



University of Nevada, Reno

URGE Management Plan for the GPHS Pod at the University of Nevada Reno

*Modified from the URGE Session 8 Management Plan Example Document

**Note that the below statements are summaries and more comprehensive proposed modifications can be found on the deliverables page

Agreement – This should be revisited particularly regarding collaborative efforts, which were not instituted during this curriculum.

Pod Guidelines – Pod plans to continue meeting after a ~2 week break. Pod guidelines will be adjusted with each version of a proposed continued committee that will likely evolve based on program needs. To be revisited once/semester.

Complaints and Reporting Policy - Proposed modifications to the existing Reporting policy...

- Increase clarity of who can be contacted
- Is it possible to include examples?

Demographic Data – Proposed modifications...

- There are issues to work through on how demographic data can be collected and made public, but we will need to work closely with HR on this and it may take several years and/or involvement of additional departments for wider aggregation of data. The GPHS DEI committee has committed to working on this effort.

Policies for Working with Communities of Color – Proposed modifications...

- Right now very few policies, this should be a priority in the next DEI Committee meeting (scheduled for May) and collaborative efforts should be highlighted and expanded
- Training is needed for staff, both so they understand the importance of this new policy as well as for how to implement the policy itself.
- Approval process can be incorporated into travel approval, e.g. check if travel or work will involve communities of color and has this new policy been reviewed and followed in the plans for this trip; consequence of not following policy would be assigned readings and additional training.

Admissions and Hiring Policies – Proposed modifications....

- More transparent policies (as much information as possible) publicly on the jobs board and personal faculty websites for potential candidates.
- Anti-bias training for job hiring/implementation
- Approval process would be part of hiring staff (or admitting students), e.g., does your plan to hire a new position adhere to the updated policies.

URGE

Unlearning Racism in Geoscience



University of Nevada, Reno

Safety Plan – Proposed modifications...

- Policy that can be altered for specific purposes of lab groups
- Training should be paired with the training for this and other deliverables (i.e. Policies for Working with Communities of Color)
- Approval process can be incorporated into travel approval, e.g. check if racial risk assessment has been done on this travel location; consequence of not following policy would be additional scrutiny on future travel requests, assigned readings, and additional training.

Resource Map – Proposed modifications...

- A lot of resources on UNR website, few on GPHS (should be linked to specific pages)
- Create a visual of resources for students
- *Maintain/update* resources
- Part of onboarding and/or orientation and incorporated into the employee handbook.
- Approval can be incorporated along with the admissions and hiring policy, as part of a proposal to hire a staff member or admit a student then HR would check that the person they report to has a plan to go through the resource map with them.

Deliverable	Existing Policy or Resource within GPHS?	Existing Policy or Resource within UNR?	Where It Is or Will Be Posted	Review/Update Interval	Racial Risk Assessment?	Training Recommended?	Approval, Check, and/or Consequence
Complaints and Reporting Policy	No	Yes	UNR – on website GPHS – will be placed on website	Annual	Not planned	Not planned	Not relevant to our pod

URGE

Unlearning Racism in Geoscience



University of Nevada, Reno

Demographic Data	No	Yes (ish)	UNR – external website, will recommend GPHS – will be placed on website	Recommend every 2 years	Recommended	Not planned	Check
Policies for Working with Communities of Color	No	No	GPHS – will be placed on website	Recommend annually	Yes	Yes	Approval and Consequence
Admissions and Hiring Policies	Yes	Yes	GPHS - Internal currently, will be placed on website	No set interval, recommend annually	Recommended	Maybe	Approval
Safety Plan	No	No	GPHS – will be placed on website/ encouraged for individual faculty	Annually, but also after any major reported incidents	Recommended	Yes	Approval and Consequence
Resource Map	No	No	UNR –will recommend GPHS – will be placed on website	Additions on a rolling basis	Not planned	No, not staff-wide but only with HR	Approval