Doctoral supervision

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6th session

Equality, diversity and inclusion in doctoral supervision
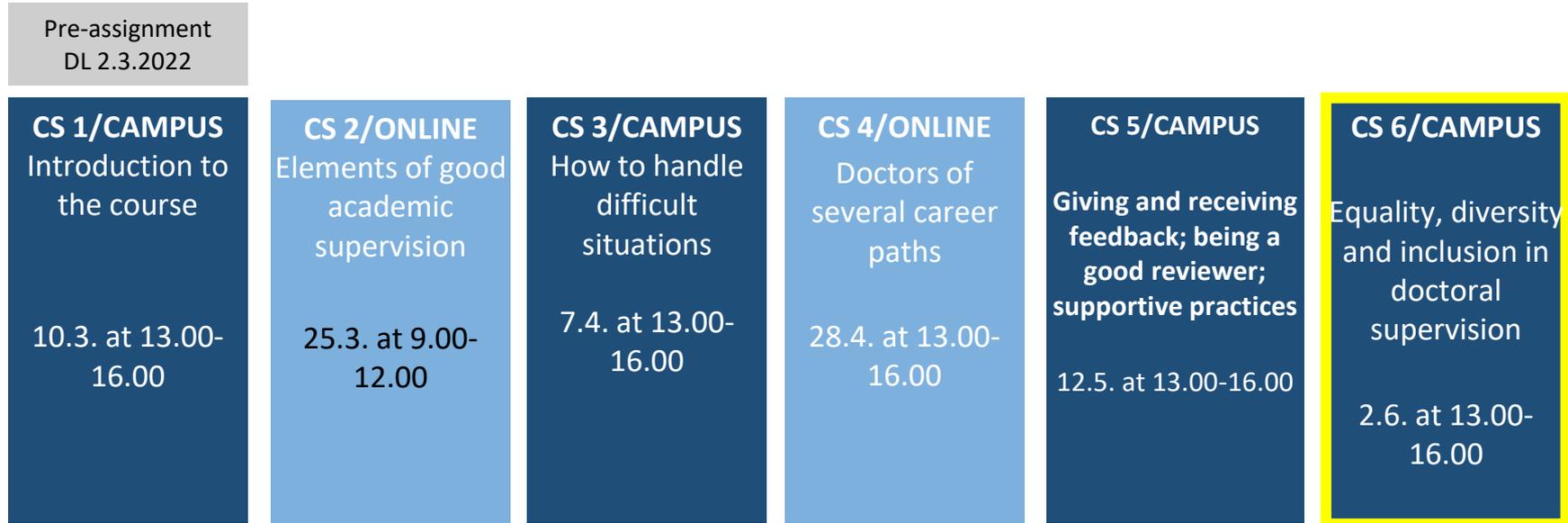
2.6.2022 13.00-16.00

Otakaari 1, U119 Deloitte

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Aalto-yliopisto
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Doctoral supervision-pedacourse (3 ECTS) – spring 2022 timeline

Pre-assignment
DL 2.3.2022

CS 1/CAMPUS
Introduction to the course

10.3. at 13.00-16.00

CS 2/ONLINE
Elements of good academic supervision

25.3. at 9.00-12.00

CS 3/CAMPUS
How to handle difficult situations

7.4. at 13.00-16.00

CS 4/ONLINE
Doctors of several career paths

28.4. at 13.00-16.00

CS 5/CAMPUS

Giving and receiving feedback; being a good reviewer; supportive practices

12.5. at 13.00-16.00

CS 6/CAMPUS

Equality, diversity and inclusion in doctoral supervision

2.6. at 13.00-16.00

Individual working with essay (Me as supervisor)
Two deadlines: a) 6.5.2022 for peer evaluation, and b) 10.6.2022 final submission

Topics of the course sessions, spring 2022

Day	Time	Topic
10.3.2022 (campus)	13:00 - 16:00	*Introduction to the course*
25.3.2022 (online)	9:00 – 12:00	*Elements of successful, academic supervision* *Visitor prof. **Sanna Vehviläinen**, University of Eastern Finland*
7.4.2022 (campus)	13:00 – 16:00	*How to handle difficult situations* *Visitor prof., vice dean of education **Jani Romanoff** (ENG)*
28.4.2022 (online)	13:00 – 16:00	*Doctors of several career paths* *Visitors prof. **Hele Savin** (ELEC) and Senior advisor **Kirsi LaPointe** (ADCO Services, Aalto)*
12.5.2022 (campus)	13:00 – 16:00	*Giving and receiving feedback; being a good reviewer; supportive practices* *Visitors prof. **Jari Saramäki** (SCI) and lecturer **Rinna Toikka** (Aalto Language centre)*
2.6.2022 (campus)	13:00 – 16:00	Equality, diversity and inclusion in doctoral supervision Visitor PhD **Jonna Louvrier**, Includia Leadership Oy. Present also: Aalto psychologist **Marja Turunen**

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Learning outcomes for the 6th session

After this session, you will be able to...

- Understand the importance of equality (equity), diversity, and inclusion (EDI) in the context of doctoral student supervision
- Become aware of doctoral student psychologist support at Aalto

Our schedule today

13.00-13.15 About today's topic & practical course issues

13.15-14.00 **Jonna Louvrier**, Includia Leadership Oy

14.00-14.15 Break

14.15-15.45 Jonna Louvrier, continues; **Marja Turunen**, psychologist for doctoral students at Aalto

15.45-16.00 course feedback, closing & thank you!

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Summary of the pre-assignment

Expertise & skills

Age

Research background

Diet   **Nationality**   **Religion**   **Sexual orientation**

Ethnicity   **Culture**   **Career stage**

Family type   **Personality**   **Career goals**

Decision-making power   **Language**

Values and attitudes

STRENGTHS

1. New perspective and ideas; unconventional approaches & creativity

2. Enriches the group atmosphere and dynamics on several levels → motivation

3. Helps to identify similarities

4. Different experiences to be shared and transferred

5. People are proud of their uniqueness; respect for all → courage to suggest ideas

6. Providing new structures and expertise

CHALLENGES

1. Communication & language; common meeting times, social events that anyone can easily join

2. Inclusion challenges; competition over collaboration

3. The group grows → how to ensure cohesion and good working culture?

4. How to make more use of it?

5. How to recruit more women?

6. Same-aged supervisees have difficulties to take direction from the supervisor

Useful links related to EDI

In teaching and learning everyone has a role in creating an inclusive experience:

- Supporting students' sense of community and belonging | Aalto University

- Equality, diversity and inclusion at Aalto | Aalto University

- VOICE training for teams | Learning (myworkday.com)

The role of pedagogical training
in developing doctoral supervision

- **Research on this pilot course in Aalto**

- **Content analysis of the submissions. All data will be anonymized**

- **Aalto Ethical Review**
  - Research permissions by LES, HR, MIS
  - Research Data Privacy Note

Please give the research permission online: https://link.webropol.com/s/dsresearch
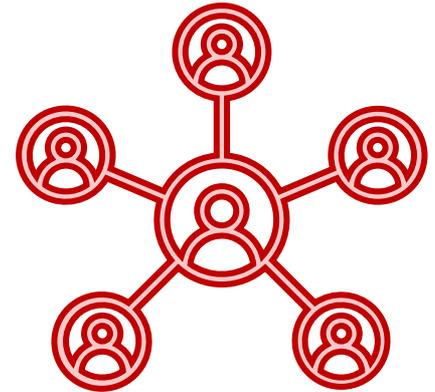
Your final assignment: reflective essay

- **DL Friday 10.6.2022**

- **Submission: MyCourses**

- <u>Course: Doctoral supervision, spring 2022, Topic: Final assignment (aalto.fi)</u>

Course level intended learning outcomes

- Identify theoretical supervising frameworks and diverse supervision solutions in the context of doctoral student supervision

- Recognize and develop your own doctoral supervision style, strategies, methods, and practices further

- Justify the importance of supportive communication, feedback, and interaction in supervision as well as the role and importance of wellbeing and (peer) support in the doctoral journey

- Understand the dynamics of demanding supervising situations, why they occur and what tools help to solve them

- Understand the importance of equality (equity), diversity, and inclusion (EDI) in the context of doctoral student supervision

In addition, you have familiarized yourself with different PhD career paths and support possibilities from the perspective of the doctoral student.

How did you reach these goals and your own learning objectives for this course?

Suggestion

Further meeting & reunion in this course to meet again and reflect on where you are now [as a supervisor] or on the areas we have had in this course? Maija, Sara and Kirsti would share about the research on this pilot course as well.

Time suggestion

Thursday 24.11.2022 at 9.00-11.00 in Otakaari 1, Top Lounge (U-wing), hopefully with some coffee/tea + something to eat

Feedback

We would like to receive your feedback of **the course**.

Please scan the QR core or see the link in our

MyCourses – session 6

Kiitos
Thanks
Tack
for this whole course and this journey with you!