

IMPERIAL

Framework for the support and development of Imperial's PhD main and co-supervisors¹

Principles of the Framework

- Imperial provides mandatory training for new supervisors as well as mandatory refresher training for all supervisors, at least once every 6 years. Heads of Department (HoDs) will ensure that all supervisors undergo these trainings. Imperial also provides a range of optional workshops as part of supervisor continuing professional development.
- **Cornerstone: The Foundation for Successful Student-Supervisor Partnerships**, is the umbrella programme, coordinated by the Graduate School, that includes all support and development opportunities for supervisors. It brings together existing development opportunities from across Imperial, coordinating efforts and avoiding duplication.

Training for new supervisors

- All new supervisors (main and co) are required to complete the mandatory online course "*Fundamentals of Supervising PhD Students*". This course is also available to all supervisors as a refresher course, at any time.
- Supervisors with limited prior experience of supervising PhD students will be strongly encouraged to undertake the full day, complementary in-person workshop "*Introduction to Supervising PhD Students*" delivered by the Educational Development Unit (EDU).

Continuing professional development (CPD)

- Continuing professional development is an important part of employment at Imperial and supervisors are encouraged to take a range of development courses.
- In addition to the training courses for new supervisors described above, all supervisors are required to undergo CPD specifically related to supervision at least once every six years.
- To meet the requirement to attend CPD at least once every six years, the Head of Department, in consultation with their departmental senior leadership team, will decide whether supervisors in their department should participate in a customised departmental "*Focus on Best Practice in Supervision*" (FBPS) workshop, or attend one of the optional peer-based CPD workshops specified on the [Cornerstone website](#).
- If departments opt for a customised FBPS workshop, this will be designed based on input from the department's senior management (HoD, DPS, Senior Tutor (PGR) and PGR Administrator),

¹ This document applies to all PhD, EngD, MPhil and MD[Res] main and co-supervisors. It does not apply to assistant supervisors who are normally postdocs.

departmental PRES results, the Student Experience Survey results and departmental staff and student feedback surveys. The FBPS workshop is co-designed and co-delivered by the Graduate School and DPS and/or Senior Tutor (PGR).

- The Graduate School would normally co-deliver up to three iterations of the FBPS workshop. At the same time, to ensure all supervisors can attend a workshop at least once every six years, a train-the-trainer provision for the department will also be supplied so that the department can deliver further iterations if required.
- The number of participants in each departmental FBPS workshop is usually between 20 and 30, depending on the nature of the workshop and topic(s) of focus.
- Attendance at FBPS workshops and optional peer-based CPD workshops will be recorded and held by the department and the Graduate School to assist with record keeping and evaluation of the workshop.
- Imperial's Research Degree Precepts make provision for the CPD of supervisors. As part of Periodic Review, Departments will be expected to demonstrate that their supervisors undergo CPD and that there are Departmental systems in place to check this.

[Note: Supervisors employed by the Crick but who supervise Imperial PhD students are also required to complete the online course, *"Fundamentals of Supervising PhD Students"*. Like all other Departments, the Crick is responsible for ensuring these supervisors complete this course.]

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