Signaling, Intervention and Action (SIA) plan

The Doctoral School offers confidential and supportive guidance to PhD candidates experiencing challenges during their PhD journey. At any stage, PhD candidates can discuss their concerns in confidence with a PhD advisor. If appropriate, the advisor will connect them with further support services within Amsterdam UMC (see PhD Safety & Support Guide).

PhD advisors also monitor signals about recurring issues involving supervisors or departments. If necessary, the Doctoral School can initiate conversations and intervention steps. However, it is important to manage expectations: Because interventions are based on anonymous signals, and the Doctoral School does not have a formal mandate or evidence to enforce change, our role is primarily to initiate conversations and facilitate dialogue.

We act with care and confidentiality, and only take action with the explicit consent of the PhD candidate, focusing on constructive solutions and supporting both PhD candidates and supervisors in making positive changes.

Signaling

PhD advisors **monitor** repeated signals about similar situations with a supervisor or department.

If a **pattern** emerges - that is, similar situations with the same supervisor twice or within the same department three times in two years - the Doctoral School reviews whether additional support or action could benefit the situation.

Any step forward is carefully considered and discussed with the **PhD candidates involved**.

Intervention

Intervention occurs under these conditions:

- PhD candidates cannot bring about change themselves, even with the PhD advisor's support
- PhD candidates **consent** to steps taken
- **Anonymity** is protected as much as possible
- **All perspectives** are taken into account

Intervention steps - depending on severity and scope:

Step 1: For non-transgressive issues at supervisor level, manager Doctoral School talks to the supervisor. The next in line (e.g., first promotor, head of department, division chair, or dean) is informed, unless involved in the case — in which case the next person in line is informed.

Step 2: For non-transgressive issues at department level, manager Doctoral School talks to the next in line before jointly meeting with the supervisor(s).

Step 3: For unacceptable or integrity-violating behavior at any level, involvement of confidential advisor/ombudsperson.

Action

Supervisors are asked to create an **improvement plan** (with support such as mediation or team coaching if needed).

The Doctoral School **monitors progress** via regular check-ins with both PhD candidates and supervisors.

If, at the evaluation moments, the PhD candidates involved continue to report the same pattern, or if the improvement plan is not being followed, next steps are discussed with the parties involved.

Questions?
PhDadvisor@amsterdamumc.nl