This is a draft Resource Map for Basin Tectonics Group at Texas A&M University. Some of these will be resources common to all and some will be questions for identifying specific resources based on needs/interests identified during initial meetings while implementing the mentoring plan.

- **Mentoring plan - ALI**
  - Summary of the intent of the resource map as well as the plan for working with new hires/students for connecting them with resources that will be of most use to them, e.g. schedule for initial call(s) and/or meeting(s) to identify needs/interests
  - Individual/Group meeting expectations (interval/frequency, journal articles, presentations, socializing, time management, reviewing manuscripts, revising manuscripts/dealing with rejection, careers, current events, media requests)
  - Evaluations: rubric, frequency for advisor/committee evaluations, encourage self-evaluation (reflection) and review long term goals and how to achieve them

- **Core work resources - JESS**
  - Code-of-conduct - link, 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
  - Reporting Policy - link, address issues related to insensitivity, harassment, exclusion and what are the consequences (e.g. not everyone drinks alcohol; no “locker room” talk), provide additional contacts for reporting outside of advisor
  - Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment
  - Conference and workshop participation (how often and who pays for it?)
    - Be explicit about opportunities for this type of participation and at what point they will be expected to attend conferences
- Be open to considering proposed workshops/conferences and other events, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others

- Community support and mental health resources - KASHAUNA
  - Faculty support and encouragement of graduate and faculty students attending events.
    - Faculty share events with graduate students events that they will be participating in. Could be communicated through GGGSC graduate student meetings.
    - Department and College event - a large weekend activity with free food and alcohol and prizes
    - Non alcohol related happy hour, events during the work day such as lunch
    - Track and field day, trivia, bun eating, chilli making competitions between different departments in the college to promote community between the different departments.
  - Relocation fee: Monetary assistance to graduate students moving out of state. This is especially useful since you get paid at the end of your first month and a half.
  - Assistance finding accommodations, moving expenses/assistance
    - Living document suggesting places
  - Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
    - Have student discussion or documentation on tips for students starting in these systems. I.e. some students have had a hard time finding a therapist at the counseling center
  - Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
    - Compile a resource list for students based on identities.
  - Calendar(s) of events or mailing lists to join
    - We would like to get Patrick to help us figure out how to post a variety of events and happenings to this calendar, separate from the Weekly Seminars
  - What activities/institutions will help them feel at home? Are there local clubs, religious or spiritual organizations, organizations, hobbies they were previously involved with that they can get connected with in the area?
  - Connecting with cohorts, organizations, social clubs with common identities and/or interests
  - Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
  - Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, and AISES, and highlight organizations like GeoLatinas (no fee for membership), and others
    - The Department of Multicultural Services houses numerous student organizations and is a place for minority students to foster community
○ Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)

● Skillset support resources - DREW
  ○ Research work in the geosciences may or may not involve outdoor field work. When it does, the most common activities include hiking, climbing/scrambling, and camping. To a lesser degree there may be additional methods of accessing and utilizing field sites such as travel by watercraft, aircraft, by skiing/snowshoeing or SCUBA diving, though this is not an exhaustive list.
  ○ While many students have had exposure to these outdoor activities, there is an equal or greater population who have not experienced these activities whether as part of their prior research or employment, or through their own personal activities.
  ○ The department should recognize that the lack of previous exposure to these activities could provide direct or indirect barriers for students to fully participate with departmental research, and should strive to direct students towards opportunities to enhance their skillset in this regard while in their undergraduate, graduate, or postgraduate studies.
  ○ The department does not currently have an established training program in this regard. Aside from the department the Outdoor Adventures division of the Student Recreation system does currently offer instruction and guided trips in many of these outdoor activities, along with skills relevant to geologic field work such as Wilderness First Aid and Emergency Preparedness.
  ○ Outside of outdoor activities, technical skills such as coding, GIS, and graphic design/animation are necessary for some, but not all research projects. To determine whether coding is a necessary skill for their research students should contact both their advisors, and current students in the research group if applicable. If coding is required there are numerous free and virtual resources to learn the necessary coding languages. There are also paid options including MOOCs, workshops, and courses offered by departments such as Computer Science, Geography, and Visualization to fulfill this need.

● Field related support - EVERYBODY
  ○ (Free) Gear rental
  ○ “Outdoors training” - first aid, dealing with weather, etc.
  ○ Introduction to Outdoor Trips
  ○ Nature walks, casual

● Professional development resources - EMILY
  ○ Outline available resources for training/development or best practices in:
    ■ Teaching/pedagogy
      ○ Center for Teaching Excellence (https://cte.tamu.edu/)
    ■ Proposal writing
● University Writing Center Workshops
  (https://writingcenter.tamu.edu/Students/Graduate-Students/Graduate-Student-Workshops)
  ■ Public speaking
    ● College Student Research Week Symposium
  ■ Networking
    ● On campus recruiting events/job fairs
    ● Geoscience conferences
  ■ Design/drafting of figures
    ● ESRI
      (https://sell.tamu.edu/Departments/Departmental_Software_List_A-G/ESRI_Online_Courses.php)
      ● Adobe software is purchased by individual professors
        ○ List fellowships, internships, summer experiences, field course opportunities
          ■ Not listed for all students to access, department could discuss opportunities throughout the year in graduate department meetings
        ○ Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
          ■ Announced through email listservs

● Outreach resources - RACHEL
  ○ Outline opportunities, expectations, benefits, and/or compensation for mentoring new hires and/or students who wish to engaged 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
    Nick: This has not been done before, until the pandemic year. We were offering honoraria for seminar speakers.