Deliverable - Resource Map

This is a draft resource map for the CC Geosciences pod at Colorado College. When discussing who the resource map should be aimed towards, we decided to structure this towards new faculty, either tenure-track or visiting. We felt that students are provided with many resources through Student Life, The Butler Center, and many other campus offices; we also only have undergraduate students and they often have two years to familiarize themselves with resources before entering our programs/departments. In discussion, we reflected on our own experiences when moving to Colorado College and Colorado Springs, be it 30 or 3 years ago, and discussed how the experiences might differ for a person of color. We drew from these discussions in making our resource map. In parts, the resource map is broad, particularly in core work resources, while in community support we focused on resources for persons of color.

1. Mentoring plan & mentoring process
   Department mentors will work with the mentee to review the department goals, outcomes, and the role of the mentee’s courses within that framework. Mentors will review job expectations, which are outlined as well in the Codes of Conduct and expectations sections below. Mentors will also help evaluate mentee’s work, in teaching and scholarship, and acquaint the mentee with college governance structure, administrative structure and historical perspectives on these. Mentors can also provide perspective on work/life balance, how they found this, and encourage mentees to also strike this balance in whatever way it means to them. This is a lot of information that should be discussed multiple times; mentors and mentees will come up with a meeting schedule that can be personalized to their needs. At a minimum, once a semester, and ideally, once a block.

2. Core work resources
   a. Codes of conduct and expectations
      i. Faculty Handbook - note: undergoing antiracism review in 2021-22
      ii. Scholarship in Geology & EV equivalent, shared via internal storage drives
   b. Communication
      i. Staff list and job descriptions (Mandy and paraprof)
   c. Health and Wellbeing
      i. El Pomar Fitness Center -- classes as well as equipment
      ii. Shove Chapel/Chaplain’s Office - spiritual resources, meditation, etc
      iii. Wellness Resource center - mental health, sexual assault response and prevention, and substance abuse
   d. Reporting
      i. See Previous URGE deliverable on the status of reporting structure
ii. Department chair is supervisor
iii. Ombuds Office for confidential discussion
iv. Title IX at CC
v. Sexual Assault Response and Prevention: support and reporting

e. Equipment
i. Shared teaching instruments (SEM, XRF, XRD,...) and other resources (sandbox, streamtable,...)
ii. GIS lab
iii. ITS for technology support including purchasing/licensing of computers, Matlab, Adobe products, ArcGIS and renting equipment (iPads, laptops).

f. Financial support available
i. Department (Buster, Getty)
ii. Divisional (fall research grants, call in Block 3 for ~$5k)
iii. College (faculty-student collaborative grant for student stipends)
iv. Faculty Research Support - Internal Grants spreadsheet, includes grants and research development blocks
v. Faculty Research Support - External Grants and working with Director of Faculty Research Support; includes SEGway grants to help develop proposal ideas

g. Research support
i. Resources for research with students, including financial support for students to attend meetings
ii. See also financial support
iii. Weekly scholarly writing and research groups
iv. Manuscript workshops

h. Student development
i. Resources for research with students
ii. Witter internship
iii. External scholarships

i. Teaching support
i. Crown Faculty Center runs workshops
ii. Experiential learning with the Fine Arts Center
iii. Financial support for curriculum development

j. DEI support
i. Equity, Inclusion, and Faculty Development within Dean’s office
ii. Teaching and learning on Indigenous Lands
3. **Community support and mental health resources**
   a. organizations/activities/institutions in C Springs (seems like web-search suited to individual interests can reveal a great deal and this need not be v. prescribed)
      i. Facebook groups for particular hobbies, neighborhoods
      ii. Theatre, Music, Performance
      iii. Envir Advocacy / Trails and Open Spaces / Outdoors
      iv. **BIPOC owned businesses & restaurants**
      v. **LGBTQIA+ business and resources**
      vi. **Women owned businesses and resources**

   b. organizations/activities/institutions in/at CC
      i. Listserv for AAPI faculty/staff
      ii. Informal faculty club for languages (Spanish speaking group active in 2020)
      iii. Faculty of Color meet ups, organizer in 2021 Karen Roybal
      iv. The Butler Center **LGBTQIA+ Life**
      v. The Butler Center **First Generation Program** - for students w/ faculty & staff mentors
      vi. Friday Happy Hours - informal listserv

4. **Professional development resources**
   a. **SERC Early Career** Workshop and associated online resources
      i. **SERC Work Life Balance**
   b. National Center for Faculty Development & Diversity (CC has a membership)
      [https://www.facultydiversity.org/](https://www.facultydiversity.org/)
   c. **Associated Colleges of the Midwest Professional Development**
   d. Funding from department and **college** to travel to meetings and workshops, including teaching workshops and research meetings.
   e. Professional communities such as: GeoLatinas, NABG, and SACNAS

5. **Outreach resources**
   a. **Collaborative for Community Engagement**
   b. **CC Science Outreach Club**
   c. Alumni and department networks (i.e. Southwest Studies)