

Wood, Brandy S

From: Brutkiewicz, Randy R
Sent: Thursday, May 05, 2016 1:03 PM
To: Brutkiewicz, Randy R
Subject: From Randy's Desk - Dealing with issues in the laboratory

Dear Colleagues,

This month's note from my desk concerns dealing with issues in the laboratory. These can be personality issues between two or more laboratory members, conflicts between you and a trainee, or a member of your laboratory who could be having behavioral/mental health issues.

We're not trained to deal with personnel problems while in graduate school or fellowships. Instead, we learn these things as we go. Today, I would like to share some resources that should help if you need to address any of a number of issues we deal with as PIs.

When I was an Assistant Dean in OFAPD, my responsibility was the oversight of research faculty development. One of the tools I used was Research Faculty Development Seminars (RFDS). These one-hour seminars covered what I called "the Top 10 issues that research faculty deal with". Although they were mainly geared towards junior faculty, some of these RFDS topics cut across ranks. Considering that this month's topic is laboratory/personnel issues, note that one of the RFDS was entitled, "Dealing with Personnel Problems in the Laboratory". The link to that video presentation is here: <https://medaudio.medicine.iu.edu/Mediasite/Play/dbd478ad2f784dff4901525ed3d98dd1d>

If you just want the slides I used in my presentation, here is the link: <http://faculty.medicine.iu.edu/wp-content/uploads/2013/09/PersonnelProblemsinLaboratory1110.pdf>

Some of the basic personnel issues are fairly simply to deal with. However, there are other issues, such as those of a mental health nature, that we are less prepared for or simply do not know what helpful resources we have available in the School of Medicine.

For trainees with mental health issues, who can we go to? The School of Medicine uses resources on the IUPUI campus. For graduate students or postdocs, Dr. Suzanne Kunkle (sukunkle@iu.edu), is our main contact for student/trainee behavioral issues. Campus Health Student Services is in Coleman Hall (Student appointments: 274-8214). We also use IUPUI's CAPS (Counseling & Psychological Services; Tel. 274-2548), which is under IUPUI's Division of Student Affairs: <http://studentaffairs.iupui.edu/health-wellness/counseling-psychology/index.shtml>. CAPS is directed by Dr. Julie Lash (jlash@iupui.edu).

CAPS can be a most important first step. For behavioral issues that cause you concern (trust your gut), contact the IUPUI Behavioral Consultation Team (BCT; 274-4431). They will help assess what needs to be done and the resources and timeframe necessary. While the BCT does not directly assist those in need, their job is to find and coordinate the resources necessary to address the issue for everyone involved.

All concerns that require immediate attention (i.e., criminal, violent, threatening or imminent suicidal behavior) should be directed to the University Police.

All of us in the Graduate Division are here to support you. Please do not hesitate to contact Tara Hobson-Prater for Graduate Student issues or Tricia Wright for Postdoc Issues; you can always contact Lauren Easterling or me for any of these issues.

Please do not hesitate to contact me with any questions or ideas you have on this topic or others.

Thank you for all you do for our trainees.

Sincerely,
Randy

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