**Appendix to the BIDS PhD Handbook**

Advising Information, Expectations, and Resources for Students and Advisors

Johns Hopkins University is committed to a culture of quality mentoring for all students. Please review and familiarize yourself with the following JHU and School of Medicine policies and resources.

The [Policy on Mentoring Commitments for PhD Students and Faculty Advisors](https://provost.jhu.edu/wp-content/uploads/2019/08/Policy-on-Mentoring-Commitments-for-PhD-students-and-Faculty-Advisors.pdf) provides mechanisms to support a climate of excellence in mentoring for PhD students.

The [JHU Mentorship Commitments of Faculty Advisors and PhD Students](https://provost.jhu.edu/wp-content/uploads/2019/08/JHU-Mentorship-Commitments-of-Faculty-Advisors-and-PhD-Students.pdf) outlines mentoring expectations that should be discussed by advisors and their students. Our program ensures that these mentorship commitments are discussed during the annual PhD advising review.

The [Conflict Resolution Procedures in the Context of the Relationship Between Faculty Mentors/Advisors and Graduate Students](https://hpo.johnshopkins.edu/doc/fetch.cfm/fDpBJD5I) provides guidance about how students can resolve conflicts with their advisors. If students have a question or concern related to their thesis advisor, there are many faculty and staff to whom they can reach out, including the Program Director, Associate Director, Thesis Committee members, or the Associate Dean for Biomedical Education. Students may also reach out to the University Ombuds.

The [Policy on Annual Academic and Professional Development Discussions for PhD Students and Their Faculty Advisor](https://provost.jhu.edu/wp-content/uploads/2019/08/Policy-on-Annual-Academic-and-Professional-Development-Discussions-for-PhD-Students-and-Their-Faculty-Advisors.pdf) describes the requirements whereby PhD students and their advisors discuss, at least annually the following: (a) the student’s academic progress, future requirements, and next steps; (b) the student’s professional development goals and any next steps; and (c) how the advisor can be helpful regarding each. The BIDS program expects that these discussions occur in the Fall Semester (Quarter 1 or Quarter 2) as part of the annual PhD advising review. BIDS recommends that students and advisors use the [Annual Academic Progress and Professional Development Plan Template](file:///C%3A%5CUsers%5Cebunker1%5CDocuments%5C2022%20MSc-MS-Cert_Admission%20Project%20Dashboard-Ed%27sBestGuesses.xlsx).

During the annual PhD advising review, students will also want to update their [Individual Development Plan](https://myidp.sciencecareers.org/) myIDP is an online tool that enables trainees to examine their skills, interests, and values, and suggests possible career paths as well as how to set tractable goals. The expectation is that the information obtained be discussed in the annual mentoring meeting and form the basis for continued conversations with the mentor.