This is a draft Resource Map for the Department of Geographical Sciences at The University of Maryland. This was adapted from the “Sample Ph.D. Mentoring Plan" developed by Vashan Wright (Woods Hole Oceanographic Institution) and Karin Block (City College of New York and CUNY Graduate Center), License: [CC BY-NC-SA 4.0](https://creativecommons.org/licenses/by-nc-sa/4.0/).

This resource map is intended for new hires and students in the UMD Department of Geographical Sciences. This document provides information and links to resources with information that will be of most use to them academically, professionally, and for holistic support. We have also identified areas where there are opportunities for future discussions and formalization of resources.

- **Mentoring plan**
  - Evaluations: rubric, frequency for advisor/committee evaluations, encourage self-evaluation (reflection) and review long term goals and how to achieve them
    - Postdoc mentoring plan from UMD
    - Grad student mentoring plan resources from UMD
  - Individual/Group meeting expectations (interval/frequency, journal articles, presentations, socializing, time management, reviewing manuscripts, revising manuscripts/dealing with rejection, careers, current events, media requests)
    - Within-department resources to formalize:
      - Distribute GEOG Community Knowledge Sheet
        - Includes information on emailing, mentor-student dynamics, and more
      - Formalize grad-grad mentor program for Fall 2021 cohort
      - Faculty should make explicit norms around communications and regular meetings with new students

- **Core work resources**
  - Code-of-conduct guidance
    - Policies for Graduate Assistantships
    - Faculty Policies
  - Reporting Policy - address issues related to insensitivity, harassment, exclusion and what are the consequences, additional contacts for reporting outside of advisor
    - Office of Civil Rights and & Sexual Misconduct
    - University of Maryland Policy and Procedures on Sexual Harassment and Other Sexual Misconduct
    - University of Maryland Non Discrimination Policy and Procedures
URGE
Unlearning Racism in Geoscience

- University of Maryland Disability & Accessibility Policy and Procedures
- Report Sexual Misconduct Online
- Report Discrimination Online
- Office of Civil Rights and Sexual Misconduct additional resources
  - Conference and workshop participation (how often and who pays for it?)
    - Information regarding conference funds is on the Departmental Intranet
    - Internal travel grants for Graduate Students
  - Be open to considering proposed workshops/conferences, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others
    - Society fees can be paid through A21 (discretionary funds)
  - Be open to paying for job postings to diversity/social justice boards
    - Fees can be paid through A21 (discretionary funds)
  - Items to consider formalizing:
    - All members must sign a code of conduct that addresses inclusivity and diversity, mental health, publications or outputs, social media use, working hours, and vacation
    - Communication plan and expectations, e.g. how do members communicate with each other and what times are appropriate
    - Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment

- Community support and mental health resources
  - Assistance finding accommodations, moving expenses/assistance
    - New Faculty Orientation
    - New Hire Information
  - Incoming graduate students are provided a PhD Orientation Guide with information regarding housing and moving to the area.
    - Graduate Hills and Gardens
    - Off-campus housing service
  - Services at UMD: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
    - Office of Graduate Diversity and Inclusion
    - Diversity officers
    - Counseling services
    - Ombudsperson
    - Undergraduate ombudsperson
      - Graduate student ombudsperson
      - Faculty ombudsperson
Graduate School Red Folder Project

- Affinity groups
  - Graduate Student Mental Health Resources
- CARE - Campus Advocates Respond and Educate to Stop Violence
- UMD-wide Wellness and Advocacy resources
  - Meditation
  - Behavioral Health Services
  - Stress management
  - Sexual Health
  - LGBTQ+ health and wellness
  - Calendar(s) of events or mailing lists to join
    - Free stuff at UMD
    - Listservs for the department and populations (undergraduate, graduate, research faculty, the whole department)
    - Geography Grad Student Organization
      - Information is distributed via the graduate student listserv
    - Geography club (undergraduate)
      - Information is distributed via the undergraduate student listserv
  - Local clubs, religious or spiritual organizations, organizations, hobbies they were previously involved with that they can get connected with in the area?
    - List of UMD multicultural student organizations
  - Connecting with cohorts, organizations, social clubs with common identities and/or interests
    - GSO activities (for grads) announced via geog-grad listserv
  - Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
    - New Faculty Start-Up Resources
    - Cool events in College Park
- Campus tour
  - Typically done during PhD orientation can be modified to include
    - Organization offices
    - Religious facilities
    - Health and mental health services
- Items to consider formalizing:
  - Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others
  - Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk)
● **Skillset support resources**
  ○ What skills or experiences are required for their work/coursework? e.g., driving, hiking/outdoors activities, compass/GPS navigation, swimming/SCUBA, operating power tools, first aid, etc.
    ■ [Steps to getting a MD drivers license](#)
    ■ [First aid courses available through Recreation](#)
    ● $110 for adult first aid/CPR
  ○ Skills training is supported through the organization, how would someone acquire/improve these skills? What training is available prior to arrival?
    ■ [Courses available on Lynda](#)

● **Professional development resources**
  ○ Outline available resources for training/development or best practices in:
    ■ Teaching/pedagogy
      ● [Teaching and Learning Transformation Center](#) has workshops and certificate programs for teaching training
    ■ Project management/budgeting
      ● [Beginner and Advanced Certificate Programs offered by the Office of Research](#)
    ■ Media training
      ● [Office of Strategic Communications](#)
    ■ Proposal writing
      ● [Research proposal templates](#)
      ● [Graduate School Writing Center](#)
    ■ Public speaking
      ● [Three-Minute Thesis Competition](#)
    ■ Networking
      ● [Career Center workshops and events](#)
    ■ Design/drafting of figures using Adobe Suite/Python/ArcGIS
      ● [GIS and Spatial Data Center offers instructions and tutorials](#)
      ● [Courses available on Lynda](#)
    ■ Getting involved in professional societies
    ■ Additional coursework
      ● [Courses available on Lynda](#)
    ■ Fellowships, internships, summer experiences, field course opportunities
      ● [Maryland Center for Undergraduate Research](#)
      ● [Graduate School Summer Fellowships and Internships](#)
National Science Foundation Research Experiences for Undergraduates

Departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network

- Departmental seminars
- American Association of Geographers - National and Mid-Atlantic
- American Geophysical Union Fall Meeting
- Sigma Xi
- US-International Association for Landscape Ecology
- University of Maryland Center for Environmental Science
- GeoDC - super active professional group normally and you can present GIS/RS work for free

Outreach resources

- Items to consider formalizing:
  - Opportunities, expectations, benefits, and/or compensation for mentoring new hires and/or students who wish to engage in belonging, accessibility, justice, equity, diversity, and inclusion (Be A JEDI) efforts
  - Explicitly acknowledge, discuss, and suggest policies to limit the “time tax” put on people of color for participation in Be A JEDI activities and support clear path for opting out
  - Information on honoraria and establishing/charging speaker fees