



Trinity College Dublin  
Coláiste na Tríonóide, Baile Átha Cliath  
The University of Dublin

EUA-CDE Annual Meeting 2024

# Postgraduate Renewal Programme: Developing a data driven roadmap for PGR Transversal Skills Development

Martine Smith & Leona Coady

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# Trinity in numbers, 2023-24

**22,120**  
Students

**1,818**  
Postgraduate Research

**4,783**  
Postgraduate Taught

**24**  
Schools



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# A Vision for Postgraduate Education at Trinity

‘A stimulating, inclusive, and sustainable research and learning environment, where curious minds and creative thinkers thrive.’

- Trinity Blueprint for PhD Student Transversal Skills Development

 Structured PhD & Doctoral Programmes



- Trinity Blueprint for Triple I

Curriculum & Triple I



 Student & Staff Experience

- Research Supervision: pioneering excellence
- Service Excellence strategy

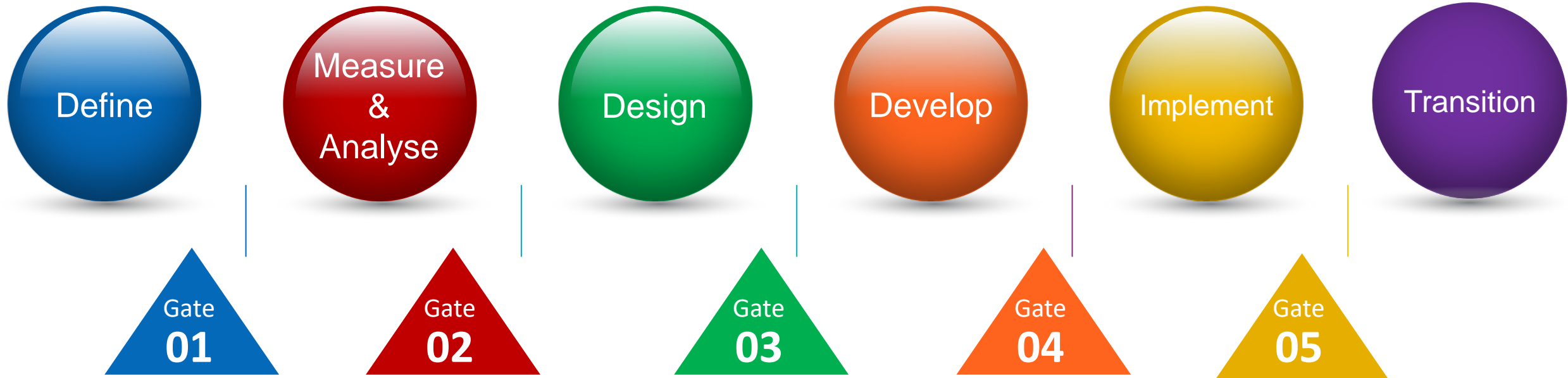
Student Lifecycle 

- Student Journey mapping
- Integration of PGR processes into student admin system
  - Implement QA Framework for Design + Delivery

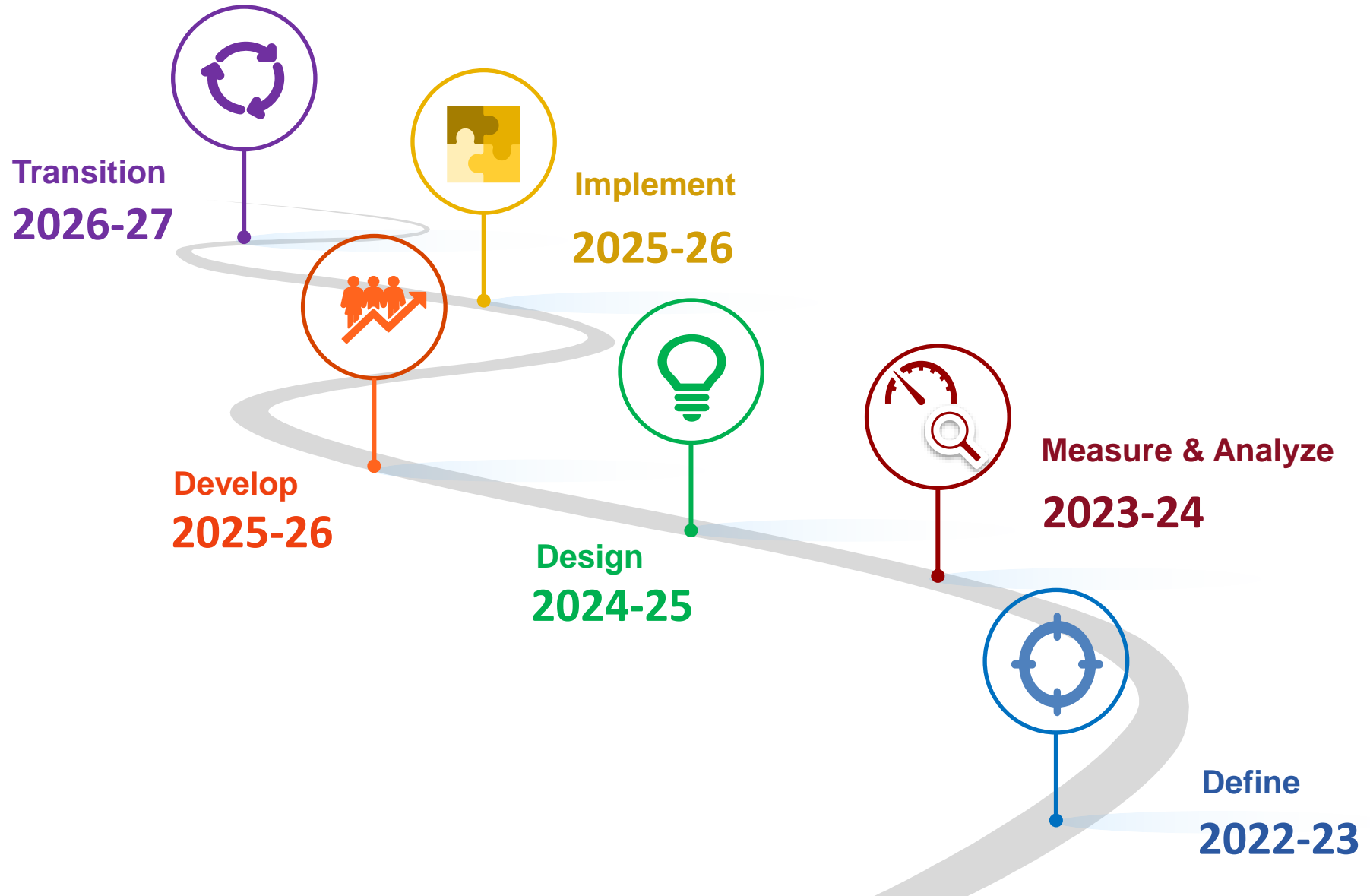
 Structures & Spaces

- Digital Information hub

# Programme's Way of Working



# Our data driven roadmap for PGR Transversal Skills Development



# Measure & Analyze Stage: best practice + gap analysis



IUA Doctoral Skills Statement, 2021  
(Irish HEI sectoral obligations)



EU Competence Framework for Researchers  
(European Commission, 2023)

# DNA of a Trinity PhD: Timeline

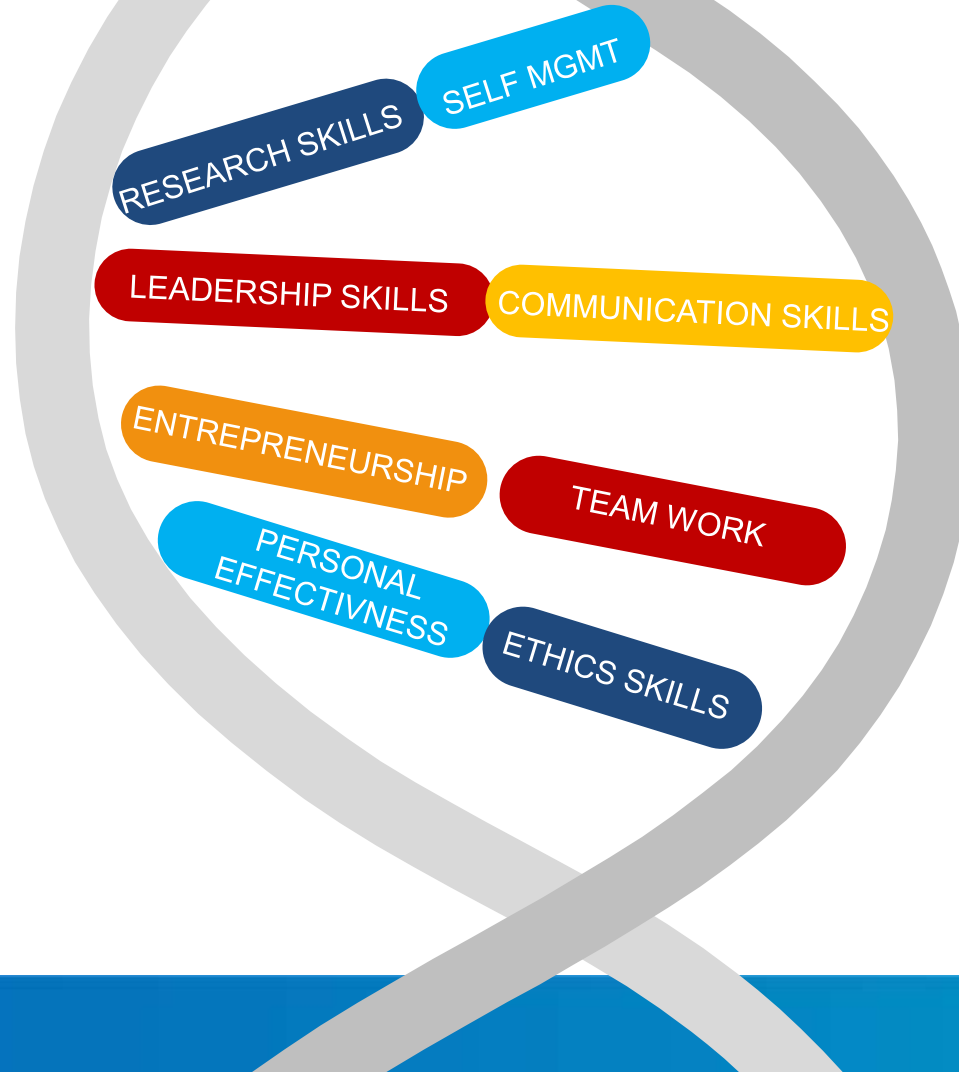




# Components of a Trinity PhD to ...

## ACADEMIC

- Research Governance & Organisation
  - Research design and strategy
  - Project Planning
  - Resource Management
  - Risk Management
- Research Skills & Knowledge
  - Research methods
  - Academic literacy and numeracy
  - Academic writing
- Ethics & Social Understanding
- Legal requirements
- Health & Safety
- IPR and copyright



## PROFESSIONAL DEVELOPMENT

- Personal Effectiveness
  - Self management
  - Project Management
  - Financial management
  - Career Development
  - Personal qualities
- Teamwork and leadership skills
  - Collaboration
  - Mentoring
- Communication Skills
  - Presentation
  - Publication
  - Media
- Entrepreneurship and innovation skills
  - Creative
  - Critical Thinking

# IUA Doctoral Skills Statement: Research skills



## Specific skills

1. Exhibit knowledge of advances and developments in their field.
2. Demonstrate knowledge of research in related fields/disciplines.
3. Comprehend and effectively employ appropriate research methodologies.
4. Critically analyse and synthesise new & complex information from diverse sources, applying innovative scientific literacy skills.
5. Demonstrate excellence in data management planning.
6. Formulate and apply solutions to research problems and effectively interpret research results.
7. Demonstrate, where appropriate, a knowledge of health and safety procedures and their application in the research environment.
8. Have a broad awareness and knowledge of key relevant funding sources and grant application procedures.
9. Implement strategies to ensure effective project and time management, constantly monitoring timelines, deliverables and adapting flexibly to maintain progress.
10. Knowledge of intellectual property and know-how.
11. E-research skills, using social media, mobile applications and other online platforms to assist in the collating, coding, and analysis of data for their research.

# Development opportunities at Trinity: Research skills

Current TCD offering	How is the training offered?	Who offers the training?	How often is it offered?	ECTS weighting	How is it advertised?	What are the options for scaling?	Corresponding specific skills (1-11)	Aligned to Student Lifecycle (1, 2, 3, 4)
1. Research Integrity Module CA7000	Online	Library	Annually	5 ECTS	Handbooks, Websites, Blackboard	Low: Fully scaled up – mandatory for all PGRs	3, 5, 6, 10, 11	1
2. Core Biomedical Research Skills for PhD students	In-person	School of Biochemistry & Immunology	Annually semester 2	10 ECTS	School PhD Handbook	TBC	1, 7	1
3. Researching your Literature Review	Online and in-person, recordings available on Library website	Library HITS	3-4 times a year	0	Emails from the Secretary's Office, PAS Newsletter, Library's website	Recorded sessions available online	2, 4, 6	2
4. Defining Your Research Question	As above	Library HITS	3-4 times a year	0	Emails from the Secretary's Office, PAS Newsletter, Library's website	Recorded sessions available online	2, 4	1,2
5. Academic Research Foundations: Quantitative	Online	LinkedIn Learning	unlimited	0	TBC	High: fully online	3	1,2
6. Smart Searching 1 & 2: Finding Full Text & Searching for Topics Using Databases	Online and in-person	Library HITS	3-4 times a year	0	Library website		4, 6	1,2
7. EndNote Training	Online	LinkedIn Learning	unlimited	0	Library website	High: fully online	4	

# IUA Doctoral Skills Statement: Team-working and Leadership skills



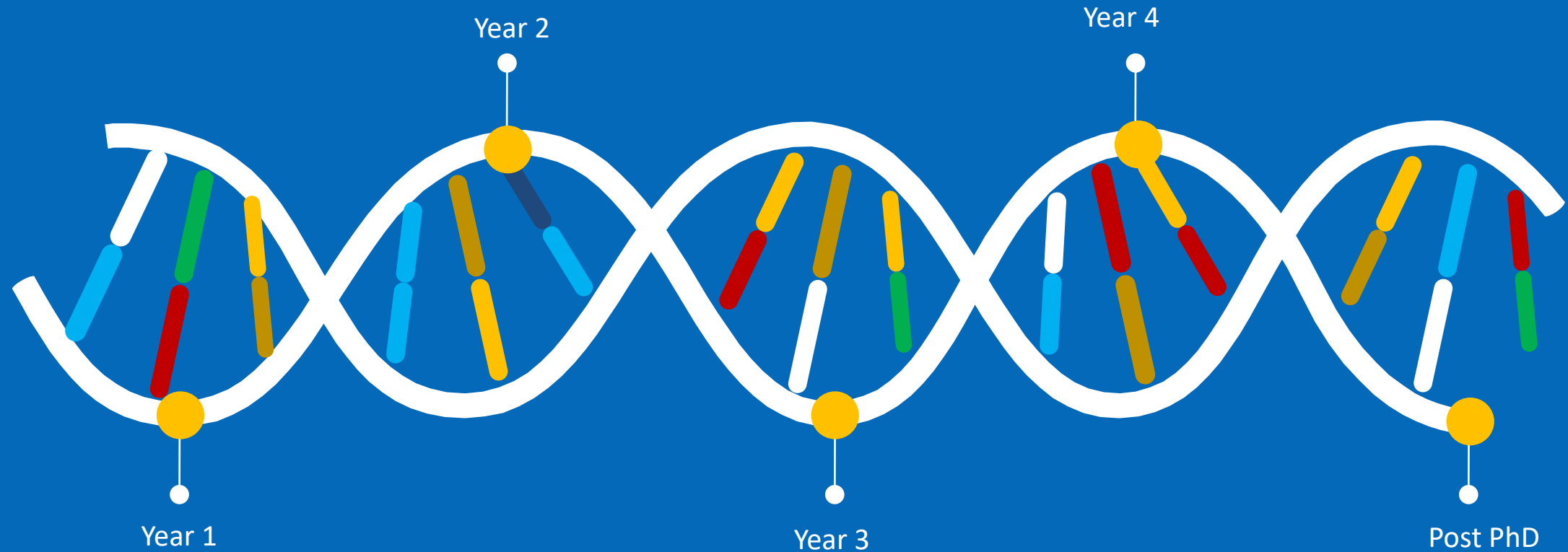
## Specific skills

1. Demonstrate ability to develop and maintain effective relationships with colleagues and work in a collaborative environment.
2. Demonstrate awareness of own working style and that of others, and how they interact.
3. Understand leadership in team environments, recognising the strengths of team members and how to work effectively to achieve mutual goals.
4. Ability to oversee, coach and motivate team-members, fostering a co-operative and solution-driven working environment.
5. Ability to understand feedback of different kinds, taking suggestions on board when appropriate.
6. Ability to network effectively within and beyond the organisation, nationally and internationally, and across discipline and sectoral boundaries.
7. Demonstrate intercultural awareness, with the capacity to interact between numerous cultural frames of reference.

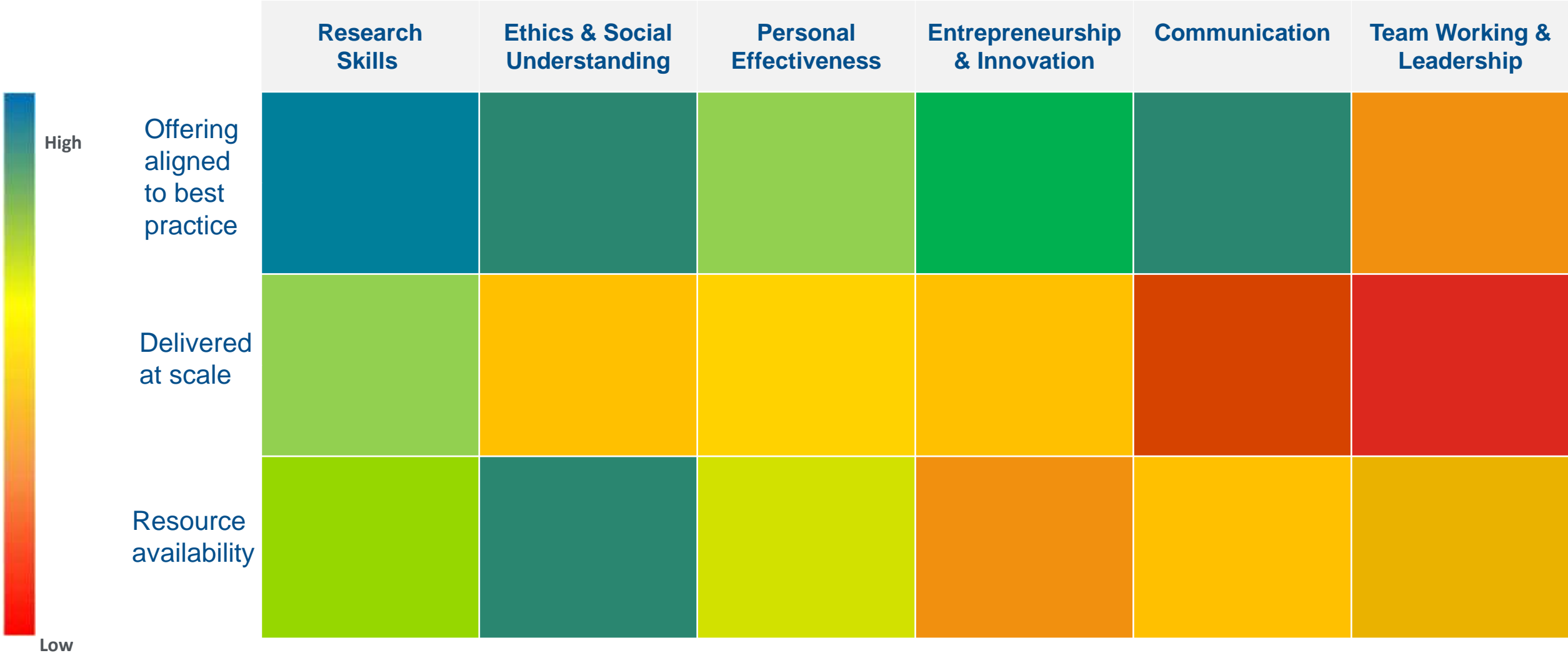
# Current Development opportunities at Trinity: Team-working + leadership skills

Current TCD offering	How is the training offered?	Who offers the training?	How often is it offered?	ECTS weighting	How is it advertised?	What are the options for scaling?	Corresponding specific skills (1-7)	Aligned to Student Lifecycle (1, 2, 3, 4)
1. Planning and Managing Your Research Process - Interpersonal and Leadership Skills	Hybrid	Student Learning Development, Student Counselling, Postgraduate Advisory Service and The Library	Annually	5	Student Learning Development website	TBC	2	1, 2
2. Feedback in Practice: Developing Student Critical Self-Evaluation	Online resource / self-directed	Academic Practice	Always available	N/A	Centre for Academic Practice site	Online resource, not taught, and therefore no limits on scale.	2, 5	1, 2
3. Teaching & Supporting Learning as a Graduate Teaching Assistant	Online (Blackboard)	Academic practice	Every semester	5	Centre for Academic Practice site / email	TBC	1, 3, 4	1, 2
4. Careers, Employability and work-based Learning module	Face to face and online	Trinity Careers Service	Annual	10	Emails, Socials, PAS newsletter, Deans monthly PGR update	Max 20	2, 6, 7	3, 4

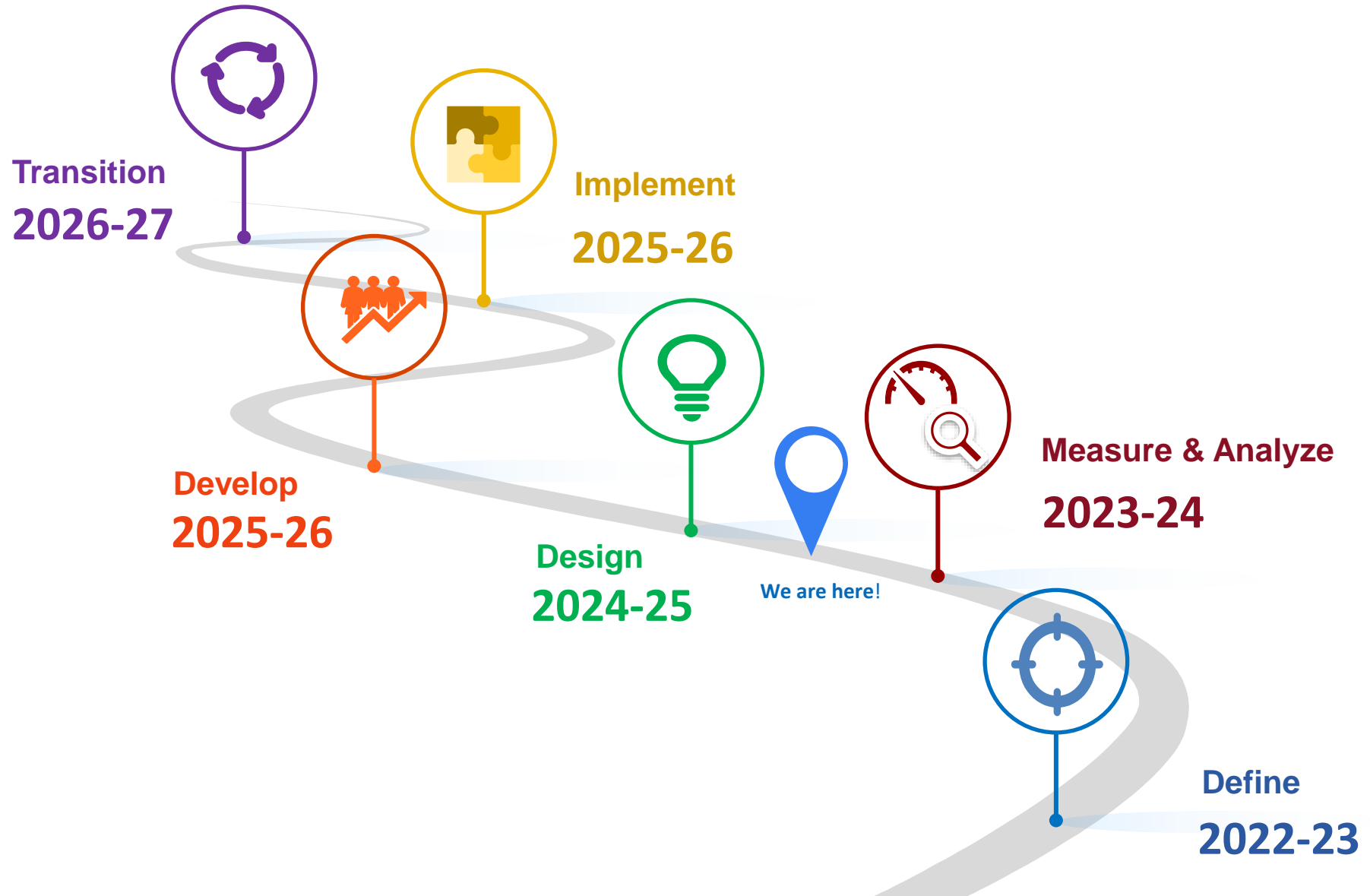
# DNA of a Trinity PhD: personal to each student



# Indicative Gap Analysis Heatmap

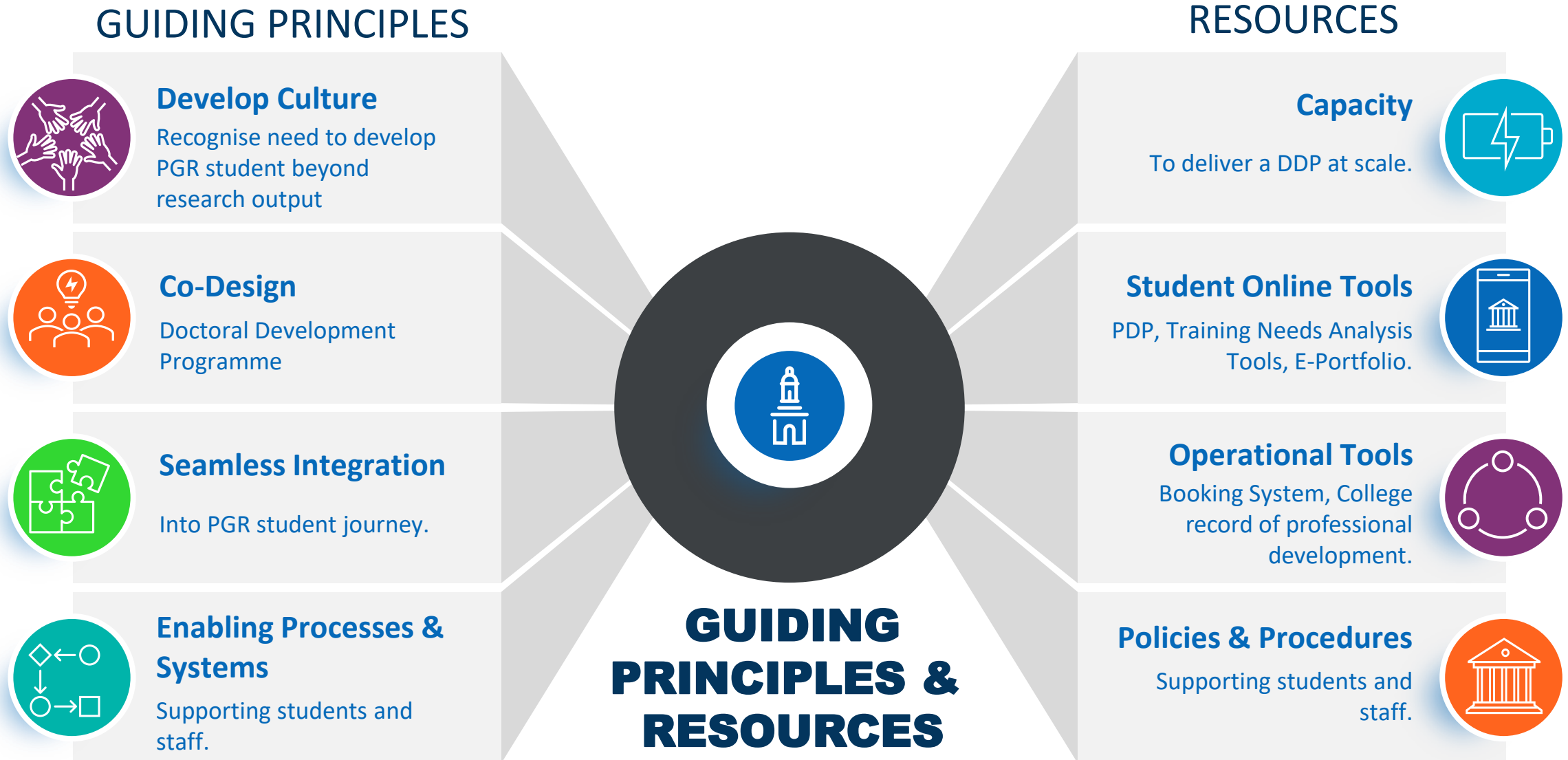


# Our data driven roadmap for PGR Transversal Skills Development





# Insights to development of Guiding Principles & Resources Required





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The University of Dublin

# Thank you!

Visit our website



[pgrenewal@tcd.ie](mailto:pgrenewal@tcd.ie)