



Resource Map for UNCW's Earth and Marine Sciences

Education is essential but action is also imperative for achieving the objectives of URGE. Therefore, each URGE topic is paired with deliverables for individual pods to draft and share. This deliverable is a map of resources for People of Color.

A sense of belonging is important to the health and success of individuals, so finding a community is a safety and career consideration. Introducing a new Person of Color colleague (e.g., faculty, staff, students) to all staff and students is a proactive way to be inclusive, and can also reduce racial profiling and microaggressions. Establishing a supportive network may also require introducing new People of Color colleagues to various resources within the organization and broader community since these can sometimes be challenging to find.

Suggested discussion questions:

- What was your experience when you first joined your organization or moved to this location? What barriers were there when you first arrived and how did you overcome them?

UNCW has many important technical needs which need substantial time investments to learn and the university/its personnel could benefit from additional ramp-up assistance. This includes platforms such as course learning (e.g. Canvas), course management (Seamet), Microsoft collaboration tools (OneDrive, SharePoint, Teams, etc.), Pearson/Mastering, Sammy, etc.

In the past, international faculty were not able to arrive on campus in time to participate in the new faculty orientation. If that is still the case, UNCW should make accommodations for these faculty.

New faculty do not have any reference info for the town, things to watch out for, or places they are interested in learning about.

HR does a really good job with enrolling in benefits.

- How would someone new find their community in your location? What additional barriers may a person of color face in your community? Consider that Black, Brown, Indigenous, and people of color will face different challenges from one another.

Check the UNCW Community Engagement Office which has a wealth of knowledge about ways UNCW engages with the local and regional community whether it is for research, scholarship, applied learning, or service. Also, check out the HR "Healthy Hawks Workplace"

<https://uncw.edu/hr/healthyhawks/aboutus.html>

- What resources are available at your organization? What resources should be added?

Please see below...

The practice of creating asset maps of communities recognizes social capital and engages the public as people and not clients. This deliverable broadens the concept of an asset map into a resource map,



which outlines existing resources that organizations, communities, and broader scientific communities have to support People of Color. The resource map should list resources you have at your organization (e.g., diversity officer, counseling and psychological services, ombudsperson, affinity groups, and recurring events) and locally (e.g., meet-up/social/hobby groups, religious or spiritual communities, businesses like barbershops). Include resources outside of your community as well; supporting membership to groups like SACNAS, NAGB, AISES, and GeoLatinas can help foster meaningful connections to a broader network.

UNCW RESOURCE MAP

This is a draft Resource Map for the **Earth & Marine Science** pod at **UNCW**. 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

Every new faculty member is assigned a senior faculty member as their mentor

- ∅ Individual/Group meeting expectations (interval/frequency, journal articles, presentations, socializing, time management, reviewing manuscripts, revising manuscripts/dealing with rejection, careers, current events, media requests)

Meet at least once a semester to discuss teaching, research, needs, etc.

- ∅ Evaluations: rubric, frequency for advisor/committee evaluations, encourage self-evaluation (reflection) and review long term goals and how to achieve them

Self-reflection with mentor and feedback from annual reviews.

€ Core work resources

- ∅ Code-of-conduct - link, 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

Seahawk Respect Compact: <https://uncw.edu/diversity/src.html>

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



We prefer face-to-face and/or email, but during regular business hours. Non-regular hours are optional.

- ∠ Reporting Policy - link, 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

The Dean of Students is the office responsible for any student issues. We also have the CARE center for providing support due to harassment.

- ∠ Equipment - where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment

The UNCW rec center does have a full suite of equipment for rent (really cheap) for all outdoor activities.

- ∠ 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

EOS has professional development funds to support conference fees and travel. Can apply to international program for travel grants. Grad students in MSc MS have funding available through Grad advisory committee. Undergrads have several avenues of funding via university (CSURF).

- ∠ 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

UNCW, as mandated by the state, does not provide any support or financial assistance for moving.

- ∠ Outline services at organization/university: diversity officer, counseling and psychological services, ombudsperson, affinity groups, etc.

UNCW Office of Diversity and Inclusion:

<https://uncw.edu/diversity/about/index.html>

UNCW Black Faculty and Staff Association <https://uncw.edu/bfsa>

UNCW International Faculty and Staff Association <https://uncw.edu/ifsa>

UNCW Counseling Center: <https://uncw.edu/counseling/>

EOS Diversity Committee (in process)



UNC-Ombuds - <https://ombuds.unc.edu/>

- ∅ Encourage and assist making connections to someone who may understand their experience (e.g., Black male counselor for a Black male student)

See mentorship and various UNC Cultural Organizations (pretty good list) - <https://uncw.edu/admissions/diversityorgs.html>

<https://www.diversegeologists.org/resources>

- ∅ Calendar(s) of events or mailing lists to join

SWOOP – Faculty and Staff Newsletter: <https://uncw.edu/swoop/>

Diversity and Inclusion Events Calendar:

<https://uncw.edu/diversity/events.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?

New Employee Onboarding Site: <https://uncw.edu/onboarding/index.html>

New to Wilmington:

<https://uncw.edu/onboarding/movingtowilmington.html>

Wilmington Chamber of Commerce: <https://www.wilmingtonchamber.org/>

**Office of International Students and Scholars: [scholarhandbook.pdf](#)
(uncw.edu)**

UNCW Students page which includes Activities and Organizations:

<https://uncw.edu/students/> - <https://uncw.edu/admissions/diversityorgs.html>

Black Life at UNCW: <https://uncw.edu/upperman/organizations.html>

- ∅ Connecting with cohorts, organizations, social clubs with common identities and/or interests

<https://uncw.edu/admissions/diversityorgs.html>

Upperman African American Cultural Center: <https://uncw.edu/upperman/>

Centro Hispano UNC Wilmington: <https://uncw.edu/centrohispano/>

LGBTQIA Center: <https://uncw.edu/lgbtqia/>

Student Government Association: <https://uncw.edu/studentorgs/sqa/>



Graduate Student Association: <https://uncw.edu/gsa/index.html>

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

UNCW Offices and Services: <https://uncw.edu/offices/>

Fellow faculty/mentor would pass along such information as well

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

See also connecting with cohorts bullet.

- ∠ Outline expectations for taking vacation (e.g., 3 weeks) and for reasonable work hours (e.g., 40-50 hrs/wk; be explicit!)

We have no written expectations other than, you should work during normal business hours, post office hours, be available to meet during business hours, etc. Further, if you will be absent during normal working hours for an extended time, more than 3 days, inform the Chair of the Department.

€ 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. - **some via student rec center (first aid, swimming, hiking, paddling); scuba class via CMS.**
- ∠ What skills training is supported through the organization, how would someone acquire/improve these skills? What training is available prior to arrival?

Skillport: <https://uncw.edu/d2la/develop/skillportvirtuallearning.html>

- ∠ 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?

-available in some classes or directly with staff as a Directed Independent Study

€ Professional development resources

- ∠ Outline available resources for training/development or best practices in:
 - Teaching/pedagogy

Center for Teaching Excellence

- Project management/budgeting



SPARC

- Media training

What is this? If it is media such as Echo 360 or Zoom then UNCW's E-Learning office is very good.

- Proposal writing

SPARC

- Public speaking

Occasionally we will receive some emails with opportunities to help professional development.

- Networking

Pre-covid there was a really small and somewhat mediocre "faculty lounge". The library has two adjacent spaces for faculty to get away from their offices and work or meet with others. Mostly done via workshops and service assignments

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

EOS has no specific tech support person for software/illustration work, but CMS does have a drafts person/illustration specialist.

- Getting involved in professional societies

Left up to individual, but often dept has a history of involvement in professional societies (GSA, AAG, AGU, OceanSciences, etc)

- Additional coursework

Skillport, <https://uncw.edu/cte/programs/index.html>

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

<https://uncw.edu/gradschool/currentstudents/scholarshipsandfellowships.html>

<https://uncw.edu/career/internships.html>

<https://uncw.edu/career/studentinternshipresources.html>

<https://uncw.edu/earsoci/internship.html>

GLY 470 – field course

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



Many dept presentations across several classes (501/502)/MSc MS grad poster session, internship presentations, dept seminar series, CMS planet ocean, CSURF, NEGSA, SECOORA web series, C-Coast seminars, etc.

€ 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

Faculty mentoring within dept is part of service expectation

May be able to get coffee cards

- 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

On volunteer basis only – no expectation of participation

- Information on honoraria and establishing/charging speaker fees

At the moment speaker visits are paid but not actual speakers fee