

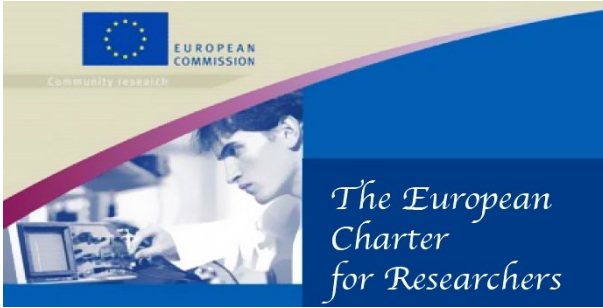
THE ROLE OF THE MEDIATOR

Sabine Hemmer, INFN Sezione di Padova

Kick-off event of the Technologies for fundamental research in physics and astrophysics PhD course
Padova | July 10-11 2024



Merrick and Stokes 2008



supervisor

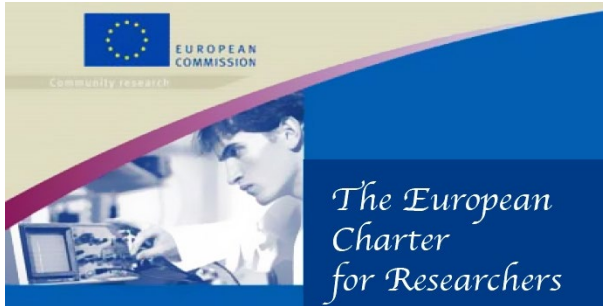


"Supervisors or mentors [...] should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' career"

early-stage researcher

"Researchers in their training phase should establish a structured and regular relationship with their supervisor [...] to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs."

It's a two-way street!



“Employers [...] should establish appropriate procedures, possibly in the form of an impartial[...]person to deal with [...]conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment”

This is where the figure of the mediator comes into play!

What I do and what I don't do

"The mediator intervenes on the relation in case of conflict between a PhD student and their supervisor"

Intervene on request issued by at least one of the two parties involved (any PhD student or supervisor)

Both parties must agree to participate in the process of mediation, the terms and procedures are defined together (usually individual meetings with both parties followed by a meeting with both parties to define the problem, follow-up meetings to find solutions and evaluate the evolution)

The mediator supports the two parties in their quest to find an amicable solution of the conflict, guiding and supporting them in their search of a solution

The mediator has no power of decision making

The process of mediation is confidential, identities of people requesting mediation are kept confidential and cannot be communicated to third persons without consent

Two important points

- requests to me can come from **both the student and the supervisor**
- contact me as part of plan A, **not when it's too late**



SABINE HEMMER

INFN SEZIONE DI PADOVA

SABINE.HEMMER@PD.INFN.IT