

## **Ensuring quality of supervision**

The Graduate Program has several mechanisms with which supervision quality is monitored:

1. The Graduate Program Administrator monitors FGSR-mandated milestone completions (supervisory committee establishment for PhD students; 3-year completion rule for candidacy examination in the PhD program; program completion times) on a continuous basis, and reports impending failures to adhere to deadlines to the supervisor, student, and the Graduate Program Director.
2. The Graduate Program Director holds individual Annual Report meetings (late August/early September) serve to track progress towards degree completion and to discuss any concerns about the quality of supervision.
3. The Graduate Program Director will share concerns with the student's supervisor, as indicated and permissible. For example, personal concerns offered in confidence will only be shared when explicit permission is given by the student, the concerns are sufficiently major and/or require immediate rectification (dangers to self or others; severe financial, medical or criminal circumstances). On the other end of the spectrum, issues like a failure to form and meet with a supervisory committee soon after program admission, even though this is a program milestone, is not always a reason for serious concern and may depend on availability, scheduling conflicts, etc.; therefore, such issue will only be discussed with the supervisor if other aspects of the supervisory relationship seem problematic in conversation with the student.
4. At any time, students can individually approach the Graduate Program Director for complaints or concerns about the quality of their supervision. Depending on the nature of the complaint, the Graduate Program Director will first develop with the student a plan to motivate student-initiated conversations with their supervisor.
5. If permitted by the student, the supervisor is also queried directly (phone, email, in person) by the Graduate Program Director, again with the goal to facilitate communication between the student and supervisor. In some cases, difficult supervisory relationships will be discussed among members of the Graduate Program Committee to achieve a plan moving forward. If required, the Department Chair will be involved next.
6. Upon failure of these mechanisms, the Graduate Program Director will contact FGSR Associate Dean Dr. Bryan Hogeveen for arm's-length advice and help with developing more formal steps for resolution of the conflict.