

**LOOKING FORWARD, LOOKING BACK: MISSION BASED RESEARCH
AND TEACHING: REFLECTIONS FROM THE GUEST EDITOR**

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INTRODUCTION

Our lives as researchers are constantly changing, now more than ever as we navigate global developments such industry 4.0, changing geopolitical shifts of power, climate change, post COVID-19 work and life expectations and not least harnessing the value of digital transformation, Artificial Intelligence, and big data. We are evolving as researchers and just as importantly, we are developing as learning facilitators, helping the next generation prepare for work life after a bachelor, masters or PhD degree.

Many of us met each other again, physically, at conferences such as Academy of Management this year, for the first time since 2019, truly honored to see so many new and old friends again. We see the importance of learning from the pandemic period and the consequent digital advances in teaching technology, remote meeting tools and state-of-art digital classrooms, whilst maintaining the focus on physical presence for community building in our work-life, when it is the best solution for new knowledge building.

Keywords: Mission-based research and teaching, PhD journey, AI

LOOKING FORWARD

How can we develop our mission - based focus further in the next decade? ensuring a combination of conceptual knowledge building, combined with purpose based studies which can then offer key societal and management implications for many? How can we harness the value of AI and become better coaches, learning supporters and facilitators of problem based learning, for real time skills building for our students? As one of my dear colleagues Theo Sikkes at our business school at USN reminded us this week:

“We look forward to continuing the discussion after Christmas regarding the challenges surrounding the phenomenon of AI. We see that many students acquire their knowledge through many more places / channels than just the school, for better or for worse. We are no longer the sole provider of university knowledge dissemination, we are more: we are learning facilitators, coaches, supporters, in applying knowledge for critical thinking. Often the students are more up to date than us in many technology areas, and as we have seen in our high engagement in the ChatbotGPT case this week. We know we all have ambitions to create new value in society, business and education by keeping ahead of such developments”

As a brief exercise in AI applications for automatic text writing, I asked ChatbotGPT to write a brief welcome message to this edition of JIDR, and in less than 2 seconds, ChatbotGPT created this message with AI technology, a task a guest editor might spend an hour or two creating:

The International Journal of Doctoral Research is a peer-reviewed academic journal that publishes original research articles and review papers on a wide range of topics related to doctoral research. The journal aims to provide a platform for

researchers and scholars to share their research findings and insights with a global audience, and to contribute to the advancement of knowledge in their fields of study. If you have a research paper or review article that you would like to submit for publication in the International Journal of Doctoral Research, please check the journal's submission guidelines and follow the appropriate submission process.

Then, when asked to complete a second text generation task: to provide a text on the importance of research ethics, CatbotGPT provided the following data in again, less than 3 seconds:

“Research ethics are important because they help ensure that research is conducted in a responsible, transparent, and respectful manner. The San Francisco Protocol is a set of guidelines for conducting research in an ethical and responsible way. It was developed by the University of California, San Francisco in response to concerns about unethical research practices. The San Francisco Protocol covers a wide range of topics, including informed consent, confidentiality, data management, and the use of human and animal subjects in research. By following the guidelines set forth in the San Francisco Protocol, researchers can help to ensure that their work is conducted in a way that is respectful of the rights and welfare of research subjects, and that it meets the highest standards of ethical conduct.” (ChatbotGPT, 2022)

An important reminder of our ethical standpoints as scholars, now that we move into 2023, post pandemic, is our ethical duty in research and publishing, to be vigilant, correct, honorable and respectful of both study participants and co-authors, as agreed in our global research community within the San Francisco Protocol. This is the written protocol document started a decade ago, focusing on the Declaration on Research Assessment (DORA), which recognizes the need to improve the ways in which

researchers and the outputs of scholarly research are evaluated (DORA, 2022), Even more important to follow today, given the new developments within the digital transformation of knowledge and AI applications for both researchers and our students.

LOOKING BACK

Almost a decade ago, the journal's insights to young scholars on their doctorate journey, was a reminder that when taking courses associated with getting a doctorate degree, one often hears the story of the light at the end of the tunnel. It works rather well in motivating doctoral associates who may have spent a couple of years reviewing the theories and methodologies associated with their thesis. Often one runs into a motivation problem due to lack of data, a poor sample, or the difficulties in applying the appropriate statistics. The light at the end of the tunnel philosophy works well if one can tell the PhD scholar that turning back is a longer journey than if one just continues to the finish line, at the end of the tunnel.

When one reaches the finish line, one is then told that it is important to continue to publish in top international journals. And so begins another journey which is often called "publish or perish" for those who have elected to make a career in academia.

Looking back on the discussion above, from almost a decade ago, we see a research shift has taken place, with an even stronger focus today, on purpose based research, mission based research which endeavours to address major challenges societies and organizations face globally. And which heeds the San Fransisco Protocol in research ethics.

And how has taking a doctoral journey changed in the last decade? What are the factors impacting the success of the doctoral journey today? A meta analysis of critical factors which may act as barriers or drivers of PhD completion (Van Rooij, Fokkens-

Bruinsma and Jansen, 2021), highlighted that the doctoral journey is known to be challenging. They claim that 33–70% of those who start their PhD never finish (Jones, 2013). Also, both Castelló et al. (2017) and Cockrell and Shelley (2011), discovered that one-third of their samples of doctoral students, had at some point intended to drop out. In addition, of those who reached the finish line, the majority did so in (substantially) more time than initially planned.

Van de Schoot et al, (2013) further discovered that in the Netherlands, for example, only 10% of PhD students in their study, managed to finish in the commonly prescribed four years, and that the average completion time for those who finished was five years (Van de Schoot et al., 2013). With PhD students' work conditions and their study environment to be key predictors of PhD completion (Kolmos et al.,2008). Such that good work organization and mental health are key factors for success (Levecque et al., 2017).

In a more recent study, Van Rooij et al., (2021) followed the call for newer research and investigated different barriers and drivers of PhD completion, including 1) supervision factors, 2) psychosocial factors, and 3) research project characteristics. They studied which factors were related to satisfaction, progress, and quit intentions in a sample of 839 PhD candidates (Van Rooij et al., 2021). Findings showed that workload was a key hinder to completion (i.e high teaching load of a PhD scholar taking a PhD). Such high teaching loads and consequent time pressures, were negatively related to satisfaction and progress and positively to quit intentions (Van Rooij et al., 2021). Drivers of a PhD completion (positively related to satisfaction and negatively to quit intentions), were the high quality of the supervisor-PhD candidate relationships, the PhD candidate's strong sense of belonging to the research community, the amount of freedom in the project, and working on a project closely related to their supervisor's

research (Woolderink et al., 2015). Hence being part of a research community, with autonomy, trust and supervisor support, were critical factors found in the study. Regarding which specific demographic factors were related to PhD candidates' intention to quit (Virtanen et al., 2015), gender was observed in several studies to be significant predictor: Male candidates in the study had less often considered quitting their PhD project than the female respondents (Van Rooij et al., 2021). Other findings indicated that nationality and phase of the project mattered (Lovitts, 2001; Van de Schoot, 2013). For example, studies have found that non-European PhD candidates, moving to a European university on a scholarship, considered quitting less often than their European counterparts. Another finding in the study, perhaps counter intuitive for many, was that PhD students in the last years of their PhD had considered quitting more often than first and second year PhD candidates. Important learnings for supervisors and candidates to be aware of as we look forward to supporting post COVID doctorate project completions.

Other developments in the last decade for PhD scholars is that we see a clear transition in many research fields to complete a thesis made up of a collection of 3-5 published articles rather than a traditional monograph. Progression is therefore developed with specific milestones of the 3-5 publications rather than a single monograph. This move helps progression transparency and most valuably, the dissemination and impact of the research is then within the doctoral journey rather than as post doctoral publications. Nevertheless, a new challenge appears, as a manuscript may be in the publication 'revise and resubmit process' for up to two years, which could potentially delay the PhD thesis completion.

CALL FOR NEW RESEARCH

As we move into 2023, we hope the summary findings above may inspire universities to be more focused on PhD supervision matches, more clear on work autonomy combined with clear publication deliverables in collaboration with supervisors, abiding by the DORA protocol. And perhaps most importantly, that PhD candidates, who are gifted teachers must not be given a high teaching load, as this can hinder research progression. I would be honored to be part of a new ‘post-COVID’ study of key factors impacting PhD progression and would be happy to hear from you to start a new multi-country study.

JIDR: NEW CONTRIBUTIONS

I now transition for the remaining part of this article into my key role as guest editor for this edition of the JIDR, to reflect upon the JIDR’s contributions to research publications for both PhD scholars and experienced scholars in the last decade present the research contributions in this present edition of the JIDR.

During the last decade, the **Journal of International Doctoral Research (JIDR)** has been honored with an important accreditation for all the hard work done by the Journal’s authors, editorial review board members and editors, as the journal was given official accreditation status in listings such as Washington Academic Library Index and several Nordic academic publishing systems, such as the Icelandic and Norwegian, during the last 10 years. Our goal now is to maintain such rankings and continue to seek growth in external recognitions for the JIDR as an open access journal, continuing to develop the impact of our publication in the international research community.

The JIDR is truly devoted to a wide range of research themes, which are all linked to the concepts of organizations and management both implicitly and explicitly.

Management research is no longer defined or confined to work and organizational studies. Today, management is at the interface of ways of thinking and acting in all aspects of our lives. The very history of management scholarship is rooted in the world of work and with concern for employee's well-being, as workers are not simply units of capital production, but also human beings. Our special call for this edition has been for new research within **Post COVID** and **sustainability issues**, in light of the UNs call for sustainability goals as a critical focus for sustainable management.

In this issue we present a number of new studies, which use a management lens to look at some **fundamental questions societies face today**: questions relating to **work-life balance post-pandemic** and lessons learnt. **gender issues** related to who receives **micro finance** for sustainable business, **post pandemic exploration of white-collar crimes and abuse of support packages**, economic issues in **Indian agriculture for sustainability**, post COVID, **health care financing** and spacial disparity issues, **care home support** and the role of patient care recordings. Lastly, a **literature and project review of a 2022 EU:CoMind** project is presented, exploring applied psychology and combat training mindsets for peace keeping forces. Such research is especially critical as purpose-based research in these challenging times, with a new war in Europe- our thoughts go to our European colleagues in conflict regions in the Ukraine and neighboring countries. Hence, with mission based research in focus for this year edition of our journal, we are proud to include outstanding scholars from many countries around the world in this special edition. In the coming years, it is our vision to have JIDR publish a articles which continue the themes of mission based research within **diversity** and **sustainability** studies.

We very much appreciate your support as we strive to develop the JIDR as an authoritative journal, publishing innovative research in an international context. The

success and sustainability of our journal depends on the number of quality manuscripts submitted for peer review. Our acceptance rate is on average between 40 % and 50 % each year. Consequently, we encourage you to invite colleagues to consider the JIDR as an excellent publication channel.

All submissions by prospective authors will be handled efficiently by our blind peer review process, and will also be provided a similarity screening check. One of the great benefits to all authors who submit manuscripts to the JIDR is that no matter whether their work is accepted for publication or not, is detailed one-to-one feedback on both content and language is always given. These are high quality, helpful reviews that are designed to help authors improve their research methodology and manuscripts further. As in prior years, we would like to take this opportunity to thank the JIDR advisory board members, reviewers and authors, who support the journal and help make it so successful. We greatly appreciate your support and readership. With warm regards, Dr Eric Balan Head of Academic and Talent Development, AsiaTech Business School, our guest editor last year, sincere thanks for helping JIDR expand its scholarly network. It is an honor for me to be the journal's guest editor this year.

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