



URGE Resource Map for Kansas Geology

This is a draft Resource Map for Kansas Geology at the University of Kansas/Kansas Geological Survey. 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/).

Mentoring plan

- The intent of this resource map is to provide new hires and students with useful resources at KU. 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.
- The expectations, meeting frequency, and scope of the mentoring plan will be highly dependent on both the mentee’s career stage and the mentor’s expertise. For example, a peer-to-peer mentoring relationship among pre-tenure scientists will be (and should be) quite different than the student-to-advisor mentoring plan needed for a typical graduate student.
- As a result, this document will not provide a prescriptive ‘one-size-fits-all’ mentoring plan, but rather provide guidelines for how staff/students and supervisors should work together to develop an appropriate mentoring plan.
- At the start of a formal mentoring relationship (for example, when a new student or staff member is hired), the mentee and mentor should discuss their individual goals and established their desired outcomes of the relationship. This can include both tangible items (i.e., defend thesis by a certain date) and intangible items (i.e., improve public speaking skills). These goals should be driven by the goals of the mentee while ensuring that the requirements of the position (which should have been clearly communicated prior to the start of the position) are satisfied.
 - The individual development plan (IDP) is a useful approach for structuring these conversations: <https://myidp.sciencecareers.org/>
 - Regardless of the format used, the mentor and mentee should agree on the goals and outcomes, recognizing where they are symbiotic. If goals are in conflict, the mentee and mentor should work together to identify (i) why this occurred, and (ii) what areas of compromise are possible to ensure that both participants have a positive experience.
- Progress towards these goals/outcomes should be regularly evaluated throughout the mentor-mentee relationship, as well as regular conversations

about whether the goals should be updated or changed, since peoples' interests and life situations are not static.

- We recommend a big-picture revisiting of the mentoring plan at least every 6 months. This should be focused around reviewing the previous IDP (or other similar document) and identifying what worked and what did not.

Core work resources

- Reporting Policy - The official university IOA reporting form:
https://cm.maxient.com/reportingform.php?UnivofKansas&layout_id=20

As part of our developing safety plan, an anonymous survey after every class field trip or field work should be submitted by all participants.

- Travel authorization forms and info: <https://lindley-hall-admin.drupal.ku.edu/travel-finance-purchasing>
- Equipment - Students are also advised to contact their immediate research advisor or course instructor. KU Geology holds a limited number of field gear for loan, students should contact the course instructor to find out if equipment is available. Additionally, KU Outdoor Pursuits has basic camping gear for rent: recreation.ku.edu/equipment-rental.
- Geophysical equipment: see George Tsoflias or Blair Schneider; depending on the nature of equipment needed.
- Building Access: Ramia Whitecotton: rmwcotton@ku.edu; Jeanie Houts jmhouts@ku.edu
- Conference and workshop participation
 - Graduate students are expected to present their research at least once but this depends on student-advisor agreements
 - Travel support options: a) immediate research supervisor; b) KU Geology department may be able to support travel scholarships for presenting research and students should formally request this by emailing the departmental chair (David Fowle: fowle@ku.edu and cc Carolyn Church: cchurch@ku.edu); c) the Graduate Scholarly Presentation Travel Fund: graduate.ku.edu/graduate-scholarly-presentation-travel-fund; d) conference specific resources such as GSA On-to-the-Future; SACNAS travel scholarship, etc. e) student chapters of AAPG, SEG etc. f) some conferences offer registration waivers for volunteers (GSA; SEG; AGU).
- 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

- Mental Health Resources:
 - KU Psychological Clinic (785-864-4121)
 - KU Counseling and Psychological Services (785-864-2277)
 - KU CARE Coordinator (785-864-9255)
 - Bert Nash Community Mental Health Center (785-843-9192)

- Sexual Trauma and Abuse Center (785-843-8985)
 - Willow Domestic Violence Center (785-843-8985)
 - Lawrence Family Promise (785-764-9506)
- Medical Resources:
 - Watkins Health Services (KU Campus) (785-864-9507)
 - Lawrence Memorial Hospital (785-505-6162)
- Housing/Daycare accommodations:
 - East Central Kansas Economic Opportunity Corporation ([ECKAN](#))
 - [Kansas Housing Corp](#)
 - [KU Childcare Grant Request](#)
- Outline of resources and services at KU for health, career, sexual violence, LGBTQ+ members, and student resources: <https://lindley-hall-admin.drupal.ku.edu/sexual-violence>
- KU Student life websites:
 - <https://ku.edu/student-life>
 - Rock Chalk Central <https://rockchalkcentral.ku.edu/>;
 - <https://recreation.ku.edu/current-clubs>
- Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
 - Best of Lawrence lists most active businesses in town each year: <http://www.lawrence.com/bestoflawrence/>
 - Treasured Locks helps identify natural hair care salons in different state: <https://www.treasuredlocks.com/natural-hair-salon-locator/#KS>
 - [Hidden Jewel Hair Salon & Spa](#)
 - [Chez Sira African Hair Braiding Salon](#)
- [Prestige Hair Studio](#) 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
- Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!): discuss and come to agreement with supervisor

Skillset support resources

- What skills or experiences are required for their work/coursework? Driving practice is highly recommended for operation of KU vehicles. There is an online quiz that is necessary.
- Many discipline-specific work skills (for example, a specific lab or field procedure) will be taught directly by the supervisor and/or another experienced member of the research organization. However, these trainings should be accompanied by detailed, written protocols that the mentee can then bring with them in the field/lab when they have to perform the task independently. Mentees should be encouraged to identify limitations of the protocols and update them regularly.
- 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?

- Within the KU Libraries there is a section for “Research Support” (<https://lib.ku.edu/services/research>) which includes the following:
 - Citation manager software (Endnote and Zotero) with links to resources to get started
 - GIS and Mapping Services (contact Rhonda Houser: rhouser@ku.edu or visit the GIS Research Guide (<https://guides.lib.ku.edu/gis>))
 - Research Data Management which includes resources for data management plans, data storage, consultation on metadata, file formats, file naming, etc, (contact Jamene Brooks-Kieffer: jamenebk@ku.edu)
 - Software Carpentry Workshops which teach fundamental skills related to programming in numerous languages (Unix, Python, R, etc)

Professional development resources

- Outline available resources for training/development or best practices in:
 - Teaching/pedagogy: CTE
 - Project management/budgeting: contact pre-award
 - Media training
 - Proposal writing: KUCR has some proposal writing workshops; for students the writing center
 - Public speaking: Career Center
 - Networking: attend Colloquium! Chapter meetings; conferences etc. G-hawker
 - Design/drafting of figures using Adobe Suite/Python/ArcGIS: Library has workshops
 - Getting involved in professional societies: We have chapters of AWG, AAPG, SEG, Sigma Gamma Epsilon (primarily undergrad)
 - Additional coursework
- List fellowships, internships, summer experiences, field course opportunities:
 - The department has a weekly newsletter that includes some of these opportunities
 - GSA has GEOCORP program
https://www.geosociety.org/GSA/Events/Field_Experiences/GSA/fieldexp/home.aspx?hkey=6932ae26-3384-4228-af63-4bc6c0993a76
- Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network: Department Colloquium