Session 7 Deliverable: URGE Resource Map for Purdue EAPS within the MEGA pod

This is a draft Resource Map for MEGA Pod at Purdue EAPS. 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.

- Mentoring plan
  - All graduate students must submit an Individual Development Plan to be developed in consultation with and approved by the student's research advisor(s). The last page includes an Action Plan which includes developing expectations, communication, frequency of meetings, skills to be targeted, etc. IDPs for the College of Science, including our department are available here:
    - https://www.purdue.edu/science/graduate/idp.html
  - Additional career and IDP resources from the Graduate School: https://www.purdue.edu/gradschool/professional-development/online-resources/individual-development-plans.php
  - The Graduate School also offers over 250 workshops on professional development, as well as numerous other activities and resources: https://www.purdue.edu/gradschool/professional-development/

- Core work resources
  - Code-of-conduct: https://docs.google.com/document/d/1N296185hcN36d3-VROX1lYzSXLM2mGCxEHUDLIYnmFs/edit?usp=sharing
  - Communication plan and expectations: For Graduate Students, the Action Plan page within the IDP (see above) includes creating a plan for communicating and setting expectations between graduate student and advisor. For Faculty, communication of performance and expectations happens yearly each Spring via annual performance reports which are then discussed with each faculty's Professional Affairs Committee (PAC) and the department head. A flowchart for

communication of issues and violations follows the flowchart in the department Code of Conduct.

- ○ Reporting Policy:
  https://www.eaps.purdue.edu/for_students/graduate/Graduate%20resources%20flowchart_v2.pdf
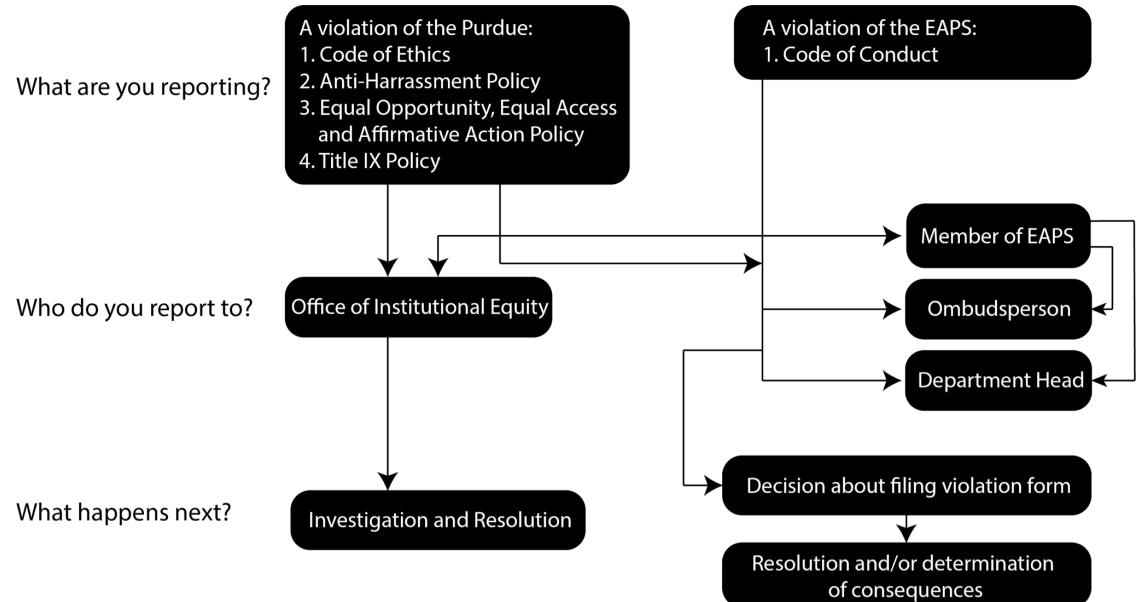
- ○ Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient "library" of hiking/camping/outdoor equipment
  - ■ We do not currently have this resource, but it is something we are looking into building
- ○ Conference and workshop participation (how often and who pays for it?)
  - ■ This varies group to group but the department has well-funded travel grants for both undergrads and grad students to apply to
- ○ Be open to considering proposed workshops/conferences, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others
  - ■ We are hoping to send departmental envoys to these conferences (as an exhibitor) in the future

- Community support and mental health resources
  - ○ Assistance finding accommodations, moving expenses/assistance
    - ■ Graduate students present in the prospective grad weekend about areas to live
    - ■ We have no formal moving expenses fund
  - ○ Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
    - ■ DEI committee:
      https://www.eaps.purdue.edu/diversity/DEI_Committee.html
    - ■ Ombudspeople:
      https://www.eaps.purdue.edu/people/Ombudspersons.php

- ■ Counselling and Psychological services: https://www.purdue.edu/caps/
  - ○ Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
    - ■ Ombudspeople strive to make connections for students who need mentoring outside their research group
  - ○ Calendar(s) of events
    - ■ https://www.eaps.purdue.edu/events-calendar.html
  - ○ 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?
    - ■ Several cultural centers on campus: https://www.purdue.edu/diversity-inclusion/about-us/departments.html
  - ○ Connecting with cohorts, organizations, social clubs with common identities and/or interests
    - ■ We have an informal Slack channel where people can connect to social clubs
    - ■ We have a Women in Science Programs (WISP) group
  - ○ Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
    - ■ We have an informal Slack channel where people can ask for recommendations
  - ○ Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others
    - ■ We don't currently do though, though we do provide travel support to attend conferences
  - ○ Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)
    - ■ This varies group to group, although standard practice is at least one week of vacation each summer (unpaid)

- ● Skillset support resources
  - ○ Lots of professional development workshops offered by the Graduate School (see above)
  - ○ Program offers a lot of flexibility to supplement education with skills courses and courses in other departments as needed to improve any deficiencies

- ● Professional development resources
  - ○ Outline available resources for training/development or best practices in:
    - ■ Teaching/pedagogy
      - ● https://www.purdue.edu/cie/CTDP/index.html
    - ■ Project management/budgeting
      - ● https://www.purdue.edu/newsroom/purduetoday/releases/2018/Q1/krannert-to-offer-mini-mba-program-applied-management-principles-in-may.html
    - ■ Media training

- This is done on an ad hoc basis
          - Proposal writing
            - https://owl.purdue.edu/owl/subject_specific_writing/professional_technical_writing/grant_writing/index.html
          - Public speaking:
            - https://www.purdue.edu/gradschool/professional-development/
          - Networking:
            - https://www.purdue.edu/gradschool/professional-development/
          - Design/drafting of figures using Adobe Suite/Python/ArcGIS
            - None that we know of
          - Getting involved in professional societies
            - Informal mentorship through research groups
          - Additional coursework
        - List fellowships, internships, summer experiences, field course opportunities
          - https://community.geosociety.org/pgd/resources/student-opportunities
          - https://docs.google.com/document/d/1scy4S9l2G4Zr0cvNyi0PB5_5Dd8G9QTsYr3rwbaZHxc/edit?usp=sharing
        - Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
          - Students have the opportunity to meet with colloquium speakers each week

- Outreach resources
  - Lots of opportunities to work with teachers, make podcasts, mentor local science fairs, get involved in external partnerships, etc: https://www.eaps.purdue.edu/outreach/index.html

URGE Resource Map for IUPUI

This is a draft Resource Map for the MEGA URGE pod at IUPUI. 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. Many resources compiled below (and more) are presented in this Graduate Student Resource List provided by campus.

- Graduate Student Onboarding
  - Virtual Orientation
  - The IUPUI Graduate Office has a wonderful website for getting new graduate students oriented to campus and student life.
  - Forms – important forms for graduate students
  - Help Me ROAR – The R.O.A.R. — or "Registry of Options and Resources" — website is a one-stop shop of information with campus and local community resources within a five-mile radius of IUPUI.
- Mentoring plan
  - Examples of mentoring plans:
    - McMahon grad contract
    - Roper grad contract
- Core work resources
  - Code-of-conduct
    - IUPUI ES dept. does not currently have a code of conduct, but if/when we develop one, we will link it here
  - Reporting Policy
    - Report an Incident
  - Departmental Equipment - email Miguel Cruz (mfcruz@iu.edu) for information on training and booking equipment time

- - - ■ Surface tablets
      - ■ XRF
      - ■ SEM
      - ■ XRD
      - ■ ICP
    - ○ Conference and workshop participation
      - ■ IUPUI [Graduate school travel support](#)
- ● Community support and mental health resources
  - ○ Assistance finding accommodations - mentor should connect new students with existing members to get advice about Indy accommodations
  - ○ Outline services at organization/university:
    - ■ [Diversity officer(s)](#)
    - ■ [Counseling and psychological services](#)
    - ■ [Ombudsteam](#)
    - ■ Affinity groups
      - ● [Asian Pacific American](#)
      - ● [Black](#)
      - ● [Jewish](#)
      - ● [Latino](#)
      - ● [LGBTQ+](#)
      - ● [Native American](#)
      - ● [Veterans](#)
  - ○ Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
    - ■ See above links for affinity groups
    - ■ International/multicultural students
      - ● African Students – [African Student Association (AFA)](#)
      - ● Chinese students – [Chinese Student and Scholar Association (CSSA)](#)
      - ● Indian Students – [DesiJags](#)
      - ● Saudi Students – [Saudi Student Club](#)
      - ● General International Connections - [International Club](#)
  - ○ Calendar(s) of events or mailing lists to join
    - ■ Find information for graduate mentoring center and their calendar and email list
      - ● Homepage for the IUPUI Graduate Mentoring Center: https://graduate.iupui.edu/support/gmc/index.html
      - ● Follow them on Instagram for updates and events:
        - ○ gmc_iupui
      - ● Follow them on Twitter for updates and events:
        - ○ @IUPUIGradOffice
      - ● [IUPUI Graduate Office Calendar](#)
      - ● [Information on the IUPUI Graduate Commons in the University Library](#)

- ○ This is a quiet study space available to graduate students.
  - ○ Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
    - ■ On-campus
      - National Institute for Fitness and Sport (NIFS) IUPUI Membership
      - Natatorium
      - Ray's Campus Salon
    - ■ Off-campus
      - Naptown Fitness (922 N Capitol Ave, Indianapolis, IN 46204)
      - Capture Fitness (335 W 9th St C, Indianapolis, IN 46202)
      - Anytime Fitness (47 S Pennsylvania St 2nd Fl Indianapolis IN 46204)
      - No. 7 Salon and Spa (435 Virginia Avenue, Suite 1600 Indianapolis, IN 46203)
    - ■ Other
      - Indy Black Owned - a website that has a collection of local businesses with Black owners
  - ○ Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, AISES, GeoLatinas, and others

- ● Professional development resources
  - ○ Outline available resources for training/development or best practices in:
    - ■ Teaching/pedagogy - CTL link for graduate student teacher training
      - Graduate Student Teaching Development Main Page
      - CIRTL (Center for the Integration of Research, Teaching, and Learning) course available through Canvas
      - Teaching at IUPUI Webinar Series
    - ■ Fellowships, internships, summer experiences, field course opportunities will vary from year to year. Follow the IUPUI School of Science on Instagram and Twitter (@IUPUIScience) for announcements.
  - ○ Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
    - ■ The department has a weekly colloquium on Mondays (time varies depending on semester). Announcements are emailed to all graduate students with information prior to each talk.