramjan, Lecturer in Initial Teacher Education, University of Glasgow, Scotland; WP Co-Lead; CIVIS alliance

12:30 – 13:30 *Lunch*

13:30 – 14:25 **Pre-meeting session III**
Doctorates beyond campus: Contribution to society through the MSCA Doctoral Networks

Every year, 1600 organisations from the academic and non-academic worlds collaboratively initiate MSCA programmes to train 2000 doctoral candidates in both sectors. This session will describe the main features of the MSCA Doctoral Networks and how those features enable the ensuing doctoral programmes to contribute to society, as well as the current thinking at the European Commission on how to increase their effectiveness even further.

- Sohail Luka, Senior Expert, Marie Skłodowska-Curie Actions, European Commission

14:30 – 15:30

Pre-meeting session IV**Reforming research assessment & careers and the importance of societal engagement**

Building on insights from the CoARA 'Towards Transformations: Societal Impacts' subgroup, the speaker will present key findings from a recent publication on tools and methods for assessing the societal impact of doctoral research. The session will highlight practical examples and good practices that universities can adopt to ensure that research remains responsive to societal needs. Participants will also reflect on how more inclusive approaches to societal impact assessment can be designed and implemented in doctoral education.

- Teresa Sordé Martí, Full Professor of Sociology, Autonomous University of Barcelona, Spain; CoARA Societal Impacts Subgroup

15:30 – 16:00

*Coffee break***Annual Meeting**

16:00 – 16:45

Conference opening**Welcome address**

- David Burn, President, University of Galway, Ireland
- Peter Hanenberg, EUA-CDE Steering Committee Chair; Vice-Rector for Research and Doctoral Education, Universidade Católica Portuguesa, Portugal

16:45 – 18:00

Keynote I: What the doctorate offers to advancing society

- Nicole Wedell-von Leupoldt, Co-Chair, PhD Talent coordination team, Flemish interuniversity Council VLIR; Connecting Young Researchers & Job Market, KU Leuven, Belgium

Keynote II: The doctorate & society in today's European policy context

- Luke Georghiou, Professor of Science and Technology Policy and Management, University of Manchester, UK; Member of Expert Group on Innovation, European University Association; former EUA-CDE Steering Committee Chair

Chair: Maurizio Tira, ex-officio EUA Board Member; Professor of Town and Regional Planning and former Rector, University of Brescia, Italy

18:00 – 19:30

Welcome reception (The University Staff Choir, known as the University Singers)

Thursday 18 June 2026

08:30 – 17:30 *Registration desk*

09:20 – 10:30 Plenary session I
How can the doctorate contribute to advancing society?

In this panel discussion, experts will explore how the doctorate, the original research and the talent created through it contribute to advancing society. They will assess the vital skills and competencies doctoral research and talent contribute to today's knowledge society and discuss potential challenges encountered in societal engagement at doctoral level.

- Gian Maria Greco, Chair, Marie Curie Alumni Association (MCAA)
- Francis Mullany, Director of Roadmapping, iNEMI (International Electronics Manufacturing Initiative)
- Jussi Pihlajamäki, Vice-Rector for Research, University of Eastern Finland, Finland
- Claire Thorne, Venture Partner, Education, Deep Science Ventures

Chair: Irma Grdzeldze, EUA-CDE Steering Committee Member; Associate Professor at the Faculty of Psychology and Educational Sciences, Ivane Javakhishvili Tbilisi State University, Georgia

10:30 – 11:15 Plenary session II
Collaboration beyond academia at the doctoral level

This session will present participants with the results of the 2025-2026 EUA-CDE Thematic Peer Group on 'Doctoral Schools: Building bridges beyond academia', which focused on collaboration at the doctoral level with societal actors. The report focuses on success factors and ways to effectively overcome potential hurdles when it comes to collaborating with the private and public sectors, non-profit organisations and international organisations.

- Simon Marti, Head of EUA-CDE
- Ana-Maria Peneoasu, Policy and Project Officer, EUA-CDE

11:15 – 11:45 *Coffee break*

11:45 – 12:45 Parallel sessions I

Parallel session I.A. Collaborative doctorates with societal actors

- **CIFRE in France: A powerful model for industry-academia doctoral collaboration**

Nina Bogataia, University of Reims Champagne-Ardenne, France

- **Bridging sectors to boost innovation: The role of industrial doctorates in university-industry collaboration**
Antonio Ricarte, University of Alicante, Spain
- **Collaborative Doctorates Driving Societal Impact: Doctoral Research at the School of Pharmacy, University College Cork**
Katie Ryan, University College Cork, Ireland

Chair: Tanja Storsul, EUA-CDE Steering Committee Member; Pro-Rector for Research and Development, Oslo Metropolitan University, Norway

Parallel session I.B. Transferable skills development and career readiness

- **Embedding Leadership Development and Transferable Competences in Doctoral Education**
António Gil Andrade-Campos, University of Aveiro, Portugal
- **Opportunities for broad personal and professional development of PhD candidates at Utrecht University**
Anke Hammerschlag, Utrecht University, Netherlands
- **Skills Development & Articulation in Doctoral Education: Exploring how Irish and European Frameworks support the enhancement of career readiness**
Emma Sokell, University College Dublin, Ireland
Janet Carton, University College Dublin, Ireland

Chair: Peter Hanenberg, EUA-CDE Steering Committee Chair; Vice-Rector for Research and Doctoral Education, Universidade Católica Portuguesa, Portugal

Parallel session I.C. Institutional practices for future and sustainable career pathways

- **Many Paths, One Doctorate: A Framework for Broadening Doctoral Careers at LUT**
Ida-Maria Volturi, Lappeenranta-Lahti University of Technology, Finland
Susanna Sankala, Lappeenranta-Lahti University of Technology, Finland
- **Preparing Doctoral Researchers for Diverse Futures: A Workshop-Based Institutional Model**
Sónia Cardoso, Lusófona University, Portugal
- **Beyond the Thesis: From Aspirations to Action in Preparing PhD Graduates for Diverse Careers**
Martine Smith, Trinity College Dublin, Ireland
Leona Coady, Trinity College Dublin, Ireland

Chair: Massimiliano Zattin, EUA-CDE Steering Committee Member; Vice-Rector for Postgraduate and Doctoral Programmes, University of Padova, Italy

Parallel session I.D. Career development beyond academia: institutional models and support

- **The world outside academia**
Gabriela Sirbu, The Arctic University of Norway, Norway
- **Capturing the diversity of teaching-related activities and experiences of postgraduate researchers**
Ann MacPhail, University of Limerick, Ireland
- **A participatory cross-university model for career development beyond academia in collaboration with societal actors**
Saskia Pfeiffer, Hamburg Research Academy, Germany
Mona Herden, Hamburg Research Academy, Germany

Chair: Vinciane Gaillard, Director for Research and Innovation, European University Association

Parallel session I.E. Expanding doctoral education through societal and interdisciplinary dimensions

- **Fostering Interdisciplinary Doctoral Research for Societal Impact: The experience of the Institute for Advanced Studies Luxembourg**
Sylvie Fromentin, University of Luxembourg, Luxembourg
- **The doctoral researcher as a civic agent: Integrating science communication and intersectoral collaboration within a civic university framework**
Kirsten Braem, Hasselt University, Belgium
- **Early entry into doctoral training in medicine: opportunities for developing physician-scientists in European doctoral schools**
Aleksandra Zacny, Medical University of Warsaw, Poland

Chair: Karin van Wingerde, EUA-CDE Steering Committee Member; Director of Erasmus Graduate School of Law, Erasmus University Rotterdam, Netherlands

12:45 – 14:00

Group photo followed by lunch

14:00 – 15:15

Parallel sessions II

Parallel session II.A. Advancing interdisciplinarity at doctoral level

- **From Faculty-Centric Degrees to Interdisciplinary Tandem Supervision: Advancing Doctoral Research at KIT Graduate School Computational and Data Science**
Angela Hühnerfuß, Karlsruhe Institute of Technology, Germany
- **An educational design framework for transdisciplinary competency development in short-term doctoral educational programmes**
Jake Rowan Byrne, Trinity College Dublin, Ireland
- **Advancing Interdisciplinarity & Introducing Doctoral Connoisseurship: Chances and Challenges**
Karol Samsel, University of Warsaw, Poland
- **Strengthening Interdisciplinarity in a Small Multi-Faculty University: The UniDistance Suisse Model**
Ahmad Zein Assi, UniDistance Suisse, Switzerland

Chair: Karin van Wingerde, EUA-CDE Steering Committee Member; Director of Erasmus Graduate School of Law, Erasmus University Rotterdam, Netherlands

Parallel session II.B. Supporting the transition phase of doctorate holders beyond academia

- **From Learning to Leading: A Three-Step Model for PhD Empowerment**
Teresa Santos-Silva, NOVA University of Lisbon, Portugal
- **Valoris'Doc: coordinating career-support ecosystems in a highly heterogeneous, trans-disciplinary university**
Verity Elston, University of Lausanne, Switzerland
- **Bridging Academia and Industry: Career Management Services for European Talents and the Transition Beyond Academia**
Mili Markvartová, University of Chemistry and Technology Prague, Czech Republic
- **Let's connect! Job shadowing to build bridges between PhD Talent and the world beyond academia - An example of interuniversity collaboration**
Kristien Daems, University of Antwerp, Belgium

Chair: Ana-Maria Peneoasu, Policy & Project Officer, EUA-CDE

Parallel session II.C. From the doctorate to diverse career destinations

- **Preparing Doctoral Candidates for Diverse Research Careers: Embedding Intersectoral, Co-Designed and Competency-Based Approaches**
 Siobhán Mac Sweeney, Munster Technological University, Ireland
- **Engaging with doctoral candidates and graduates in career exploration**
 Margaux Pinaud, University of Geneva, Switzerland
 Tamara El Hossny, University of Geneva, Switzerland
- **Preparing Doctoral Candidates for Careers Beyond Academia at SLU – A reflection**
 Dimitris Athanassiadis, Swedish University of Agricultural Sciences, Sweden
- **Preparing doctoral researchers for diverse career pathways: insights from a mentoring programme in the Young Universities for the Future of Europe (YUFE) Alliance**
 Merja Lyytikäinen, University of Eastern Finland, Finland
 Stephan Missault, University of Antwerp, Belgium

Chair: Ann MacPhail, EUA-CDE Steering Committee Member; Associate Vice-President of the Doctoral College, University of Limerick, Ireland

Parallel session II.D. Connecting doctoral education with industry and society

- **Industrial doctorates: strengthening Europe's research–industry talent pipelines**
 Touko Närhi, CESAER, Belgium
- **Bridging Academia and Industry: Innovation Strategies Promoted by the UNIPA Doctoral School**
 Marianna Bellafiore, University of Palermo, Italy
- **The Role of University and Doctoral Research in Advancing an Entrepreneurial Ecosystem: The Case of MedTech in Galway**
 Majella Giblin, University of Galway, Ireland

Chair: Simon Marti, Head of EUA-CDE

Parallel session II.E. Rethinking institutional approaches to doctoral career preparation

- **Doctoral Education Base Camp: building interdisciplinary community and transferable skills in doctoral education**
Erkki Raulo, University of Helsinki, Finland
- **Towards Diverse and Sustainable Doctoral Careers: Connecting Doctoral Education with Society and the Labour Market**
Monika Tasa, University of Tartu, Estonia
Maris Hindrikson, University of Tartu, Estonia
- **Beyond Internships: Rethinking Doctoral Careers Beyond Academia through an Australian University Case**
Sheryl Goh, University of Western Australia, Australia
- **Fostering Interdisciplinary Research and Transfer Competencies in Doctoral Education at Universities of Applied Science in North-Rhine-Westfalia**
Miriam Lüdtké-Handjery, Bonn-Rhein-Sieg University of Applied Sciences, Germany
Rainer Herpers, Bonn-Rhein-Sieg University of Applied Sciences, Germany

Chair: Krzysztof Walkowiak, EUA-CDE Steering Committee Member; Dean of the Doctoral School, Wrocław University of Science and Technology, Poland

15:15 – 15:50

Coffee break

15:50 – 17:00

Plenary session III

Innovative approaches to supporting doctorate holders' career pathways beyond academia

Doctoral education plays a crucial role in training Europe's future researchers and academics. However, an estimated 70 percent of doctorate holders will eventually pursue careers outside academia. This panel will explore innovative ways how universities can prepare their doctoral candidates for careers outside academia. The discussion will also address related challenges and how they can be addressed.

- Chiara Biglia, Research Talent Development Manager, Polytechnic University of Torino, Italy
- Nicola Dengo, President, European Council of Doctoral Candidates and Junior Researchers (Eurodoc)
- Dominika Foretek, International Cooperation and Training Officer, Association Bernard Gregory, France

Chair: John Creemers, EUA-CDE Steering Committee Member; former Director of the Doctoral School of Biomedical Sciences, KU Leuven, Belgium; President, ORPHEUS

17:00 – 17:30

My university's greatest achievements in engaging with society at doctoral level in 180 seconds

- Chiara Ceriotti, University of Vienna, Austria
- Hannelore De Grande, Vrije Universiteit Brussel, Belgium
- Monica Fagerlie, University of South-Eastern Norway, Norway
- Susanna Sankala, Lappeenranta-Lahti University of Technology, Finland

Chair: Vinciane Gaillard, Director for Research and Innovation, European University Association

18:45 – 22:30

Reception and gala dinner ([The Hardiman Hotel](#))

- Remarks by Máire Geoghegan-Quinn, Chairperson of Údarás na hOllscoile (Governing Authority – University of Galway); former European Commissioner for Research, Innovation and Science

The evening will feature a programme of Irish cultural entertainment, beginning with a drumming welcome by Drumadore's Bash Brothers at 18.45 p.m. A reception follows at 19.15 p.m., accompanied by Uilleann pipe music performed by Deirdre Foley. Post-dinner entertainment includes an Irish dance performance by the Hession School of Dance, with guests invited to join in traditional dancing, followed by live music from the high energy band Streetwise from 22.30 pm.

Friday 19 June 2026

09:00 – 14:00

Registration desk

09:30 – 10:15

**Plenary session IV
EUA-CDE plans for the coming year**

- Simon Marti, Head of EUA-CDE

Invitation to join EUA-CDE events in 2027

- Karin Siebenhandl, Manager of Research services, University for Continuing Education Krems, Austria
- Adam Niewiadomski, Vice-Rector for Doctoral and Legal Affairs, University of Warsaw, Poland

10:15 – 10:45

Coffee break

10:45 – 12:00

Roundtables**1. The need of interdisciplinarity and how to enhance it at the doctoral level**

As society and societal challenges are not organised into disciplinary categories, there is a need to discuss how doctoral education can be more interdisciplinary. Participants will be able to reflect on the importance of and need for interdisciplinarity at the doctoral level, especially in the context of collaboration with societal partners. Furthermore, they will share experiences and good practices at their institutions.

Moderators:

- *Tanja Storsul, EUA-CDE Steering Committee Member; Pro-Rector for Research and Development, Oslo Metropolitan University, Norway*
- *Krzysztof Walkowiak, EUA-CDE Steering Committee Member; Dean of the Doctoral School, Wroclaw University of Science and Technology, Poland*

2. How to shape doctoral education for meaningful societal engagement?

How can doctoral candidates respond to today's socioeconomic and global challenges. This roundtable focuses on how doctoral research can align with the 'UN's Sustainable Development Goals, as well as respond to new EU policy priorities such as the call to strengthen European competitiveness. Participants will also reflect on how universities can support doctoral candidates to engage with society and how they can ensure sustainable career pathways.

Moderators:

- *Irma Grdzeldze, EUA-CDE Steering Committee Member; Associate Professor at the Faculty of Psychology and Educational Sciences, Ivane Javakhishvili Tbilisi State University, Georgia*
- *Maurizio Tira, ex-officio EUA Board Member; Professor of Town and Regional Planning and former Rector, University of Brescia, Italy*

3. Transferable skills for careers beyond academia

Transferable skills are an important element of the Salzburg Principles and they have become a widespread feature of doctoral programmes over the course of the last 20 years. However, as the 2025 EUA-CDE survey results show, many doctoral education leaders think that universities can do more to foster transferable skills among doctoral candidates. Participants will discuss experiences and best practices at their universities.

Moderators:

- *Massimiliano Zattin, EUA-CDE Steering Committee Member; Vice-Rector for Postgraduate and Doctoral Programmes, University of Padova, Italy*
- *Ann MacPhail, EUA-CDE Steering Committee Member; Associate Vice-President of the Doctoral College, University of Limerick, Ireland*

4. Engaging with society at doctoral level and Open Science

Engaging with society, especially via collaborative doctorates, can create challenges for doctoral candidates as well as for their universities. This roundtable will explore one of

these potential challenges: how academia's objective of Open Science could be affected by collaborative doctorates and approaches to managing potential challenges.

Moderator:

- *Peter Hanenberg, EUA-CDE Steering Committee Chair; Vice-Rector for Research and Doctoral Education, Universidade Católica Portuguesa, Portugal*

5. Transitioning beyond academia

While a large majority of doctorate holders eventually pursue careers outside academia, OECD data shows that doctoral graduates perform well on the labour market (i.e. high employment rates and remuneration). However, the transition from academia to other career pathways is often less than straightforward. This session will assess how universities experience this transition phase of their doctoral graduates and how they address related challenges and opportunities.

Moderator:

- *John Creemers, EUA-CDE Steering Committee Member; former Director of the Doctoral School of Biomedical Sciences, KU Leuven, Belgium; President, ORPHEUS*

12:00 – 12:30

Closing session

- Maurizio Tira, ex-officio EUA Board Member; Professor of Town and Regional Planning and former Rector, University of Brescia, Italy
- David Burn, President, University of Galway, Ireland
- Peter Hanenberg, EUA-CDE Steering Committee Chair; Vice-Rector for Research and Doctoral Education, Universidade Católica Portuguesa, Portugal

12:30 – 13:30

Lunch

13:30

Social programme

PARALLEL SESSIONS

SESSION I – THURSDAY 18 JUNE

I.A: Collaborative doctorates with societal actors

- **CIFRE in France: A powerful model for industry–academia doctoral collaboration**

Presenter:

Nina Bogataia, University of Reims Champagne-Ardenne, France

Co-authors:

Hendrik Eijsberg, Cergy Paris University, France

Béatrice Marin, University of Reims Champagne-Ardenne, France

This presentation is the result of a collective effort by members of the French National Network of Doctoral Colleges (RNCD).

This presentation explores the CIFRE scheme in France as a key model for industry–academia doctoral collaboration. Drawing on several datasets (ANRT, French Ministry, RNCD), it highlights trends in doctoral employment, sectoral partnerships, and career outcomes, demonstrating how CIFRE enhances employability, fosters innovation and strengthens links between research and society.

- **Bridging sectors to boost innovation: The role of industrial doctorates in university–industry collaboration**

Presenter:

Antonio Ricarte, University of Alicante, Spain

Co-authors:

Gemma M. Rubio-Barber, University of Alicante, Spain

Gabriella Guillena, University of Alicante, Spain

One of the main actions of universities in addressing societal challenges is the industrial doctorate. Spanish universities award over 10,000 doctoral degrees, of which 1,000 had an Industrial Doctorate Mention (period 2017-2022). The University of Alicante promotes industrial doctorates with grant awards and 50 companies have already been involved.

- **Collaborative Doctorates Driving Societal Impact: Doctoral Research at the School of Pharmacy, University College Cork**

Presenter:

Katie Ryan, University College Cork, Ireland

Co-authors:

Suzanne McCarthy, University College Cork, Ireland

Patrick O'Dwyer, University College Cork, Ireland

Cormac Gahan, University College Cork, Ireland

Pharmacy doctoral research at University College Cork uses collaborative models with healthcare, industry and public partners to address real world challenges. Case-studies highlight that through workplace based PhDs and placements, co creation with stakeholders shapes research, accelerates translation to policy and practice, and enhances doctoral training, skills development and innovation.

I.B: Transferable skills development and career readiness

• Embedding Leadership Development and Transferable Competences in Doctoral Education

Presenter:

António Gil Andrade-Campos, University of Aveiro, Portugal

This contribution presents an integrated institutional approach to doctoral education that embeds leadership development and transferable competences through structured engagement with societal actors and immersive training formats. It illustrates how doctoral education can systematically prepare candidates for diverse career paths beyond academia while maintaining research excellence.

• Opportunities for broad personal and professional development of PhD candidates at Utrecht University

Presenter:

Anke Hammerschlag, Utrecht University, Netherlands

Doing a PhD at Utrecht University is not only focused on conducting research, but also on the development of personal and professional skills. To guide PhD candidates in this, the PhD Competence Model and a self-assessment tool are used, and a wide range of training opportunities is available.

• Skills Development & Articulation in Doctoral Education: Exploring how Irish and European Frameworks support the enhancement of career readiness

Presenters:

Emma Sokell, University College Dublin, Ireland

Janet Carton, University College Dublin, Ireland

Co-author:

Ann MacPhail, University of Limerick, Ireland

This contribution will include interactive elements. Participants will be invited to share experiences on how their institutions support skills development and articulation among PhD candidates. The session will be framed using the European Competence Framework for Researchers.

I.C: Institutional practices for future and sustainable career pathways

• Many Paths, One Doctorate: A Framework for Broadening Doctoral Careers at LUT

Presenters:

Ida-Maria Volturi, Lappeenranta-Lahti University of Technology, Finland

Susanna Sankala, Lappeenranta-Lahti University of Technology, Finland

At LUT University, a recently introduced Doctoral School model reframes doctoral education to support both academic careers and transitions beyond academia. By including career awareness, supervision practices, and external collaboration into a structured study path, the model equips doctoral candidates to navigate diverse career options while maintaining high research quality.

• Preparing Doctoral Researchers for Diverse Futures: A Workshop-Based Institutional Model

Presenter:

Sónia Cardoso, Lusófona University, Portugal

Co-authors:

Lucimar Dantas, Lusófona University, Portugal

Carla Galego, Lusófona University, Portugal

Adel Pausini, Lusófona University, Portugal

This contribution presents a structured doctoral workshop programme as an institutional response to the growing need to equip doctoral candidates with transferable skills for careers beyond academia. Addressing funding, mobility, wellbeing, digital research practices, ethics, data protection, and qualitative methods, it supports responsible research, employability, adaptability, and sustainable career development.

- **Beyond the Thesis: From Aspirations to Action in Preparing PhD Graduates for Diverse Careers**

Presenters:

Martine Smith, Trinity College Dublin, Ireland

Leona Coady, Trinity College Dublin, Ireland

Co-authors:

Rachel McLoughlin, Trinity College Dublin, Ireland

Orla Banno, Trinity College Dublin, Ireland

Ewa Adach, Trinity College Dublin, Ireland

Rionnagh Sheridan, Trinity College Dublin, Ireland

Breda Walls, Trinity College Dublin, Ireland

Cormac Doran, Trinity College Dublin, Ireland

Mark Sheridan, Trinity College Dublin, Ireland

Presenting Trinity's approach to embedding doctoral skills frameworks into practice, including auditing provision, developing an institutional framework for embedding international, interdisciplinary and intersectoral experiences, and introducing mandatory professional development planning within the PhD. It offers reflections on progress to date, enabling conditions and priorities for the next phase of development.

I.D: Career development beyond academia: institutional models and support

- **The world outside academia**

Presenter:

Gabriela Sirbu, The Arctic University of Norway, Norway

PhD positions in Norway are jobs. To become a PhD student, one needs to apply for it like for any other job. For many candidates this is the first job and their first encounter with working life. A three-to-four-year contract can seem like a long time, and it can be deceiving. Suddenly the work contract finishes, and the candidate comes out with or without the title of 'doctor'. New European legislation has determined a change in Norwegian law and UiT has started slowly implementing help for careers outside academia.

- **Capturing the diversity of teaching-related activities and experiences of postgraduate researchers**

Presenter:

Ann MacPhail, University of Limerick, Ireland

Co-authors:

Majka Ryan, University of Limerick, Ireland

Noreern Heraty, University of Limerick, Ireland

Wijdan Nahari, University of Limerick, Ireland

Postgraduate researchers (PGRs) who teach build communication, leadership, and project management skills that transfer directly into careers across industry, government, and the nonprofit world. This research captures and explores the range of PGR teaching-related activities, across four faculties at one university, that are aligned with teaching contribution.

- **A participatory cross-university model for career development beyond academia in collaboration with societal actors**

Presenters:

Saskia Pfeiffer, Hamburg Research Academy, Germany

Mona Herden, Hamburg Research Academy, Germany

The Hamburg Research Academy (HRA) takes an innovative, cross-university, interdisciplinary, and participatory approach to preparing early-career researchers for careers beyond academia. It combines advising, training, and networking with societal collaboration and strong involvement of the HRA Doctoral Council, fostering dialogue, transfer and networks as a model of good practice.

I.E: Expanding doctoral education through societal and interdisciplinary dimensions

• **Fostering Interdisciplinary Doctoral Research for Societal Impact: The experience of the Institute for Advanced Studies Luxembourg**

Presenter:

Sylvie Fromentin, University of Luxembourg, Luxembourg

Co-author:

Claus Vögele, University of Luxembourg, Luxembourg

The Institute for Advanced Studies Luxembourg and the MSCA COFUND YADIAS programme promote interdisciplinary doctoral training, combining disciplinary depth with cross-field collaboration, international mobility, and methodological diversity. By tackling complex societal challenges and developing transferable skills, the programme prepares versatile researchers while encouraging critical reflection and debate on interdisciplinary research.

• **The doctoral researcher as a civic agent: Integrating science communication and intersectoral collaboration within a civic university framework**

Presenter:

Kirsten Braem, Hasselt University, Belgium

Co-authors:

Stefanie Kerkhofs, Hasselt University, Belgium

Allison Rosie, Hasselt University, Belgium

Lia Van Hoef, Hasselt University, Belgium

Grounded in its identity as a civic university, Hasselt University demonstrates how science communication and intersectoral partnerships (Let's Talk Science! and VOKA) bridge the gap between doctoral research and society. This session explores how fostering communicative, engaged researchers strengthens regional resilience and prepares them for impactful careers beyond academia.

• **Early entry into doctoral training in medicine: opportunities for developing physician-scientists in European doctoral schools**

Presenter:

Aleksandra Zacny, Medical University of Warsaw, Poland

Co-author:

Aleksandra Świeca, Medical University of Warsaw, Poland

This contribution examines early-access doctoral training in medicine in Poland, focusing on the Medical University of Warsaw. It explores how integrating doctoral studies with ongoing medical education supports the development of physician-scientists, enhances interdisciplinary collaboration, and strengthens links between research, clinical practice and societal needs within healthcare systems.

SESSION II – THURSDAY 18 JUNE

II.A: Advancing interdisciplinarity at doctoral level

- **From Faculty-Centric Degrees to Interdisciplinary Tandem Supervision: Advancing Doctoral Research at KIT Graduate School Computational and Data Science**

Presenter:

Angela Hühnerfuß, Karlsruhe Institute of Technology, Germany

Interdisciplinary doctoral work between mathematics and applications is hindered by faculty-centric degree regulations that force candidates to choose a single faculty, obscuring joint research. KIT Graduate School Computational and Data Science offers tandem supervision and suggests an interfaculty framework, aiming for higher productivity, broader skills, better employability, and European competitiveness.

- **An educational design framework for transdisciplinary competency development in short-term doctoral educational programmes**

Presenter:

Jake Rowan Byrne, Trinity College Dublin, Ireland

Co-author:

Silvia Gallagher, Trinity College Dublin, Ireland

This presentation explores an educational design framework for integrating transdisciplinary competencies into short-term doctoral programmes. Drawing on three case studies, it highlights co-creation, stakeholder engagement, challenge-based learning, and mobility as key design features. The framework supports competency development for employment beyond academia while addressing implementation challenges in coordination.

- **Advancing Interdisciplinarity & Introducing Doctoral Connoisseurship: Chances and Challenges**

Presenter:

Karol Samsel, University of Warsaw, Poland

'Science need connoisseurship', claim Isabelle Stengers. My aim is to indicate how creating the responsible connoisseurship of doctoral students can influence the quality of public intelligence in Poland. Universities should become the fundamental circle spreading an ethos of the collective connoisseur attitude among disciplines and interdisciplinary doctoral cooperation during PhD studies and after.

- **Strengthening Interdisciplinarity in a Small Multi-Faculty University: The UniDistance Suisse Model**

Presenter:

Ahmad Zein Assi, UniDistance Suisse, Switzerland

This contribution presents a self-reflective case study from UniDistance Suisse on fostering interdisciplinarity in doctoral education within a small, co-located university. It discusses practical formats, challenges and lessons learned and invites debate on scalable approaches to interdisciplinary doctoral engagement.

II.B: Supporting the transition phase of doctorate holders beyond academia

- **From Learning to Leading: A Three-Step Model for PhD Empowerment**

Presenter:

Teresa Santos-Silva, NOVA University of Lisbon, Portugal

Co-authors:

Carolina Pereira, NOVA University of Lisbon, Portugal

Rita Branquinho, NOVA School of Science and Technology, Portugal

Isabel Ribau, NOVA School of Science and Technology, Portugal

SEEDS is conceived to empower PhD candidates to actively shape their career paths, facilitating transition to professional life. It implements a three-step workshop model – piloted with GenAI – through which PhD candidates develop key skills, share knowledge, and gain confidence as active contributors in academic and professional contexts.

- **Valoris’Doc: coordinating career-support ecosystems in a highly heterogeneous, trans-disciplinary university**

Presenter:

Verity Elston, University of Lausanne, Switzerland

Co-author:

Martine Schaer, University of Lausanne, Switzerland

UNIL’s Graduate Campus has launched Valoris’Doc, a one-year project to coordinate, valorise and strengthen faculty-led initiatives to support career transitions. Informed by the annual +3 year survey of doctorate holders and strengthened by alumni engagement, it tackles institutional heterogeneity head-on and invites discussion on building flexible, resource-sensitive support systems.

- **Bridging Academia and Industry: Career Management Services for European Talents and the Transition Beyond Academia**

Presenter:

Mili Markvartová, University of Chemistry and Technology Prague, Czech Republic

Co-author:

Nagore Aizbitarte, Bantani Education

The CROSS Horizon Europe project explores how doctoral training can better support transitions beyond academia. Through interviews with private sector representatives, the project gathers feedback on the relevance and applicability of ResearchComp-based career tools and identifies key competences valued in early-career researchers, helping institutions align doctoral training with labour market expectations.

- **Let’s connect! Job shadowing to build bridges between PhD Talent and the world beyond academia – An example of interuniversity collaboration**

Presenter:

Kristien Daems, University of Antwerp, Belgium

Co-authors:

Nicole Wedell-von Leupoldt, KU Leuven, Belgium

Flemish interuniversity PhD Talent Coordination Team

Job shadowing is a leading example of interuniversity collaboration with non-academic organisations. The Flemish interuniversity Job Shadowing initiative connects early-career researchers with industry by offering the opportunity to observe a job position by fly-on-the-wall observation. This successful initiative holds benefits for both participating researchers and participating organisations/professionals.

II.C: From the doctorate to diverse career destinations

- **Preparing Doctoral Candidates for Diverse Research Careers: Embedding Intersectoral, Co-Designed and Competency-Based Approaches**

Presenter:

Siobhán Mac Sweeney, Munster Technological University, Ireland

This presentation outlines a system-level approach to preparing doctoral candidates for diverse careers through co-designed placements, structured career development, and competency-based training. Drawing on MTU initiatives, it demonstrates how intersectoral engagement and the European Competence Framework can be embedded to support researcher employability, societal impact, and career readiness beyond academia.

- **Engaging with doctoral candidates and graduates in career exploration**

Presenters:

Margaux Pinaud, University of Geneva, Switzerland

Tamara El Hossny, University of Geneva, Switzerland

Co-author:

Stéphanie De Moerloose, University of Geneva, Switzerland

The shift in doctoral training vision at the University of Geneva has encouraged broader support around employability. With a two-years Swiss grant, the Graduate Campus is developing initiatives spanning guidance, employer engagement, workshops and written supports. This contribution presents these activities and reflects on diverse needs, lessons learned, and challenges.

- **Preparing Doctoral Candidates for Careers Beyond Academia at SLU – A reflection**

Presenter:

Dimitris Athanassiadis, Swedish University of Agricultural Sciences, Sweden

At the Swedish University of Agricultural Sciences, particularly within the Faculty of Forest Sciences, doctoral training increasingly prepares PhD candidates for careers beyond academia through industry collaborations, research schools, and networking opportunities. However, engagement with non-academic sectors and structured career support remain uneven, requiring stronger integration alongside demanding research expectations.

- **Preparing doctoral researchers for diverse career pathways: insights from a mentoring programme in the Young Universities for the Future of Europe (YUFE) Alliance**

Presenters:

Merja Lyytikäinen, University of Eastern Finland, Finland

Stephan Missault, University of Antwerp, Belgium

Co-authors:

Ynte Vanderhoydonc, University of Antwerp, Belgium

Karla Tersago, University of Antwerp, Belgium

Workgroup 'YUFE Approach to Doctoral and Postdoctoral Training', YUFE Alliance

Within the YUFE Doctoral Learning pilot we piloted a mentoring programme for doctoral researchers at the University of Antwerp and the University of Eastern Finland. Based on mentor and mentee feedback, it shows how mentoring with societal actors supports careers beyond academia, strengthens transferable skills, and promotes well-being.

II.D: Connecting doctoral education with industry and society

- **Industrial doctorates: strengthening Europe's research–industry talent pipelines**

Presenter:

Touko Närhi, CESAER, Belgium

This presentation introduces CESAER's report 'Industrial doctorates: strengthening Europe's research–industry talent pipelines'. It shares evidence from case studies at universities of science and technology on how industrial doctorates connect doctoral research, industry collaboration, advanced skills and intersectoral careers, and discusses recommendations for scaling high-quality models through MSCA and national frameworks.

- **Bridging Academia and Industry: Innovation Strategies Promoted by the UNIPA Doctoral School**

Presenter:

Marianna Bellafiore, University of Palermo, Italy

Co-author:

Antonina Pirrotta, University of Palermo, Italy

The University of Palermo's Doctoral School drives innovation by connecting academia and industry. It enhances employability, applied research, and skill integration. Supported by an advisory committee and regional funding, it fosters collaboration with companies through joint research, scholarships, and apprenticeship PhDs, enabling doctoral students to gain professional experience while completing their studies.

- **The Role of University and Doctoral Research in Advancing an Entrepreneurial Ecosystem: The Case of MedTech in Galway**

Presenter:

Majella Giblin, University of Galway, Ireland

This contribution provides a case study of how university research and doctorates contribute to developing a regional entrepreneurial ecosystem; Galway's MedTech sector. While emphasising the role in advancing innovation and entrepreneurship, it also addresses challenges in academic–industry collaboration, including differing priorities and knowledge transfer in a competitive landscape.

II.E: Rethinking institutional approaches to doctoral career preparation

- **Doctoral Education Base Camp: building interdisciplinary community and transferable skills in doctoral education**

Presenter:

Erkki Raulo, University of Helsinki, Finland

Co-authors:

Sini Karppinen, University of Helsinki, Finland

Jesse Kuokkanen, University of Helsinki, Finland

Doctoral Education Base Camp is a multidisciplinary doctoral training model at the University of Helsinki that combines transferable skills development, peer support, and interdisciplinary interaction. Organised as a residential retreat, it helps doctoral researchers strengthen capabilities needed across the socio-economic context, while fostering community, wellbeing, and engagement.

- **Towards Diverse and Sustainable Doctoral Careers: Connecting Doctoral Education with Society and the Labour Market**

Presenters:

Monika Tasa, University of Tartu, Estonia

Maris Hindrikson, University of Tartu, Estonia

Co-authors:

Lii Lang, University of Tartu, Estonia

Doctoral studies at the University of Tartu have undergone gradual changes, placing stronger emphasis on doctoral candidate's holistic development. Key priorities include learning outcomes-based programmes, transferable skills, intersectoral mobility, and structured career support, alongside more strategic communication and recruitment to attract candidates from academia and beyond.

- **Beyond Internships: Rethinking Doctoral Careers Beyond Academia through an Australian University Case**

Presenter:

Sheryl Goh, University of Western Australia, Australia

Co-author:

Hélène de Burgh-Woodman, University of Western Australia, Australia

This presentation examines the benefits and tensions of prioritising PhD internships as a dominant pathway for preparing doctoral candidates beyond academia. Drawing on an Australian university case, it explores how policy and institutional design shape doctoral development and invites reflection on more diverse and inclusive career pathways.

- **Fostering Interdisciplinary Research and Transfer Competencies in Doctoral Education at Universities of Applied Science in North-Rhine-Westfalia**

Presenters:

Miriam Lüdtke-Handjery, Bonn-Rhein-Sieg University of Applied Sciences, Germany

Rainer Herpers, Bonn-Rhein-Sieg University of Applied Sciences, Germany

Universities of Applied Sciences in Germany offer interdisciplinary, practice-oriented doctoral research geared towards the needs of industry and society. Only recently granted doctoral-awarding powers, they emphasize real-world impact and circular knowledge transfer. Current evaluation systems overlook these contributions, highlighting the need for broader frameworks beyond traditional academic output metrics.