



URGE Management Plan for Geographical Sciences, UMD

This is a draft plan from the University of Maryland Department of Geographical Sciences pod to incorporate deliverables into our organization as we continue to develop, assess, and finalize policies and resources.

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?	Corresponding Action Items
<i>Complaints and Reporting Policy</i>	No for GEOG, yes for BSOS - but not clear	Hannah + Ipsita	- Graduate Director should have added to 2021-2022 PhD Handbook - Should be updated on department intranet - Should be on the department website?	Review every 2 years?	Not planned	Yes	TBD
<i>Demographic Data</i>	Yes from UMD, but not tracked in GEOG	Amanda + Julie	- Should be a page on GEOG website	Already updated every year (GEOG should also update annually)	Not planned	Not planned	See action item list
<i>Policies for Working with Communities of Color</i>	No	Alyssa + Jamis	Currently by PI; Need clarity and centralization of policies	Recommend annually?	Recommend	Yes	TBD
<i>Admissions and Hiring Policies</i>	No	Kristen + Jeff	- Should be on department website	No set interval, recommend annually	Recommend	Yes	See action item list
<i>Safety Plan</i>	No	Maria + Matt	Currently by PI; Need clarity and centralization of policies	Annually, but also after any major reported incidents	Recommend	Yes	TBD
<i>Resource Map</i>	Yes from UMD, but not for GEOG	Allison + Alison	- Should be on department website	Additions on a rolling basis	Not planned	Not planned; Tentative plans for Orientation Fall 2021	TBD



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Additional considerations for each deliverable:

The pod has distilled a one-pager and a spreadsheet list of action items based on our activities this semester. Please contact the pod for any additional questions.

[List of Action Items](#)