

Working successfully with your Advisory Panel

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Question- talk to your neighbor and report back

1. Why does every university in Australia require an HDR candidate to have at least two advisors?

Follow up questions

1. How many advisors do you have?
2. How often do you meet with your full Advisory Panel?

Qualities of excellent advisors: what candidates say

1. Appreciative of individual differences
 2. Available; collegiate
 3. Committed to academic renewal
 4. Encouraging ; enjoys supervision
 5. Enthusiastic about student, discipline and project
 6. Excellent communicator and teacher
 7. Flexible; mentor for life
 8. Reliable, respectful, punctual
 9. Sensitive to personal and professional needs
 10. Provides direction and structure
 11. Provides sustained practical support
 12. Supportive of others including those outside sphere of responsibility
 13. Unselfish; lacks intellectual jealousy
1. Displays capacity to build critical mass people, ideas resources
 2. Contributes to discipline through publications
 3. Experienced in discipline
 4. Knowledgeable

Thinkwell's 7 secrets of highly successful research students

1. Care for and maintain their Advisory Panel
2. Write and show as they go
3. Be realistic
4. Say no to distractions
5. Treat their degree as a job
6. Get help
7. Remember a doctorate is 10% intelligence and 90% persistence

Determine if their style is likely to be compatible with yours

Before you sign up, ask:

- What is the name of one of your other HDR candidate and can I speak to him/her?

Important aspect of advisory style

ADVISORS

CANDIDATE

Spoonfeeder

Dependent

- The relationship is satisfactory when expectations are similar
- Try to become more independent during candidature
- Remember –you may sometimes need to regress!

Deep-ender

Independent

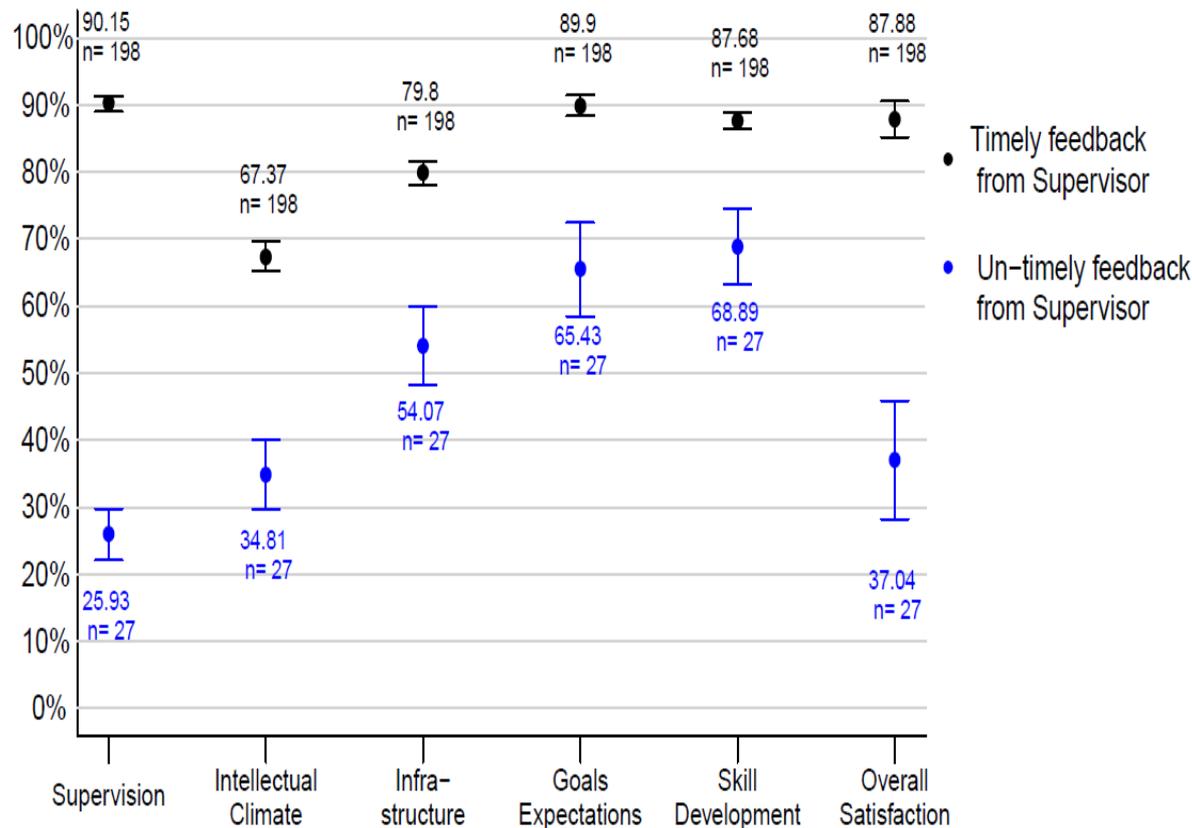
Complete Ingrid Moses' Role Perception Rating scale –
GRS website

Develop a mutually satisfactory way of operating

Clarify expectations; develop an Advisory Panel- HDR candidate agreement (including meeting schedule return times for written work, IP, data, authorship, publication schedule) – 6 weeks Check-in form (see GRS website)

Remember both you and all members of your Panel have a life

Satisfaction levels of candidates who received timely feedback from advisors higher across all dimensions than for candidates who did not receive timely advice (JCU internal PREQ 2016).



Be specific about what you need your advisors' feedback on

Use the agreed response time and protocol in your Advisory Panel agreement

Care and maintenance of your Advisory Panel

Meet regularly with your Advisory Panel (even if they don't think it necessary)

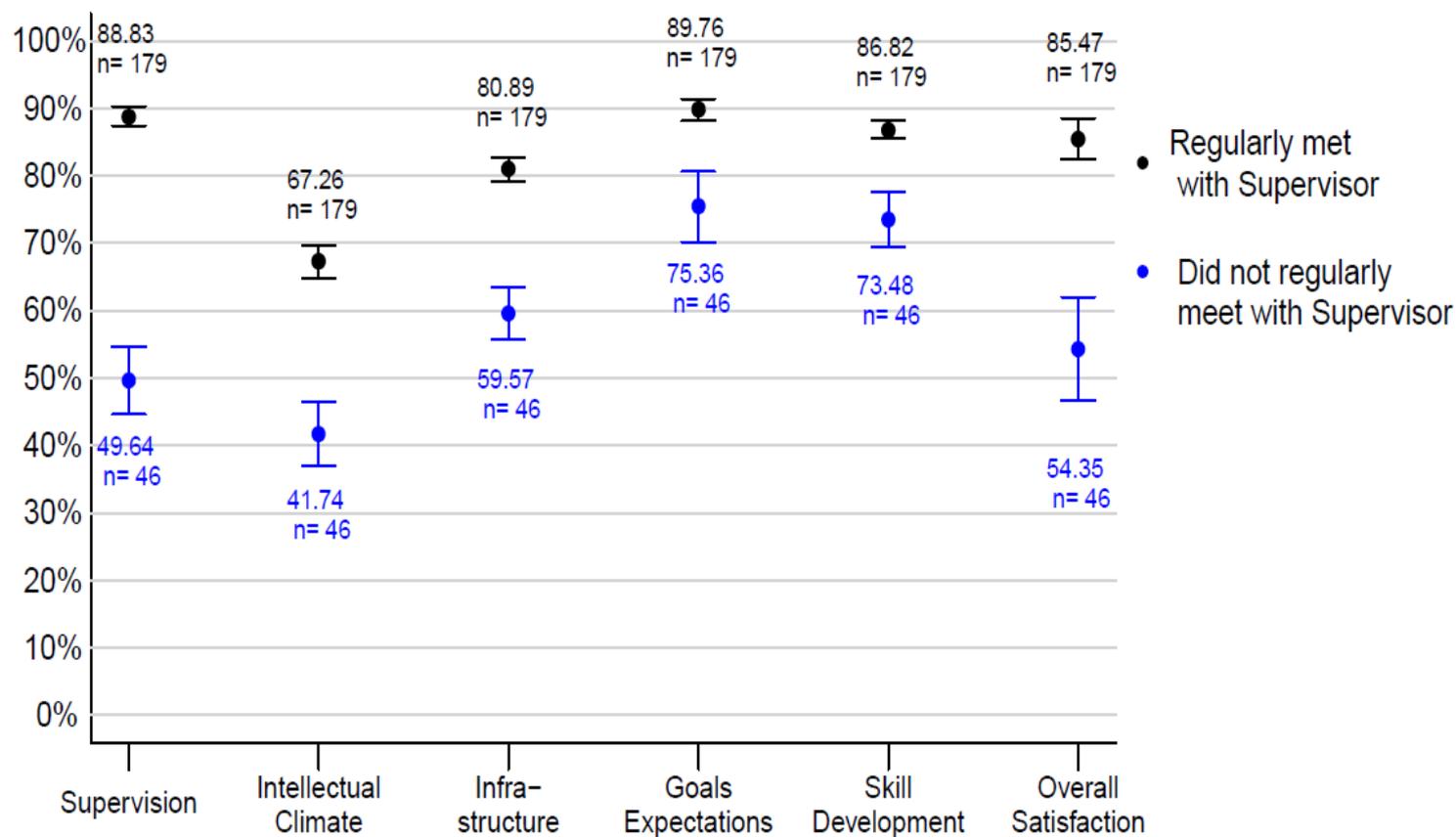
Make appointments

Don't be a carrier pigeon

Discuss and negotiate your progress regularly



≥ fortnightly meetings with principal advisor positively associated with levels of satisfaction in all dimensions of JCU 2016 PREQ survey.



If it is not working do something about it

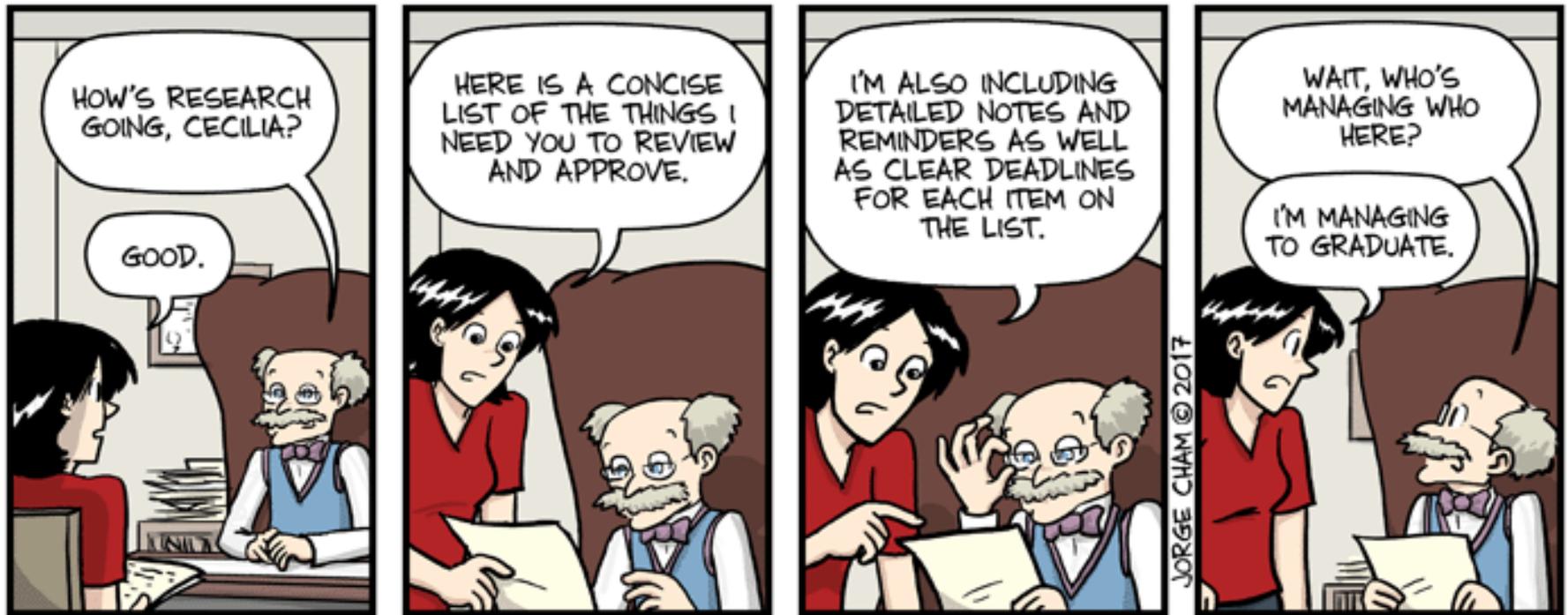
Be assertive

Assume your Advisors are reasonable people and will respond well if you communicate assertively

*Focus on developing a long-term professional relationship with your supervisor by having open and honest communication**

* check out finishyourthesis.com

An assertive candidate dealing with a disorganized advisor



Prepare for supervisory meetings with your Advisors

Advisors are busy - your work competes with many other priorities

Coming to a meeting with a clear agenda (preferably emailed in advance) facilitates focus on matters that you consider need to be resolved.

Follow up the meeting with an email summarizing your understanding of what was agreed

Maintain a respectful and professional relationship

- Consider boundary norms- which are changing fast
- Be friendly but not a friend
- Be cautious about:
 1. Sharing accommodation with advisors – even to save money
 2. Supervisory meetings at advisor’s home
 3. Doing non-professional work for advisors

Attend ‘Respect Now Always’ workshops on this topic offered at JCU

How to practice CARE and MAINTENANCE of your Advisors

Be:

Communicative

Assertive

Responsive

Empathetic

It really is worth it!!!!!!



Group work 1

What are you going to talk about with your Advisors at your next Advisory Panel meeting?

Group work 2

How are you going to ensure that you get what you want out of each meeting with your Advisory Panel?

Group work 3

What are you going to do if you consider that your relationship with your Advisory Panel, especially your Primary Advisor, is floundering ?