

# URGEO

## Unlearning Racism in Geoscience



University of  
New Hampshire  
School of Marine Science  
and Ocean Engineering



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### URGE Resource Map for the Ocean Mapping and Engineering pod at the University of New Hampshire

This is a draft Resource Map for Ocean Mapping and Engineering (OME) pod at the University of New Hampshire, which can be used in conjunction with an interactive ArcGIS “SMSOE Resource Map” which will be made available to incoming students, staff, and faculty. The link to access the map will be added to this document once the prototype has been published.

This Resource Map is meant to connecting new student with resources for their success: outlining mentor expectations, support systems, and resources on the UNH campus. Our Resource Map 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.

The mentoring plan outlined in this Resource Map contains suggestions from the OME pod for advisors to provide to their incoming students. The information and expectations we have identified should be applicable to any student-mentor relationship; however, the specifics will be left to the individual mentor.

The resources highlighted in this Resource Map are not static, and the Resource Map should evolve as resources are updated and new resources are added or discovered. Some resources identified here are common to all graduate students and some are more specific, based on the background, needs and interests of the student.

### **Mentoring plan**

A mentoring plan should outline the expectations of the mentor, for the new student/hire. Each mentor-mentee relationship is unique and there is not one-size-fits all plan. However, there are a number of topics which should be covered prior to the beginning of a student/hires career. A mentor can also connect their mentee with resources that will be of most use to them.

#### General expectations

- Communication plan
  - Identify the frequency and expectation for individual meetings
  - What about lab meetings?
  - How do members communicate with each other?
  - What times are appropriate?

- Peer-reviewed research and journals:
  - Identify journals commonly used for references
  - Provide suggestions for dissertations that may be connected to their work
  - Pull journal articles to help the study get started
  - Explain how to access journal articles and dissertations through the university
- Discuss the expectations for presentations:
  - How often should a student present
  - What are the most useful conferences to attend?
  - Identify typical deadlines
- Conferences
  - How often should a student attend/present at conferences?
  - Who pays for students to attend?
  - At what point they will be expected to attend conferences?
- Time management
  - TA vs RA
  - Classes vs research
  - Working hour expectations
  - Vacation time expectations
- Paper writing process:
  - Timeline
  - Reviewing manuscripts
  - Submitting manuscripts
  - Revising manuscripts/dealing with rejection
- Careers
  - Academic and non-academic pathways
  - Internships, post-docs, summer experiences, etc.
- Skills and Experiences
  - What will be expected when the student arrives?
  - Training opportunities through the university, department, program?
  - Training available before arrival?
- Justice, Equity, Diversity, and Inclusion efforts
  - Expectations, benefits, and/or compensation
  - Explicitly acknowledge, discuss, and suggest policies to limit the “time tax” put on people of color for participation in Be A JEDI activities
  - Support a clear path for opting out
- Current events
- Media requests

### Evaluations

- Academic/research-based rubric:
  - What classes are required for the degree? Additional classes suggested by the adviser?
  - Is student making progress towards degree?
    - What are the milestones required to graduate? Proposal? Paperwork (e.g. committee appointment)?
  - Is student on track to complete their degree on time?
    - Is there a “expected” or “preferred” timeline?

- Social/emotional rubric?
  - E.g., does student feel like they are making progress?
  - Is student comfortable in the department/do they feel like they have the social/emotional resources they need?
- Frequency for advisor/committee evaluations
  - Weekly? Monthly? Variable?
  - Every semester at the beginning of graduate student career and transition to yearly?
- Encourage self-evaluation (reflection)
- Review long term goals and how to achieve them
  - Different career paths: academia, government, private sector
  - Pathways to success: internships, teaching opportunities, publications, outreach, etc.
- Consider using a yearly advisor-graduate student evaluation forms
  - Graduate school, CEPS, department may have these resources
  - Pilot Mechanical Engineering Graduate Evaluation form has been put on Box

## Core work resources

### Important acronyms

- CCOM – Center for Coast and Ocean Mapping
- COE/COEL - Chase Ocean Engineering Laboratory
- JHC – Joint Hydrographic Center
- NOAA – National Oceanic and Atmospheric Administration
- SMSOE – School of Marine Science and Ocean Engineering
- RVGC – *Research Vessel* Gulf Challenger - [link](#)
- CEPS – College of Engineering and Physical Sciences
- EOS – Institute for Earth, Ocean, and Space – in Morse Hall
- ESCI – Earth Science Department
- OCE – Oceanography (sits within ESCI)
- OE – Ocean Engineering
- DBS – Department of Biological Sciences
- ME – Department of Mechanical Engineering
- PREP – Piscataqua Regions Estuarine Partnership Program
- NHSG – New Hampshire Sea Grant
- JEL – Jackson Estuarine Laboratory – facility in Durham, NH
- MRC – Marine Research Complex – shore facility in New Castle, NH
- CML – Coastal Marine Lab
- Pier Ops – Pier Operation Building at MRC
- SML – Shoals Marine Lab (often shortened to Shoals)
- OPAL – Ocean Processes and Analysis Lab

Code-of-conduct - 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

- UNH student code of conduct - [link](#)

Reporting policy - address issues related to insensitivity, harassment, exclusion and what are the consequences

- UNH Incident report form - [link](#)

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

- UNH Hamal Recreation Center gear rentals for students - [link](#)
- Vessels (Small boat)
  - Vessel time funding SMSOE research committee - [link](#)
  - Small boat class - [link](#)
  - Small boat reservation page – [link](#)
- Technical support contacts
  - John Ahern – Chase facilities
  - Dave Shay – Assistant director for marine facilities and operations
  - Nate Rennels – Jackson Lab
  - Mike Tuttle – CCOM facilities
  - Tony Lyons - CARE representative
- Machine shop contacts

- COEL - [link](#)
- CEPS - [link](#)
- Diving program - [link](#)
  - Liz Kintzing - Dive Safety Officer
- Purchasing UShop - [link](#)
- Software
  - UNH IT – [link](#)
  - CCOM IT – helpdesk (helpdesk@ccom.unh.edu)
- Zoom cart
  - COEL front office (laura.gustafson@unh.edu)
- Poster printing
  - ESCI – Sue Clark (Sue.Clark@unh.edu)
  - CCOM – helpdesk
- Room reservations - [link](#)
- Tank reservations - [link](#)
- SMSOE swag - [link](#)

Conference and workshop participation - opportunities for students to participate in local, regional, and international meetings and trainings

- University of New Hampshire Graduate Research Conference – [link](#)
- SMSOE Graduate Research Symposium – [link](#)
- American Geophysical Union fall meeting - [link](#)
- Acoustical Society of America biannual meetings - [link](#)
- Be open to considering proposed workshops/conferences, especially for groups like SACNAS ([link](#)), NABG ([link](#)), AISES ([link](#)), GeoLatinas ([link](#)) and others

## Community support and mental health resources

### Housing

- UNH HR relocation page - [link](#)
- UNH house department – [link](#)
- UNH Graduate housing - [link](#)
- Student listserv: request housing/roommate/suggestions
  - ESCI – contact Sue Clark
  - OE – contact Laura Gustafson
- Other resources for housing search: Facebook, NH Craig's List, Zillow, Apartments.com, Rent College Pads, Trulia, Zumper, Roomster

### University services

- Community, Equity, and Diversity Office – [link](#)
  - Dr. Petty, Chief Diversity Officer
- Beaugard Center – [link](#)
- Affirmative Action and Equity Office – [link](#)
  - Donna Marie Sorrentino - Director & Title IX Coordinator
- Sexual Harassment and Rape Prevention Program (SHARRP) - [link](#)
  - Provides services to victims/survivors of sexual violence, relationship abuse and stalking regardless of gender, age, health status (including HIV-positive), physical, mental, emotional ability, sexual orientation, gender identity, or expression, socio-economic status, race, national origin, immigration status, or religious or political affiliation
- Psychological and Counseling Service (PACS) - [link](#)
  - Individual counseling, group counseling, consultations, and online resources to the UNH community
  - 8 individual sessions per semester, unlimited group counseling sessions
  - Graduate Student Support Group
  - Virtual care package - [link](#)
- Health and Wellness - [link](#)
  - Medical services, living well services, and integrative mind-body services
  - Event schedule - [link](#)
- UNH Police - [link](#)
  - Emergency - 911
  - Non-emergency:
    - Contact form - [link](#)
    - Phone: (603) 862-1427
    - Walk-in: 18 Waterworks Road, Durham, NH 03824

### International student specific resources

- Driving in the US as an international student
  - 60 days with an international license, after that you'll need to get a US license
  - US license – help available through OISS
    - Need following records:
      - Certified driver's license
      - Driving record
- Travel into the US

- Some food products are not allowed to be transported
- Check TSA website - [link](#)

### Roxy's basement

- Rochelle Wigley - GEBCO Project Director
  - Office: Chase 147
- Borrow what you need
- For all your needs!
  - Furniture
  - Cooking supplies
  - Smoothie makers
  - Baby seat
- When you leave: can leave items like plates, glasses, Tupper wear, etc.

### Connections to URM and BIPOC and other communities at UNH

- National Society of Black Engineers (NSBE) - [link](#)
- Society of Women Engineers (SWE) - [link](#)
- Women in Science (WIS) - [link](#)
- Peer-mentoring - [link](#)
- International students: Office of International Students and Scholars (OISS) - [link](#)
- Graduate Student Coffee Hour – happens irregularly, watch your email!
- More student organizations at the MUB - [link](#)
- Mentoring Physical Oceanography Women to Increase Retention (MPOWIR) - [link](#)

### Calendar(s) of events or mailing lists to join

- Events:
  - UNH Master Calendar
  - SMSOE weekly email
  - CCOM seminar schedule
  - Earth Science Brown Bag and Colloquium Schedule
  - Chase denizens coffee hour
  - CCOM student coffee hour
- Mailing lists:
  - CCOM AllHands – CCOM IT
  - CCOM students – CCOM IT
  - COEL – Laura Gustafson
  - Earth Science – Sue Clark
  - SMSOE – Sally Nelson

### UNH cohorts, organizations, social clubs, activities and institutions

- UNH graduate school – [link](#)
  - The Graduate School oversees all graduate programs and serves to connect and direct graduate students and post-docs. They provide regular professional development programming throughout the academic year, as well as a variety of funding opportunities.
  - Offices in Thompson Hall
  - Email contact - grad.school@unh.edu
  - Weekly newsletter

- Flipped orientation on MyCourses
- Events page – [link](#)
- Social media
  - Twitter - [link](#)
  - Facebook - [link](#)
  - Instagram - [link](#)
- The Nest and The Hive
  - Designated graduate student spaces
  - Ground floor of Thompson Hall
    - Rooms G15 and G16
- Graduate Student Senate (GSS) – [link](#)
  - The official voice of UNH's graduate student body. They work hard to advocate for graduate students, representing their interests across UNH and the university system and to engage the state legislature and foster a sense of community and social engagement among graduate students on campus.
  - Monthly newsletter - [link](#)
- Stonewall Grads - [link](#)
  - A social and activism-based organization supporting LGBTQA+ people at UNH
- Advisory board for underrepresented graduate students (ABUGS)
- Memorial Union Building
  - UNH student organizations – [link](#)
  - MUB talks - [link](#)
  - Movies at the MUB - [link](#)
- Campus Recreation - [link](#)
  - Hamel Recreation Center, Whittemore Center Arena, Swasey Indoor Pool, Outdoor Pool, Outdoor Fields, and Mendums Pond
- Intramural sports - [link](#)
- Diversity Resource Guide – [link](#)
- Graduate student Christian Fellowship - [link](#)
- MOSAICO - [link](#)
  - MOSAICO is the Latino/Latina/Latinx student organization of the University of New Hampshire. We perform functions and events throughout the school year which emphasize cultures and heritage from various Latin American countries.

#### Businesses or other needs

- Transport
  - Wildcat transit – [link](#)
    - Bus system free with UNH ID that connects across campus and to neighboring towns, including Portsmouth, Dover, and Newmarket.
  - Coast bus – [link](#)
    - Free with UNH ID
  - Amtrack train - [link](#)
    - Connects Durham and Dover to Boston and Portland (and beyond)
  - C&J bus – [link](#)
    - Transport to Logan airport and Boston
- Parking on campus:
  - Parking permits - [link](#)



- Post Office
- Food, groceries, restaurants
  - Happy Market (Asian Market - Main Street)
  - Pauly's Pockets (Durham, NH- Middle Eastern cuisine ([paulyspockets.com](http://paulyspockets.com)))
  - Lo's Seafood & Oriental Market in Portsmouth (<http://losseafood.com/>)
  - Indian Bazaar (Across the street from Lo's)
  - Taj Mahal Grocery in Portsmouth (<https://taj-mahal-grocery.business.site/>)
  - Napoli Market and Deli (Italian Market <https://napoli-market-deli.business.site/>)
- NH Minority-Owned Businesses list (via Manchester NAACP) [link](#) [link](#)
- Free things to do
  - See a movie at Portsmouth's Music Hall, free with UNH ID
  - Take a walk at College Woods, Wagon Hill Farm, the Sweet Trail or Dover's Community Trail
  - Go ice skating during open skate on UNH's ice rink \$3 for skate rental.
  - Swim or surf at Jenness State Beach, York Beach, or Hampton Beach
  - Catch a donation-based concert at the annual summer Prescott Park Arts Festival
  - Shop at a Summer Farmer's Market/Winter Farmer's Market
  - Hike in the White Mountains

## Skillset support resources

### Writing

- Graduate Writing Retreats:
  - Annual winter writing retreat: A week-long pre-semester program (usually the week before spring classes begin) that provides graduate students with space, resources, community, and fuel to get work done.
  - Thesis/dissertation retreat: A semester-long group that meets one Saturday every month to set goals and work on a thesis/dissertation in the company of grad students
- Graduate school write-in sessions
  - Typically blocks of time each week throughout the semester in which grad students can come together, set goals, and work towards accomplishing those goals in a supportive writing environment
  - Check Graduate School weekly newsletter for more information
- Connor's writing center - [link](#)
  - One-on-one writing conferences to current UNH students
  - Email: [writing.center@unh.edu](mailto:writing.center@unh.edu)
- Thesis/dissertation workshops
  - Workshops on the rules and process required to format and submit final theses and dissertations
  - Formatting manual - [link](#)

### Communication

- 3-minute thesis (3MT) - [link](#)
  - Annual event in which graduate students are challenged to present their research to a broad audience in 3 minutes with 1 PowerPoint slide
- Graduate Research Conference (GRC) - [link](#)
  - Annual showcase in which UNH graduate students from all academic disciplines present their work and research
- Research Communications Academy - [link](#)
  - A free, annual program that trains faculty members, graduate students, and research-related staff to effectively communicate the power and impact of UNH research and scholarship to broad audiences
- Speech-language-hearing Center (SLHC) - [link](#)
  - Offers a full range of speech, language and communication services to both children and adults.
  - Serves as a clinical training program for graduate students in the communication sciences and disorders program
- BIO950: Scientific Communication

### SMSOE specific training

- SCUBA Classes (Intro & Advanced, Scientific Diving)
- Boat Training Course(s) through SMSOE

## Professional development and outreach resources

### Resources for training/development

- Graduate school: Professional Development and Student Success – [link](#)
  - Communication, Career preparation, Professional growth, Research, Community, and Self-care
- Teaching/pedagogy:
  - Center for Excellence and Innovation in Teaching and Learning (CEITL) – [link](#)
    - Offers a collection of resources, information, and expertise to support the university's mission of enhancing student learning through the continual improvement of teaching
    - Talk about teaching workshop series
    - Cognate in College Teaching - [link](#)
  - Teaching and Learning resource hub - [link](#)
- UNH library: Research & Publication Support, Teaching & Classroom Support, and General Support
  - List of resources – [link](#)
  - IT Help Desk in Dimond Library
  - Online support - [link](#)
- Professional development and training (PD&T) - [link](#)
  - An office within UNH whose mission is to serve individuals, businesses, schools, and organizations in New Hampshire and surrounding regions by offering a wide range of professional development opportunities throughout the year.
- UNH innovations (UNHI) - [link](#)
  - Advocates for and manages the transfer of UNH-derived ideas to the public to maximize their social and economic impact.
  - UNHI protects, promotes, and manages UNH's innovations, supports start-up companies based on UNH's intellectual property, and develops new opportunities for university and industry collaboration
- Public speaking
  - 3-minute thesis (3MT) - [link](#)
    - Annual event in which graduate students are challenged to present their research to a broad audience in 3 minutes with 1 PowerPoint slide
  - Graduate Research Conference (GRC) - [link](#)
    - Annual showcase in which UNH graduate students from all academic disciplines present their work and research
  - Research Communications Academy - [link](#)
    - A free, annual program that trains faculty members, graduate students, and research-related staff to effectively communicate the power and impact of UNH research and scholarship to broad audiences
- Networking through Career and Professional Success (CAPS) services
  - The professional services team at UNH. They offer large-scale events to the UNH community like career fairs and resume review days
  - Online resources:
    - Handshake - [link](#)
    - Wildcat Connection – [link](#)
    - Student resources - [link](#)

### Fellowships, internships, summer experiences, field course opportunities

- Graduate School Fellowships
  - Dissertation year fellowship (DYF) - [link](#)
    - Each year, the Graduate School awards 15 doctoral students who have advanced to candidacy with a DYF, which includes a tuition stipend and waiver for one academic year.
  - Summer Teaching Assistant Fellowship (STAF) - [link](#)
    - The STAF supports research or study during the summer for individuals who have held a TA position during the current academic year and who have performed exceptionally well as a TA and as a student.
- Graduate Student Awards - [link](#)
  - Graduate Student Teaching
  - Graduate Student Create Contribution
- Travel Grants - [link](#)
- UNH Fellowships Office - [link](#)
  - Provides information, counsel, and editorial support to highly motivated students (undergraduates, graduate students, and UNH alumni) who are applying for national and international fellowships and scholarships external to the University of New Hampshire.
  - The office's website has a searchable database of available scholarships organized by major, level, and category.
  - Contact: [jeanne.sokolowski@unh.edu](mailto:jeanne.sokolowski@unh.edu)

### Departmental and regional seminars, presentation opportunities, professional networking

- CARE seminar
- CCOM seminar
- ESCI brown bag seminar

### DEI and mentoring opportunities

- Peer-review mentorship program – Assistant Dean Dovev
- SMSOE JEDI committee
- ESCI DEI committee
- Peer mentoring opportunities - [link](#)