

**CODE OF PRACTICE ON THE SUPERVISION AND MONITORING PROGRESS OF
RESEARCH STUDENTS POSTGRADUATE RESEARCHERS**Major changes proposed to the following sectionsIntroduction 1.1 and 1.6

Point 1.1 has been inserted at the beginning of the document to make the reference to Postgraduate Researchers which is the umbrella term used to describe all those registered on research degrees

The working group to be established to explore the issues raised regarding writing up status will be asked to consider point 1.6 of the Code of Practice for the Supervision and Monitoring Progress of Postgraduate Researchers.

Training & Qualification 2.8

The current Code is not explicit on whether postdoctoral research workers qualify to undertake the role of a supervisor. As postdoctoral researcher are normally appointed on fixed term contracts, in terms of continuity of supervision, it is not considered best practice for them to be appointed as supervisors and therefore the proposal is made for the Code to be clear that they are excluded. The Code has therefore been updated to exclude postdoctoral researchers from the supervisory team.

The sentence relating to those with qualifications lower than the qualification being supervised has been incorporated into point 2.9.

Training & Qualification 2.13

A section has been inserted to permit, with the approval of the Senate or delegated authority, for an emeritus professor to be appointed as a lead supervisor. This is in order to provide continuity of supervision where a professor retires but continues to supervise postgraduate researcher to the end of their registration.

Frequency of Supervision 2.18

Currently there is inconsistency between the requirements of the Code of Practice and the requirements for the attendance monitoring of overseas students. Therefore the proposal is made that the frequency of supervision should be amended from "every two to four weeks" to "monthly".

The Code currently states that "it is recommended that a written record be kept of supervision meetings and this has been amended to "A written record should" as this is not only good practice but would allow us to prove adequate (frequency of) supervision in the case of student complaint. The BIRMS PGR Management system will facilitate this.

Absence from the University 2.20, 2.21 & 2.23

A timeframe of 4 weeks has been added to 2.20 and 2.23 where alternative supervision arrangements are required.

A note had been included in 2.21 of the number of hours per week that a full time postgraduate research should undertake be included based on the expectations of research councils. Not all research councils give guidance on this but those that do state "FT PhD candidate is expected to spend 1800 hours each academic year on their research, and this is equated as 37.7 hours a week for 48 weeks."

Monitoring & Review of Progress 3.5

Clarification added to the section on "Unsatisfactory progress" regarding the progression of the postgraduate researcher to the new academic year.

Minor changes on the following points

Reference to "Policy" has been replaced with Code of Practice throughout the document

Section 1: 1.1; 1.5

Section 2: 2.2; 2.5; 2.11; 2.14; 2.17; 2.19; 2.21; 2.24; 2.25; 2.26; 2.27; 2.28

Section 3: 3.1; 3.3; 3.3; 3.7; 3.9;

Section 4: 4.1; 4.8; 4.11; 4.12

Section 5: 5.1.3; 5.1.6; 5.2.7; 5.2.8; 5.2.10; 5.8;

Section 6: 6.2.1; 6.2.2; 6.2.4; 6.2.12

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1. Introduction

~~1.5-1~~ This Code of Practice is applicable to Registered Students on qualifications that are designated as research degrees under the University's Regulations for Research Degrees. Postgraduate Researcher is the approved umbrella term used to describe all those registered on research degrees and is therefore used throughout this Code.

~~1.24~~ It is important that, as part of the educational process, ~~students~~ postgraduate researchers receive appropriate supervision, that their progress is carefully monitored, and that they receive feedback in good time to enable them to adjust their patterns of work as necessary. The aim of this ~~Policy~~ Code of Practice is to recommend a systematic framework for ~~students~~ postgraduate researchers and staff, to ensure that these aims are achieved. The ~~Policy~~ Code of Practice sets out the responsibilities to be carried out both at School level and by individual staff and ~~students~~ postgraduate researchers.

~~1.32~~ The ~~Policy~~ Code of Practice defines a minimum basis for supervising and monitoring the progress of ~~research students~~ postgraduate researchers and Schools may wish to operate procedures and requirements additional to those defined in the ~~Policy~~ Code of Practice. If particular circumstances make any requirement of this ~~Policy~~ Code of Practice inappropriate, specific approval for exemption must be obtained from the Senate or delegated authority.

~~1.33~~ Where a question of interpretation arises reference should be made to the Regulations.

~~1.54~~ It is recognised that the unit responsible for certain aspects of the monitoring of ~~research students~~ postgraduate researchers varies for good reason across the University and may be either the College or the School. For the sake of brevity the following ~~Policy~~ Code of Practice refers only to the School (except when referring to those aspects of the procedures which are clearly a University-level responsibility). All references to the School should therefore be interpreted as referring to College or

School in accordance with practice in the particular part of the University concerned. The term "Head of School" should be interpreted as referring to "The Head of School or nominee".

- 1.5 ~~The term "student(s)" in this section should be interpreted as referring to students registered for qualifications that are designated as research degrees under the University's Regulations for Research Degrees~~
- 1.6 This ~~Policy~~ Code of Practice applies to normally registered ~~research students~~ postgraduate researchers, and not to those who, having completed their minimum period of study are paying a continuation fee before submission of their thesis. It is important however that Schools continue to monitor the progress of, and where necessary advise, all ~~students~~ postgraduate researchers in relation to completion of their theses.

2. Supervision Arrangements

- 2.1 The Head of School is responsible for the co-ordination of arrangements for supervision of ~~students~~ postgraduate Researchers. However, the Head of School may choose to delegate the operation of such arrangements to another member of academic staff. In either case it should be made clear to all staff and ~~students~~ postgraduate researchers who is undertaking this task.
- 2.2 Each ~~student~~ postgraduate researchers ~~should~~ must be provided with:
- A lead supervisor
 - Academic supervisory support
 - A mentor.
- The same appointments would normally be expected to continue throughout a ~~student's~~ postgraduate researchers full period of study.
- 2.3 Academic supervisory support should reflect the individual needs of the ~~student~~ Postgraduate Researchers and the context of their study. It should be undertaken by
- 2.3 .1 A second supervisor or a team of supervisors (known as 'co-supervision'), or by:
- 2.3 .2 An academic adviser
- 2.4 Whatever supervisory arrangements are put in place, a lead supervisor should be designated who has overall responsibility for advising interested parties of the progress of the ~~student's~~ postgraduate researcher's research.
- 2.5 In the case of split location postgraduate research study, ~~it may be appropriate for a local academic adviser or mentor to~~ should be appointed. The School may, at its own discretion, pay an honorarium to the adviser ~~or the mentor~~. The University of Birmingham retains full control over the supervision and must be the final arbiter in all cases. ~~The Research Progress and Awards Sub Panel shall approve such cases where an academic adviser is not appointed. In accordance with the Code of Practice on Split Location Study for Postgraduate Researchers), the Research Progress and Awards Sub Panel shall approve such cases where a local academic adviser is not appointed.~~
- 2.6 When considering applications from prospective ~~students~~ postgraduate researchers, the Head of School or nominee should ensure that appropriate supervisory support is available. The Head of School should also ensure that the teaching, research interests and other supervisory responsibilities of staff are taken into account when supervisory arrangements are being made; that individual supervisors are not overloaded, and that ~~students~~ postgraduate researchers are appointed a lead and

co-supervisor(s) from a relevant research area.

- 2.7 In clauses 2.7, "Supervisor" shall mean lead supervisor and/or academic adviser (as the case may be) and "conflict of interest" shall mean the existence of a relationship between the Supervisor and ~~student~~ postgraduate researchers (whether personal, family, financial or otherwise), which may prevent or adversely affect the impartial supervision of the ~~student's~~ postgraduate researcher's research.
- 2.7 .1 When considering the suitability of a member of staff to take on the role of Supervisor for a particular ~~student~~ postgraduate researcher, the Head of School (or nominee) shall in each case ascertain from such member of staff whether there is an actual or potential conflict of interest.
- 2.7 .2 The Head of School (or nominee) shall not appoint such member of staff to the role of Supervisor if satisfied that doing so would create a conflict of interest.
- 2.7 3. Following the appointment of a Supervisor, such Supervisor should notify the Head of School forthwith if a conflict of interest arises during the course of the supervision period and the Head of School reserves the right to appoint an alternative Supervisor in such circumstances.

Training and Qualifications

- 2.8 Each member of the supervisory team should normally be a member of the University teaching or research staff (excluding postdoctoral researchers), who is experienced in and actively engaged in research, who holds a research degree at the same level as, or higher than, the degree being supervised or who has appropriate equivalent experience or professional qualifications or status.
- ~~If a proposed supervisor is not qualified to the appropriate level s/he shall have compensating academic experience and/or status in the disciplinary area. Individuals shall only supervise students to a higher level than qualifications permit with the approval of Senate or delegated authority. In exceptional cases (see 2.6), the academic adviser may be appointed from outside the University.~~
- 2.9 If a proposed supervisor is not qualified to the appropriate level s/he shall have compensating academic experience and/or status in the discipline area. The approval of Senate or delegated authority should be sought for a proposed lead or co-supervisor to supervise to a higher level than his or her own qualifications. Approval to supervise in these circumstances would not be on an individual student ~~by student~~ postgraduate researchers ~~by basis~~ but would be given once to individual members of staff. ~~Approval would not need to be sought for those members of staff who had previously supervised theses to a successful conclusion.~~
- 2.10 All staff who have not previously been involved in supervising ~~research students~~ postgraduate researchers should attend the University's training sessions on supervision. ~~including: the nature and practice of research supervision, thesis writing, responsibilities of student and supervisor, selecting research students, monitoring and reporting on progress and project management skills.~~
- 2.11 In the interests of staff training and development, it may be appropriate for A probationary member of staff or one who is less experienced in research to be appointed as a co-supervisor. A probationary member of staff or one less experienced in research may be appointed as a co-supervisor. With the approval of the Senate or delegated authority a probationary member of staff may be appointed as a lead supervisor providing that the co-supervisor is an experienced supervisor..
- 2.12 ~~The approval of Senate or delegated authority should be sought for a probationer member of staff to be appointed as a lead supervisor.~~

- 2.123 ~~With the approval of Senate or delegated authority, an Honorary member of academic staff may be appointed as a co-supervisor. An honorary member of staff may be appointed as a co-supervisor. With the approval of the Senate or delegated authority, an honorary member of staff may be appointed as a lead supervisor providing the co-supervisor holds a substantive post with the University.~~
- 2.13 With the approval of Senate or delegated authority, an Emeritus Professor may be appointed as a lead supervisor.
- 2.154 With the approval of Senate or delegated authority, a Recognised Supervisor may be appointed as a lead supervisor.
- 2.15 In instances where supervision from suitably qualified and experienced persons based in other institutions is deemed to be appropriate for some ~~students~~ postgraduate researchers, a ~~University-lead~~ supervisor who holds a substantive post at the University should always be appointed.

Frequency of Supervision

- 2.16 The first meeting should normally take place within 10 days of the start of a ~~student's~~ postgraduate researcher's period of study and should involve the lead supervisor. Discussion should normally include supervision arrangements, planning for the ~~student's~~ postgraduate researcher's research, and the requirements of the particular degree for which they are registered, especially the time limits for completion and the criteria for the award of the degree.
- 2.17 The frequency of formal supervisory consultations will vary according to the conventions of the subject area; the nature of the research; the ~~student's~~ postgraduate researcher's ability; the stage of their studies; the progress being made and whether studies are on a full or part-time basis. However, consultations should normally take place ~~between every two to four weeks~~ at least monthly for full time ~~students~~ postgraduate researchers (and the equivalent part time). These supervisory consultations should be additional to those instances when the supervisor(s) and ~~student~~ postgraduate researchers meet on an informal basis.
- 2.18 ~~It is recommended that a written that a~~ A written record should be kept of formal supervisory consultations and form GRS2 "Supervision Record (Routine)" or an equivalent should be used for this purpose. Students ~~Students~~ postgraduate researchers should be asked to state, for example, work undertaken since their last supervision meetings and supervisors may make comments on a ~~student's~~ postgraduate researcher's progress. ~~Where appropriate, Both~~ The lead and/or co-supervisor(s) and the student ~~Postgraduate Researcher~~ Postgraduate Researcher should sign confirm that the record to indicate that it contains a good summary of the supervision meeting. It is acceptable for records to be held electronically, as Adobe PDFs or equivalent. Unless the School prefers central record keeping, the lead supervisor should hold the records, which should be available in the case of a complaint. The BIRMS PGR Management System is the recommended tool for recording of supervision meeting.
- 2.19 The first contact between the supervisor(s) and ~~split location~~ istered student ~~postgraduate researcher~~ postgraduate researcher should normally take place at the beginning of the registration period. The supervisor(s) shall maintain regular contact (which may involve email, telephone, letter, face to face or by whatever method of communication is most convenient to both parties) with the ~~student~~ postgraduate researcher and shall receive, at least monthly, a report from the ~~student~~ postgraduate researcher. Unless the School prefers central record keeping, the lead supervisor should hold such reports, which should be available in the case of a ~~student~~ complaint. The BIRMS PGR Management System is the recommended tool for recording of supervision meeting.

Absence from University

2.20 During a ~~student's~~ postgraduate researcher's period of study, members of the supervisory team and/or the mentor may have extended periods of time away from the University, for example, on study leave, sickness, maternity leave, etc. In these cases, it is the Head of School's responsibility to ensure that suitable alternative supervisory and/or pastoral arrangements are made. Individuals may keep in regular contact with the ~~student~~ postgraduate researcher via email or telephone/fax. Where the leave is planned (e.g. study leave and maternity leave), alternative arrangements should be made in advance of the period of absence and confirmed to the Postgraduate Researcher at least 4 weeks before the beginning of the period of leave. ~~Where possible, such arrangements should be agreed in advance of the period of absence with the Head of School.~~ For extended sick leave alternative arrangements should be put in place as soon as possible. The School should notify the ~~student~~ postgraduate researcher of the arrangements in writing and a copy of the correspondence should be placed in their file.

2.21 For ~~graduate students~~ postgraduate researchers, supervision is expected to be carried out throughout the whole academic year. ~~runs for 52 weeks and supervision is expected to be full time.~~ For general guidance, the expectation of some Research Councils is for full time Postgraduate Researchers to spend 1800 hours each academic year on their research, which equates to 37.7 hours per week over 48 weeks.

~~However,~~ Reasonable allowances should be made for short-term absences on the part of both staff and ~~students~~ postgraduate researchers (holidays ~~or research visits to other institutions or countries~~).

Where the postgraduate researcher undertakes research visits to other institutions or countries, ~~In the latter case,~~ regular email contact should be maintained ~~is as~~ a reasonable record of supervision and a printed copy should be kept in the ~~student's~~ postgraduate researchers file.

2.22 ~~Students~~ postgraduate researchers may, with the prior agreement of their School, take up to eight weeks holiday in each year (pro rata for shorter periods), inclusive of public holidays. The timing of holidays should be agreed with a ~~student's~~ postgraduate researcher's School and industrial sponsor, if applicable.

2.23 If a member of the supervisory team and/or the mentor leaves the University, all responsibility for supervisory/mentoring arrangements rests with the Head of School. Under such circumstances, supervision will be arranged, where possible in consultation with the ~~student~~ postgraduate researcher, to meet the best interests of the ~~student~~ postgraduate researcher in accordance with 2.2 of this Policy. Code of Practice and the alternative supervision arrangements should be confirmed to the postgraduate researcher in writing within 4 weeks. ~~In some circumstances, students may be able to move with their lead supervisor.~~

Assessment

2.24 ~~The lead and co-supervisor(s)~~ Members of the Supervisory team shall not be appointed as ~~an~~ the internal examiner.

2.25 ~~If necessary,~~ With the approval of the Senate or delegated authority, the academic adviser could be appointed as the internal examiner. ~~for the student.~~ However, this should only be the case if the academic adviser has no detailed and/or specialist academic investment in the content of the ~~student's~~ postgraduate researcher's work, and s/he has only been involved in providing general academic advice (see 5.4-5.5). It is the responsibility of the Head of School to ensure that, in circumstances where

the academic adviser is appointed as internal examiner, that s/he is sufficiently independent. An exceptional case should be made in the appropriate section of the nomination of examiners' form. The case will be considered by the Senate or delegated authority.

- 2.26 ~~If necessary,~~ With the approval of the Senate or delegated authority, the mentor could be appointed as the internal examiner ~~for the student.~~ However, this should only be the case if the mentor has not engaged in any significant pastoral support activities for the ~~student~~ postgraduate researchers concerned. It is the responsibility of the Head of School to ensure that, in circumstances where the mentor is appointed as internal examiner, that s/he is sufficiently independent. An exceptional case should be made in the appropriate section of the nomination of examiners' form. The case will be considered by the Senate or delegated authority.
- 2.27 If a suitably qualified person is not available to act as an internal examiner (see the ~~Policy~~ Code of Practice on the Assessment of Research Degree Theses, section 4), an additional external examiner should be appointed in place of the internal examiner.
- 2.28 Members of the Supervisory team ~~Neither the lead nor co-supervisor~~ should ~~not~~ be appointed to chair the viva (oral examination).
- 2.29 With the approval of the Senate or delegated authority, ~~If necessary,~~ the academic adviser could be appointed to chair the viva (oral examination). However, this should only be the case if the academic adviser has no detailed and/or specialist academic investment in the content of the ~~student's~~ postgraduate researcher's work, and s/he has only been involved in providing general academic advice (see 5.4-5.5). It is the responsibility of the Head of School to ensure that, in circumstances where the academic adviser is appointed as the chair, that s/he is sufficiently independent. An exceptional case should be made in the appropriate section of the nomination of examiners' form. The case will be considered by the Senate or delegated authority.
- 2.30 With the approval of the Senate or delegated authority, ~~If necessary,~~ the mentor could be appointed to chair the viva (oral examination). However, this should only be the case if the mentor has not engaged in any significant pastoral support activities for the ~~student~~ postgraduate researcher's concerned. It is the responsibility of the Head of School to ensure that, in circumstances where the mentor is appointed as the chair, that s/he is sufficiently independent. An exceptional case should be made in the appropriate section of the nomination of examiners' form. The case will be considered by the Senate or delegated authority.
- 3. Monitoring and Review of Progress**
- 3.1 Schools should have clear and transparent procedures for the monitoring and review of ~~students-~~ postgraduate researchers performance. ~~Students-~~ Postgraduate researchers should be notified in writing by Schools of these procedures and the annual review timetable, during induction and through School documentation. ~~additional to that in the Graduate School Resource File.~~
- 3.2 The progress of all ~~full and part-time students~~ postgraduate researchers, irrespective of whether they are normally registered or writing up, should be monitored regularly at School level. The arrangements for such monitoring may vary according to the subject discipline, the size of the School and the number of ~~research students~~ postgraduate researchers. However, the academic progress of ~~students~~ postgraduate researchers should be formally monitored at least once in the academic year for all students.
- 3.3 Form GRS3 "Progress Review" or equivalent should be used for the purpose of monitoring progress. The process should take into account the written comments

made by the supervisor(s) and ~~student~~ postgraduate researcher on this form. The following issues should be considered:

- Summary of progress, including inadequate progress, work not up to the required standard.
 - Assessment of the above by the supervisor(s).
 - Whether the ~~student~~ postgraduate researcher is likely to submit within the period of study set out in the regulations for their qualification and/or award of grant from a sponsor or Research Council.
 - Achievements in any taught elements of the programme
 - Schedule for future work.
 - Any problems encountered (e.g. access to resources, personal difficulties) and appropriate action taken.
 - Follow up on any issues from the previous review period.
 - Progress towards meeting the skills listed in the Training Needs Analysis.
- 3.4 Schools should establish a School-level Progress Panel that should have overall responsibility for monitoring and review and which should include at least three members of academic staff, the majority of whom are independent of the supervisory team
- 3.5 The School Progress Panel should meet at least once in the academic year, at an appropriate point, to discuss ~~students'~~ postgraduate researcher's academic progress, other relevant issues and to make or endorse recommendations. Such recommendations might include:
- Progress is satisfactory and the ~~student~~ postgraduate researcher may continue with their studies as a normally registered student, paying tuition fees.
 - Progress is satisfactory and the ~~student~~ postgraduate researcher no longer requires full use of University facilities, and having completed the minimum period of study, may proceed to writing up status, paying the continuation fee.
 - Progress is unsatisfactory. ~~Progress is unsatisfactory and a plan of supportive or corrective action is agreed which will result in a further review of progress. The student would remain normally registered, but would not be permitted to proceed into the next year until progress was satisfactory. If progress were to remain unsatisfactory, the student may be required to withdraw.~~ A work plan of supportive or corrective action must be agreed and a date for further review of progress set. Where the initial progress review is at the end of the academic year, the postgraduate researcher would be permitted to proceed into the next year but confirmation of their continued registration must be confirmed once the second progress review had been completed. If progress were to remain unsatisfactory, the postgraduate researcher may be required to withdraw. (See Regulation 7.4.9)
 - Transfer to a master's programme from a doctoral programme (postgraduate researcher would have the right of appeal). (See regulation 7.4.8(e))
 - Transfer to a doctoral programme from a master's programme. (See regulation 7.4.8(b))
 - Withdraw: This recommendation would have to be taken in accordance with the relevant University regulation. The ~~student~~ postgraduate researcher would have the right of appeal. (See Regulation 7.4.9 and Code of Practice for Reasonable Diligence)
- These recommendations should be transmitted via the Head of School to the University's Research Progress and Awards Sub-Panel for ratification.
- 3.6 Schools should provide ~~students~~ postgraduate researchers with appropriate feedback as part of the monitoring process, and should advise ~~students~~ postgraduate researcher in writing, of the recommendations resulting from progress reviews.
- 3.7 Any concerns arising about ~~students'~~ postgraduate researcher's progress outside the

formal progress reviews should be raised immediately with the Chair of the School Progress Panel without waiting for the next formal meeting of the Panel. The Chair of the School Progress Panel and the Head of School should instigate whatever action and/or investigations might be appropriate. It may be appropriate to instigate procedures as set out in the Code of Practice for Reasonable Diligence.

Student Feedback on Arrangements for Supervision and Mentoring

- 3.8 Each School should provide ~~students~~ postgraduate researchers with an opportunity to comment on the standard of supervision, academic advice and mentoring received, through a variety of means that may include questionnaires.
- 3.9 Each School should have clearly defined and transparent procedures for ~~students~~ postgraduate researchers to make representation to the Head of School (or other designated member of staff or body) if they feel that their work is not proceeding satisfactorily for reasons outside their control, including the breakdown of relationships with members of their supervisory team and/or mentor. These procedures should make clear to ~~students~~ postgraduate researchers that, among other outcomes, they provide a means for discussing the possibility of changing a member of the supervisory team and/or mentor. If the Head of School is a member of the supervisory team, representation may be made to the appropriate Head of College.

The procedures should be made available to all ~~students~~ postgraduate researchers at the commencement of their studies both verbally signposted at an appropriate meeting, and in writing and

- 3.10 Such procedures should operate expeditiously in order to avoid complaints and loss of time in relation to the research or its funding.

4. Responsibilities of Schools

Schools are responsible for ensuring that:

- 4.1 All members of the supervisory team, mentors and ~~students~~ postgraduate researchers are made aware of ~~this Policy~~ Regulations and Codes of Practice applicable to postgraduate researchers.
- 4.2 All members of the supervisory team, mentors and ~~students~~ postgraduate researchers are issued with safety instructions and for monitoring compliance with such instruction in accordance with legal requirements and such requirements as may be issued from time to time by the Environment, Health and Safety Executive Committee (EHSEC) of the University. Information about Health and Safety can also be found in the section on Health and Safety in the Students' Charter and The Health and Safety Unit's website (<http://www.bham.ac.uk/SafetyUnit>).
- 4.3 All members of the supervisory team, mentors and ~~students~~ postgraduate researchers comply with the University's Code of Conduct for Research.
- 4.4 All members of the supervisory team, mentors and ~~students~~ postgraduate researchers comply with the University's Data Protection Policy.
- 4.5 All members of the supervisory team and ~~students~~ postgraduate researchers comply with the University's Computing Policy.
- 4.6 All members of the supervisory team, mentors and ~~students~~ postgraduate researchers are aware of and comply with any School guidelines and procedures

regarding research degrees.

- 4.7 It is made clear to ~~students~~ postgraduate researchers at the time of application, or as soon afterwards as may be practicable before arrival, what personal research facilities (e.g. individual work space and support services) will be available to them and for how long.
- 4.8 Every effort is made in the provision of the following for full-time ~~students~~ postgraduate researchers:
- Access to a desk within designated, secure office space, which may be shared with other ~~students~~ postgraduate researchers or staff but shall not available as teaching space.
 - Lockable storage for personal belongings.
 - Access to computing facilities (including appropriate software such as word processing and spreadsheets, statistical and graphics packages, databases, and electronic mail) in rooms not normally bookable for teaching or meetings.
 - Photocopying facilities for thesis-related work.
 - Reasonable access to telephones (internal and external) for thesis-related work.
 - Appropriate access to stationery, consumables for computing, postage
 - Some financial support to enable ~~students~~ postgraduate researchers to attend conferences.
- 4.9 Appropriate arrangements are made for access to facilities out of normal office hours, taking account of security and safety of ~~students~~ postgraduate researchers and facilities.
- 4.10 Induction for all new ~~research students~~ postgraduate researchers (full and part-time) covers topics such as: introduction to the University; research at the University; life as a research ~~student~~ postgraduate researcher; the role of the University Graduate School; supervision arrangements - rights and responsibilities of ~~student~~ postgraduate researchers and supervisor; the role of the mentor; research training opportunities, ~~student~~ postgraduate researchers representation.
- 4.11 Training in research techniques and in appropriate generic skills is an integral part of the research programme. ~~The following are indicative of the range of generic skills in which most research students will be expected to acquire a basic competence:~~
- ~~Advanced study skills.~~
 - ~~Computing skills.~~
 - ~~Presentation skills.~~
 - ~~Legal/Ethical Issues.~~
 - ~~Personal Skills.~~
 - ~~Career Development.~~
- 4.12 ~~Students~~ Postgraduate researchers involved in teaching must attend appropriate training courses (See Code of Practice on the Teaching & Academic Support of Undergraduate and Postgraduate Taught Students by Teaching Assistants and Undergraduates).

5. Responsibilities of Supervisors, Academic Advisers and Mentors

In accordance with 2.2 and 2.3 of this Policy, each ~~student~~ postgraduate researcher should be provided with a lead supervisor, academic supervisory support and a mentor. Academic supervisory support should reflect the individual needs of the ~~student~~ postgraduate researcher and the context of their study. It should be undertaken by

(a) A second supervisor or a team of supervisors (known as 'co-supervision')

or by:

(b) An academic adviser

- 5.1 The lead supervisor is responsible for:
 - 5.1 .1 The overall direction of the ~~student's~~ postgraduate researcher's research work in consultation with any member of the supervisory team and the mentor, as appropriate.
 - 5.1 .2 Advising the ~~student~~ postgraduate researchers of the respective responsibilities and roles of the members of the supervisory team and mentor as appropriate.
 - 5.1 .3 Initiating formal monthly supervisory consultations in accordance with paragraphs 2.17 and 2.18, and setting the agenda for such consultations.
 - 5.1 .4 Advising the mentor of the progress of the ~~student's~~ postgraduate researcher's research if there are any significant pastoral problems.
 - 5.1 .5 Ensuring that the ~~student~~ postgraduate researcher is made aware of inadequacy of progress or of standards of work below that generally expected.
 - 5.1 .6 Ensuring, as appropriate, that the ~~students'~~ postgraduate researcher's training needs are discussed at the beginning of each year of registration and arrangements made for suitable training, attendance at meetings and courses at appropriate times. This may include giving guidance about the specialist research skills and the generic skills ~~students~~ postgraduate researchers should acquire and how this might be done, and, where appropriate, advice about language training for international ~~students~~ postgraduate researchers. Form GRS1 "Training Needs Analysis" ~~should be used for this purpose.~~ should be completed each year. It is acceptable for the completed TNAs to be held electronically, as Adobe PDFs or equivalent. Unless the School prefers central record keeping, the lead supervisor should hold the record. The BIRMS PGR Management System is the recommended tool for recording of supervision meeting.
 - 5.1 .7 Ensuring that, where necessary, a risk assessment for off-campus work required of the ~~student~~ postgraduate researcher is prepared and that the ~~student~~ postgraduate researchers has arranged appropriate insurance cover for the duration of such work.
 - 5.1 .8 Establishing with the ~~student~~ postgraduate researcher, at an early stage, an understanding about the nature of the supervisor's responsibilities in relation to written work submitted by the ~~student~~ postgraduate researcher. This understanding should be in accordance with any University regulations or policy.
 - 5.1 .9 Making preliminary arrangements, in conjunction with the Head of School, in advance of the submission of the thesis, for the nomination of internal and external examiner(s) of the thesis, and in advance of the viva, for the nomination of a chairperson.
- 5.2 The direct responsibilities of the supervisors to the ~~student~~ postgraduate researcher include:
 - 5.2 .1 Giving guidance on the following: the nature of research and the standards expected (including standards of presentation, e.g. in relation to referencing and presenting bibliographic information), the planning of the research programme, literature and sources, attendance at taught classes, research techniques required and arranging for training where necessary, progress,

publication of results, intellectual property rights, ethical and plagiarism issues.

- 5.2 .2 Maintaining contact through regular tutorial, supervision or seminar consultations, in accordance with School policy and in the light of discussion of arrangements with the ~~student~~ postgraduate researcher.
- 5.2 .3 Being accessible at other appropriate times when the ~~student~~ postgraduate researcher may need advice; this should normally be within one working week of a ~~student's~~ postgraduate researcher's request unless the supervisor has informed the ~~student~~ postgraduate researcher that they will be absent from the University.
- 5.2 .4 Giving detailed advice on the necessary completion dates of successive stages of the work so that the thesis may be submitted within the period of study specified in regulations for the particular degree for which the ~~student~~ postgraduate researcher is registered.
- 5.2 .5 Requesting written work as appropriate, and returning such work with constructive criticism and in reasonable time (in normal circumstances written work will be returned within three weeks).
- 5.2 .6 Arranging, where appropriate, for ~~students~~ postgraduate researchers to make oral presentations about their work within the University and at conferences, to publish material from their research (ensuring that proper credit is given for joint publications) and to have practice in oral examinations.
- 5.2. 7 Completing the annual progress review and for making recommendations to the School Progress Panel
- 5.2 8 Ensuring that the Postgraduate Researchers is registered for all compulsory and any optional taught modules
- 5.2 8-9 Liaising with the Head of School in making alternative supervisory arrangements at times when they are absent from the University (see 2.17 for extended periods away from the University and 2.18 for short term absences).
- 5.2 10 Be available on the day of the oral examination.
- 5.2 10 14 In conjunction with the examiners where appropriate, providing advice to the ~~student~~ postgraduate researcher concerning the corrections and/or revisions required to the thesis following its examination.

- 5.3 The academic adviser should support the supervisor and the ~~student~~ postgraduate researcher.

Academic Advisers (where appointed, see 2.2/2.3)

- 5.4 The academic adviser should be appointed from the same or cognate discipline as the ~~student~~ postgraduate researcher and act as a source of academic advice on issues such as generic research skills and University requirements. The role of the academic adviser should be to foster and share good practice in research. The role is akin to the role of the mentor, but is academic not pastoral.
- 5.5 Co supervisor or Academic advisers should maintain appropriate contact with their ~~students~~ postgraduate researcher and liaise with the lead supervisor regarding the PGRs progress.

Mentors

5.6 The mentor should be responsible for undertaking duties similar to those of a personal tutor for undergraduates, i.e. pastoral support. They do not need to be an expert in the ~~student's~~ postgraduate researcher's area of research and should not act as a second supervisor.

5.7 Mentors should be available for consultations but meetings are not compulsory. Discussions between the mentor and ~~student~~ postgraduate researcher will remain confidential if the ~~student~~ postgraduate researcher so wishes.

5.8 In some Schools it may be appropriate for the Welfare Tutor to undertake this role.

6. ~~Responsibilities of Research Students~~ Postgraduate Researchers

6.1 ~~Students~~ Postgraduate Researchers are responsible for the content, completion and submission for examination of their theses within the periods of study as prescribed in regulations for their particular degrees.

6.2 The further responsibilities of ~~students~~ postgraduate researchers include:

6.2 .1 Ensuring that they are familiar with and comply with University Regulations; Codes of Practice; School guidelines and procedures relating to their degree, the University's Code of Conduct for Research and Code of Practice for Research, relevant policies and other University requirements, safety advice, the monitoring of progress and terms of any sponsorship.

6.2 .2 Ensuring that in every year of registration they meet all of the University's requirements regarding administrative arrangements, for example, ~~checking and returning registration documents.~~ completing the annual online registration process at <http://www.my.bham.ac.uk>.

6.2 .3 Discussing with their supervisor(s) the type of guidance and comment they find most helpful, and agreeing a schedule of consultations.

6.2 .4 Initiating any necessary supervisory consultations ~~where necessary~~ other than those prescribed in paragraphs 2.17 and 5.1.3, and setting the agenda for such consultations.

6.2 .5 Taking the initiative in raising problems or difficulties (including illness or other exceptional circumstances), however elementary they may seem (e.g. in relation to supervision, project work or facilities provided) with the supervisor(s), academic adviser or mentor as appropriate.

6.2 6 Ensuring work progresses in accordance with the stages agreed with the supervisor(s), including in particular the presentation of required written material in sufficient time to allow for comments and discussion before proceeding to the next stage.

6.2 .7 Completing the Training Needs Analysis, in conjunction with their supervisor; attending research training and other appropriate training as directed by the supervisor(s), presenting papers within the University and at conferences, preparing papers for presentation, etc. as appropriate.

Registering for all compulsory and any optional taught modules

6.2 .8 Providing, annually, a formal report on progress, for example GRS3.

6.2 .9 Deciding when to submit their thesis (after the minimum period of study and before the end of the maximum period of study specified in regulations), taking

due account of the supervisor's opinion which is, however, advisory only.

- 6.2 .10 Ensuring that they understand the nature of their supervisor's responsibilities in relation to written work submitted (see 5.1(g)) and that supervisors have many other commitments.
- 6.2 .11 Presenting a "Notice of Intention to Submit a Thesis" form to the Research Student Administration Team in ~~Academic & Student Administration~~ Research Student Administration at least three months before they are due to submit their theses, in order that arrangements for the nomination of examiners may commence. (See <http://www.graduateschool.bham.ac.uk/rsa/>)
- 6.2 .12 Advising their supervisors(s) of any illness, holidays or any other occasions (for example, for urgent personal circumstances) when they will be absent from the University or from their study taking note of the procedures and Regulation (6.2.3) governing leave of absence.