

# URGE

## Unlearning Racism in Geoscience

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### **URGE Resource Map for University of Georgia**

This is a draft Resource Map for Marine Sciences Pod at the University of Georgia for future consideration by the department of Marine Sciences. 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.

The intent of this resource map with respect to research advisors is to help establish clear degree progression expectations, set goals for the mentor mentee relationships, provide resources for student success, and suggest mentoring practices in the lab environment in order to facilitate inclusive and fair graduate school experiences (PhD and Masters).

### **Research Advising**

A research advisor is responsible to guide the student's research (research problem formulation, methodology, execution); in UGA Marine Sciences, the advisor is also typically responsible for financial support and together with the advisory committee decides on the passing of the thesis or dissertation and the defense.

It is recommended to:

- Set an initial meeting between research advisor and student to clarify individual expectations with each student as well as understand their expectations for the position. These can include but are not limited to:
  - Number of journal articles/chapter before graduation
  - Presentation frequency to the department, lab, and committee
  - Conference attendance
  - Program of study
  - Plan for additional skill development (i.e. coding, lab techniques, etc.)
  - Field work/travel
  - Teaching
  - Daily schedule (work hours)
  - Collaboration within the lab, department, and outside institutions
  - Outreach
  - Expectations for field equipment; What you might need, how to fund it, etc.

Consider establishing a rubric based on the expectations set at the beginning of the student's enrollment (number of journal articles, presentations, conference attendance, field work, teaching, daily schedule, collaboration, etc.)

- Ensure continued engagement: Discuss individual and lab meeting expectations. The frequency of such meetings may vary by research group but commonly are every week or every other week.
  
- Assess your goals and progress
  - Engage in self-evaluation and reflection via the [Individual Development Plan \(IDP\)](#), which will also facilitate timely progression towards a degree. You are encouraged to discuss your results with your advisor, committee members and mentor (see below)
  - Review long-term goals and advise how to best achieve them.
  - Evaluate progress regularly (at least annually) to ensure sufficient progression towards their degree.
    - Suggested timelines for MSc and PhD degrees are given in the UGA MarSci Graduate Handbook;
    - Feedback and progress records are collected (via consistent annual feedback forms) from both students and advisors by the graduate coordinator. The graduate affairs committee is (supposed to) identify instances where these suggested timelines are not met, asking for a letter from the student and the advisor outlining plans forward.

## Mentoring

Aimed at the long-term career development and growth, mentoring is a learning relationship. The research advisor can also act as a mentor. In addition, students in UGA Marine Sciences are given the opportunity to choose a mentor who is not on their committee. The departmental mentor should meet with them at least once a semester to discuss their experience in the department and address any concerns.

- Potential discussion topics for both the research and departmental mentor might include:
  - Coping with rejection
  - Coping with and identifying imposter syndrome
  - Time management
  - Socialization (lab events, campus events, clubs, etc.)
  - Career development and opportunities
  - Current events and media requests
  - Overall mental health
  - Networking
  - Conference attendance/tips
- Mentoring resources:
  - [A Guide for non-Black Mentors of Black Students and Underrepresented Students of Color in STEM](#)
  - [Council of Graduate Schools](#)
  - [Great Mentoring in Graduate School: A quick start guide for proteges.](#)
  - [University of Washington Graduate School](#)
  - [UGA Graduate School](#)
  - [Mentoring Underrepresented Minority Students](#)
  - [Mentoring minority graduate students: issues and strategies for institutions, faculty, and students](#)
  - [UC Davis Graduate Studies](#)
  - [American Society for Microbiology](#)
  - [On Mentoring First Generation and Graduate Students of Color](#)
  - [Improving the Advisor/Advisee Relationship- Stanford](#)

# Resource Map

## ● Core work resources

- Establish a lab code of conduct - See pages 3-4 [here](#) ([or here](#)) for a starting point, and elaborate on: mental health, publications or outputs, social media use, working hours, and vacation. All lab members should sign this document.
- Set communication boundaries-
  - What times do you expect students to respond to emails?
  - What forms of communication are appropriate? (Email, Phone calls, text, slack/discord, etc.)
- Make sure students are aware of how to report misconduct, harassment, insensitivity, or exclusion, as well as what the consequences are for offenders:
  - Equal Opportunity Office Non-Discrimination and Anti-Harassment [Policy](#)
  - Complaint [Form](#)
  - Include Contact Information for relevant persons:
    - Department Head
    - Grad Coordinator
    - Lead PI
    - Departmental Mentor
- Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment
  - Fund needed equipment needed for field work (for example, steel toed boots and hard hats)
  - [Ramsey](#) rents out scuba equipment, camping gear, and paddling gear which can be direct billed in many cases
  - [Library of equipment](#) for borrowing in the Marine Sciences Department
  - [Library of books](#) for borrowing in the Marine Sciences Department
- 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
  - Often times, individual conferences offer funding for students
  - [Graduate School Travel Fund](#) (Funds are available for students in good academic standing who are accepted to present at a conference or event.)
  - [UGA Summer Research Grants for Doctoral Students](#) (Funds may be requested for equipment, supplies, software, data collection or analysis activities, and other operating costs associated with conducting the research. Funds may also be used for specialized training opportunities that will enhance specific dissertation research activities. Max \$1,500)
  - Marine Science Departmental Support (Usually ~\$550 for presentations at conferences)
  - [SAML](#)
  - [SEA Grant Traineeship](#)

- 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
  - Resources for finding housing:
    - Athens:
      - [Carriage House Rentals](#)
      - [College Town Properties](#)
      - [Joiner and Associates](#)
      - [UGA Family and Graduate Housing](#)
    - Skidaway/Savannah:
      - [SkIO campus housing](#)
      - [We Pack and Load movers](#)
      - [Nextdoor.com](#) - community happenings in local neighborhoods. Helpful to learn about weekend activities, or current events
      - [Georgia Department of Community Affairs](#)
        - [Free assistance across GA](#)
- Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.
  - [Office of Institutional Diversity](#)
  - [University Ombudsperson for Students](#)
  - [Counseling and Psychiatric Services \(CAPS\)](#)
    - In-person counseling through the university
  - [Therapy Assistance Online](#)
    - Free with UGA Email
  - [Student Care and Outreach](#)
    - Helps to link students to useful resources across campus
- Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)
  - [Black In Marine Science](#)
- Calendar(s) of events or mailing lists to join
  - [UGA Master Calendar of Events](#)
  - [UGA Diversity Calendar of Events](#)
- 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?
- Here are some examples to get you started:
  - [Society for Women in Marine Sciences \(SWMS\)](#)
  - [Int. coffee hour](#)
  - [LGBT Resource Center](#)
  - [Graduate and Professional Scholars \(GAPS\)](#)
  - [UGarden](#)
  - [Whitewater Club of UGA](#)
  - [UGA Involvement Network](#)

- [GAAME Scholars Program](#)
  - [Connections Program](#)
  - [Georgia Daze](#)
  - [Lead Fellows](#)
  - [Peach State LSAMP](#)
  - [Perspectives](#)
  - [RISE Scholars](#)
- Connecting with cohorts, organizations, social clubs with common identities and/or interests
  - Research Techniques in Marine Science (MARS 8900)
  - [Marine Sciences Graduate Student Association](#)
    - [Instagram](#)
    - [Facebook](#)
- Businesses or other needs, e.g. gyms, barber shops/hair services, etc.
  - [UGA Marine Sciences Encyclopedia](#)- lists restaurants, services, outdoor activities, etc.
  - Additional Services:
    - Athens:
      - [Mr.Haircut](#)
      - [Pageboy Salon](#)
      - [UGA Gym](#)
      - [Athens Crunch](#)
    - Savannah:
      - [Savannah Tire](#)
- Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)
- Consider funding membership fees for groups like [SACNAS](#), [NABG](#), [AISES](#), [GeoLatinas](#) and others

- **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.
  - [Swimming lessons at UGA](#) (swimming classes can now be funded by grant funds)
  - [Scuba classes at UGA](#)
  - [A-1 Driving School](#)
  - [Athen's Department of Driver Services](#)
  - [Kayak Classes](#)
  - [Whitewater Club of UGA](#)
  - Gps and [unit conversions](#) (establish lab standard)
  - [CPR and First Aid](#)
  - [PEP](#) offers free CPR classes
  - [Cluster and coding training at GACRC](#)
- What skills training is supported through the organization, how would someone acquire/improve these skills? What training is available prior to arrival?
- 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?
  - General Coding:
    - [Coursera](#)
    - [Code Academy](#)
    - [Cluster and coding training at GACRC](#)
    - [STAMPS](#) at the MBL- sample lectures [here](#)
    - [Microbial Omics and Anvio Workshops](#)
    - [Anvio Tutorials](#)
    - [Software Carpentries](#)
      - [At UGA](#)
  - R:
    - [RStudio Primers](#)
    - [RStudio Cheat Sheets](#)
    - [Happy Belly Bioinformatics](#)
    - [Kembel Biodiversity in R analysis](#)
    - [ggPlot2 Tutorial on Visualizing Data](#)
  - Python:
    - [Python for Biologists](#)
  - Unix:
    - [Terminus Game](#)
    - [Happy Belly Bioinformatics](#)
  - MATLAB
    - Free Training via [Mathworks](#)
    - [UGA gives free MATLAB license](#)
    - Youtube [video tutorial](#)
    - University of Texas at Austin [Getting started in Matlab](#)



- **Professional development resources (Search UGA Academic Bulletin [here](#))**

- Outline available resources for training/development or best practices in :
  - [Professional Development Resources at the graduate school](#)
  - Teaching/pedagogy
    - Graduate Teaching Seminar (GRSC 7770)
    - College Teaching and Student Learning (GRSC 7800)
    - Pedagogy of Writing in the Disciplines (WIPP 7001)
  - Project management/budgeting
    - Budget Practicum (PADP 7840)
  - Media training
    - Synthesis Skills in Marine Sciences (MARS 8190)
    - [Science Communications](#)
  - Proposal writing
    - Grant Writing for Graduate Students (GRSC 8310)
  - Public speaking
    - Communicating Research and Scholarship (GRSC 8200)
    - Giving Effective Scientific Presentations (GRSC 8220)
  - Networking
    - [SciREN](#)
    - [Black in Marine Science](#)
    - [Society for Women in Marine Sciences \(SWMS\)](#)
    - [Women in Ocean Science](#)
  - Job lists
    - [Marine Sciences Career Resources](#)
  - Career Development
    - [UGA Career Center Arch Ready Program](#)
  - Design/drafting of figures using Adobe Suite/Python/ArcGIS
    - Data Analysis in the Geosciences (GEOL 8370)
    - [GIS Courses](#)
  - Getting involved in professional societies
    - [Association for the Sciences of Limnology and Oceanography \(ASLO\)](#)
    - [Ecological Society of America \(ESA\)](#)
    - [American Geophysical Union \(AGU\)](#)
    - [American Society for Microbiology \(ASM\)](#)
    - [American Chemistry Society](#)
    - [Georgia American Fisheries Society \(GAFS\)](#)
    - [Geochemical Society](#)
  - Additional coursework
    - Synthesis Skills in Marine Sciences (MARS 8190)
  - [Personal Finance Courses](#)
  - [PEP](#)
- List fellowships, internships, summer experiences, field course opportunities

- [ORISE Internships/Fellowships](#)
- [Knauss Policy Fellowship](#)
- [Georgia Sea Grant State Policy Fellowship](#)
- [Georgia Sea Grant Traineeship](#)
- [Cruise opportunities](#)
- [MBL Summer Opportunities](#)
- [Friday Harbor](#)
- [OCB Summer Workshop](#) (possible funding available)
- [Pacific Northwest National Laboratory](#)
- [NOAA](#)
- [List from Women in Ocean Science](#)
- [Mote Marine Lab](#)
- Outline departmental and regional seminars, presentation opportunities, and opportunities to meet with speakers for building a professional network
  - Professional Networking
    - [UGA Marine Sciences Seminar Series](#)
  - Presentation Opportunities
    - UGA Marine Sciences Student Research Symposium
    - [SECOORA](#)
    - [Southeastern Biogeochemistry Symposium](#)
    - [Georgia Water Resources Conference](#)
    - [Georgia Sea Grant Conferences](#) and meetings
    - [Geological Society of America](#)
    - [Ocean Sciences](#)
    - [AGU](#)

- **Outreach resources**

- Outline opportunities, expectations, benefits, and/or compensation for mentoring new hires and/or students who wish to be engaged in belonging, accessibility, justice, equity, diversity, and inclusion (Be A JEDI) efforts
  - [DEI Committee](#)
- 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
  - [The Time Tax Put on Scientists of Color](#)
- Information on honoraria and establishing/charging speaker fees