URGE Management Plan for UNCO Earth and Environmental Science

Deliverable	Existing Policy or Resource?	Initial Point of Contact(s)	Where It Is or Will Be Posted	Review/Update Interval	Racial Risk Assessment?	Training Recommended?	Approval, Check, and/or Consequence
Complaints and Reporting Policy	University wide/Not for Department	Beckie Croissant	On website	Recommend every 2 year	Recommended	Recommended	Needs Approval
Demographic Data	Yes	Timothy Grover	Internal only	Recommend every 2 years	Recommended	Recommended	?
Policies for Working with Communities of Color	No/Will Adopt Existing	Sharon Bywater-Reyes	Internal Only	Recommend every 2 years	Recommended	Recommended	?
Admissions and Hiring Policies	No/In Progress	Timothy Grover	Internal Only	Recommend every 2 years	Recommended	Recommended	?
Safety Plan	No/In Progress	Timothy Grover	On website	Annually, but also after any major reported incidents	Recommended	Recommended	?
Resource Map	No/In Progress	Sharon Bywater-Reyes	On website	Additions on a rolling basis, or	Not	No	None

				annually			

Additional considerations for each deliverable (use this space to elaborate on table entries, organize it as appropriate for your pod):

- **Complaints and Reporting Policy –** Suggest contacting our Counseling Center who will work with Student Affairs and Equity and Inclusion Office. Formalizing a Facilitative Conversation protocol where students and/or faculty could report at a level below Dean of Students or Title IX. Building a team of trained mediators who would act as independent conflict resolution officers. Currently, if something doesn't count as "harassment" it still gets dealt with by Title IX staff, but it has been escalated.

- **Demographic Data –** We have internal guidance here

- **Policies for Working with Communities of Color –** For future projects, adopting Alaska Native Science Commission Ethics and Protocols Code of Research Ethics http://www.nativescience.org/communities/code.htm. Also want to start including native perspectives in resource management/adaptation work. Will emulate "Understanding the Arctic through a Co-Production of Knowledge" https://kawerak.org/co-production-of-knowledge-in-research-valuing-traditional-knowledge/. Also want to look in to being involved in AISES https://www.aises.org/

- **Admissions and Hiring Policies -** For faculty hiring: We cast a broad net if we can, advertising on disciplinary listservs, UNC websites, professional organizations (websites, newsletters). We send emails directly to chairs of PhD programs (every program we can find in the US) in our discipline asking that the advertisement be forwarded to PhD candidates. Graduate (MA-level) Students: We do very little in recruiting any students (very small program!) But we realize there is potential to attract more students by reaching out specifically to HSIs and HBCUs. Our current program is not sustainable, and this might be a way to attract more students. For admission to our graduate program, we ask that students submit a letter of interest, letters of recommendation, and transcripts. No test scores are required. Our program is not competitive – we will admit anyone who we can accommodate (if we can support them financially, and if a faculty member has the time to mentor a graduate student, in addition to graduate responsibilities.) What we could improve right now: We could set up a rubric for evaluation of graduate applicants admit anyone who we can accommodate (if we can support them financially, and if a faculty member has the time to mentor a graduate student, in addition to graduate responsibilities.) What we could improve right now: We could set up a rubric for evaluation of graduate applicants

- **Safety Plan -** This is covered in the UNC Student Code of Conduct: https://www.unco.edu/dean-of-students/pdf/Student-Code-of-Conduct.pdf; Adopt for field: https://serc.carleton.edu/advancegeo/resources/field_work.html, under Field Codes of Conduct

https://serc.carleton.edu/advancegeo/resources/field_work.html. To be developed: Research/teaching site racial risk assessment, plus Discussion points regarding racism safety, and comfort administered prior to and following field work.

- **Resource Map -** There is no current resource map, but many university efforts align with this and we have drafts from the geosciences to add to our syllabi and website.