

# 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)

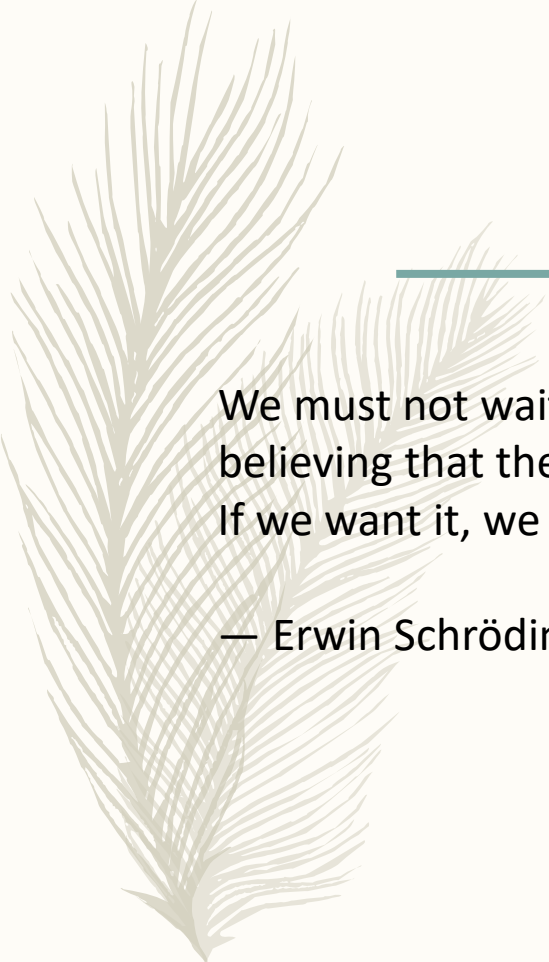




# Great course, but...

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





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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



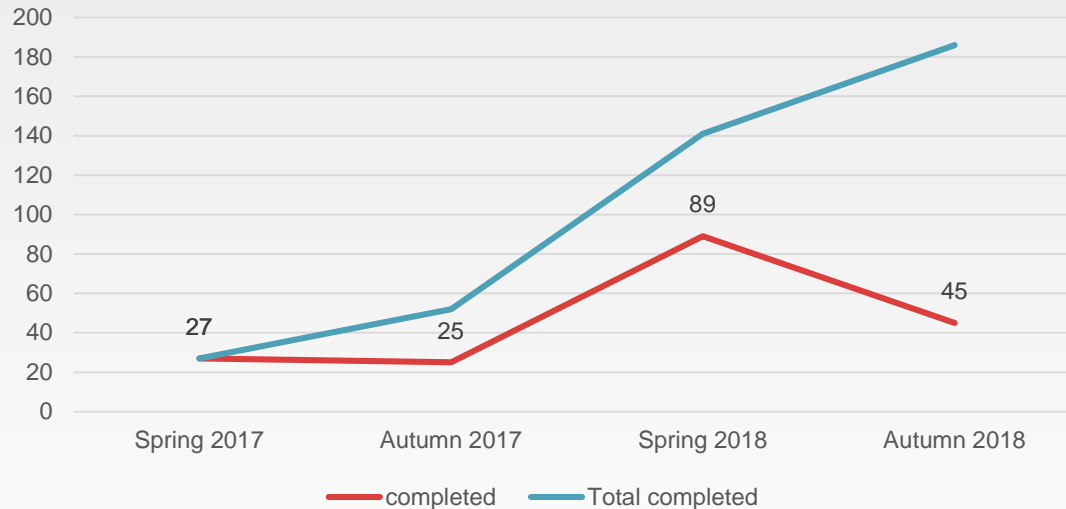
- Inspiration: Karolinska Institutet, Robert Harris
- Project group appointed in October 2013
- Focus on the legal framework
- Online course





# 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

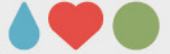




# Results

- 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



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