

# Supervisor–Researcher Well-Being Compact (CoU)

Shared expectations that protect quality, integrity, and sustainable productivity.

- Response targets: acknowledge messages within 48 hours; feedback within 7–14 days (unless agreed otherwise).
- Feedback standards: specific, respectful, and actionable; focus on improvement and learning.
- Meeting rhythm: minimum monthly check-in; extra sessions during milestone weeks.
- Workload realism: milestones must match time availability and resources; avoid deadline clustering.
- Escalation pathway: mentor → program lead → research office mediation (confidential).
- Integrity safeguards: pressure must never compromise ethics, authorship, or data stewardship.
- Optional acknowledgment: researcher and supervisor can record agreement in the portal.

*City Open University (CoU) — Research & Publication Ecosystem*