

Preparing and signing your Success Plan: Silver linings for the Supervisor

1. Helps you define each and every aspect of the bilateral relationship with your student and clarify what is expected from both sides (mutual knowledge of the appropriate rules and regulations, initial planning and project follow-up, expected duration of the project, support guidelines, frequency of interactions, deliverables and schedule, research and living environments, project's financing);
2. Helps clarify the role and responsibilities of the research student towards their research project so as to build a healthy relationship and prevent hardships or conflicts;
3. Gives you a better understanding/knowledge of the student's motivations, their strengths and weaknesses, their career plan, their skills;
4. Allows you to be more specific about what is expected from the student in terms of writing, autonomy, initiative, leadership, organization, creativity and teamwork commitment;
5. Allows you to maximize the research project chances of success within a foreseeable time frame/timeline. It prevents any lack of proper guidance that might cause important delays, a loss of interest from the research student, frustration, powerlessness or even failure to complete the project.
6. Allows you to set the table for the supervising relationship to foster.
7. Allows you to map out the administrative and financial layouts, to stop the funding of a research project because agreed upon deliverables are not met according to schedule/plan;
8. Helps you save some precious time. A few hours dedicated to put the project on the right track from the start could avoid you the hassle of long days to try to put it back on track once it has gone awry.
9. Allows you to customize the Success plan to your very own needs and project. The basic framework is flexible (frequency and nature of the follow-ups, deliverables schedule, number and type of publishing contributions, expenses payback, conferences, part time work, etc.)
10. Enables you to avoid disagreements/misunderstandings that bring along tensions and conflicts which could ultimately result in complaints at the *Bureau du respect de la personne* (BRP), Students Services, International Relations Service or at the Dean of Studies Office.