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di Padova



UNIVERSITÀ
DEGLI STUDI
DI PADOVA

PhD school mediators Update

Technologies for fundamental research in physics and astrophysics
PhD course - February 21 2025



Two words about us

Sorry for not being with
you today!

This week we attended
a **course for mediators**
at the Padova University



The focus of the European Charter for Researchers is the rights and responsibilities of researchers, employers, funders and policy makers



supervisor

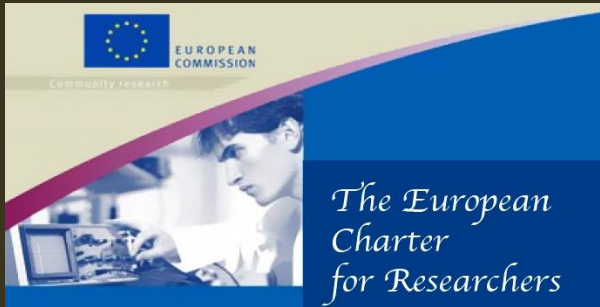
*“**Supervisors or mentors** [...] should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers’ career”*



early-stage researcher

*“**Researchers in their training phase** should establish a structured and regular relationship with their supervisor [...] to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.”*

It's a two-way street!



*“Employers [...] should establish appropriate procedures, possibly in the form of **an impartial [...] person to deal with [...] conflicts between supervisor(s) and early-stage researchers**. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of **promoting fair and equitable treatment within the institution and improving the overall quality of the working environment**”*

**This is where the figure of
the mediator comes into
play!**

What we do and what we don't do

“The mediator intervenes on the relation in case of conflict between a PhD student and their supervisor”

Intervene on **request issued by at least one of the two parties** involved (any PhD student or supervisor)

The process of **mediation is confidential**, identities of people requesting mediation are kept confidential and cannot be communicated to third persons without consent

The mediator supports the two parties in their quest to find an **amicable solution of the conflict**, guiding and supporting them in their search of a solution

Organize individual meetings or meetings with all parties involved

The mediator has no power of decision making

Two important points

requests can
come from **both**
the student and
the supervisor

contact us as
part of plan A,
not when it's
too late

Our proposal: Questionnaire

December 18, 2025:

Sabine sent to all supervisors and PhD students of XXXIX cycle (now 2° year) a proposal for a questionnaire

- **Goals:**
 - assist both the supervisor and the student by creating an opportunity to reflect in an atmosphere of mutual understanding and interaction,
 - encourage communication, the sharing of goals, and common expectations

Ph.D. in Technologies for fundamental research in Physics and Astrophysics, November 2024

SDEM: Sharing and Discussing Expectancies Method **Aimed at building a positive relationship between supervisor and Ph.D. student**

This tool aims to assist both the supervisor and the student by creating an opportunity to reflect in an atmosphere of mutual understanding and interaction, and to encourage communication, the sharing of goals, and common expectations.

Many researchers agree that clarifying expectations and sharing information directly at the beginning of the first year of the Ph.D. can play a key role in creating a more productive relationship and greater shared participation, as well as avoiding misunderstandings and potential conflict.

This form is in no way intended to monitor or assess the work of the supervisor and the doctoral student, nor does it impose any particular practices. It neither intends to capture a single, permanent snapshot of the relationship between both parties. Rather, it should be used as a potential starting point to facilitate the constructive sharing of mutual expectations. In addition, considering the dynamic nature of the student-supervisor relationship over the course of three years, and the evolution of the doctoral work, it could be beneficial to use the form again at the end of the first and of the second years.

We will circulate it to 1st year students/supervisors next week!

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1 Vai a wooclap.com

2 Immettere il codice dell'evento nel banner superiore

Codice evento
XLSMST



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