



Drafted 30 April 2021

INTRODUCTION

This document aims to establish a repository of existing resources for community-building, mental health care, and work-life balance within the Earth Sciences department, at Dartmouth, and in the Upper Valley region. To this end, we provide links to many existing resources around these themes (Part I). We also outline opportunities for improvement and ideas for new resources that could be created to meet needs of the EARS and Dartmouth community (Part II). This is a living document that will evolve and grow over time.

PART 1. RESOURCES

CURRENT OFFICIAL RESOURCES PROVIDED BY EARTH SCIENCE DEPARTMENT

[Graduate workplace handbook](#)

[Graduate academic handbook](#)

MENTORING

- Student peer mentoring:
 - EARS: “Like a Rock” at Dartmouth EARS. Current contact is Karol
- Faculty–student expectation agreement (available to prospective and current students)
 - EARS: [Expectations for incoming students \(individual faculty-specific\)](#)
 - Masters and PhD schedule/requirements: Summer Research Proposal, SR Defense, Masters Defense, PhD Qualifying, PhD Proposal, PhD Defense
 - Class requirements
 - Dartmouth: [Resources for faculty mentors](#)
 - Application requirements outlined by the Guarini School of Graduate and Advanced Studies: <https://graduate.dartmouth.edu/admissions-financial-aid/applying-dartmouth>
- Faculty–faculty mentoring (pre-/post-tenure? Peer mentoring)
 - Dartmouth:
 - [Mentoring & Professional Development for Faculty:](#)
 - [Arts & Sciences guideline for mentoring faculty](#)
 - [Dartmouth Center for the Advancement of Learning \(DCAL\)](#)
 - [National Center for Faculty Development and Diversity \(NCFDD\)](#)
 - Faculty Lunches: all faculty members across departments, divisions and schools are invited to weekly lunches. Contact associate dean for more information

CORE WORK RESOURCES

- Grievance procedures in [Graduate academic handbook](#), Flowchart deliverable from Session 6
- Reporting Policy - 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

OUTDOOR EXPERIENCES & EQUIPMENT

Resources for navigating outdoor experiences. Includes where to find, fund individual gear like hiking boots, fund or provide access to sufficient “library” of hiking/camping/outdoor equipment

- Dartmouth has an [Office](#) that runs trips and education about the outdoors
 - [Dartmouth Outdoors Rentals](#) provides gear and advice about hiking and camping. (As currently written, just for Dartmouth Outing Club (DOC) or Outdoor Programs Office (OPO) use. Explore access for class/field work?)
 - Sometimes used/cheaper gear can be found on [Dartlist -- all items](#) or, if you can travel, at the [Outdoor Gear Exchange](#) in Burlington, VT.
- EARS Foreign Study Program (FSP) [Stretch](#)-specific information

MENTAL HEALTH

- EARS Department communication (not yet full participation): [EARS Slack channel](#)
- [Graduate Student Council \(GSC\)](#): Graduate student representation and community
- Dartmouth DEI umbrella: [Office of Institutional Diversity and Equity](#)
- Counseling Center - “short term”, definition depends on specifics of situation, will connect you with local provider if needed
 - [Health Service counseling for students](#)

LIFE IN THE UPPER VALLEY

- Community listservs
 - ([Hanover](#), [Lebanon](#), [West Leb](#), [Lyme](#), [Norwich](#), [Many others](#))
 - These are lists where you can find housing, post items for sale or needed, make inquiries, and keep up with local politics and issues.
- Housing (Basic outlines provided in [Graduate handbook](#), not much helpful detail)
 - [Housing Info Overview](#) document on EARS website
 - Find housing at [Dartlist](#), [Dartmouth Real Estate Office](#) (including [Graduate Rentals Info](#)), Local listservs (see above)
 - Group housing: most common to find roommates on [Dartlist](#)
 - Undergraduate advisor housing program
- Transportation
 - [Zipcar at Dartmouth College](#)
 - Local public transportation ([Advance Transit](#))
 - Regional public transportation ([Dartmouth Coach](#))
- News
 - [The Valley News](#) (Dartmouth student log-in: electronic.journal.help@dartmouth.edu and P: Digital2019)
 - [The Dartmouth](#) student newspaper
 - [Grad Student Circular](#) from the Graduate Student Council
- Existing Dartmouth resources for employees of color
 - [IDE Employee Resource Networks](#) - affinity groups
 - Dartmouth IDE’s [XPD Pair program](#) - one-on-one buddy matching
- Guide to assessing your work/ life balance and list of clubs/ activity groups in the UV https://www.dartmouth.edu/eap/work_life_balance.html
- [Employee discounts and services](#)
- [Onboarding resources for new employees](#)
 - Includes information about childcare referrals, D-Perks! (Employee discount), parking/transportation, local and on-campus social/cultural events, and other resources

SKILLSET SUPPORT RESOURCES:

- Dartmouth:
 - R Club (link)
 - Other excellent online webinars/training available for different coding languages (See [Dartmouth Library Calendar](#) for upcoming offerings)

PART 2. AREAS FOR IMPROVEMENT & REQUESTS:

- Define department/ lab group expectations
 - Communication plan and expectations, e.g. how do lab members communicate with each other (i.e. slack, email, text, etc.) and what times are responses expected (i.e. responses outside of business hours are not expected)
- Professional development
 - Be explicit about opportunities and expectations for conference and workshop participation. When will students/ employees be expected to attend? Who provides funding?
 - Provide financial support for registration fees for specific conferences that provide networking opportunities for underrepresented students/ employees (i.e. SACNAS, NABG, AISES, GeoLatinas, Earth Science Women's Network, 500 Women Scientists, etc.)
 - Provide training for analytical/computational skills to students who do not choose to have their research based primarily on field work (Dartmouth has an and
 - EARS: Formal training to all first-year grad students on presentation, public speaking, proposal writing in 200 class series.
 - Additional resources/training on the “hidden curriculum” behind how various grants work in general and how to develop professional networks
- Compensation/ acknowledgement for DEI efforts
 - Establish a systematic way to properly acknowledge and reward for the “time tax” put on people, especially BIPOC, who lead/work on DEI initiatives
- Community building/ mentoring
 - Create a slack channel or website for “Like a Rock” mentoring group
- Outdoor gear access
 - Discuss with Dartmouth Outdoor Gear Rentals if they are able to rent gear to students who aren't members of the Outing Club but need gear for school sponsored field trips