
URGE Resource Map for University of Michigan, Dept. of Earth & Environmental Sciences

This is a draft Resource Map for Michigan Earth URGE at University of Michigan. 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 is a working document that will be updated and added to as new resources are identified and/or created.

Mentorship

- Currently have Annual Report (IDP), but we suggest modifications below
- Dissertation Committee meetings ([current EES policy](#))
 - Annual, ~1 hr, only begins in 3rd year
 - [Resources for Dissertation Committees](#)
 - [Guidelines for Dissertation Committee Service](#)
 - [Quick Reference Chart for Membership on Dissertation Committees](#)
- Mechanism for grad students to report issues to Grad Chair or Rackham?
 - [Conflict Resolution and Student Grievances - Rackham Graduate School](#)
 - Resolution officer for graduate students and postdocs
 - Ombuds
 - Office of student conflict resolution
 - Office of institutional equity
- College level resources for mentorship:
 - [Mentoring and Advising - Rackham Graduate School: University of Michigan](#)
 - [MORE program](#)
- **Changes we'd like to make**
 - Dissertation Committee meetings
 - Should be meeting earlier!
 - Tentative committee (at least internal to dept) meeting in 1st year
 - should be available to MS students
 - Perhaps the committee should be reading (shortened) IDPs
 - or the annual committee meeting should be structured to allow for discussion of the student's development and future goals
 - Annual Report (IDP)
 - Split up IDP so it's built over the first year, assign different parts to different parts of year
 - Can we shorten the IDP

- Change mentoring structure at dept level; options below
 - Academic advisor for different research subgroups; effectively a co-chair of a committee
 - EARLY MENTORSHIP NEEDS TO BE A STRUCTURED INTERACTION
 - Implement a First year committee → main advisor and 2 other people in the department, who you are required to meet with a certain number of times
 - Make this an assignment within 531!
- Develop a mentoring team of faculty, in addition to grad chair (faculty Ally, dept/student advocate, members of the first-year/quals/dissertation committee - see this [doc for roles](#) ([currently lives at top of grad program part of dept website](#)), we can expand and make more specific)

Department resources and policies

- [Earth Portal](#)
- DEI department webpage, coming soon, with many resources listed below
- Code-of-conduct
 - [Standard Practice Guidelines](#)
 - [University Student Rights](#)
 - [Department policy on student rights and grievance procedure](#)
 - Could make dept-specific code of conduct where 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
 - [EEB example](#)
- [Reporting Policy](#) - 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 => Geoclub has a loan function for this but needs to advertise better and could create email for it?

Community support and mental health resources

- Mental health resources for faculty and graduate students
 - [Rackham Page on supporting students](#)
 - [SilverCloud Online Mental Health Support](#)
 - [Wolverine Wellness](#)
 - [Compiled resources for supporting mental health](#)
 - [Dean of Students](#)
 - ^incentivize trainings by including a field/check box in Faculty Annual Report and advertising how many faculty attend each training?
 - Annual calendar of optional workshops/ training (include previously discussed workshops/training such as de-escalation training)

- [CAPS](#)
 - [Urgent support services](#)
 - Can provide support for interacting with faculty
 - [CAPS workshops](#)
- [Sexual Assault Prevention and Awareness Center](#)
- [SSD](#)
 - For chronic mental health issues, documentation should be submitted to SSD.
 - Can provide support if you need accommodations (flexible schedule, extended time, etc)
- Assistance finding accommodations, moving expenses/assistance
 - [Link to apply for student emergency funds](#) (both undergrads/grad students enrolled at UM-Ann Arbor can apply)
- [Leave policy for graduate students](#)
- Community Support
 - [Spectrum Center](#) (+ [list of support groups](#)) includes religious, racial/ethnic background focused groups, academic discipline-specific, as well as broad and specific LGBTQIA+ social groups
 - [Resources for faculty/staff](#)
 - [Resources for grad students](#)
 - [health & wellness](#)
 - The department (DEI committee mini-grants) will fund membership fees and conference fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others - contact earth-dei@umich.edu with any questions and watch for mini-grant deadline announcements
- EARTH Grad student retreat, once in fall, once in spring
- **Changes we'd like to make:**
 - Consider in-house or shared (w/ a few other depts, like the Randall Business model) counselor as in Biostats: [Andrea Hill](#) in Biostats (her title is the 'Wellness and Inclusion Advocate')

Professional development resources

- Outline available resources for training/development or best practices in:
 - Teaching/pedagogy
 - [University of Michigan Center for Research on Learning and Teaching \(CRLT\)](#)
 - [Teaching Consultation](#)
 - [Midterm Student Feedback](#)
 - [Workshops and seminars on teaching and equity](#)
 - [Preparing Future Faculty resources](#)
 - Project management/budgeting
 - [Randall Business Office](#) - Great resource for any budget questions
 - **To change:** During orientation or 531, should add info on how purchasing works through the university and how to build a budget

- Data management/computing resources:
 - <https://lsa.umich.edu/technology-services>
 - [Research storage](#)
 - [Automatic desktop backups](#) (CrashPlan)
 - **To change:** Give info on how to properly back stuff up (and provide external hard drives for students to back up their work!)
 - UMich DropBox
- Media training
 - Communicating your Science course (instructor, Julie Cole)
 - Lori Tschirhart (Department Librarian), weekly office hours; [appointments](#)
 - Natural History Museum trainings e.g. [Sci Comm certificate](#)
- Proposal writing
 - Turner Awards: Every year in the Fall the department has a call for Turner Proposals, which are in-house awards of up to \$2,000
 - Earth 531 (introductory seminar for first years)
- Public speaking
 - Opportunities through Michigan Geophysical Union
 - [Science Communication Fellows Program through UMMNH](#)
- Networking
 - [Alumni Advisory Board \(AAB\)](#) *Needs contact info!* (needs more info in general, such as what they do, what sort of info/help they can provide, etc.)
 - Biweekly career panels (run by Earth graduate students academic year 2020-21)
- Figure making
 - Currently a total lack of training in drafting figures using Adobe Suite, Python, ArcGIS, etc.
 - There are lots of trainings through the library and other units
 - Adobe, R, Python, GIS (need to find links)
 - May be an excellent topic to add to 531 (1st year seminar)
 - May make for a good workshop for the department
- Getting involved in professional societies: [ESWN](#), [GSA](#), [AGU](#), [ACS](#), [ASLO](#)
- Professional Certificates
 - Opportunities for [certificates through Rackham](#) (full list). Common ones pursued by students in the EARTH department include:
 - [Teaching certificate](#)
 - [Public policy](#)
 - [Environmental Justice](#)
 - [Museum Studies certificate](#)
 - [Preparing Future Faculty](#)
- **To change:** Add a biweekly (or so) optional meeting to run workshops on various topics like figure making, python, etc (whatever folks have interest in)

Outreach resources

- Funding Sources: DEI committee mini-grants and other departmental support mechanisms
 - Will fund conference/URM community membership fees
 - Will fund honoraria for speakers
 - Will fund workshops
 - Will fund outreach opportunities
- Outreach and Sci Comm Programs through the [U-Michigan Museum of Natural History](#)
- [EarthCamp](#)
- **To change: We need to better recognize as a department the differential service load of people working on belonging, accessibility, justice, equity, diversity, and inclusion (BAJEDI) efforts; and ultimately change culture so everyone is involved in these efforts**

For Faculty & Students of color

- [SACNAS local chapter](#)
- National Center for Institutional Diversity <https://lsa.umich.edu/ncid>
- <https://rackham.umich.edu/rackham-life/students-of-color/>
- <https://www.aapigeosci.org/>
- Networks for faculty via ADVANCE: <https://advance.umich.edu/programs/>
 - Network to Advance Faculty of Color
 - [U-M LGBT Faculty Alliance](#)
 - Network To Advance Women Scientists And Engineers
- For graduate students:
 - Students of Color of Rackham (SCOR): <http://www.scor-umich.com/>
 - Graduate Society of Black Engineers and Scientists <https://maizepages.umich.edu/organization/gsbes>
 - American Indian Science and Engineering Society (AISES): <https://www.aises.org/>