

Conflict Management and Mental Health Resources

Conflict Management Tips

- Understand Expectations
 - Ask up front how frequently you should be checking in with each other.
 - Bring challenges to their attention as soon as you can.
 - You cannot fix a problem you don't know is broken. Request clear feedback frequently
- Prepare an agenda for every meeting
 - A clear agenda allows everyone to focus on the problems that need to be resolved
- Explain the problem and leave your emotions out of the discussion
 - Describe the problem by stating the facts and explain how it is interfering with your work
 - The person you have a conflict with may not be familiar with the minute details of your work
- Define in advance how you would like the problem to be resolved
 - Come to the meeting with one or more proposals to resolve the problem. It is important that the person you have a conflict with understands you are looking for a solution rather than complaining
- Listen to your supervisor's viewpoint and brainstorm about mutually beneficial solutions
 - Do not take criticism of your ideas personally or get defensive
 - Look at the problem from their viewpoint and brainstorm about solutions that will meet both of your needs
- Put important agreements in writing
 - Miscommunication is a major cause of conflict. Avoid miscommunication by following up each meeting with an email that summarizes what you have agreed upon and your action items
- Always follow through on your end of the deal
 - Be sure that you keep your commitments, and if you are not able to let your supervisor know as soon as possible

<https://blog.addgene.org/7-simple-strategies-to-resolve-conflicts-with-difficult-supervisors>

Conflict Management Resources within BMCDB

- Try to have a calm discussion with the person you have a conflict
- If the conversation does not resolve the problem:
 - The next step would be to talk to your PI directly (if the conflict is with a lab member)
 - If the conflict is with your PI, you should reach out to your academic advisor
- Your academic advisor is your advocate, and if they are not available, you can contact the Master Academic Advisor (for 2021-2022, Enoch Baldwin)
- The program Chair (Ben Montpetit) can assist in mediating a conflict between student and PI
- Filing a complaint with The Associate Dean for Graduate Students and Postdoctoral Scholars can be a last resort for a conflict
- Additional Resources
 - The Graduate Program Coordinator – Steve Ross sdros@ucdavis.edu
 - The student representative on the BMCDB Executive Committee (for 2019-2020, Danielle Steffen dnsteffen@ucdavis.edu).
 - Grad Studies has Mentoring Resources for Mentees and Mentors
 - <https://grad.ucdavis.edu/resources/mentoring/mentoring-resources>

Mental Health

- Most graduate students face various stresses throughout their graduate school career.
 - Many people can benefit from counseling, whether it is short term or long term.
 - UC Davis Student Health and Counseling Services (SHCS) offers short-term counseling services and help connecting with community professionals to continue long-term care.
 - Stats for Graduate Students:
 - 58.4% feeling overwhelming anxiety
 - 43.6% so depressed they could not function
 - 5.3% causing intentional self-harm
 - 8% reported seriously considering suicide
 - <https://leadership.ucdavis.edu/strategic-plan/task-forces/mental-health>
- You are not alone.**
- If you are in crisis, text RELATE to 741741 to text with a trained Crisis Counselor.
 - UC Davis mental health resources include:
 - SHCS general information, where you can be directed to help: 530-752-2300 (After hours Counseling Services consultation: 530-752-2349)
 - For distressed students: 530-752-0871
 - SHCS counseling services appointments: 530-752-2349
 - Crisis consultation service (walk in) at North Hall is from 11am-4pm (M-F)
 - Accute Care Clinic at Student Health and Wellness Center is from 8am-5pm (M,T,H &F) and 9am-5pm (W)
 - Online counseling services through video call, more information found here: <https://shcs.ucdavis.edu/online-visits>
 - Students have access to free online counseling www.livehealthyonline.com coupon code UCDCOUNSELING
 - Community resources include:
 - Yolo County Suicide Prevention 24-hour call line: 530- 756-5000
 - National Suicide Prevention call line: 800-273-TALK (8255) for free and confidential emotional support to people in suicidal crisis or emotional distress

Student Health and Counseling Services	https://shcs.ucdavis.edu	SHCS offers two major types of mental health resources: Counseling Services and Psychiatric Services. Counseling Services provides issue focused, short term care, typically eight sessions or less. Within this time, the therapist and student will determine whether a referral to an outside provider is necessary. Psychiatric services include psychiatric assessment, medication management, and medication monitoring. On-line counseling is also available. (www.livehealthonline.com ; use coupon code: UCDCOUNSELING).
24-Hour Phone and e-Messaging Hotline	530-752-2349	This phone line and e-messaging service can provide both crisis assessment and counseling services.
LGBTQIA Resource Center	https://lgbtqia.ucdavis.edu	The LGBTQIA Resource Center promotes education as well as space for self-exploration about all sexes, genders and sexualities and their intersections with other identities. The center provides a wide range of resources and support.
Student Disability Center	https://sdc.ucdavis.edu/	The SDC is staffed by a team of professionals who have expertise in the education of students with disabilities. SDC Specialists approve services and coordinate accommodations to ensure equal access to the University's educational programs.
Graduate Diversity Resources	https://grad.ucdavis.edu/about-us/priorities-initiatives/diversity	UC Davis values a diversity of viewpoints, backgrounds, and experiences among its graduate student population and remains committed to facilitating a campus atmosphere well suited to this diversity. As part of this commitment UC Davis offers numerous services, workshops and trainings, and well as key faculty, staff, and students situated to promote and address the needs of diverse students and those allied in this mission.

8 Wellness Strategies for Graduate Students

- Make Time for Downtime
 - Make sure you treat self-care, socializing, rest, and hobbies just as you do homework assignments and class time. You can't have one without the other!
- Don't forget your physical health
 - Your physical health has a direct impact on your mental health.
- Check in with yourself
 - Keeping a journal, meeting regularly with friends and practicing meditation as good ways of keeping tabs on your mental health.
- Take a social media break
 - Sometimes the terrible things happening in the world take center stage, and that can wear down even the most mentally-healthy person.
- Check in with family or friends
 - Those who know you outside of academics can offer a unique perspective.
- Don't hesitate to get help
 - Getting help academically can lessen the mental toll taken by grad school.
- Take all medications exactly as directed
 - If you are prescribed medication to help with mental health issues, take it as directed.
- Remember that grad school won't last forever
 - It's not a sustainable lifestyle, recognizing that it's a limited period of time can help put things in perspective.

<https://www.gograd.org/resources/grad-student-mental-health/>