Mentoring Consultation—Cases of interest

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Case

- Mid-30’s PhD scientist signed a one-year contract (begins 9/2010?) to provide laboratory supervisory assistance.
- 4 mo. into the contract he was progressing
- 7 months into the contract there was significant laboratory group conflict
  - He was accused of misusing equipment and his ordering of laboratory supplies was questioned.
  - PI informed him that his contract would be nullified he would help him secure an alternative position
Case continued

- Mentee continued working in the laboratory and was paid his salary.
- Continued to have conflicts
- Was told in 6/09 that he could not work there anymore and that the chair would not allow him to continue to work there.
- Continued to work and develop data used by the PI in papers and in grant applications.
- Salary stopped 8.2011
- He continued to work because the PI asked him to complete some experiments.
Case

- No payment for September or October
- Employee asks for mentoring from CTSI 10.2010.
- Issues:
  - 1. He is owed 4 weeks pay for vacations not taken
  - 2. He is concerned that if he makes waves he will not receive a favorable letter of recommendation for his next job. (That has been directly stated to him as well as if he takes this to the Ombudsperson’s office there will be no letter of recommendation forthcoming).
  - 3. He is concerned about the data he generated and how to have access to it to publish the data (he reports the PI has stated he could be the first author on at least two publications).
  - 4. He is not working with a contract and the contract is actually over.
  - 5. He has no status at UC
Advice

- QUIT
- Go to HR and find out how to get past payment for work performed and vacation pay.
- Contact the ombudsperson office and file a grievance.
- Do not expect a letter
- Look for a new job
Questions

• Should we provide mentoring to persons no longer UC employees?

• If we find out about dubious practices what is our responsibility to inform the leadership?
  – Should I contact the chair and ask him/her to investigate?
  – Is mentoring always confidential?

• How to be involved BEFORE this badness happened?

What advice would you give this mentee?