

# Supervision of doctoral students *this is how we do it!*

We apply a minimum standard!

- Every doctoral program is different
- Every doctoral student is unique
- As well as any supervisor
- With a diversity of expectations
- So we want a minimum standard!

## We stand for:

- A successful learning journey
- Personalized
- Safely and collectively, as a team
- With agreed output

## These are the frameworks:

- TSP
- Hora Finita – checkpoint questionnaires
- Doctorate regulations
- The 3-P's
- The 10 prerequisites for good coaching
- Our familiarization program
- The grant application and requirements

We can and must hold each other to this.



## A safe learning environment *this is how we do it*

### For Everyone

- We embrace the frameworks as mentioned above and elaborated.
- Intervention for juniors, post-docs and staff members. Separate from each other - and supervised.
  - Flow-through on change of position.
- Introductory day Radboudumc and department-wide.
  - Outside PhD students are also invited to the researcher induction day.
- Are things slowing down or have challenges?
  - Then we have the charging point and corporate social work (AMD).
- We extract common threads from exit interviews and learn from them during peer review, among other things.
- We extract common threads from the various interviews and learn from it.
- We get and take space to reflect. In time and therefore in budget.
- If any of the preconditions are not met, a doctoral student may seek the help of company manager or the department head.

### Specifically for supervisors

- Attend three-day course in supervising PhD students - as a foundation for all.
  - For **Beginners**
  - And **veterans**
- **New leadership course** - as a foundation for new leaders.
- Courses and tips for dealing with various generations such as **this one**, **this one** and **this one**.
- Before our **annual interview** with our own leadership, we request the **10 preconditions** from our promovendi and discuss them with our supervisor. A digital questionnaire is available for this purpose.
- Among other things, we evaluate, learn and use the outcomes of **EFFECT** as input.- IN DEVELOPMENT

About this are we transparent

## We are transparent about these agreements and expectations:

- They are hereby fixed.
- They are incorporated into job postings.
- They are discussed at the start of and during a doctoral program.
- They are the basis for intervention.
- We evaluate them and speak to each other about them. Ongoing during annual interviews, in staff meetings, etc.
- Differentiation is allowed if the situation calls for