Session Description:

PDOs are often in the middle of employee relations issues between postdocs and their supervisors. What constitutes a conflict? How does your institution define grievance? What role does the PDO play in conflicts between postdocs and their advisors? What are the best strategies for guiding both parties through resolving conflicts before they escalate beyond your control?

Facilitators:

Leanne Stewart, PhD, Employee Relations Manager, Washington University in St. Louis

Sofie Kleppner, PhD, Assistant Dean for Postdoctoral Affairs, Stanford University

Relevant NPA Resources:

**RCR Toolkit:** The NPA's RCR Toolkit provides advice on developing responsible conduct of research (RCR) programming for postdocs. It is intended for those developing programs, but may also prove useful for individuals seeking information on RCR topics, including navigating difficult conversations: [http://www.nationalpostdoc.org/rcr-toolkit](http://www.nationalpostdoc.org/rcr-toolkit)

**NPA Advance Clearinghouse:** A one-stop-shop for best practices from academic institutions, the Clearinghouse is a living resource for retaining postdoctoral women in academia. Practices and programs for mentoring, networking and other development tools are highlighted: [http://www.nationalpostdoc.org/advance](http://www.nationalpostdoc.org/advance)

Relevant External Resources:


Howard Hughes Medical Institute Educational Resources for Laboratory Management: [https://www.hhmi.org/educational-materials/lab-management](https://www.hhmi.org/educational-materials/lab-management)

Related Workshops at the 2014 Annual Meeting:

**Friday:** Communication Tips and Techniques to Enhance Your Leadership Skills

**Sunday:** Conflict Management for Research Teams