

# **Community Conversation**

## **Feb 24, 2022**

# Poll Everywhere

- **Allows you to use your phone or a computer to respond to questions in real time**
- **Instructions for how to join**
  - **web: [PollEv.com/busyhouse419](http://PollEv.com/busyhouse419)**
  - **phone: text [busyhouse419](http://busyhouse419) to [22333](http://22333) once to join**

**(once you are done, text “leave” or close the browser)**

**These instructions will also appear on the slides**



# How do you feel today?



# How are you feeling today?

# What is your go-to support for these challenging times?

# Please tell us who you are!

undergraduate student

graduate student

postdoc

researcher/AP

staff

faculty

other

**Undergraduate stuff!**

# Undergraduate Programs Update

- **Opportunity to form a SESE Undergraduate Council**
  - Have a voice, be consulted on changes, let us know student concerns, provide input to SESE leadership
  - **Reach out to Prof. Kelin Whipple**
- **SESE Emergency Fund**
  - If you are struggling to make ends meet due to circumstances beyond your control, you may apply for Emergency Support Funds
  - **Reach out to Prof. Patrick Young**

# Undergraduate Faculty Mentors

- **Have you ever asked yourself...**
  - **What types of jobs can I get with this degree?**
  - **Is graduate school right for me?**
  - **Should I be working on research as an undergraduate?**
  - **How can I connect with faculty to set up a research project or independent study?**
  - **What things should I be doing as an undergraduate that will help me reach my long-term goals later on?**

**...but just aren't sure where to start?**

**ANSWER:** Ask your faculty mentor!

**<https://sese.asu.edu/student-life/advising>**

***(see email from Kelli Wallace on Feb. 17<sup>th</sup>)***

# Due Dates: Scholarships, AST Senior Thesis

- **SESE scholarship applications are due **March 1<sup>st</sup>**.**
  - **Ravi DeFilippo Field Camp Scholarship**
  - **Robert S. Dietz Field Camp Scholarship**
  - **Ronald Greeley Planetary Science Scholarship**
    - undergraduate research project with a faculty member
- **See the SESE Undergraduate scholarships page for more details and the application forms:**
  - **<https://sese.asu.edu/student-life/undergraduate-scholarships>**
- **Applications for Astrophysics Senior Thesis option are also due March 1<sup>st</sup>.**
  - **Details and Application form: Becca Dial email, 2/7/22**

# Geoscience Course Offering Pattern Change

- **Effective Fall 22: GLG321 Mineralogy moves to Fall**
  - **GLG321 will be offered Fall 22**
  - **GLG321 will be next offered in Fall 23**
  
- **Effective Fall 23 (AY 23/24): GLG424 Petrology will move to Spring**
  - **GLG424 will be offered Fall 22**
  - **GLG424 will be next offered Spring 24**

***Mind the Gap!!***

# What are the upcoming semesters for Petrology (GLG424)?

Fall 22 and Spring 24

Fall 22 and Spring 24

Fall 22 and Spring 24

Fall 22 and Spring 24

**New In-person  
options:  
*MS degree in  
Exploration  
Systems Design  
and  
Joint 4+1 MS with  
Fulton Schools of  
Engineering***

- We're working on new 4+1 MS degree options with FSE.
- SESE students will be able to do a +1 MS degree in EE, Mechanical or Aerospace engineering.
- FSE students will be able to do a +1 in a SESE degree (Astro MS, Geosci MNS or ESD MS)
- SESE Students will also be able to do a 4+1 MS in a SESE degree (although we strongly encourage interested ESD BS majors to get a +1 MS in an engineering subject, not ESD.)
- ESD MS is available now as a stand-alone degree.

# Progress so far

- **A new ESD MS degree is approved!**
  - It is available for enrollment; for now, we are treating it like any of our other MS degrees
- **4+1 degree programs are non-thesis MS degrees and require:**
  - (1) 3-5 preparatory 200-300 level courses, and
  - (2) a sequence of 400- (2 max.) and 500-level MS courses that can double-dip and allow completing the MS in one year
  - There are approved lists of courses that prepare FSE majors for a 4+1 MS in a SESE subject and vice versa
  - The lists are unique for each MS degree (subject to change).
- **We are working now on the proposals to the Grad College for the 4+1 programs !**

# Available MS degrees

**Any SESE BS student will be eligible for the 4+1 pathways. If your +1 MS is in a different degree or concentration than your BS, completion of a selection of 3-5 200 and 300 level preparatory classes will be required before taking any MS level courses (max 2 400-level, plus 500-level courses).**

- **Electrical engineering, focus areas:** Circuits, Signals, Controls, and Electromagnetics
- **Mechanical Engineering**
- **Aerospace Engineering**
- **Astrophysics**
- **Exploration Systems Design** (*We strongly suggest ESD BS students study a Fulton +1 MS subject*)
- **Geological Sciences MNS** (*Fulton students will be prepared to take courses in Planetary Sciences and Remote Sensing. Other MS focus areas will require additional preparatory coursework*).

# Timeline

- **We hope the 4+1 program will be ready for enrollment in Fall 2023.**
- **Since the degree is joint with Fulton and requires proposals to be submitted to the ASU Grad College for approval, it is possible this date could slip by 1-2 semesters.**
- **We expect to have proposals submitted by the end of the spring semester. At that point, we should have a very good idea on the details of each degree pathway.**

# Would you (or someone you know) be interested in a 4+1 MS program?

YES

Maybe

NO

# Which 4+1 MS degree would you (they) be most interested in studying?

Aerospace Engineering

Electrical Engineering

Mechanical Engineering

Astrophysics

Exploration Systems Design

Geological Sciences

Planetary Sciences MS (if created)

# If you are interested in a 4+1 degree, what is your current SESE degree program?

Astrobiology & Biogeosciences

Astronomical & Planetary Sciences (online)

Astrophysics

Earth & Environmental Studies

Exploration Systems Design

Geological Sciences

# When do you expect to graduate with your BS or BA from SESE?

2022  
2023  
2024  
2025  
2026  
unknown

# Graduate stuff!

...with a bit of an Inclusive Community flair

# What do mentors do?

# **Mentoring** – a primary focus of SESE’s JEDI strategic plan

## **New Initiatives and Programs**

### ***Faculty Mentorship Training***

- **INCLUDES**
- **MEM**

### ***Graduate Professional Development and Mentoring***

- **CIRTL**
- **Individual Development Plans**

# **INCLUDES** Bystander Training

**College-funded JEDI Seed Grant Program**

**[PI's: C.Till (SESE), A. Austen (SMS), and S. Hall (SOLS)]**

**GOAL:** Train ASU faculty to lead Bystander Intervention/Anti-harassment Workshops; modelled on the AdvanceGEO training and the idea is to build this capacity so that this can be a regular offering.

## **Objectives of the Training:**

- 1. Recognize ways exclusionary and harmful behaviors manifest in research and educational settings and how they are experienced by people of different gender, racial, ethnic, and other identities,**
- 2. Implement direct and indirect behaviors to stop harmful behaviors,**
- 3. Produce, implement, and enforce ethical codes of conduct,**
- 4. Educate faculty about resources to reduce harm caused by harassment, bullying, and other exclusionary behaviors that create hostile workplaces and contribute to low diversity in STEM**

# INCLUDES Bystander Training

**Feb/March/April:**

**ASU Faculty Trainers are getting trained for the departmental trainings!**

**Early May:**

- **Three trainings for faculty & staff in SESE, SMS, and SOLS**
  - **ASU faculty trainers CANNOT serve as trainers for their own departments (encourages open conversation and trainer credibility)**
  - **SESE faculty training is set for May 3<sup>rd</sup>**
  - **Training for SMS and SOLS faculty TBD, but will occur the week of May 2<sup>nd</sup>**
- **One training for graduate students across all units**
  - **15-20 graduate students per unit (total 45-60 students)**
  - **The training date for graduate students will be set soon after the Faculty/Staff training dates are set *Stay Tuned!***

*(NB: I have a question out to the INCLUDES team about which session is most appropriate for postdocs)*

# Will you encourage your advisor/mentor to attend the Faculty **INCLUDES** training?

YES

NO

Maybe

I don't think it will make a difference if I do or not

None of the above

# How likely are you to attend the Student **INCLUDES** training?

Will NOT attend — 1

Might not attend — 2

Likely to attend — 3

Will try to attend — 4

Definitely will attend — 5

# MEM – Mutually Enriching Mentorship

A College-funded JEDI Seed Grant Program

Part of the **Earth Systems Science for the Anthropocene (ESSA)** Initiative  
[PI's: Hartnett, Grimm, Clarke]

**GOAL:** develop scenario-based mentorship training for faculty that centers the experience of marginalized Graduate Students.

**Target audience:** Faculty in SESE, SOLS, SMS, and SoS

## KEY ELEMENTS

- ***Eight Graduate Student Designers*** will be compensated (\$) for their work to co-develop scenarios/curriculum with ***two expert facilitators***.
- ***40 Faculty trainees*** will engage in a 3-hr training and a separate, facilitated practice/feedback session ***with a graduate student*** to be led by an expert in Critical Response Process (CRP)
- ***Reflection and feedback*** on the program from an **external evaluator** before we repeat in year two

# MEM – Mutually Enriching Mentorship

## Timeline

- **Feb/Mar 2022**
  - **Recruit Graduate Student Designers** (~1 from each unit)
  - **Must be members of underrepresented groups**
- **Late Spring 2022**
  - **Recruit faculty participants**
  - **Training and practice sessions**
- **Summer/Early Fall 2022**
  - **Reflection and discussions with Faculty/Graduate students/Evaluators**
  - **MEM core team adjusts and improves the model**
- **Late Fall 2022**
  - **Cohort Two!!**
  - **Develop toolkit for broader dissemination**

# How do I get involved in these initiatives??

- Faculty – opportunity to participate in **INCLUDES training May 3<sup>rd</sup>**
- Faculty – opportunity to participate in MEM trainings (TBD)
  
- Grad. Students – We will be asking for applications from underrepresented students in SESE/SMS/SOLS/SoS to co-produce scenarios for MEM faculty training
- Grad. Students – your mentors may ask you to participate in the Student practice/feedback session for MEM faculty training

*Watch your email for more information!*

# **CIRTL**: Center for the Integration of Research, Teaching, & Learning

***CIRTL's mission is to enhance excellence in undergrad/graduate education through the **development of a national faculty committed to implementing and advancing effective teaching practices for diverse learners as part of successful and varied professional careers.*****

**ASU is now a CIRTL member organization, and this provides **resources for graduate student professional development !****

<https://graduate.asu.edu/current-students/enrich-your-experience/professional-development/center-integration-research>

## **CORE IDEAS**

- **Learning through diversity**
- **Teaching as research**
- **Learning communities**

# **CIRTL**: Center for the Integration of Research, Teaching, & Learning

## **Benefits of joining CIRTL:**

- **Access to hundreds of teaching and learning resources in and outside of ASU**
- **Opportunities to join (or start) Learning Communities on a variety of different topics**
- **Professionalization credentials that improve your job prospects**

## **CIRTL credentials**

**All members of the ASU Community are welcome to participate in any of the free ASU/CIRTL offerings, students and postdocs wishing to become certified by CIRTL may do so at several levels:**

- **Associate** – demonstrates awareness of CIRTL principles through certain benchmarks
- **Practitioner** – completes a Teaching-As-Research project
- **Scholar** – disseminates original scholarship about teaching

# Are you considering a career that involves teaching (HS, 2-yr college, 4-yr college, informal education)?

YES

Maybe

NO

# Which of the CIRTL resources sound most useful for you?

online resources

learning communities

CIRTL credentials

none of the above

# Individual Development Plans (IDPs)

- IDPs are a **dynamic self-evaluation and career exploration tool** that can be used for **setting goals for research projects, skills development, and career planning**.
- It is your individualized list of objectives mapped to a timeline.
- IDPs can *help you communicate your goals* with your advisor and *build your network of mentors* as appropriate

The AAAS has a good website on IDPs: <https://myidp.sciencecareers.org/>

Many funding agencies already require these for postdocs!

**We are going to implement a similar process as part of the SESE graduate experience!**

# Individual Development Plans (IDPs)

**GOAL:** All graduate students will have an Individual Development Plan (IDP) to help you reflect, plan, and discuss the things you need to achieve your academic and professional goals

- Develop IDPs in Year 1 as part of the SES502 seminar
- Revisit and update IDPs (as needed) at the annual meeting

## Key ELEMENTS

- Assessment of Skills, Interests, Personal Goals, and Values
- Career exploration
- Create a plan/strategy
- Build a mentoring team
- Reflect and adapt as your progress through your career

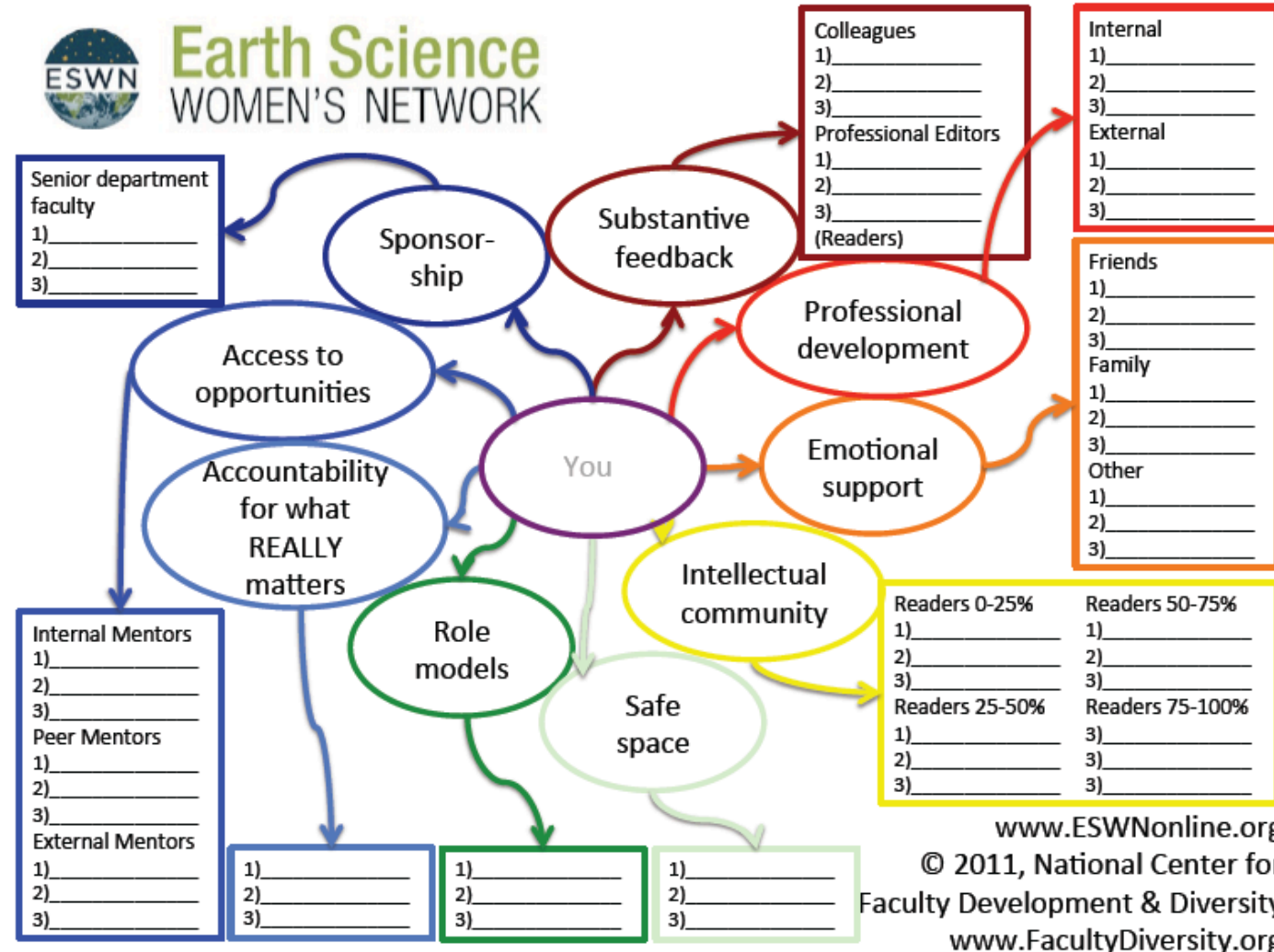
# How do you feel about the the plan to include IDP's as part of the graduate program?

# How many different mentors do you have at this time?

# Mentorship Mapping: NCFDD example

- We need different mentors for different purposes
- We need different mentors at different times
- Not all advisors are great mentors in all situations
- Not all mentors are your advisor

*Knowing who you can turn to for what, and when, can help you expand your support structure and might prevent you from seeking support in the wrong (less helpful?) places.*



*(Some mentors might appear in multiple places, some may not)*

# Which of these programs do you think will have the biggest effect on your SESE experience?

INCLUDES Bystander  
Intervention Training

MEM Mutually Enriching  
Mentorship Training

CIRTL Professional  
Development

IDPs

Mentor Maps