

The following checklist is useful when delegating at least some supervision responsibilities to postdocs. If you are a postdoctoral researcher, you can use it to address these same issues with your supervisor.

Delegation of supervision

<input type="checkbox"/>	If a postdoc is going to be working closely with a PhD student, offer to involve the postdoc in the recruitment process.
<input type="checkbox"/>	Clarify your expectations of the postdoc and clarify the arrangement with the PhD student.
<input type="checkbox"/>	Clarify the postdoc's expectations (limits of responsibility, allocation of credit).
<input type="checkbox"/>	Discuss how much supervision they are expected to provide to an individual student and how many students they are expected to supervise.
<input type="checkbox"/>	Discuss the expectations at the start of the project, before any supervision occurs and before any problems arise.
<input type="checkbox"/>	Explicitly discuss the types of problems that may arise, and when and how they should be dealt with. Problems can vary from being of an interpersonal nature, to poor research practice, a problem with research integrity, to mental health issues.
<input type="checkbox"/>	In the event of the primary supervisor being unavailable for several weeks or months, clarify whether the postdoc has the authority to make decisions on changes to the research design or budget.
<input type="checkbox"/>	Provide an opportunity for the postdoc to receive training for specific skills associated with supervision (feedback, support for writing).