URGE Resource Map for University of the Pacific

This is a draft Resource Map for Pacific-Davis Pod at the University of the Pacific. 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. 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.

- **Add in: we need resources listed on syllabus and/or on Canvas site for courses, but also provide resources/access to all these during orientation**
- **Mentoring plan**
  - Welcome BBQ
  - Peer mentoring program - SGE service opportunity (new student choose mentor?) - create some initial group opportunities and then some one on one
  - Study hour tutoring - demonstrate need? Pilot semester of volunteers?
  - Resource page / folder - campus, Stockton - video with pointers to info?
    - 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
    - List fellowships, internships, summer experiences, field course opportunities
    - [https://www.pacific.edu/university-libraries/services/student-academic-support-services-hub](https://www.pacific.edu/university-libraries/services/student-academic-support-services-hub)
    - Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment
      - Course fee covers all field trip costs
      - Baun Fitness: Pacific Outdoor Connection. Develop a gear loan program?
      - Favorite gear/etc from your instructors? Or from majors? (videos on all platforms)
    - 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
      - Provide direct links to support and networks for support at these professional opportunities
    - Be open to considering proposed workshops/conferences, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others
      - Advising consistency / best practice
○ Intentional about community building
○ 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
  ■ Add to Canvas and other headline locations
○ Individual/Group meeting expectations (interval/frequency, journal articles, presentations, socializing, time management, reviewing manuscripts, revising manuscripts/dealing with rejection, careers, current events, media requests)
  ■ Needs development by individual “lab groups”
○ Evaluations: rubric, frequency for advisor/committee evaluations, encourage self-evaluation (reflection) and review long term goals and how to achieve them
  ■ Develop advising rubric & protocols
  ■ Develop research mentoring rubric & protocols

● Core work resources
○ 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
  ■ Community guidelines (one for students, one for faculty – consider that these should be the same) student input into student guidelines
○ Communication plan and expectations, e.g. how do members communicate with each other and what times are appropriate
  ■ Canvas as primary communication
  ■ Should there be student (department-wide) regular check ins?
○ 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
  ■ Title IX office, expanding to address racial discrimination
  ■ Syllabus language
  ■ Student conduct
    ● https://www.pacific.edu/student-life/student-conduct

● Community support and mental health resources
○ Assistance finding accommodations, moving expenses/assistance
  ■ Not BIPOC specific, but the UOP Textbook Exchange Facebook page is a useful resource for students hoping to live off campus, buy textbooks, get community support
  ■ As well as this, “Class of 20XX” pages on Facebook and Instagram allow incoming freshmen to connect with their undergraduate cohort
  ■ GESC exchange page - gear, books, stuff - what is the platform? (maybe FB?)
Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.

- Pacific CAPS, “CAPS stands by all communities who are targets for oppression, aggression, microaggressions, and discrimination. Particularly now, as Black lives continue to be targeted and Police Officers are being retaliated against, it is essential that we come together as a community to promote civil discourse and respect.”
  - CAPS allows students to request BIPOC/gender specific/LGBTQ+ counselors & they honor these requests

- Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
- Calendar(s) of events or mailing lists to join
  - [https://www.pacific.edu/student-life/equity-inclusion](https://www.pacific.edu/student-life/equity-inclusion)
  - DEI page at Pacific
  - GESC Dept Canvas Calendar
- 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?
  - PGS & SGE & SACNAS
- Connecting with cohorts, organizations, social clubs with common identities and/or interests
  - Link to Asian, Pacific Islander, and Desi Student Success, Black Student Success, LatinX and Native American Student Success, Gender Equity Center, and Pride Center
  - Add identity GEO group links to resources
- Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
  - Stockton resource list? Or FB page? Discussion board?
- Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others
- Outline expectations for taking vacation
  - These vary by lab group

- 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.
    - Wilderness first aid, wilderness safety, and defensive driving offered through field methods course
• Do they need to know how to code? If so, what languages? (e.g., R, Matlab, Python) If they do not have this skill, what resources/training are available?
  ■ These are available (somewhat) through their Math classes at Pacific and some of the Engineering classes

• Professional development resources
  ○ Outline available resources for training/development or best practices in:
    ■ Teaching/pedagogy
    ■ Project management/budgeting
    ■ Media training
    ■ Proposal writing - student
    ■ Public speaking
    ■ Networking - student
    ■ Design/drafting of figures using Adobe Suite/Python/ArcGIS
    ■ Getting involved in professional societies - student
    ■ Additional coursework - mapping to grad programs (student)
    ■ Resume writing - student
  ○ Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
    ■ Semi-regular speakers both research- and career-based

• Outreach resources
  ○ 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 - faculty
  ○ Information on honoraria and establishing/charging speaker fees - faculty