McGill University Expectations for Graduate Supervision

Supervising graduate students and postdocs at McGill University is a critical part of academic duties for faculty, as indicated in section 4.1 of the [Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff](#). When or other faculty regulations apply.

In order to supervise graduate students and postdocs, faculty must complete [orientation](#).

Supervisors are accountable to the Chair or leader of their academic unit, who is responsible for the allocation of academic duties (section 4.3 of the Regulations). To ensure all graduate students have the opportunity to succeed in obtaining their degree, the University expects all supervisors to meet the university-wide standards delineated below.

Creating a respectful, Inclusive, and professional research environment, while also being present, providing regular feedback, recognizing

x   Supervisors have a duty to accommodate on the grounds of disability and religious belief. In some cases, there might also be a duty to accommodate on the basis of dependent care responsibilities. If you have any uncertainty about what constitutes a reasonable accommodation in a given situation you may contact the Office of the Dean of Students (in all cases) or the Office for Students with Disabilities (in situations involving students with disabilities)

Policy Resources:

x   [Policy Concerning the Rights of Students with Disabilities](#)
x   [Policy on Holy Days](#)

2) Be present for and accountable to supervisees by maintaining clear communication channels

   a) Supervisors should meet regularly with supervisees, honouring the schedules agreed to in Letters of Understanding.

   b) Supervisors and supervisees should keep shared written records when it comes to important decisions about research projects, funding, authorship

4) Respect their limits in supporting supervisee wellbeing

a) Supervisors are often among the first to notice when a graduate student or postdoc is unwell. Supervisors should offer a supportive ear while respecting their limits when it comes to addressing student mental health. The Student Wellness Hub connects students with help from trained clinicians.

Resource:

x Tips for talking to a student in difficulty

b) Supervisors and supervisees