Purpose
The Office of Graduate Education (OGE) and Biological and Biomedical Sciences Program (BBSP) at the UNC School of Medicine strongly believe that every member of the research community has the right to a work and training environment free from mistreatment or inappropriate behavior and that is conducive to professional and scientific growth. On this page of our website, we detail the expectations of advisors and trainees in our research training environment: https://bbsp.unc.edu/expectations/.

Like in any human endeavor, interpersonal conflicts can arise in research settings. Graduate students in our training environment have multiple options when dealing with conflicts, and this document describes strategies and supports from BBSP and other campus resources available to graduate students specifically during their first year. For information after the BBSP year, see the “OGE Conflict Resolution Policy” along with any policy from the PhD program or department; specific graduate programs, departments and centers may have additional documentation for conflict resolution and resources; this document does not override those policies but co-exists with them.

Note that most OGE employees and faculty are UNC Responsible Employees, meaning they are obligated to report incidents of discrimination, harassment, retaliation, sexual assault or sexual violence, sexual exploitation, interpersonal violence, or stalking to the University. If a student feels like a conflict is actually mistreatment, BBSP maintains a list of resources: https://bbsp.unc.edu/mistreatment-safety/.

Office of Graduate Education
You can find individuals in the roles below on our websites, at https://www.med.unc.edu/oge/contacts/ and https://bbsp.unc.edu/contacts/.

Director of BBSP
The Director of BBSP is the director of graduate studies (DGS) and supports students and faculty during the first BBSP year in various capacities. In the BBSP year, the Director is responsible for monitoring students’ progress and evaluating when they are meeting the expectations of a graduate student.

The Director regularly works with students having challenges in graduate school. They can recommend different approaches, practice tough conversations, and connect students with other people or resources at UNC that may be helpful. They can coach students to develop their own approaches to dealing with conflict or help to mediate conversations.

BBSP Faculty
Several faculty members are specifically involved in the BBSP first year. First, there is the Faculty Director of BBSP who works closely with the Director of BBSP to design and implement the curriculum. Second, each student is assigned to a First Year Group that is led by a primary faculty member and a group of faculty mentors. One role of these faculty is to advise students during their first year, around rotations and, to a lesser extent, coursework.

Directors of Diversity Affairs
The Directors of Diversity Affairs support all students and faculty in various capacities. For students and faculty involved with the Initiative for Maximizing Student Development (IMSD) program, they monitor student progress, lead programming to foster community, and facilitate conversations between mentors.
UNC SOM BBSP Policy on Helping Students Resolve Conflicts

and mentees. Similar to the Director of BBSP, the Directors of Diversity Affairs serve as advisors and coaches for students in their development and in handling conflict.

**Directors of Career and Professional Development**
The Directors of Career and Professional Development regularly meet with students for career advising and Career Coaching to trainees. Directors who provide Career Coaching abide by our coaching policy, following professional ethical standards and recommendations set forth by the International Coaching Federation. Our OGE coaching policy is detailed here: [https://tibbs.unc.edu/coaching-policy](https://tibbs.unc.edu/coaching-policy).

**Non-faculty Members of the OGE**
Many other members of the OGE advise students throughout their time in graduate school. Student Service Managers, the Director of PREP, and the Director of BBSP Admissions all interact with students regularly. Students may leverage these relationships to seek advice and resources in ways similar to the above Director positions.

**Faculty Members of the OGE**
Several faculty members contribute to the OGE’s programs in various ways. Students may approach them for advice on handling a situation. In addition, these faculty may be brought into a conversation with a student and a non-faculty member of the OGE if it would be appropriate and helpful to add their perspective.

**Sources of Student Support Outside of OGE**

<table>
<thead>
<tr>
<th>Contact</th>
<th>Role in Managing Conflicts</th>
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<tbody>
<tr>
<td><strong>Additional faculty</strong></td>
<td>Students may have existing relationships with other faculty members not elsewhere listed in this document, and they may naturally seek them out for advice. Examples include faculty from courses, committees they've served on, and others. These faculty may or may not be connected with the student’s PhD program, and both situations have potential benefits for handling a conflict.</td>
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<tr>
<td>BBSP Embedded Counselor <a href="https://bbsp.unc.edu/current-students/wellness/">https://bbsp.unc.edu/current-students/wellness/</a></td>
<td>BBSP’s Wellness Counselor is a confidential resource who works primarily with PhD students in the biomedical sciences and has strong knowledge of the factors that shape a student’s experience.</td>
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<tr>
<td>Counseling &amp; Psychological Services (CAPS) <a href="https://caps.unc.edu/">https://caps.unc.edu/</a></td>
<td>Other counselors at CAPS are also confidential resources who can help students talk through issues they're facing, consider their reactions, and discuss potential solutions.</td>
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<tr>
<td>Ombuds Office <a href="https://ombuds.unc.edu/">https://ombuds.unc.edu/</a></td>
<td>Ombuds are confidential resources who specialize in mitigating disputes. They may help students to consider their options and build skills in having difficult conversations, and they are also available to facilitate discussions among the involved parties.</td>
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