

Escuela de Doctorado
Jornada de Bienvenida
Welcome Day
2022/2023



Universidad
Zaragoza

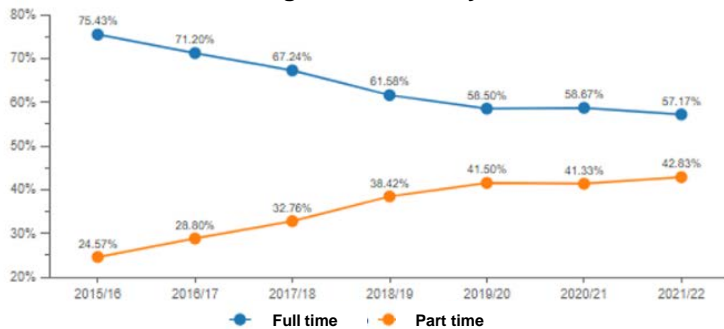




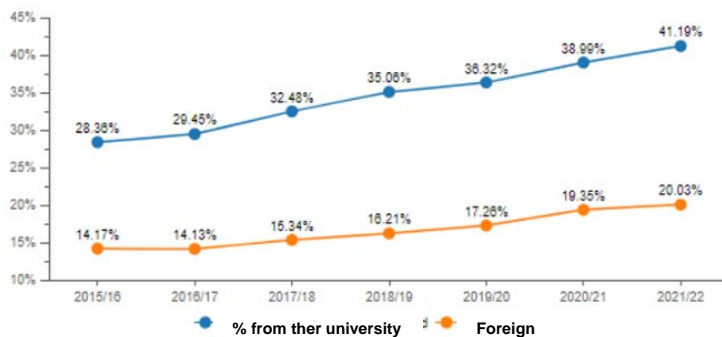
Different origins,
different circumstances,
different motivations,
different expectations.



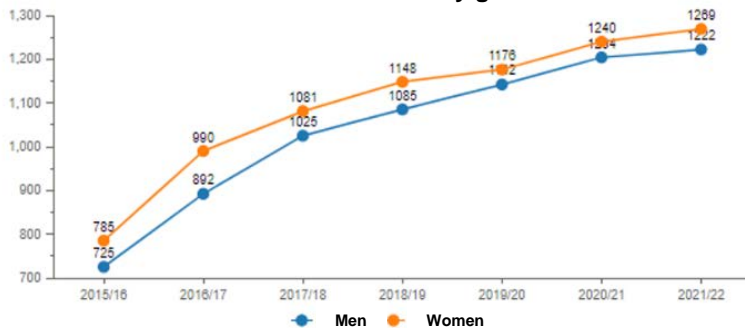
Percentage of students by dedication



Percentage of students by origin



Number of students by gender



47 Programs
>2.200 Supervisors
244 Thesis
2.491 Students
471 New students
 (2021/22)



<https://portaltransparencia.unizar.es/estudios-doctorado>

EDUZ

Management Team

Deputy director



Eva Cerezo Bagdasari

subedoc@unizar.es

Coordination of transversal activities.
Internationalization and mobility.
Mentor program.
Co-supervised thesis.

Director



Fernando Sanz Gracia

diredoc@unizar.es

Management and coordination of the EDUZ activity.
Representation.
Institutional relations and with companies.

Secretary



Mª Eugenia Marqués López

secedoc@unizar.es

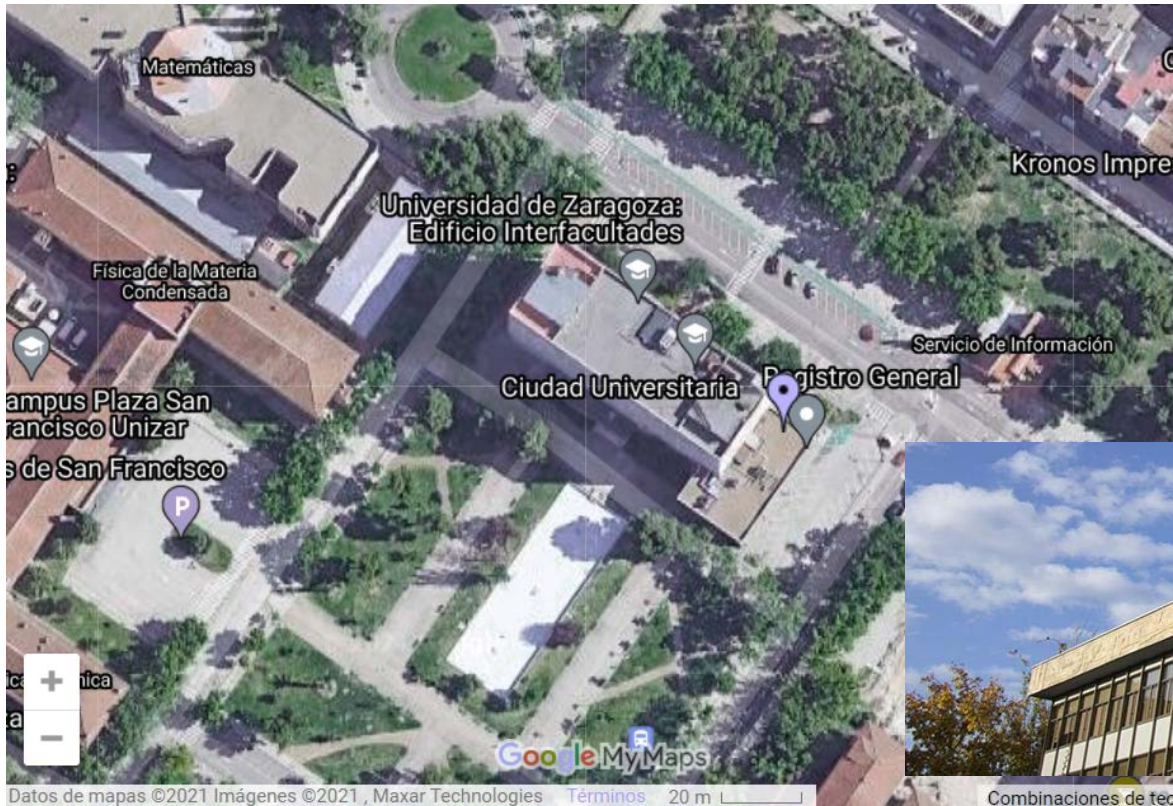
Academic secretary.
Articulation and management of the SGIC.
Communication and projection.
Equality delegate.



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EDUZ

Where are we?



Interfacultades Building
(Campus San Francisco)



Contact: docto@unizar.es



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REFLECTIONS AND CHALLENGES AROUND DOCTORAL STUDIES

- Basic principles underlying the Spanish doctorate system
 - **Spanish universities perfectly aligned with European policy** in this regard.
- **Structure and fundamental actors.**
- **Transversal training** and doctoral studies.

PRINCIPLES

There is a general lack of knowledge of the inspiring principles of current doctoral programs. These are known as the **10 Salzburg principles**. It is necessary for all members of the Doctoral School to know them. These principles are, in turn, the basis for the drafting of **RD99/2011**, which involved a silent revolution in doctoral training in Spain.

The ten principles of Salzburg

1. The basic component of doctoral training is the advancement of knowledge through **original research**. At the same time, it is recognized that doctoral **training** must increasingly adjust to the needs of a labor market that is broader than the academic world.



The ten principles of Salzburg

2. Incorporation into **institutional strategies and policies**: Universities and institutions need to take responsibility for ensuring that the doctoral programs and research training they offer are designed to meet the new challenges and include adequate professional development opportunities.

Doctoral Schools are a good solution, but they should not be merely administrative entities, that is not their function, but **to help training**.



The ten principles of Salzburg

3. Importance of **diversity**: The rich diversity of doctoral programs in Europe – including joint doctorates – is a **strength** that must be underpinned by quality and sound practice.



4. **Doctoral** candidates as early-stage researchers: should be considered as **professionals** –with appropriate rights– who make a key contribution to the creation of new knowledge.

The ten principles of Salzburg

5. The crucial role of **supervision and evaluation**: with respect to individual doctoral candidates, arrangements for supervision and evaluation should be based on a transparent contractual framework of **shared responsibilities between doctoral candidates, supervisors and the institution** (and where appropriate also including other participants).



6. Reach **critical mass**: PhD programs should pursue the reach of critical mass and should approach the different types of innovative practices that are being introduced in universities across Europe, keeping in mind that different solutions may be appropriate in different contexts. different and in particular in large and small European countries. These range from the constitution of a doctoral school to the promotion of collaborations at a regional, national and international level between different universities.



The ten principles of Salzburg



7. Duration: Doctoral programs should operate for an **appropriate duration** (three to four years full-time as a rule).

8. Promotion of **innovative structures**: to meet the challenge of **interdisciplinary** training and the **development of transferable skills**.

9. **Increase mobility**: Doctoral programs should pursue both **geographical, interdisciplinary and intersectoral** mobility and international collaboration in an integrated framework of cooperation between universities and other partners.



The ten principles of Salzburg

10. Ensure appropriate **funding**: The development of quality doctoral programs and their successful completion by doctoral candidates requires **appropriate and sustainable** funding.



**Not spending:
investment**



SPANISH UNIVERSITY SYSTEM

Real Decreto 99/2011, by which official doctoral teachings are regulated

- | | | |
|----------------------------------------------|-------------------------------------------------|------------------------------------------------|
| 1. Object. | 9. Doctoral Schools. | 15. International mention in the title |
| 2. Definitions. | 10. Verification, follow-up and | of Doctor and thesis under |
| 3. Structure. | renewal of the accreditation of | international joint supervision. |
| 4. Organization of doctoral training. | PhD Programs. | 15 bis. Industrial mention in the title |
| 5. Competences that the doctoral | 11. Supervision and monitoring of | of Doctor. |
| student must acquire. | the Doctorate. | 16. Promotion of doctoral training. |
| 6. Requirements for access to the | 12. Thesis supervision. | |
| doctorate. | 13. PhD thesis. | |
| 7. Admission criteria | 14. Evaluation and defense of the | |
| 8. PhD programs. | doctoral thesis. | |

GOAL

The fundamental objective of doctoral studies is the **training of competent researchers** by contributing to the advancement of knowledge by carrying out original research work...

Although this may seem obvious, the reality is that in the surveys carried out among our doctoral students, approximately 25% of them stated that their main motivation for beginning their doctoral studies is to "**deepen knowledge**". The objective of doctoral training is not to deepen knowledge but to **train researchers who can generate new knowledge**.

GOAL

The fundamental objective of doctoral studies is the **training of competent researchers** by contributing to the advancement of knowledge by carrying out original research work...

... inside and outside the academy



CHALLENGE

Facilitate the leap **from the academic environment**,
based on knowledge

to the “professional” environment based on
competencies and skills and experience

and where **personal relationships** are key when looking
for a job



DOCTORAL TRAINING



Daily development of the thesis

Program activities

Transverse activities of Doctoral School

DOCTORAL TRAINING

What minimum training do we believe a doctoral student should receive?

- Heterogeneous reality.
- Programs.
- Compare the training activities (daily experience in the development of the thesis, activities of the programs, transversal activities of the EDUZ and other activities) against the framework of competencies.
- How much time can you spend?

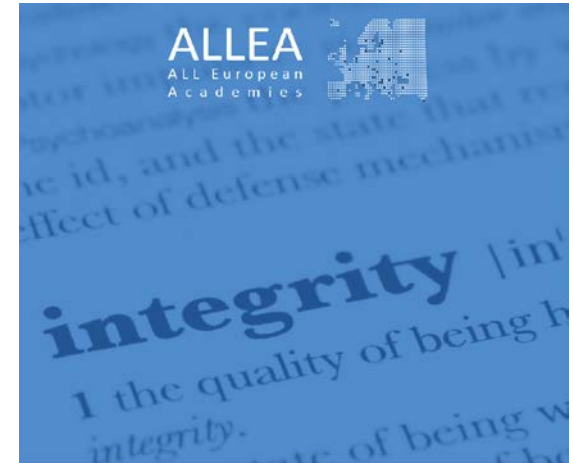
Various complementary fields

- Supervisor
- Team
- Program
- Doctoral School
- University
- Society

NEW CHALLENGES

Research will be very different for the new generations

- ✓ **Integrity.** Adopt good practices in research.
- ✓ **Globalization.** International research environment. Global employability. World networks.
- ✓ **Digital change.** “Big data”, “open research, open science, open innovation, open access”. Social media.



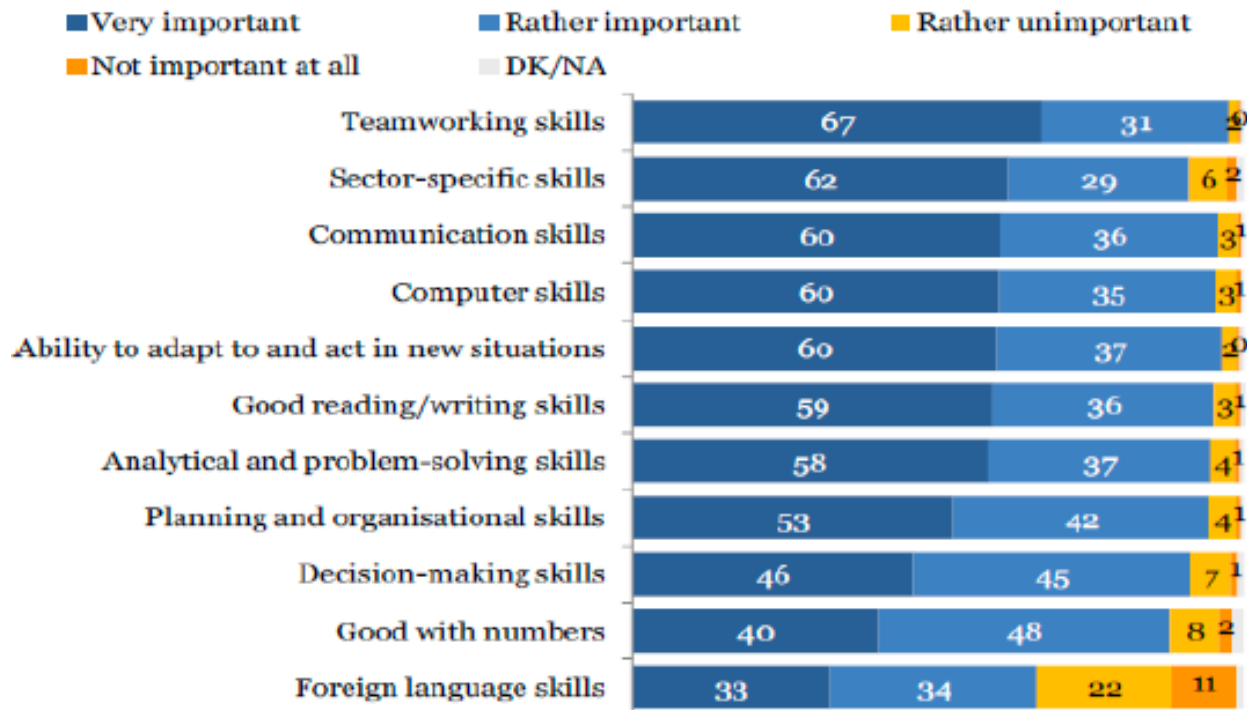
**The European
Code of Conduct for
Research Integrity**
REVISED EDITION



(2017, Spanish version - 2018)

<https://allea.org/code-of-conduct/>

Important Skills when Employing Researchers – EU-27+



Ref: EuroBarometer Employers Perception of Graduate Employability 2010

<https://op.europa.eu/en/publication-detail/-/publication/198872b7-1dff-47a7-954c-f27e0115fd5b>



SOME KEYS

- **Adequate selection and follow-up of doctoral students.**
- **Overcome the passive role of the doctoral student.** The doctoral student is ultimately responsible for acquiring the appropriate skills and abilities for professional performance to the extent of their interests and aspirations.
- **Overcome the doctoral student-director binomial.** Training must be provided in a diverse, appropriate and enriching environment.
- Definition of an adequate **Personal Career Plan** that contains:
 - Research plan/project.
 - Adequate time planning to carry out the thesis in the expected time.
 - Individualized training plan with specific activities to carry out.
 - Living document.

You are ultimately responsible for achieving an adequate CV tailored to your aspirations and interests (flexibility)



SOME CONCLUSIONS

1. The employment rate among doctors in Spain is high. Very high in the European Union.
2. PhDs reach jobs with a high level of compensation and a high level of personal satisfaction.
3. In Spain the number of theses defended is growing at a good pace.
4. Doctors are needed and especially in companies.
5. In Spain there is a significant deficit of young doctors (25-34 years old).
6. In Spain there is a very low participation of companies in innovation activities. Its level of effort in R&D is half the European average.
7. The non-academic sector demands certain skills that, in general, are not yet duly incorporated into the profile of the current PhD graduate.
8. Good mentoring is essential.



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Real Decreto 99/2011, by which official doctoral teachings are regulated

STRUCTURES

- **Doctoral Program:** Research Lines // Research teams
- **Academic Commission** – Coordinator – Administrative Office
- **Doctoral School**

Management – Management Committee – Permanent Commission – Administrative Section

([Student representation](#))

- **Doctoral Commission** (quality, conflict resolution)

Contact: repredoctorandos@unizar.es



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Real Decreto 99/2011, by which official doctoral teachings are regulated

UZ REGULATIONS (EDUZ website: [regulations](#), [procedures](#), [forms](#))

- Regulations for the **organization and structure** of doctoral studies (4/11/2011)
- EDUZ **internal regulations** (10/17/2017)
- Regulation on **doctoral thesis** (06/25/2020)
- Regulations for **extraordinary PhD awards** (7/21/2019)
- Instruction regarding **access, admission, dedication and permanence** in doctoral studies (23/5/2018)
- **Thesis** deposit, authorization and defense procedure (28/7/2020)
- Instruction regarding the **open publication** of doctoral theses in the institutional repository of the UZ (30/5/2017); procedure related to the publication of **open theses** (June 2017) and procedure for doctoral theses subject to **confidentiality** (June 2017).





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Real Decreto 99/2011, by which official doctoral teachings are regulated

SOME KEY ASPECTS

- **Access – Admission – Enrolment** (every academic year)
- **Tutor and supervisor assignment** (changes are possible, also program)
- **Doctoral candidate letter** (“contract”) **SIGNATURE REQUIRED**
- Adequate **temporary planning**
 - FT (3) vs PT (5)
 - Extensions FT (1 + 1) vs PT (2 + 1)
 - Temporary and permanent withdrawals
 - writing process
- Rights and duties
- Conflict resolution





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SUPERVISION and ANNUAL FOLLOW-UP (bureaucracy – [SIGMA](#))

- **Research plan/project**

It is recommended that include a **training plan with the activities to be carried out.**

Living and updated document.

Endorsed by tutors and directors.

Title
Supervisors
Presentation of the topic and current status
Work hypothesis
Objectives
Methodology
Means and resources available
Milestones and timeline
Bibliography

- **Annual evaluation (June)** of the doctoral student by the DP Academic Commission

What does a 1st and 2nd negative evaluation mean?

- **Tutor and director annual reports** (on time)

- **Document of activities** (DAD)

transversal and specific training activities.
others: research stays; conferences; seminars; summer courses.



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Real Decreto 99/2011, by which official doctoral teachings are regulated

THESIS (writing, evaluation, defense)

Deadlines and procedures ([Regulation on doctoral thesis, 06/25/2020](#))

Special attention in these cases:

- **International** doctorate specialization ([Spanish](#) – [English](#))
- **Industrial** doctorate specialization ([Spanish](#) – [English](#))
- Thesis by **publication** ([Spanish](#) – [English](#))
- **Co-supervised** theses ([Spanish](#) – [English](#))



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INFO

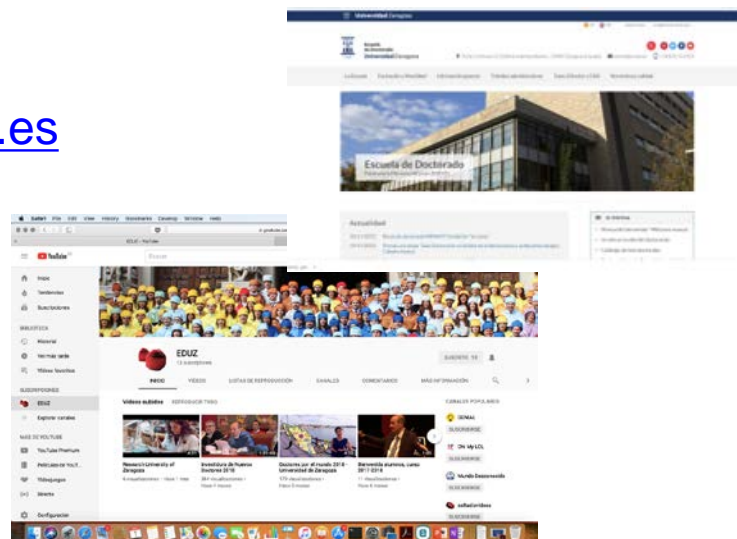
- **SIGMA**
- **Web:** <https://escueladoctorado.unizar.es>
- **Web (English):** <https://escueladoctorado.unizar.es/en/doctoral-school-uz-english-content>
- **Doctorate programs:** <http://estudios.unizar.es>
- **iEDUZ**
- **Social networks**

Youtube: *EDUZ*

Instagram: *escueladoctoradouz*

Twitter: *@EscuelaUZ*

Institutional email
@unizar.es



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1542

CODE OF GOOD PRACTICE

FOR THE DOCTORAL SCHOOL AND DOCTORAL PROGRAMS

- Basic principles
- Ethical, social and professional responsibility and transparency
- Doctoral students and their supervisors
- Definition and development of the doctoral thesis project
- Training and professional development
- Dissemination and exploitation of results
- Confidentiality and data protection
- Security
- The doctoral thesis document
- Contractual and legal obligations
- Conflict resolution

[\(Spanish / English\)](#)



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CODE OF GOOD PRACTICE

- Supervisors, tutors and doctoral candidates should observe the fundamental **ethical principles** and practices relevant to their disciplines.
- Thesis supervisors and doctoral candidates should make every effort to ensure that their work is **relevant to society** and to make their research activities **accessible** to society so that they can be understood by non-specialists, thereby improving the public's understanding of science.

3 minutes thesis contest (Campus Iberus)

<https://www.campusiberus.es/3-minute-thesis/?lang=en>



CODE OF GOOD PRACTICE

- When theses include research involving human subjects, human biological samples or personal data, including clinical trials and observational studies with medicines and medical devices, it may be necessary to have the positive evaluation of the **Research Ethics Committee of the Community of Aragon** (CEICA):

<https://www.iacs.es/investigacion/comite-de-etica-de-la-investigacion-de-aragon-ceica/ceica-evaluaciones-y-otras-presentaciones/ceica-tesis-y-otros-trabajos-academicos/>



CODE OF GOOD PRACTICE

- Doctoral students with **special educational needs** will receive personalised attention, being assessed in each case and, if necessary, the corresponding curricular and workplace adaptations will be made.
University Office for Attention to Diversity <https://ouad.unizar.es/>
- Doctoral students must inform the program coordinator when the **research plan** for the doctoral thesis is delayed, redefined or completed, or notify if it has to be abandoned or suspended ahead of schedule.
- Doctoral students must ensure that the results of their research are **disseminated**, particularly in **high-quality scientific publications**.

Open Access publication:

<https://biblioteca.unizar.es/acceso-abierto/accesoabierto>



CODE OF GOOD PRACTICE

- The PhD candidate will participate in **the training activities** of the program and the Doctoral School in order to acquire the competences required for the PhD.

The Doctoral School of the University of Zaragoza (EDUZ) offers its doctoral students various **transversal training** activities focused on facilitating the acquisition of the necessary skills to actively participate in the knowledge society and to successfully develop in a complex and changing labour market.

EDUZ'S TRANSVERSAL TRAINING ACTIVITIES OFFER

- **Module 1: Communication skills**
- **Module 2: Scientific information management**
- **Module 3: Career and Entrepreneurship**
- **Module 4: Research and Society**
- **Module 5. Instrumental or technical aspects**
- **Module 6: Soft skills, social and emotional intelligence**



<https://escueladoctorado.unizar.es/es/tr-oferta-actividades-transversales>

EDUZ'S TRANSVERSAL TRAINING ACTIVITIES OFFER

The University of Zaragoza is integrated into two interuniversity Spanish **consortia:**

- **Campus Iberus**

(Zaragoza, La Rioja, Lleida, and Pública de Navarra)

- **G9**

(Cantabria, Castilla La Mancha, Extremadura, Illes Balears, La Rioja, Navarra, Oviedo, País Vasco y Zaragoza)



And in the European **UNITA** alliance

(Torino, Pau et Pays de l'Audour, Savoie Mont Blanc, Beira Interior, West Timisoara Zaragoza)



EDUZ'S TRANSVERSAL TRAINING ACTIVITIES OFFER

- **Module 7: Joint G9 online offer and UNITA virtual mobility**

Training webinars series (English) (joint for G9)

<https://escueladoctorado.unizar.es/cursos-line-charlesworth>

- **Module 8: Lecture series**
- **Module 9: Specialisation courses**
- **Module 10: Interdisciplinary Doctoral Conferences and Meetings**

UPPA-UNIZAR Cross-border Doctoral Conferences

Campus Iberus Doctoral Conferences

G9 Doctoral Conferences

UPPA and UPV Doctoral Conferences



IBERUS CONNECT

Iberus Connect is an international network and PhD community of students coming from abroad.

Its **coaching program** attempts to help PhD students coming from abroad to **adapt to the hosting University** and **PhD life** by pairing incoming PhDs with more experienced ones willing to act as local coaches at your university.

<https://www.campusiberus.es/iberus-connect/>

Ambassadors (Jobénia and Jorge)
embajadoct.uz@gmail.com



CODE OF GOOD PRACTICE

- **Mobility** is an essential value in the training of research staff.
- The Academic Commission will encourage, as far as possible, the development of doctoral theses within the framework of international **joint supervision agreements** or with the mention of **international doctorate** or **industrial doctorate**.

Joint supervision thesis (cotutelle):

A supervisor at each university
+ formalise an agreement
+ minimum stay of 9 months abroad
(6 months in the cotutelle university)

Internacional mention: 3 months stay

+ all or part of the thesis
written/submitted **not in Spanish**
+ report by 2 international experts
+ one foreign member of the
examination board

<https://escueladoctorado.unizar.es/es/menu-ayudas-estancias>

<https://escueladoctorado.unizar.es/en/grants-scholarships-and-contracts-research-stays>



CODE OF GOOD PRACTICE

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Industrial Doctorate

Contract with a private or public company for at least 2 years.

- + The PhD student must participate in an industrial research or experimental development project carried out in the company.
- + The industrial research project must be directly related to the thesis.
- + A collaboration agreement is signed between the company and the University.

<https://escueladoctorado.unizar.es/es/doctorado-industrial>



CODE OF GOOD PRACTICE

- When the theses contain data and information that may be considered **confidential**, the parties involved must sign any confidentiality commitment documents that may be required.
- In cases in which the doctoral thesis research is totally or partially financed by a profit-making entity, the agreements on the **intellectual and industrial property rights** of the parties and the protocol of economic considerations must be recorded in writing in accordance with current legislation and the regulations of the University of Zaragoza.
- In the event that the development of the thesis requires the processing of **personal data**, the rules, protocols and instructions required for the due protection of the same must be followed with the utmost rigour.

Data Management Plan (DMP)



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CODE OF GOOD PRACTICE

- The Doctoral Commission is the body in charge of resolving academic **complaints** about doctoral studies.

<https://sede.unizar.es/?app=qys>
([Surveys](#))

- However, as the highest bodies responsible for the program, the **Academic Commissions** shall adopt the appropriate decisions to prevent, avoid and, if possible, resolve the different **conflicts** that may arise in the development of a doctoral thesis.

CODE OF GOOD PRACTICE

If you need information/have doubts/problems:

- Talk to your **supervisor/tutor**
- Contact your **program coordinator** and/or **administrative staff** of your doctoral program
- Send an email to docto@unizar.es (administrative issues)
- Contact doctoral management team (other issues)



The Doctoral School
is now your faculty/centre

And all UZ support services are at your disposal.....

PSYCHOSOCIAL CABINET (*GABINETE PSICOSOCIAL*)

Its objective is to provide the university community with the necessary resources and tools to achieve an adequate **psychological** development that will allow them to face the challenges of their daily academic and professional life in the best possible way.

HARASSMENT PREVENTION AND RESPONSE OFFICE (*OFICINA DE PREVENCIÓN Y RESPUESTA ANTE EL ACOSO*)

Its objectives are both the prevention and the development of the response to cases of **harassment** based on sex, sexual orientation, gender expression or gender identity. Contact: opra@unizar.es

UNIVERSITY OMBUDSWOMAN (*DEFENSORA UNIVERSITARIA*)

Attends to **complaints, requests or petitions** from any member of the university community if he/she considers that any governing body, academic authority or university service has violated his/her rights or harmed his/her legitimate interests:

<http://defensoruniversitario.unizar.es/la-defensora-universitaria>





...now you know what you have
got yourselves into

...you are the main actors...

...work hard, strive for
excellence...

...demand from us, help us to
improve...

...train yourselves, our society
will need you in the very near
future...

THANK YOU VERY MUCH

**AND LOTS OF
ENCOURAGEMENT!**



**Universidad
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