

Expectations of Postdoc Trainee Supervision

Supervisors and postdocs often have differing expectations of supervision. This tool is meant to facilitate a dialogue about those expectations. The supervisor and postdoc complete this scale independently and then compare their responses. Circle a number depending on whether you think the responsibility lies more with the supervisor (1) or the postdoc (5). Discuss any differences in your results and how to resolve them. Revisit these expectations as the postdoc's training progresses.

Supervisor	Rating	Postdoc
The supervisor develops an appropriate program and timetable of research for the postdoc	1 2 3 4 5	The postdoc should develop their own program and timetable of research
The supervisor decides the most appropriate theoretical framework and/or methodology	1 2 3 4 5	The postdoc should decide which theoretical framework and/or methodology they wish to use
The supervisor should ensure that the postdoc has access to the resources/ facilities that they need	1 2 3 4 5	It is the postdoc's responsibility to locate and access all necessary resources and facilities
Supervisor's responsibility to advise the postdoc of relevant policies, procedures, & requirements	1 2 3 4 5	Postdoc is responsible for being familiar with relevant policies, procedures, & requirements
It's up to the supervisor to build an appropriate professional relationship with the postdoc	1 2 3 4 5	It is the postdoc's responsibility to manage the relationship with their supervisor
The supervisor should insist on regular meetings with the postdoc	1 2 3 4 5	The postdoc should decide when they want to meet
The supervisor should check regularly that the postdoc is working consistently and on track	1 2 3 4 5	The postdoc should work independently and not have to account for how/where time is spent
The supervisor decides when a project is ready to be written up for publication	1 2 3 4 5	The postdoc decides when a project is ready to be written up for publication
Supervisor should insist on seeing all drafts to ensure that the postdoc is on the right track	1 2 3 4 5	It's up to the postdoc to decide when to show drafts of their work
Supervisor determines whether postdoc can attend conferences and what data to share	1 2 3 4 5	Postdoc determines which conferences to attend and whether or not to present data
The supervisor is responsible for mentoring undergraduates/graduate students in the lab	1 2 3 4 5	The postdoc is responsible for mentoring undergraduates/graduate students in the lab
It is the supervisor's responsibility to search out funding opportunities for the postdoc	1 2 3 4 5	The postdoc should find their own funding sources
Supervisor should allow time for postdoc to explore career development such as teaching	1 2 3 4 5	Postdoc should find and make time for career development opportunities
Supervisor's responsibility to introduce the postdoc to colleagues and potential collaborators	1 2 3 4 5	Postdoc's responsibility to establish professional relationships and develop collaborations
The supervisor is responsible for deciding when the postdoc should start searching for jobs	1 2 3 4 5	The postdoc should decide when they are ready to start job hunting
Supervisor is solely responsible for deciding which projects the postdoc can take with	1 2 3 4 5	The postdoc decides which projects to take with to their new lab