



How can the supervision of doctoral candidates be improved through the monitoring of structured Status Talks?

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1. Regulations at the University Jena
 2. Results of the evaluation
 3. How to improve supervision





1. Regulations at the University Jena: Why Status Talks?

- successful working atmosphere
 - Strengthen the cooperation between doctoral candidate and supervisors
 - goal-oriented doctorate
 - improve information and knowledge exchange
 - help to minimize or resolve conflicts
 - development of the doctoral candidate
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- Guidelines for the doctoral phase (2021) and for the postdoc phase (2024)
 - Guidelines on fixed-term employment (2015)
 - Guidelines for permanent academic positions (2016)



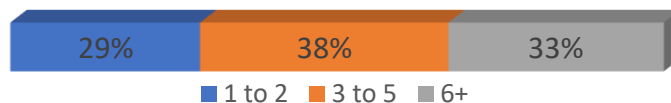
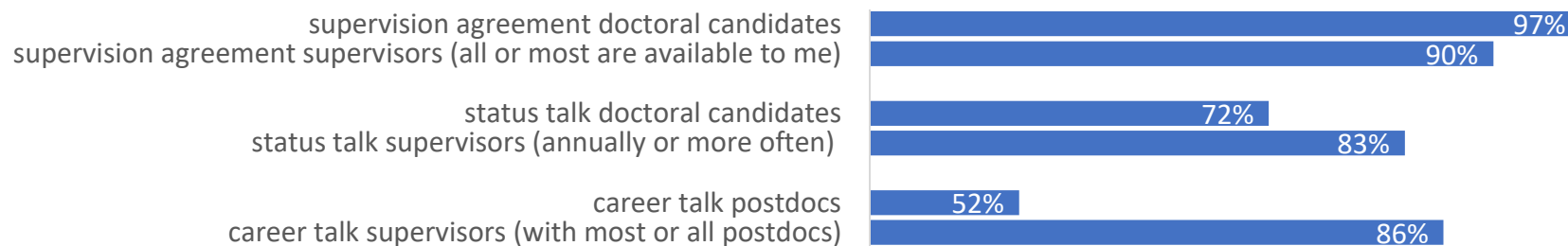
Foto: Jan-Peter Kasper

1. Regulations at the University Jena: Status Talks for doctoral candidates

	Performance review	Status Talks	Career Talks
For whom	all employees	doctoral candidates	Postdocs
Participants	all superiors	superiors and supervisors	superior and one additional professor
Key aspects	daily work	Status and progress of the dissertation, objectives for the coming year, support from involved supervisors, needed resources, Agreements and arrangements	Career opportunities
Frequency	yearly	yearly	Second year, before the contract extension

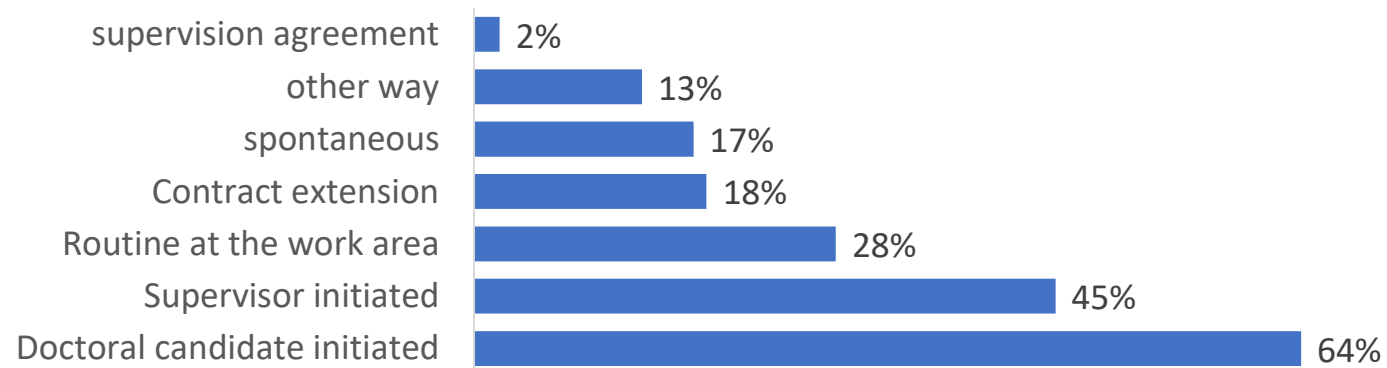
2. Results of the evaluation (July-October 2023)

Who	What	Return rate	N
Doctoral candidates	supervision agreement, status talk	24,2 %	1016
Postdocs	career talk	29,8 %	231
Supervisors	supervision agreement, status talk, career talk	24 %	151



N: doctoral candidates 1016/604, supervisors 147/135/95, postdocs 231

How did the conversation come about?

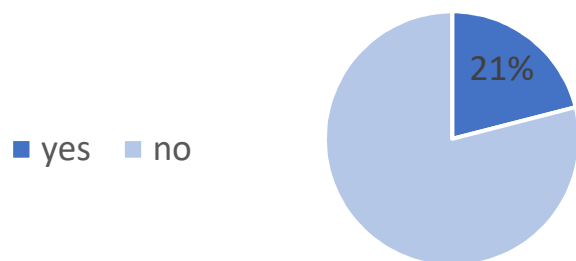


- 38% more than one other person took part
- 5% named colleagues or other doctoral candidates

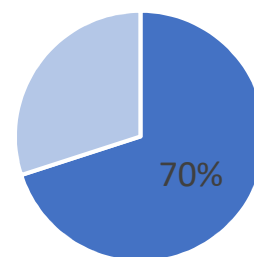
N: doctoral candidates 603

Awareness and use of the guideline for Status Talks

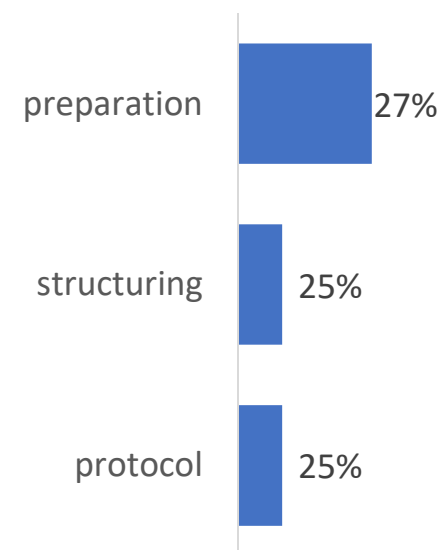
Do doctoral candidates know the guideline?



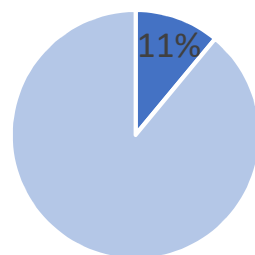
Do supervisors know the guideline?



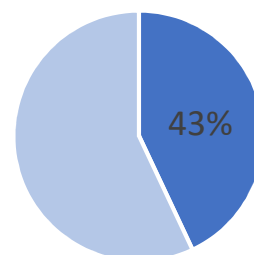
How do supervisors use the guideline?



Do doctoral candidates use the guideline?

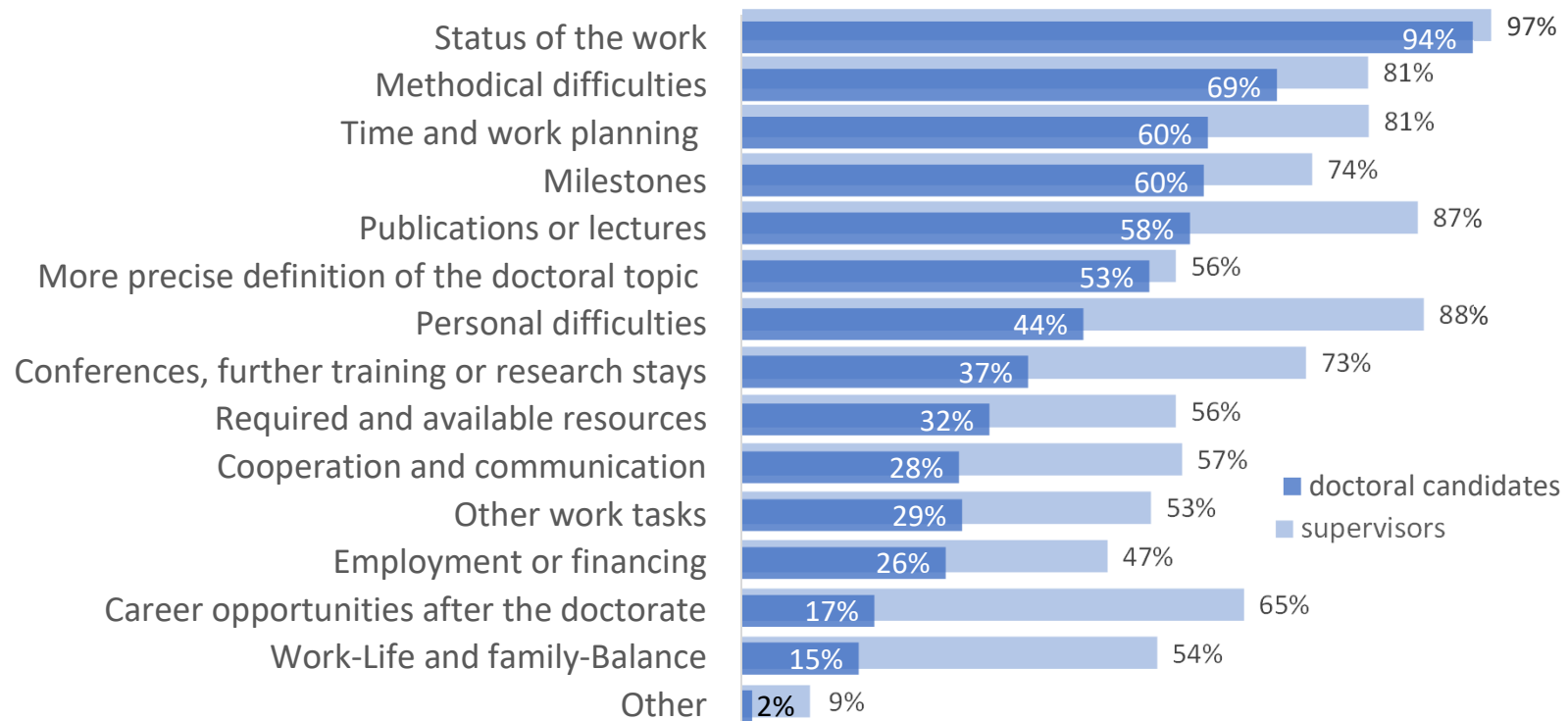


Do supervisors use the guideline?



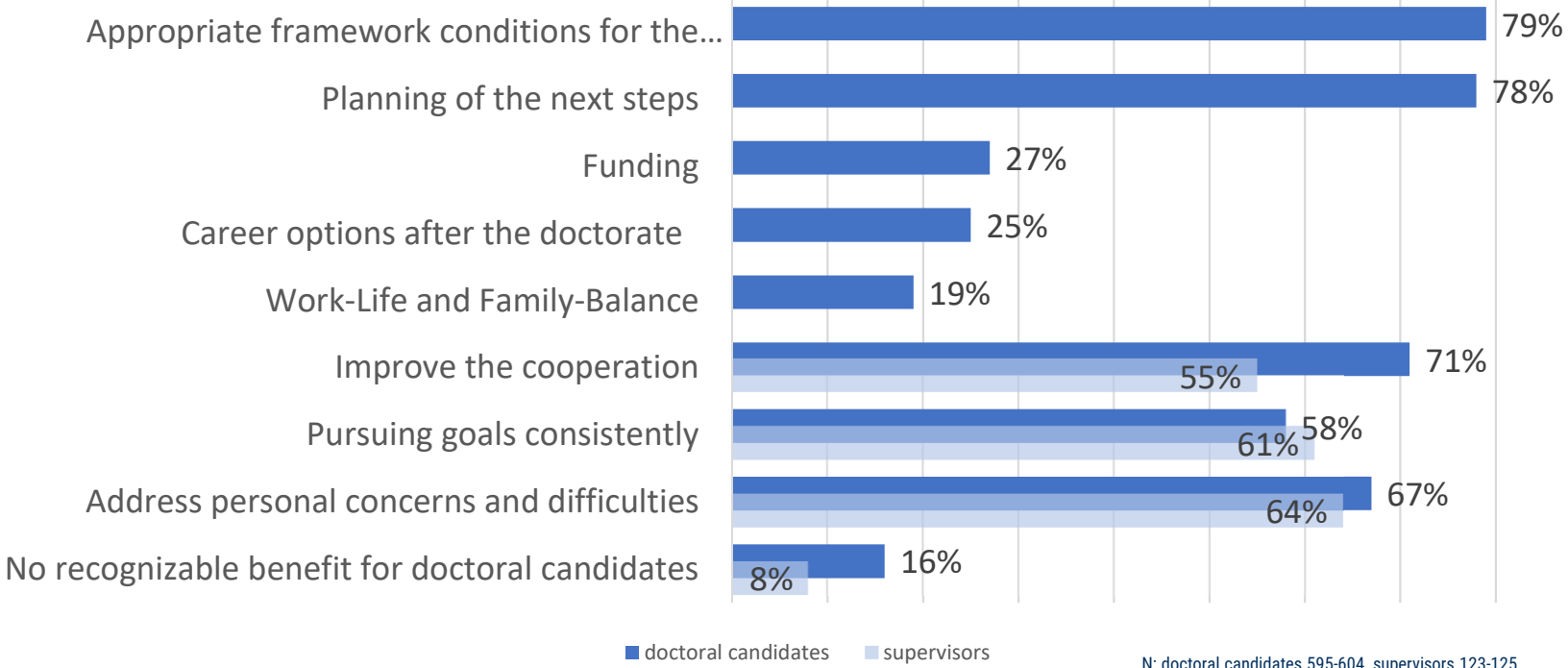
N: doctoral candidates 877, supervisors 131

Which topics do they discuss?



N: doctoral candidates 606, supervisors 125

How are the status meetings rated?



3. How to improve supervision

- Awareness of the guidelines
- More information (e.g. welcome days)
- Identify necessary institutional support activities
 - regular training
 - counselling
 - workshops
- Promote a routine for Status Talks
- Adapt the guide for Status Talks
- Revise the supervision agreements and interlink them more with Status Talks





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*Thank you very much for
your attention!*