



Department of Microbiology

Franklin College of Arts and Sciences

UNIVERSITY OF GEORGIA

Student-Faculty and Peer Conflict Management Resources

The Microbiology department acknowledges that student-faculty and/or student-student interpersonal conflicts may arise during the graduate school experience. Unfortunately, these situations can have a negative impact on the overall mental health and academic performance of graduate students and their mentors. As a first step and/or for minor conflicts, students may consider reaching out to senior lab mates or post-docs. Senior lab staff might have useful suggestions on effective communication to help resolve conflict with the faculty member/peer. For larger conflicts, particularly conflicts with a faculty mentor, consider reaching out to your thesis advisory committee and/or another faculty member in the department. All faculty members are conscious of the need for discretion in such cases and will keep these conversations confidential (even/especially from your advisor) if requested.

Additionally, the Microbiology department as a whole and the graduate school are working towards mitigating these conflicts by providing the appropriate support and resources for the graduate students. Below is a list of *additional* resources that could be useful should a conflict arise. Please do not hesitate to reach out or contact any of the offices/people below.

Microbiology specific:

- Graduate Student Advising Coordinator: Dr. Elizabeth Ottesen
 - Email: MIBGRDADV@uga.edu
- Microbiology Peer Mentoring Program
 - For information on the current microbiology mentors or co-chairs of the program are, email Janice at mibcoord@uga.edu.
- Microbiology Graduate Student Association (MGSA)
 - MGSA consists of different officers who could be good resources. If you don't know who your MGSA officers are, email Janice at mibcoord@uga.edu.

Graduate School/UGA

- ILS Director: Lance Wells
 - ilsdirector@uga.edu
- Ombudsperson for students: Charisse Harper
 - Email: charper@uga.edu
 - Website: <https://eoo.uga.edu/policies-resources/the-ombudspersons/>
- Counseling and psychiatric services (CAPS)
 - Email: <https://www.uhs.uga.edu/caps/welcome>



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Graduate Student Complaint Procedures

Procedure for reporting complaints and the review/appeal process.

When a graduate student has a complaint about the performance or behavior of a faculty member directly related to their responsibilities as a Graduate Faculty member, the following procedure is recommended.

1. The first course of action should be to try to resolve the complaint directly with the faculty member. If the student is unsure about how to address the issue with the faculty member, they are encouraged to seek advice from a dissertation committee member or the graduate coordinator prior to discussing the issue with the faculty member in question.
2. If the student/faculty member is unable to resolve the complaint with the Graduate Faculty member, then an oral or written complaint should be delivered to the department head and/or the departmental graduate coordinator.
3. The department head and/or graduate coordinator must investigate the complaint and work with the student/faculty member making the complaint (complainant) and the Graduate Faculty member.
4. Additional steps to address and resolve the issue will be taken by the administration as outlined in the Microbiology Graduate Faculty Guidelines.