

Resources on Community Building and Conflict Resolution at UW-Madison

Department of Chemistry

This list of resources, prepared by the Climate/Diversity Committee, contains information about people and organizations that can help you network with various communities around campus and resolve any kind of personal and inter-personal conflict you may be experiencing. Faculty and staff truly care about your success and well-being. Please *do not hesitate* to take advantage of any of the resources below and to make your time in the Chemistry Department rewarding and bias-free.

The Spring 2018 [Guide to Creating and Maintaining a Safe Learning and Work Environment](#) at UW-Madison is a useful document about responsibilities, resources, and reporting requirements that is posted on the Office of Compliance's website.

Conflict Resolution

Chemistry Staff with Open Doors *(for everyone)*

If you don't know who to talk to, the staff members below have offered to be available to help you with general and specific concerns. They are sure to provide a listening ear and treat your individual circumstances with privacy and respect, no matter how big or small.

Contacts: Matt Sanders, Executive Director (matthew.sanders@wisc.edu, room 1126);
Arrietta Clauss, Graduate Student Services Coordinator (awclauss@chem.wisc.edu, room 2108)
For TAs/FAs: Jeanne Hamers, Undergraduate Chemistry Director (jhamers@chem.wisc.edu, room 1328A)

Chemistry Active Listeners (Climate/Diversity/Equity) *(for everyone)*

The goal of the Chemistry Active Listeners is to address individual concerns of harassment or specific issues on climate raised by members of the Department of Chemistry. If you experience or observe incidents that you perceive as harassment or detrimental to the department climate, we encourage you to contact (email, meeting, etc) any member of the Chemistry Active Listeners.

Whatever you say will be kept confidential and no actions will be taken without your express permission (except as required by [Safe Learning and Work Environments](#)). The members of the committee can serve as sounding boards, but they also will work with you to find a solution that addresses your concerns. Their familiarity with campus resources is a key asset in helping to ensure an accepting and productive departmental climate.

Feel free to contact [John Berry](#), [Arrietta Clauss](#), and [Heike Hofstetter](#).

Chemistry Climate / Diversity Committee *(for everyone)*

The goal of the climate/diversity committee is to ensure that the Chemistry Department has a welcoming environment, to address individual and general concerns regarding climate, and to develop strategies to increase the overall well-being and diversity within the department. All members of the Climate/Diversity Committee welcome your input and suggestions, and are happy to assist you with any needs and concerns pertaining to gender, ethnical, cultural, racial, and any other types of biases. Your comments will be kept confidential at your request (except as required by [Safe Learning and Work Environments](#)). The Climate/Diversity Committee includes graduate students, faculty, and staff of diverse ethnical and cultural origins.

View a list of [members \(faculty, staff and students\) of the Climate/Diversity Committee](#)

Chemistry Anonymous Suggestion Box *(for everyone)*

A completely anonymous online comment box is available for anyone in the department to use. Comments and suggestions are routed to Matt Sanders, executive director, and Jeanne Hamers, undergraduate chemistry director, where they are triaged and addressed appropriately.

Website: suggestions.chem.wisc.edu; must be connected to the internal chemistry network

Office of Equity and Diversity (OED) *(for everyone)*

Students can file complaints and discuss both subtle and major gender, ethnic, and cultural biases with OED. OED does not involve any personnel from the Chemistry Department. OED also offers [workshops](#) to train TAs and students.

Contacts: Steven Appell, OED complaint investigator, appell@provost.wisc.edu; Luis Piñero, OED director lpinero@cdo.wisc.edu

University Ombuds Office *(for faculty and staff)*

ombuds.wisc.edu | 608.265.9992 (leave a message)

Ombuds are emeritus university faculty or staff who work confidentially and independently from university administration. They can listen to your concerns, clarify procedures, discuss options, and if requested and appropriate, serve as an intermediary in disputes.

Additional information on the above and other resources can be found at

<http://www.oed.wisc.edu/sexual-harassment-information.htm>

Dean of Students Office *(for all students)*

doso.students.wisc.edu | 608.263.5700

This office is committed to fostering a caring environment for all students. Responsibilities include the [Bias Reporting Process](#), addressing [Sexual Assault, Dating, and Domestic Violence](#), as well as many [other issues affecting student wellbeing](#).

Office of Student Conduct and Community Standards *(for all students)*

conduct.students.wisc.edu | 608.263.5700

This office upholds every student's right to learn in a community that is safe, and fosters integrity and accountability. Policies cover student [academic](#) and [non-academic procedures](#), [residence hall expectations](#) and [protest policy](#).

Hostile and Intimidating Behavior

<https://hr.wisc.edu/hib/>

A new website providing an overview of policies and campus resources touching on all aspects of “bullying”.

Wellness

University Health Services (UHS) *(for undergraduate and graduate students only. Postdocs: please see note at the bottom of this section)*

UHS is a general campus resource dedicated to the physical and mental well-being of undergraduates and graduate students. Some of the workshops offered by UHS are aimed at sharing experiences and optimizing networking and interpersonal relationships among different people on campus. Other UHS workshops focus on general wellness and health support (e.g. yoga and meditation). All process groups listed below are highly confidential and meet once weekly at their East Campus Mall office. In order to join, you need to call UHS first (608.265.5600).

University Health Services (UHS) offers a safe and confidential environment with a variety of support services available free of charge and open to all students. These include [individual](#), [couple/partner](#), and group counseling, as well as [stress management](#) and [psychiatry services](#).

Beginning this fall, UHS is employing Access Consultation phone screening to replace the drop-in triage system. Students can call 608.265.5600 or log in to [MyUHS](#) for 24-hour appointment booking. Same day appointments are often available, and students will be able to have a consultation within two days.

If there is a risk of suicide or concern about well-being of a student, call [UHS 24-hour crisis service](#) to speak with an on-call counselor at 608.265.5600, option 9. If a situation is immediately life threatening, call 911.

UHS Chemistry Office Hours

Walk-in service consultations are available to everyone

Office Hours, similar to the “Let’s Talk” program (see <http://www.uhs.wisc.edu/services/counseling/lets-talk>), will be held in the Department. Andrea Lawson from UHS will be available to discuss any topic or concerns. The meeting is confidential and no notes will be taken. If someone is in the room talking with Andrea, please slip a piece of paper under the door to indicate that you are waiting. The dates, times, and room are not publicized to the staff or faculty. If you have any questions, please contact [Arrietta Clauss](#).

Let’s Talk Drop-In Consultations

Walk-in service consultations are available to everyone

Schedule online: <http://uhs.wisc.edu/services/counseling/lets-talk/>

Let’s Talk drop-in consultations provide informal, confidential consultations with a counselor without an appointment. No topic is off limits. This walk-in service occurs at various locations around campus during the semester. You may also schedule a [Let's Talk consultation](#) online.

Interpersonal process groups:

Available to undergraduate and graduate students only. See individual groups and the website for more information. <http://uhs.wisc.edu/services/counseling/group-counseling/>

UHS also offers discussion groups for various campus constituencies:

- ***Dissertators’ Group*** - A supportive group environment focused on the emotional, behavioral, and organizational challenges associated with the dissertation process. [Click here and open Support-Theme Groups for the schedule.](#)
- ***Graduate Students’ Group*** - This group examines the sources of stress, ways of coping, and the role of peer support in adjusting to a role that often feels like it’s 24/7 as a graduate student. [Click here and open Support-Theme Groups for the schedule.](#)
- ***Graduate Women’s Group*** - Through offering support to others and receiving support, group members are challenged to learn about themselves, initiate change, and exercise honesty in a safe space. [Click here and open Support-Theme Groups for the schedule.](#)
- ***Drop-in Survivor Support Group*** - UHS provides weekly drop-in confidential support groups for victims of sexual assault, intimate partner violence, stalking, and sexual harassment. [Click here for more information.](#)

Counseling Services Available to Students, Faculty, and Staff

Go to this website if you are interested in personal counseling sessions:

<https://www.uhs.wisc.edu/mental-health/individual/>

Silvercloud

SilverCloud is an online, self-guided, interactive resource that provides UW–Madison students, faculty and staff with no-cost, confidential help for mental health issues and stress management programs 24 hours a day. SilverCloud offers self-guided exercises to help employees change beliefs and behaviors so they are thinking and feeling better. SilverCloud’s evidence-based learning modules address, e.g. anxiety, depression, body image, and stress.

Students: <https://www.uhs.wisc.edu/mental-health/silvercloud/>

Faculty and staff: <https://eao.wisc.edu/silvercloud.htm>

Support for Student Military Veterans

Student veterans transitioning to civilian life face unique challenges. UHS tailors support to this population including walk-in access to counselors experienced in working with veterans. [Click here for more information.](#)

Sexual Violence Prevention Program

UHS provides an online violence prevention program, which all incoming graduate students at UW-Madison are expected to complete. [Click here for more information.](#)

Effective January 2018, UW-Madison has adopted a [policy on Sexual Harassment and Sexual Violence](#).

Victim Advocacy Open Access Hours

Drop-in support, information, and referral with confidential victim advocates for students who have experienced sexual assault, intimate partner violence, stalking, and/or sexual harassment. Located on the 8th floor of UHS (333 East Campus Mall), hours are M/T/W 1-4pm, and Th/F 9am-12pm.

Note for postdocs: Postdocs are university employees and typically have access to employee insurance, not student service coverage. Hence postdocs are not entitled to UHS services. However, keep in mind that employee insurance typically covers counseling services within the Madison community. There are two exceptions to the above: (1) if the postdoc is the spouse of a student and both the postdoc and his/her spouse are seeking couples counseling, UHS will assist postdocs. (2) given that UHS services are covered by student fees, if a postdoc were for some reason to be paying student fees then he/she would be eligible for UHS services.

YOU

<https://you.uhs.wisc.edu>

The YOU portal from UHS connects to personalized online tools and campus resources on stress management, the campus community, fitness/nutrition, relationships, sleep, current academic status, etc. Create a confidential profile. This resource is available to anyone with a NetID (faculty, staff and students).

UWell

uwell.wisc.edu

This is a comprehensive wellness initiative aiming to advance the health and wellbeing of the entire campus community by promoting existing resources. [Visit UWell here.](#)

Employee Assistance Office (EAO) *(for everyone who receives a paycheck from UW-Madison)*

eao.wisc.edu | 608.263.2987

The EAO is a resource to confidentially assist UW-Madison employees (anyone who receives a paycheck, including faculty, staff, postdocs, TAs, and RAs) and their immediate family members or significant others who are having difficulty with personal or work-related issues and concerns.

Trained professionals will provide support and help you make a plan of action, if requested. Contact with the staff of the EAO is confidential with limits governed by [Safe Learning and Work Environments](#)

Diversity and Leadership Opportunities

Chemistry Graduate Student-Faculty Liaison Committee (GSFLC)

The goal of the GSFLC is to represent the needs of graduate students and postdocs to faculty and staff. This group was founded when students came together to ask for extended stockroom hours and now coordinates events throughout the year, including the Snout Out, TGIFs, travel grants, PFLAGs, mentor awards, listening sessions, an alternate career seminar, the biennial climate survey, and outreach to the broader community.

Committee Members: the GSFLC includes students, postdocs, staff and faculty. To learn more about this committee and to get in touch with the committee members, go to:

<http://gsflc.chem.wisc.edu/>

Students in Chemistry for Inclusive Representation (SCIRep)

SCIRep hosts student led discussions and other events regarding equity and inclusion in graduate school, in the field of chemistry as a whole and in this department. The group's current focus is to share information and strategies about gender bias in science, with an emphasis on utilizing these strategies effectively now and in future careers. Monthly discussions are led by student volunteers; attendees to the meeting are encouraged to participate in the discussions. Postdocs, staff, and faculty of all genders, in addition to graduate students, are invited to attend meetings. *Join the [SCIRep Facebook group](#) to stay current on events and interesting articles.*

Stem Diversity Network

stemdiversity.wisc.edu | 608.263.1593

While several programs on campus offer support to students, faculty and staff from diverse backgrounds, the STEM Diversity Network is a place designed to help all interested in science, technology, engineering, and math (STEM) careers specifically. This network exists to aid the academic and social advancement of students ([undergrad](#), [grad](#), [postdocs](#)) in STEM by providing students with connections to other students, [faculty](#), and [resources](#) available to help them succeed.

Multicultural Graduate Network (MGN)

grad.wisc.edu/diversity/mgn | 608.890.4731 | mgn@grad.wisc.edu

Sign up for the MGN email list by emailing join-mgnlistserv@lists.wisc.edu.

Housed within the Graduate School, the MGN is a social and networking group devoted to learning and professional development. This organization was originally created to serve the needs of graduate students of color and has recently grown to be an inclusive network for all graduate students on the UW-Madison campus.

Multicultural Student Center (MSC)

msc.wisc.edu | 608.262.4503 | 716 Langdon Street, Red Gym, Second Floor

The primary mission of the Multicultural Student Center is to collaboratively strengthen and sustain an inclusive UW-Madison campus where all students, particularly students of color and other historically underserved students, feel valued and appreciated.

SACNAS UW-Madison Student Chapter

win.wisc.edu/organization/sacnas | 608.890.0108

SACNAS is a national society dedicated to advancing Hispanics/Chicanos and Native Americans in science and to promoting cultural diversity in the US academic environment. The UW-Madison SACNAS Chapter accepts memberships from all students (both undergraduate and graduate) interested in STEM fields (science, technology, engineering, and math). Other interested individuals are welcome to inquire about membership too.

Contact: Ahna Skop, faculty adviser, skop@wisc.edu

NOBCCHE UW-Madison Student Chapter

win.wisc.edu/organization/NOBCCChE | 910.297.3807

NOBCCChE is a national organization devoted to the professional advancement of black chemists and chemical engineers. The UW-Madison chapter of NOBCCCHE accepts memberships from both undergraduate and graduate students interested in chemistry and other STEM fields.

WISELI: Women in Science and Engineering Leadership Institute

wiseli.engr.wisc.edu

WISELI is an on-campus institute dedicated to promoting women scientists. The WISELI website hosts a useful collection of general and [sexual-harassment-related information](#).

Graduate Women in Science (GWIS)

<http://www.gwisbeta.org/>

GWIS is a national organization aiming to advance the participation and recognition of women in science and devoted to fostering research through grants, awards, and fellowships. UW-

Madison is home to the Beta chapter, which provides a network for connecting female scientists across campus.

Contact: Learn about the GWIS graduate student representatives at:

<http://www.gwisbeta.org/about-gwis/officers/>

Lesbian, Gay, Bisexual and Transgender Campus Center (LGBTCC)

<http://lgbt.wisc.edu/>

This center offers several programs to support LGBT students on campus and provides training to help make classrooms and departments more inclusive. The LGBTCC staff members also organize a number of special-interest groups, including one for graduate students.

Other Resources

International Student Services

<http://iss.wisc.edu/>

International Student Services (ISS) offers a wide variety of services and programs to international students at the University of Wisconsin-Madison. The ISS staff provides information and programs to international students about the campus and community and provide support and assistance concerning visas and related immigration issues.

Division of Diversity, Equity & Educational Achievement

diversity.wisc.edu

DDEEA supports the mission of the University of Wisconsin–Madison as it works to create a diverse, inclusive, and excellent learning and work environment for all students, faculty, staff, alumni, and others who partner with the university.

TAA (Graduate Student Union)

<http://taa-madison.org/>

The TAA is the labor union representing all graduate student workers at UW-Madison.

McBurney Disability Resource Center

<https://mcburney.wisc.edu/> | 608-263-2741 | mcburney@studentlife.wisc.edu

The goal of the McBurney Center is to obtain special accommodations for on-campus students with a documented disability.