



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 for signals about recurring issues involving supervisors or departments. If necessary, the Doctoral School can initiate intervention and action steps. 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](#) for 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 maintained
- [All perspectives](#) are taken into account

Intervention steps - depending on the case:

Step 1: Manager Doctoral School talks to the supervisor (department head is informed)

Step 2: If the issue affects multiple supervisors or persists, manager Doctoral School talks to the department head before jointly meeting with the supervisor(s).

Step 3: For widespread or serious issues, involvement of division chair and/or dean

Action

Supervisors are asked to create a [SMART 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 no improvement occurs after 6 months, the next intervention step is considered in consultation with the department head, division chair, and/or dean.

Questions?

PhDadvisor@amsterdamumc.nl