



Welcome to the PhD Program of Open Universiteit, The Netherlands (OU). The program consists of different modules and will be taught during a number of sessions

By the end of the program, the participants have written a research proposal under supervision of a supervisor from OU. The program goals are:

- Learning to formulate a scientifically relevant research proposal related to one of the research topics of MST (OU)
- Developing academic skills and an academic attitude, necessary for conducting PhD research

The seminars consist of the following five modules.

- 1) Academic writing; This module is dedicated to the academic writing skills, necessary for successfully composing a research proposal. This module will consist of online sessions, as well as face-to-face peer review sessions. The Online PhD Writing course focuses on paragraphing, conciseness, verb matters, sentence structure, readability and hedging. It also briefly looks at the structure of IMRAD papers (limitations and generalizations). Further, it explores corpus linguistics which is an online linguistics tool and can aid you in self-reflecting on your writing. Each session includes theory, samples and a short quiz.

Students are encouraged to submit weekly writing samples which will be analyzed in the weekly sessions. Further, each student will receive individual linguistic feedback on submissions.

Participating students are also encouraged to actively engage in the sessions and students will be asked to contribute either verbally or by typing thoughts and answers into the webinar text box. As the course is heavily structured around your actual writing, common linguistic issues will be explored.

- 2) Research design; This module is dedicated to some basics regarding academic research. Contents include:
  - a) Project management. What to expect when you start a PhD? And how to finish successfully? Getting a PhD degree is a heavy job. In this workshop we show how to plan the different phases of the PhD project. We also pay attention to time management, both from day to day and on the long term. It is important to work efficiently, to manage your promotors but also your colleagues (/bosses) and last but not least your family and friends. Last but not least, your business network may provide you with valuable ideas and data.
  - b) Research ethics and data management. New developments in privacy regulations and integrity pose new dilemmas. On the one hand researchers must be transparent and data sources must be traceable. On the other hand, privacy of individuals in experiments and interviews must be guaranteed. This balancing act must be carefully considered from day 1 and be addressed in the research proposal.
  - c) Research paradigms. Management is a very diverse field and research takes many shapes and forms. When writing a PhD thesis you must position yourself in the field. A paradigm in this context is theory that guides the way we do things, or more formally establishes a set of practices. In other words, the choice of paradigms has a major impact on your research. Paradigms include



research epistemology, scientific paradigms, positivism, constructivism). Introduction into method on a meta level overview/pros and cons of various approaches (research design, experiments, surveys, simulation studies, design science).

- d) Research proposal (template) and Procedures and protocols. As mentioned, the ultimate aim of this PhD program is to write a good research proposal. The proposal needs to be complemented with a teaching and conference plan, and a number of documents such as form 1 of the Board of Promotions and a certified copy of your Master Diploma.
- 3) Systematic literature review; In this module, participants learn to systematically conduct a literature search in a systematic fashion. The aim is to determine the knowledge gaps that their research proposal will address. Participants learn how to conduct a literature research by inspecting digital sources and libraries we deal with keeping your literature up-to date. Topics in this module include: Library skills (how to search for literature using keywords), developing a search strategy, searching, finding and (pre) selecting articles, reading a scientific article, synthesizing literature, developing a scientifically relevant research question based on the literature review, gap seeking and articulating theoretical contribution and the use of tools. "Setting the hook" is the first step in properly writing down your contribution to science. Building a chain of reasoning helps to synthesize findings and support gap seeking.
- 4) Research techniques; In this module, the participants will get acquainted with different kinds of research methods and techniques, both qualitative and quantitative. We start a meta level overview, discussing types of qualitative research; outcomes of qualitative research ; situational factors, relation to research question and research domain. In the qualitative research we discuss case study research, types of case studies, case study design, validity of case studies, triangulation, case study protocol and case sampling. We do a hands-on case study set-up & planning, and data analysis (dataset provided by teacher). Typical issues include interview techniques, transcription and coding. Also helpful tools are introduced. Quantitative methods workshops discuss constructs, items, survey design, sampling, Basic descriptive statistics and significance. Also we discuss Multivariate Techniques; Mediators, moderators (regression, mediation, Structural Equation Modeling, bootstrapping) and Multi-level. Finally we address mixed methods and the use of (existing or externally purchased) databases.
- 5) Publishing; The publishing field is changing. There are more and more opportunities for publishing in open access. Research communities have popped up, such as Research Gate and Academia.edu. Is it wise to engage in these? This workshop is aimed at helping PhD students to make the right choices to maximize chances of successfully getting published. Topics include: Impact factors, H-index, I-index (and how to increase these indexes), research gate (what to do and what not to do), Google Scholar, web of science, and targeting the right journal. We discuss pros and cons of open access, such as low barriers to publish and read academic papers but also possible quality loss and so called predator journals. Next to journals, there is an important role for conferences, networking events, defending research proposal and last but not least the public PhD thesis defense. It is increasingly important for scientists to get the message across in a relatively short period of time. In the context of finalizing your PhD thesis, getting formal but also informal feedback can help you to improve your work. But only if people understand what you mean in say 5 minutes. Apart from being clear and to the point, enthusiasm and presenting yourself with subtle self-esteem (yet not arrogance) are



essential. In one workshop we teach you how to structure a pitch. Last but not least will we will actively train PhD students in the peer review process, both for conferences and journals. Depending on the conference this may a single blinded or double blinded review. What are the criteria, how to process feedback, how to deal with rejections?

### Schedule

| WORKSHOP I, ONLINE                       |               |   |                        |
|--|---------------|---|------------------------|
| Day 1:<br>Tuesday<br>April 20,<br>2021   | 11.00 – 12.00 | Welcome   | Cosmina Voinea         |
|  | 13.00 -16.30  | Project Management Templates research proposal, manage your supervisor, planning. | Cosmina Voinea         |
|  | 17.00-19.00   | Procedures and regulations  | Han Roffelsen          |
| Day 2:<br>Wednesday<br>April 21,<br>2021 | 09.30-12.30   | Systematic Literature Review 1  | Montserrat Prats López |
|  | 13.30-16.30   | Systematic Literature Review 2  | Montserrat Prats López |
| WORKSHOP II, ONLINE                      |               |   |                        |
| Day 1:<br>Thursday<br>May 20,<br>2021    | 09.30-12.30   | Research Paradigms  | Petru Curseu           |
|  | 13.30-16.30   | Introduction into research methods  | Petru Curseu           |
|  | 17.00-19.00   | Publishing 2.0  | Marjolein Caniëls      |
| Day 2:<br>Friday<br>May 21,<br>2021      | 09.30-12.30   | Qualitative Research I, intro   | Raymond Opdenakker     |
|  | 13.30 -16.30  | Qualitative Research II, Case studies   | Raymond Opdenakker     |
| WORKSHOP III, ONLINE                     |               |   |                        |
| Day 1:<br>Wednesday<br>June 16,<br>2021  | 09.30-12.30   | Qualitative methods III   | Raymond Opdenakker     |
|  | 13.30-16.30   | Qualitative methods IV  | Raymond Opdenakker     |
|  | 17.00-19.00   | Crafting your proposal/paper  | Thomas Thijssens       |
| Day 2:<br>Thursday<br>June 17,<br>2021   | 09.30-12.30   | Systematic Literature Review 3  | Montserrat Prats López |
|  | 13.30-16.30   | Systematic Literature Review 4  | Montserrat Prats López |



| WORKSHOP IV, ONLINE                    |               |  |                  |
|--|---------------|--|------------------|
| Day 1:<br>Thursday<br>Sept 16,<br>2021 | 09.30-12.30   | Databases  | Bart Frijns      |
|  | 13.30-16.30   | Open access vs traditional journals                              | Wim Lambrechts   |
| Day 2:<br>Friday<br>Sept 17,<br>2021   | 09.30-12.30   | Quantitative research I<br>Descriptive and inferential           | Petru Curseu     |
|  | 13.30-16.30   | Quantitative research II<br>Multilevel                           | Petru Curseu     |
| WORKSHOP V, ONLINE                     |               |  |                  |
| Day 1:<br>Thursday<br>Oct 14,<br>2021  | 09.30-12.30   | Quantitative methods III<br>Moderation                           | Petru Curseu     |
|  | 13.30-16.30   | Quantitative methods IV<br>Mediation                             | Petru Curseu     |
|  | 17.00-19.00   | Setting the hook   | Janjaap Semeijn  |
| Day 2:<br>Friday<br>Oct 15,<br>2021    | 09.30-12.30   | SEM  | Dave Stynen      |
|  | 13.30-16.30   | Econometrics model   | Dennis Bams      |
| WORKSHOP VI, ONLINE                    |               |  |                  |
| Day 1:<br>Wednesday<br>Nov 10,<br>2021 | 09.30-12.30   | Interviewing   | Jelle Mampaey    |
|  | 13.30-16.30   | How does it work at a conference? Writer vs reviewer perspective | Ward Ooms        |
|  | 17.00-19.00   | Pitching your research   | Ward Ooms        |
| Day 2:<br>Thursday<br>Nov 11,<br>2021  | 09.30-12.30   | Organization Theory and Schools of Thought                       | Cosmina Voinea   |
|  | 13.30-16.30   | Organization Theory and Schools of Thought                       | Cosmina Voinea   |
| Day 3<br>Friday<br>Nov 12<br>2021      | 09.30 – 12.30 | Causal inference   | Frank Hubers     |
| WORKSHOP VII, ONLINE                   |               |  |                  |
| Day 1:<br>Thursday                     | 10.00-13.00   | Design Science   | Victor Verboeket |



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| Dec 9, 2021                      | 14.00-16.00   | Funding workshop 'de waarde van fondsen en funding' | Reeleaf  |
| Day 2:<br>Friday<br>Dec 10, 2021 | 09.30 – 12.30 | System Dynamics                                     | Quan Zhu |
|                                  | 13.30 – 16.30 | System Dynamics                                     | Quan Zhu |

Course is critical writing, an introduction. Language center Maastricht, fully online.

License of SPSS needed for workshop IV and V Fondsenboek en search engine AZ ten behoeve van subsidies zoeken.