

Guidelines

regarding Structure, Management and Cooperation in the Doctoral Program Organization & Culture

Preamble

The doctoral programme in *Organization & Culture* aims to support students in their academic development and to enable them

1. to understand important *entrepreneurial* and *societal questions* in their significance, complexity and interaction autonomously and through an investigation of internationally relevant research discourses,
2. to conduct analyses on the basis of a profound familiarity with theories of the social sciences and humanities,
3. to conduct empirical studies on the basis of robust methodical procedures.

In order to attain this objective, the doctoral programme in *Organization & Culture* intends to make do with as few structural precepts as possible so as to encourage researchers' autonomy and personal responsibility, which are indispensable for an open and innovative research culture, from the very beginning. In other words,

4. the programme requires doctoral students to possess a *high degree of personal motivation* and to engage in an *intense involvement* in the research activities of the chairs participating in the program. The relevant faculty members' focal research points can be found on their websites;
5. the doctoral programme has to be understood as a course with a *maximum degree of freedom* for the tailor-made qualification of doctoral students.

The establishment of a clear profile for the programme, predictable working conditions and a fair recognition of achievements requires guidelines (in the sense of "rules of the game") regarding structure, management and cooperation which are binding on everyone and from which, in particular, the various formats, projects, processes and interactions that occur in the context of this doctoral program take their bearings.

The guidelines below constitute the integrating and orientating parentheses around our doctoral program, *Organization & Culture*.

Guidelines

1. Any legally binding and formal aspects are stipulated by the Award Regulations for Doctor's Degrees, the Implementation Provisions, the Course Regulations and the Course Scheme.
2. We urgently recommend that students should appoint the Thesis Committee as soon as possible after they have started their studies and designate a co-supervisor.
3. Communication with the supervisor, and as quickly as possible with the co-supervisor as well, is of the essence throughout the programme. We recommend that students should remain in regular contact on their own initiative, discuss the progress of their work carefully and clarify what is expected of them. A regular exchange between doctoral students and their supervisors is an obvious prerequisite for successful graduation. It is up to supervisors to come to further agreements with their doctoral students concerning the type of supervision and exchange, for instance with regard to students' participation in the colloquia of the chairs and disciplines.
4. We offer only a *few, but demanding and labour-intensive courses*. Besides the integration courses, students should basically attend (no more than) *one course per semester* in order to be able to complete the formally required workload with a balanced distribution of their efforts across four semesters. Exceptions (for example with regard to a planned stay abroad) are only possible in consultation with the supervisor. The number of courses to be attended in the DOK programme is stipulated in the course regulations.
5. The DOK programme sets great store by enabling students to think and research in an interdisciplinary manner. This is why the DOK courses are configured in such a way that they allow for the broadest possible confrontation with research fields in the sphere of organization and culture. *Confrontation with academic worlds other than one's own* is a genuine component of education in the coursework phase and in the courses.
6. In each course, doctoral students reflect on the inherent nexus between thematic (academic) propositions, theoretical positions, their underlying epistemological premises, and methodical procedures.
7. Doctoral students from other programmes may participate in our programme.
8. Students are not required to be present in person during the coursework and research phases. As a rule, the courses are taught in blocks consisting of several parts. Regular attendance at the courses is compulsory as stipulated in the

course regulations. Thus the coursework phase requires students to be flexible in terms of time and space.

9. Part-time work on a thesis is an exceptional case in the DOK programme. Students are strongly discouraged from working more than 50% during their studies. The final stage of the research phase, in particular, requires concentration in terms of time, which experience shows can hardly be reconciled with gainful employment. Any stress caused by working life cannot be asserted as a reason for extending the coursework or research phase.
10. *Students' participation in conferences with papers of their own* is a central component of this programme. All doctoral students are expected to take an active part in the international research discourse.

DOK Programme Committee, May 2017