

Welcoming pamphlet to new PhD students at the Department of Political Science and Public Management, University of Southern Denmark

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History of the changes

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| 19.09.2025 (RC) | Corrected typos, formulations, checked all links, added the norm hours document at the end |
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Introduction

Congratulations with your new position as a PhD student! Like starting in any job, starting as a PhD student naturally entails a lot of questions, and practicalities to be figured out. This welcoming pamphlet is a condensation of the experiences made by senior and previous PhD colleagues about questions that typically come up in the first couple of months after starting as a PhD student. Of course, the list is in no way exhaustive. So, don't hesitate to knock on the door of your Supervisor, the PhD coordinator, your PhD mentor or other PhD candidates—or any other door at the department—and ask questions.

Who to go to?

During your PhD, you will meet many different people with different roles in relation to your project, but also in relation to your employment: Your supervisor, the PhD coordinator, the PhD School, a mentor, the secretariat, the Work Environment Representative, the Head of Section and the Head of Department, to mention just a few.

When you start at the department, your PhD supervisor will find a mentor for you (and will inform the PhD coordinator about that). The role of the mentor is to help you adapt to your new life as PhD student, introduce you to the social environment at the department, and help with everyday questions. If you for some reason do not hear about your mentor, do not hesitate to contact the your supervisor.

At times it can be quite confusing to find out who is responsible for what—do not hesitate to ask the PhD coordinator. A rule of thumb: If it is in relation to your project, ask your supervisor. If it is in relation to social life at the department or the work environment, ask your mentor. If it is about formalities which your PhD supervisor cannot help you with, ask the PhD coordinator.

For Secretarial Assistance and IT support see <https://sdunet.dk/en/enheder/institutter/is/praktisk-info-og-faciliteter/sekretaerbistand-og-it-support>

Should a dispute arise between your supervisor and you, or between you and another colleague, you are always welcome to contact the PhD coordinator who will guide you and inform you about your options. In case you feel that the PhD coordinator cannot help you, you can always contact the Head of Department.

So, what am I going to do?

You signed the contract, got an office and got to meet the first colleagues. Now the work can begin. To get off to a good start, please familiarize yourself with what is expected of you to complete the

PhD program. Here it is important to check the **exact rules which apply to your situation** and to distinguish between the 4+4 and 5+3 program.¹

In general terms, **from the perspective of the PhD School, the PhD programme will contain the following elements:**²

1. An independent research work under supervision (the PhD project) resulting in a thesis and a public defense
2. Completion of the PhD thesis on the basis of the PhD project
3. Participation in PhD courses totaling 30 ECTS points
4. Participation in active research environments, including stays at other, mainly foreign, research institutions, private research enterprises etc. (study period at other research institutions)
5. Gaining of experience of teaching activities or other form of knowledge dissemination of an extent of 300 hours which is related to the PhD student's PhD project

OBS concerning the last point: please be aware that the **department has specified expectations about tasks that PhDs are required to do for the department which likely will result in more than 300 hours of teaching** (See text marked in yellow below).

During the PhD there will be **several milestones** which serve as stepping stones to make sure you are on the right path. Here you can read about the specific rules which apply to your situation.³

Please familiarize yourself with the information for PhD students on the PhD school webpage.

Matching expectations with your Main Supervisor

To secure a good start it is important that you have a thorough **dialogue** with your Main Supervisor where you match expectations. If you are in need of ideas (tips) what such discussion could be about, the Faculty of Health Science has an excellent check list with points to discuss. It is advisable to go through the different points on the check list and discuss mutual preferences and expectations. Likely,

¹ See for example

https://www.sdu.dk/en/forskning/phd/phd_skoler/phduddannelsen_under_samfundsvidenskab/erdustuderende/evalueringerstuderende

²

https://www.sdu.dk/en/forskning/phd/phd_skoler/phduddannelsen_under_samfundsvidenskab/erdustuderende/uddindholdstuderende

³

https://www.sdu.dk/en/forskning/phd/phd_skoler/phduddannelsen_under_samfundsvidenskab/erdustuderende/evalueringerstuderende

not all the points at the check list can be discussed at the first meeting. Then it is important to agree on when you will get back to these points.

To **best prepare** for such a meeting please think in advance about how you want to work and what is important for you. Of course, agreements made at the start of the PhD period can later be updated as you get more familiar with the work and get to know yourself and your working preferences better.

→ It is also a good idea to check this [webpage](#), to see what the role of a PhD supervisor is all about, and also the Faculty's ideas about the relationship between PhD student and the supervisor.

PhD courses

During your PhD, you will have to obtain 30 ECTS points through PhD courses and other relevant activities. The course “Responsible Research Conduct” (2 ECTS), which is arranged by the library at SDU, is mandatory for all PhD students at our Faculty.

The remaining 28 ECTS points can be obtained through participation in PhD courses arranged by, for example, the European Consortium for Political Research (ECPR Summer and Winter Schools), Interuniversity Consortium for Political and Social Research (ICPSR Summer Program), University of Essex (Summer School in Social Science Data Analysis), or Syracuse University (The Consortium on Qualitative Research Methods, CQRM). There are also frequently courses arranged ad hoc, so stay tuned, for example by keeping an eye on <https://phdcourses.dk/>. Be aware that it is also possible to get ECTS points for conference attendance and presentations.⁴ Several PhD have attended the 10 ECTS course ‘Social Research as a Craft’ at Aarhus University (10 ECTS, offered in the Fall). For more information, ask the PhD coordinator or one of the senior PhDs.

It is the responsibility of your Main Supervisor to provide guidance on which courses to attend. You are also very welcome to talk to your mentor, other PhD's or senior colleagues etc. and ask for possibilities and suggestions. Why not attend a Summer or Winter School together with some of your colleagues from the department? What is **important when looking for courses** is to check whether they grant ECTS (because not all of them do) and to check with the PhD school if they are acceptable and can count towards your ECTS total.

⁴

See
https://www.sdu.dk/en/forskning/phd/phduddannelsen_under_samfundsvidenkab/erdunderende/kurser_gammel/sammensætning_af_kursusprogramstuderende See section “Do workshops, conferences and seminars count?”

It is also possible to **develop your own independent study**.⁵

→For details, see the PhD school [Courses webpage](#). See the relevant sections, and for more information and options, **scroll all the way down**.

Participation in different research environments

The PhD programme involves a temporary stay at a different research institution than our department, usually referred to as “[change of environment](#)”. Typically, people go abroad for one semester to visit a professor or research group who/which are particularly relevant in connection to their project. However, people who for other reasons cannot go away for a longer period sometimes plan shorter stays at universities in nearby countries or at other universities in Denmark.

Start planning early when and where you would like to go. When planning where to go, it is important to discuss with your main Supervisor what it is you hope to gain from the stay: Is it time to write? Is it to build a network in a certain research community? Is it to follow specific PhD courses? This will be important to consider in order to determine where to go as well as the timing of your stay. To find a relevant researcher, research group or PhD school to visit, it could be a good idea to utilize your supervisor’s and other colleagues’ networks. Finding a place where they are interested in your research and will involve you in the daily life of the research group is typically important for having a successful stay abroad.

Going abroad can be relatively costly—especially if you bring family. **Be aware that your PhD-budget covers travel expenses for you (but not your family)**, costs for shipment of book etc. and gives a monthly supplement for housing and living expenses (see below under the heading ‘budget’). In case you require a bigger budget for your environment exchange, there are a number of foundations that support activities like this. In particular, Knud Højgaards Fond and Aage & Yelda Nimbs Fond have supported PhD students from our department. For more information about funding you are welcome to contact Kristina Bohnke (isti@sam.sdu.dk). Be aware that such **funding requests need time for processing**, so they must be done well in advance of the actual planned trip.

Conferences and networking

Attending and presenting at conferences is a good way to get feedback on work in progress and to build an (international) network. You need to plan ahead which conferences you would like to attend. As a general rule, the call for papers is six to eight months ahead of the actual conference.

⁵

https://www.sdu.dk/en/forskning/phd/phduddannelsen_under_samfundsvidenkab/erdunderende/kurser_gammel/sammensætning_af_kursusprogramstuderende - ‘How do I plan an independent study’

Note that some conferences ask for full paper submissions (e.g., the International Communication Association), others ask for shorter abstracts (e.g., Midwest Political Science Association), and yet others ask for so-called extended abstracts (e.g., European Communication Research and Education Association). Please be aware that in order to be able to use your PhD budget for conferences and workshops, you need to **take active part by presenting a paper**. Please note that your inclusion in the program of the event is required as documentation for reimbursement of expenses.

It is the responsibility of your Main Supervisor to introduce you to relevant conferences and to help you build a professional network. You are also welcome to ask senior colleagues, and fellow PhD students for tips on where to present your work. A good place to start your conference career is the Annual Meeting of the Danish Political Science Association (typically held in the Fall, with a deadline for submissions in Summer). Also, several colleagues from the department attend the Annual Meeting of the (US) Midwest Political Science Association (MPSA) in Chicago each year in April, while members of the journalism research group tend to focus on the International Communication Association each year in late May/early June. European Political Science Association (EPSA) and European Consortium for Political Research (ECPR) have both big events in Europe, as it does European Sociological Association (ESA).

→ You can read more about funding for conference visits below under the heading 'Budget'.

Knowledge dissemination and work duties

As a PhD student, you are expected to perform departmental work duties corresponding to up to 840 hours of work. Predominantly, the work duties consist of teaching responsibilities. But they can also be administrative tasks or research assistant work. An outline of the work duties you will undertake must be included in your PhD plan. This work is planned in cooperation with your main Supervisor, who will coordinate with the Head of Studies and Head of Section which teaching responsibilities you can undertake and when.

The following documents give information about your work duties and will help when calculating the number of norm hours you will receive for the courses you teach:

- [The Department's Norm System](#)
- The Department's guidelines for PhD students's Work Duties – see at the end of this document.

Please note that this information is relevant only for the PhD students who are employed at the Political Science Department (either directly or on a project conducted at the department.) PhD students hired at other departments/institutions, who are also associated to the Political Science department, must ensure that they fulfill the **work duties set up by their employer.**

Please also note the minimum number of work hours required by the PhD School of Business and Social Sciences (300) must be fulfilled by all students enrolled in the PhD school. Contact the PhD Coordinator for any questions on the matter.

To have a say in which work duties you will be assigned, think about which tasks you would like to undertake. For many PhD students, the work duties consist of work as a teaching assistant (instructor), teaching a master-level course in relation to their dissertation topic, and some smaller tasks (e.g., grading term papers and assignments). Some also have work duties in relation to a research project (e.g., assisting in the collection and configuration of data). Typically, there will be an amount of work duties which are not assigned to specific tasks in the PhD plan. These are assigned in agreement with the Head of Studies later.

If you are to design a master-level course that relates to your own project, it is a good idea to think about how specialized/general the subject of the course should be. Usually, a very narrow focus on your dissertation topic makes it more difficult to attract students. A broader focus also including related themes is, typically, more popular with the students. To give you an idea about the balance between your interest and what may be interesting for students at our department: If your PhD project is on Danish parliamentary committees, you could offer a course on Parties, Parliaments and Governments in Europe, for example. Of course, this is more demanding, but remember that a course must cater to a larger group of students who might be interested in, and plan to use the knowledge from that course, in other ways than you do. It is also a way to challenge yourself to read some of the related literature which you, perhaps, would not have done otherwise. Additionally, remember that when you are done with your PhD, it will be an advantage to be able to prove that you have done something that has moved you a bit further than the topic of your PhD project.

Budget plan

The entire PhD-programme is funded with up to DKK 100,000 to cover expenses such as books, PhD courses, conferences, and expenses in relation to stay at other institutions. When you start as a PhD at the department, you will need to make a budget for how you intend to use the funds, and this plan must be approved by your PhD supervisor and the Head of Section. If you need help to prepare the budget, please contact your PhD supervisor. You can spend your PhD budget on activities which are **in line with your PhD plan**, and you are expected to **keep your expenses within the budget**.

When you prepare the budget, you should be aware that you can use up to 6.000 DKK a month to subsidize your stay abroad for up to six months (36.000 DKK). This can for example cover travel expenses for you (but not your family), costs for shipment of book, and give a monthly supplement for housing and living expenses. If you decide to stay abroad for longer than six months (up to a year), you can apply the Head of Section for up to 6.000 DKK extra per month. You should be

aware that these funds will be used from your PhD-budget, which means that you will have less to spend on other PhD-related activities.

Guidelines for using the budget

When you use funds from your PhD-budget that exceeds 1.000 DKK, the expense must be approved by your Head of Section and main PhD-supervisor. If the cost is below this, you can contact Ann Skovly (ann@sam.sdu.dk) directly to approve the expense.

- When you want to purchase printed books, you should use Academic Books. You can find a guide on how to order books through Academic Books [here](#).
- If you need to order and buy books abroad, you should use a credit card with corporate liability. You order a credit card with corporate liability by filling out an application form, which must be signed by the Head of Department, and then handed to Ann Skovly. Ann will then forward the form to the Travel Office. You can find the application form as well as the rules for using the credit card [here](#).
- **travel:** SDU has a contract with Carlson Wagon Lit (CWT), which means that **all plane tickets** must be ordered through them. You can read the details of the agreement [here](#), where you should pay particular attention to following points:
 - A: Booking
 - B: Creating new travel profiles in the booking system myCWT – Please remember to register our account number: 83027 – 423312
 - C: Activating your account with CWT
 - D: Filling in information in 'My travel profile'
 - F: Payment of hotel stays
 - H: Price guarantee
 - J: Accompanying spouse etc.
 - Q: Questions
- Train tickets can be purchased in a number of ways, for example through www.ds.dk, DSB's app or at the train station.
- In case that you need to book a hotel in Denmark, it is most economically to do so through SDU's Accommodation Office ([Boligformidlingen](#)).

You can find the general rules for work-related trips [here](#), incl. rules on transport costs, accommodation etc.

Guidelines on **hourly and daily allowance** for meals during travel / expenses for meals on travel can be found [here](#). It is important to stress that these allowances cover reasonable additional costs for meals and should not be seen as additional salary. Therefore, the PhD is expected to keep the allowance applied for within reasons. For example, when a PhD attends a PhD course for several weeks and stays in accommodation with cooking facilities, the PhD is not expected to apply for hourly and daily allowance for each day of the whole period. The PhD can instead opt for reimbursement of documented expenses for meals, rather than hourly and daily allowance. Alternatively, the PhD can apply for hourly and daily allowance for a shorter period than all the weeks of the PhD course.

All the expenses listed above will be paid from the PhD's own budget unless otherwise agreed upon.

If you are in doubt about travel or purchase and cannot find the answer above, it is always good to ask your PhD Supervisor.

→ **Reimbursement requests** for all expenses (travel (apart from air travel, that goes thru CWT), allowances, accommodation...) are processed via SDU system zExpense. A **guide to zExpense** can be found [here](#).

Employee ID, library card, and student card

When you arrive, you will receive an **employee ID card**. The employee ID is your key to the department outside normal working hours. You can also use your employee ID for collecting print jobs at the printers. If you experience any troubles, please contact Tina Guldbrandt Jakobsen (tja@sam.sdu.dk). Together with your employee ID, you will also receive instructions about how to activate the ID card by making a four-digit code at the card reader by any of the university entrances.

You can also use your employee ID card to borrow books from the university library, and you can access the library's digital sources by using your SDU login information. This can be done at the library or [online](#).⁶ Note, that using your employee ID card at the library works after the first salary is paid, only. That is, after the first month has passed. You can, however, contact the library directly if you need access to during the first month.

As a more recent service, you can now also order a student card, which may provide you with access to student discounts. You can apply for the card [here](#).⁷

⁶<https://www.sdu.dk/en/bibliotek>

⁷<https://studiekort.sdu.dk/Login>

PhD group and events

As a PhD student, you will be part of the PhD group together with the other PhD students at the department. The PhD group has two fixed events during each semester—a “semester start meeting” and one additional event. In the fall semester, the additional event is an in-house meeting where all PhD students present (parts of) their PhD projects for the whole department (PhD Colloquium). In the spring semester, it is an out-of-the-house event, where the PhD group and PhD coordinator have an overnight stay somewhere in Denmark (PhD retreat). This latter event will focus on a specific topic relevant for all PhD students – and you are most welcome to suggest which topic this may be to the PhD coordinator. As a PhD you are expected to attend and present at the two semester start meetings as well as the in- and out-house meeting. In addition, the PhDs themselves have the opportunity to organize monthly meetings to present work or discuss issues with relevance for the whole PhD group, for example how to network. You are encouraged to attend this meeting when it fits with your schedule. One of the PhDs is in charge of organizing these meetings, on a voluntary basis, and rotating each semester.

The purpose of these meetings is to create a platform for discussions among the PhD students at the department. By meeting and discussing your work, work conditions, future career opportunities and the like, you not only get a chance to get to know each other and your projects but also to learn and be inspired by the different approaches you each apply, or plans for the future you might have. But of course, there is also a strong social component to these events, since all of them have an informal component.

At the PhD events, it is important to give and receive feedback in a constructive manner, whether this is related to others’ projects or other departmental issues. Good feedback to your colleagues is given with both “the heart and the mind”. A rule of thumb is that while general praise is all right, criticisms should be specific enough to help identify the specific issue, and preferably coupled with some suggestions on how to proceed.

Within your Sections

It is important to note that presentations of your project ideas and paper drafts should also take place in meetings within your Section. It is the responsibility of your Supervisor to ensure that you have the opportunity to present your work so that you can receive constructive and helpful feedback from your fellow section members. Please discuss with your Supervisor about this possibility, for example in the regular events of the research group. *If you for some reason experience that such opportunities are not provided for, do not hesitate to talk to the PhD coordinator about it.*

If you have any good ideas for additional events, please share them with your fellow PhD colleagues or the PhD coordinator.

Employee development dialogue (MUS)

Once a year, you should expect an **employee development dialogue** (in Danish often simply called “**MUS**”) with your Head of Section. Before the interview you will get an email with the topics and a list on optional topics that you might want to put on the agenda. The interview is a formal conversation between you and the Head of Section to evaluate your progress and plan the development of your skills, while you are a PhD student at the Department of Political Science and Public Management. The interview is strictly confidential and is designed as an opportunity for you to voice concerns of any kind, be they social or professional. The last of these interviews has an additional focus on your career opportunities upon completing your dissertation.

Social activities & work/life balance

As a new PhD student—especially if you have not been affiliated with the department beforehand—it can be difficult to decode which social activities you are expected to participate in (though they are voluntary) and what the norms are for how many work hours you put in. These issues are quite important for establishing and maintaining a good relationship to your workplace and your colleagues. **Therefore it is important to familiarize yourself with the Department’s Staff Policy (https://sdunet.dk/-/media/files/om_sdu/institutter/is/staff-policy-political-science.docx).**

This section is not meant to be a checklist of things you must do, but, rather, it is a collection of things that fellow PhD students want to remind you of.

Social activities and presence

Starting with social activities, there are quite a few of these during the year; some of them are arranged by the department; some by the PhD students and some by other groups you may be affiliated with. You are of course free to choose which (if any) of these you wish to participate in, but we encourage you to attend at least the Christmas party arranged by the department and the social activities after the PhD seminars. Aside from being great ways to get to know your colleagues in an informal setting, these events also serve to bolster a sense of belonging—it may seem trivial, but nevertheless important. And if you are local, please do make an extra effort in guiding our non-Danish PhD students through the peculiarities of Danish social life.

Please refer to the department’s staff policy for the specific policy on presence and working hours.

Work-life balance

At the department we believe that employees work best when there is a healthy work/life balance. Remember, you are employed to work an average of 37 hours every week and you have 5 weeks of holidays to spend as you please. This is what your contract states, so you are well within your rights

to work no more than this. We do not expect you to check your email after working hours, during the weekend or during holidays unless in exceptional cases when explicit agreements have been made about this. The flexibility which our job offers may also mean that you at times chose to work in evenings or during the weekend and hold free at other times. That is possible, but we expect you to respect that this does not apply to others. So, try to keep emailing with your colleagues outside of work hours to a minimum. Also, during working hours, please be considerate about the different working preferences which others might have. Our work often requires deep concentration. Think what way of organizing the work works best for you and talk with your close colleagues about their work preferences.

As a PhD student, you might at times be very busy. What is important to keep in mind is this: Every PhD project is different, and the process and the deadlines are equally unique to every project. That means that if you see your fellow PhD students working much longer hours than yourself, this does not mean that they are more ambitious or better PhD students. It means that they are at a different stage in their process. Do not feel pressured to work more because you see others burning midnight oil. If you are in doubt whether you are progressing as you should (and we all have these doubts), check your PhD plan or discuss your concerns with your supervisor. These are much more reliable measures than the work hours put in by others.

Offensive behaviours

It is important that you know what to do in case you are confronted with unwanted sexual attention or other forms of offensive behaviour. Please familiarize yourself with point 6.2 in our Department's Staff Policy. Further information provided by the University about preventing unwanted sexual attention, follow this link: [**Guide to prevention and handling of unwanted sexual attention.**](#)⁸

There may be different views regarding when behavior is perceived to be offensive. Most importantly, remember that it is always ok to say no yourself and that you are expected to respect others when they say no. When confronted with unwanted sexual attention or other forms of offensive behaviour, you are strongly encouraged to talk to someone you trust.

Parental leave

As a PhD student, you are entitled to parental leave under the prevailing terms and conditions. You are not expected to partake in the working life at the department during parental leave. Obviously, it

⁸ https://mitsdu.dk/-/media/sdunet/filer/personale/arbejdsmiljoe/arbejdsmiljoe/arbejdsmiljoe_forside/guide_to_prevention_unwarnted_sexual_attention.pdf

can be difficult to leave your project for a longer period, and therefore the department has implemented a set of options for fixed-term employees, including PhD students. The details of this option are outlined in the department's staff policy.⁹

Adapting to your new role

Several of you have been a student at the department and are now enrolled as PhD students, either on a 5+3 or 4+4 program. From one day to the next your professors are suddenly your colleagues and you are no longer just one of the students. This might take some getting used to. It can be good to remember in your contact with your former teachers that they now see you as a colleague, that many have been in a similar situation before and that with time you will get used to this new situation. For your contact with the students, it is important that you are aware of your new role. This does not mean that you have to give up old friendships or can no longer hang out with your peers. But it is important to avoid dual relationships. For example, you should not grade exams written by your friends. It is also good to take a moment and reflect on how you will interact with new students who you will meet. Many of us for example do not communicate with the students over Facebook Messenger, but only over SDU email. Do not accept them calling you in the weekends or evenings. When students come to you with their personal problems, it is best to pass them on to the professionals at SDU: See the [Counselling services](#). Your relationship with the students will function best within clear boundaries. Make your expectations explicit and the students will respect you for that. When in doubt, you can always ask one of the senior colleagues how to handle the situation.

Miscellaneous

On the more technical side of things, there is of course a plethora of different data management programs, reference managers and others that may come in handy. If you are not used to use a reference manager, we strongly advise you to start building a database of your references as soon as you start your PhD (the department has a licence for Endnote, there are also popular free alternatives such as Zotero). It will spare you tremendous amounts of time and hassle. Do not feel guilty for spending some time in your first months of employment getting to know different text and data software packages, or other software packages that may be useful in the process of writing your thesis. Getting to know these packages is also part of your work as a PhD student. Check out SDU Library courses

⁹https://sdunet.dk/-/media/files/om_sdu/institutter/is/staff-policy-political-science.docx

A final note

Relax! Things may be quite confusing in the beginning—and even later. You may find out that this pamphlet is not sufficient to navigate your way around (then please let us know!). Remember that you can always knock on the door of your PhD coordinator, your colleagues, contact your mentor, or (likely in addition to) go to the nearest vending machine and buy a bar of chocolate. In the PhD group we are in this together!

Model for PhD student's work duties at the Department of Political Science and Public Management, SDU.

This model clarifies the PhD student's work duties at the department in addition to their PhD project-related work. **The model applies to all PhD students employed at the Department who start from 1 February 2024.**¹⁰

PhD students are obliged to 'undertake work duties for and as directed by the employing institution, up to an extent which for a three-year term of employment will correspond to a total of 840 working hours' (Protocol on PhD fellows §7, appendix 5 Circular on the collective agreement for academic staff employed by the State Sector)¹¹.

The work duties will be registered in the PhD student's individual norm account in the following way:

| | Department funded PhD | Externally funded PhD |
|---|-----------------------|-----------------------|
| Academic and pedagogical development and miscellaneous departmental activities (registered by default) total/ per semester | 240/40 | 240/40 |
| Teaching and supervision* In total | Minimum 400 | Minimum 400 |
| Project related work in total | | Up to 200 |
| Specified department tasks | | |

¹⁰ The document has been subject to alterations in Aug. 2025, but only to clarify existing practice and include guidelines for planning teaching and supervision.

¹¹ [Protocol on PhD fellows §7, appendix 5 Circular on the collective agreement for academic staff employed by the State Sector](#) p. 79.

| In total | Up to 200 | Up to 200 |
|--|----------------|----------------|
| Norm hours in total/ per semester | 840/140 | 840/140 |

* Teaching activities should be a minimum of 400 hours, while the remaining 200 hours may be allocated to teaching, tasks related to third party funded projects and other specified department tasks

Norms for supervision and teaching activities by PhD students are calculated in the same way as for other employees at the department (see [**Norm system at the department of Political Science and Public Management¹²**](#)).

The department recognizes that PhD students typically are less experienced in a research and teaching environment. Therefore, PhD students will be allocated norms by default to their norm accounts for both pedagogical development and departmental activities, in total 240 norms. This is to cover for the extra time spent on pedagogical development, incl. first-time teaching and miscellaneous department-related activities.

An overall plan for the 600 hours of work duties must be included in the PhD plan. Teaching assignments and other specified department tasks are assigned by the Head of Section in dialogue with the main Supervisor and PhD student. After agreement with the supervisor, PhD students whose position is fully externally funded can be assigned concrete project-related tasks up to 200 hours of work. The allocation of the amount of norm hours to teaching, tasks related to third party funded projects and other specified department tasks shall be approved before the finalizing of the PhD plan by the Vice-head of department before it is finally approved by Head of Department. A smaller number of hours (up to 100 hours) may be kept open in the PhD-plan to secure flexibility for the PhD student and the Department regarding new teaching or supervision duties or other departmental assignments. These tasks will be agreed on with the head of section and coordinated with the supervisor throughout the employment period. The same applies to deviations from the initial PhD plan due to changes in the teaching plan or PhD project.

Guidelines for planning teaching and supervision in the PhD plan

When planning teaching and supervision for a PhD student, the following should be taken into consideration (not prioritized in order):

- Teaching and supervision responsibilities are aimed to fall within the PhDs research discipline.

¹² <https://syddanskuni.sharepoint.com/Sites/statkundskab/SitePages/Home.aspx>

- The placement of teaching and supervision responsibilities should be coordinated with other elements of the PhD plan, such as change of environment and the final semester of the PhD.
- The plan should strive to ensure PhD students gain experience with different types of teaching and supervision to develop a varied teaching portfolio
- PhD students are generally not permitted to supervise master's theses and professional master's theses.
- Encourage repeat teaching of the same teaching element to increase experience within the same subject and reduce workload.

PhD students employed prior to Feb. 1. 2024

For PhD students employed prior to Feb1, 2024, the work duties are allocated in the norm system in the following way:

| Norm hours for 3 years in total/per semester | Duties |
|---|---|
| 600/100 | Teaching and Departmental assignments (individually registered in the norm system)* |
| 120/20 | Other departmental activities (automatically registered in the norm system) |
| 120/20 | Academic and pedagogical development (automatically registered in the norm system) |

* Teaching activities should be a minimum of 300 hours, while the remaining 300 hours may be allocated to teaching or other department-related tasks (e.g., help with coordination and events in the PhD group or at the department, help with specific projects, help with administrative or dissemination tasks at the department).

Norm hours for teaching activities by PhD students are calculated in the same way as for other employees at the department (see [**Norm system at the department of Political Science and Public Management¹³**](#)). PhD students will automatically be allocated 240 hours in their norm accounts for other departmental activities, pedagogical development and first-time lecturer (hence, they will not receive additional hours in the norm system for pedagogical development and first-time lecturer).

An overall plan for the 600 hours of work duties must be included in the PhD plan. These work duties are planned by the PhD students and main Supervisor, who will coordinate with the Head of Section which teaching responsibilities are agreed on. After agreement with the supervisor, PhD students whose position is fully externally funded can be assigned concrete project-related tasks up to 200 hours of work. The allocation of the amount of norm hours to teaching and other departmental assignments shall be approved before the finalizing of the PhD plan by the Vice-head of department (hours related to teaching) and Head of section (hours related to other departmental assignments). A smaller number of hours (between 100-200 hours) may be kept open in the PhD-plan to secure flexibility for the PhD student and the Department regarding new teaching or supervision duties or other departmental assignments. These tasks will be agreed on with the supervisor and coordinated with the head of section throughout the employment period.

¹³ <https://syddanskuni.sharepoint.com/Sites/statkundskab/SitePages/Home.aspx>

