This is a draft Resource Map for NCSU MEAS Urge Pod at North Carolina State University. 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

  ○ 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. The Climate Committee at MEAS is also working to make mentoring more equitable by including multiple mentors from different stages of their career.

  ○ 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

  ○ Code-of-conduct - The department does not currently have a code of conduct for our specific faculty. NCSU has a university wide code of conduct and ethics for all employees. https://controller.ofa.ncsu.edu/about-us/code-of-conduct-ethics/ as well as a resource for all specific policy guidelines https://policies.ncsu.edu/audience/faculty/ for faculty expectations.

  ○ Communication plan and expectations, e.g. how do members communicate with each other and what times are appropriate

  ○ Reporting Policy - Similar to the Code-of-Conduct, currently there are university wide reporting systems used, as outlined in the policies link above, 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

--Some outdoor equipment can be rented through NC State: https://wellrec.dasa.ncsu.edu/outdoor-adventures/equipment-rental-center/

○ Conference and workshop participation (how often and who pays for it?)

■ We currently do not have dependable departmental funding for conference participation, but this is a priority for the department. Currently funding for students and faculty to attend conferences is contingent on grant money.

○ Be open to considering proposed workshops/conferences, especially for groups like SACNAS, NABG, AISES, GeoLatinas and others

● Community support and mental health resources

○ Assistance finding accommodations, moving expenses/assistance

○ Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
-Counseling center groups:
https://counseling.dasa.ncsu.edu/services/group-counseling/current-counseling-groups/ (Women of Color, The Shop (Black men), Latinx Group; other groups that may address other aspects of identity e.g., neurodiversity, LGBTQ+, veterans, trauma survivors, etc)
https://counseling.dasa.ncsu.edu/workshops-and-events/drop-in-groups/ (Racial Trauma drop-in space for Black students)

○ 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

-- For graduate students, the measgrads mailing list. The current MEAS GSA president (Spring 2021, Markus Macnamara) has access.

○　　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?

Currently there are larger university wide student organizations (listed below) for BIPOC individuals, but there are no organizations specifically catering to Earth Science students. Some discussion is being broached to try and help foster such an organization by partnering with other environmental science departments at the university.

○　　Connecting with cohorts, organizations, social clubs with common identities and/or interests
　　　　-Black Graduate Student Association - https://bgsa.wordpress.ncsu.edu/
　　　　-GeoLatinas - https://geolatinas.weebly.com/
　　　　-Asian Americans and Pacific Islanders in Geosciences -
https://www.aapigeosci.org/

Undergraduate Learning Villages: Black Male Initiative (https://villages.dasa.ncsu.edu/village-options/black-male-initiative/), Native Space (https://villages.dasa.ncsu.edu/village-options/native-space/about-native-space/)

Cultural Centers through OIED:

African-American Cultural Center (https://diversity.ncsu.edu/aacc/)

Multicultural Student Affairs (https://diversity.ncsu.edu/msa/)

GLBT Center (https://diversity.ncsu.edu/glbt)

Women's Center (https://diversity.ncsu.edu/womens-center)

○　　Businesses or other needs, e.g. gyms, barber shops/hair services, etc.

Black hair specialists close to campus
https://www.yelp.com/search?find_desc=Black+Barber+Shop&find_loc=Raleigh%2C+NC

NCSU has multiple athletic centers https://wellrec.dasa.ncsu.edu/

○　　Introductions for other people of color - fund membership fees for organizations like SACNAS, NABG, AISES, and others

SACNAS at NC State: https://sacnasatncstate.org/ (Currently applying for chapter recognition)

Black Doctoral Network (https://blackphdnetwork.org/), graduate student membership is $30.00 per year

AISES NC State Chapter contact info: https://www.aises.org/directory/north-carolina-state-university (AISES membership is free for college students, paid for professionals)

- ○ 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

  - ○ 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.

    Variable depending upon the focus and expertise. As a wide marine, earth, and environmental sciences department, some students will spend time in the outdoors, some near the coast, some will be working on modeling and computational work.

  - ○ What skills training is supported through the organization, how would someone acquire/improve these skills? What training is available prior to arrival?

    Scuba training https://hes.dasa.ncsu.edu/hesa-226/

    Outdoor navigation and orienteering https://hes.dasa.ncsu.edu/heso-253-orienteering/

  - ○ 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?

- ● Professional development resources

  - ○ Outline available resources for training/development or best practices in:

    - ■ Teaching/pedagogy: Teaching and Communication Certificate--through the Graduate School, 100 hours, and to my knowledge, it's free

(https://grad.ncsu.edu/professional-development/teaching-support/teaching-programs/)

New TA Workshop--through the Graduate School, happens before classes begin (https://grad.ncsu.edu/professional-development/teaching-support/ta-training-workshop/). This link is for last year's workshop.

■   Project management/budgeting: National Center for Faculty Development and Diversity--1 year membership paid through NCSU (https://ofd.ncsu.edu/events-and-programs/ncfdd-membership), open to faculty, postdocs, and graduate students (also, their content is amazing)

■   Media training

■   Proposal writing

-- NCSU Libraries help with finding grants, text to describe NCSU resources, help with broader impacts statement (https://www.lib.ncsu.edu/do/grants-and-funding)

-- NCSU Academic Success Center writing handouts (https://asc.dasa.ncsu.edu/resources/writing-and-research-resources/)

-- Graduate Writing Center (https://asc.dasa.ncsu.edu/undergraduate-writing-center/graduate-writing-center/)

■   Public speaking

■   Networking

■   Design/drafting of figures using Adobe Suite/Python/ArcGIS

NCSU Libraries GIS resources and assistance: https://www.lib.ncsu.edu/do/gis

NCSU Libraries Data and Visualization workshops, offered throughout the semester (Python, MATLAB, ArcGIS, etc) , will be listed as they are open (https://www.lib.ncsu.edu/workshops/category/data-and-visualization)

NCSU Libraries Data Science Consultants (casual chat or by appointment): https://www.lib.ncsu.edu/services/data-visualization/get-help

■   Getting involved in professional societies

- - ■ Additional coursework

  - ○ List fellowships, internships, summer experiences, field course opportunities

  - ○ Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network

- ● 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

  - ○ Information on honoraria and establishing/charging speaker fees

NOTES FROM POD DISCUSSION

Need to create counter spaces, places where bipoc and lgbtqia individuals can be allowed to express their own concerns with peers.

Build networks with Forestry and Natural Resources to build BIPOC student group for earth sciences. Maybe incentivize by buying the group pizza. Just an informal get together just for the students supported by the department.

Information for joining graduate school.

Need intentional care, must acknowledge that we cannot be the one "good" person and that be enough. Actively try to be accomplices, while knowing that we are not owed trust. We must actively work to gain trust.

NC State Preparing for the Professoriate
 https://grad.ncsu.edu/professional-development/career-support/ptp/

Pedagogical workshops for handling racist microaggressions in a classroom

Broad university groups for BIPOC but fewer smaller community groups (e.g., focused on geosciences / natural resources or STEM)
https://counseling.dasa.ncsu.edu/services/group-counseling/current-counseling-groups/

Profs need to be open about time for self care. This benefits all grad students, but especially BIPOC. Time off needs to be considered ok.

The Graduate School at NC State offers tons of professional development workshops, and I wasn't sure where to put them, so the full list is here:
https://grad.ncsu.edu/professional-development/workshops-and-series/