

# Staff Community Resource Connections

This discussion is information-rich! Thank you for the work HR is doing to recruit staff and connect the community to JMU.

## AND Staff Recruiting for Diversity

typically 400 recruitments a year pre-pandemic. Post pandemic over 800 recruitments per year. Obvious need for staff recruiters beyond 2 specialists

Please keep in mind the Division of DEI's instagram to post events that draw prospective employees <https://www.instagram.com/jmu.dei/>

**\*Stage One: Emerging** – At this stage, the campus is beginning to recognize diversity, inclusion and equity as strategic priorities and is building a campus wide constituency for the effort.

**\*\*Stage Two: Developing** – At this stage, the campus is focused on ensuring the development of its institutional and individual capacity to sustain the diversity, inclusion in equity effort.

**\*\*\*Stage Three: Transforming** – At this stage, the campus has fully institutionalized diversity, inclusion and equity into the fabric of its institution, and continues to assess its effort to ensure progress and sustainability.

This rubric should be viewed as only one assessment tool for determining the status of diversity, inclusion and equity institutionalization. Other indicators should also be observed and documented to ensure that JMU's effort to advance diversity on campus is conducted systematically and comprehensively.

Legend: Emerging (\*), Developing (\*\*), Transforming (\*\*\*)

JMU posts automatically on job boards (Diverse Jobs; Virginia Jobs, +) automatically, without costs to departments. This is great news that I never knew.

Way to go! Working on Spanish-Speaking liaising and services to result in growth of employees.

### Status Explanation:

- Active:** the recommendation is currently being worked on by university
- Completed:** Work on the recommendation has finished and all deliverables/tasks have been completed
- Merged:** The recommendation has been merged with a related recommendation or current university initiative for implementation and alignment

Great idea to have an electronic employee resource guide since things change so quickly.

Another way to learn more about the recommendation and continual feedback process <https://www.jmu.edu/president/racial-equity/recommendations.shtml>

Could recruiters be expensed 50/50 between HR and DEI Division? This could include working alongside procurement- learn who is traveling, & building recruitment

Police dept. IT, and facilities mgmt - had low applicant flow. what were some of the reasons for this?

Please say more about Why was this a Task Force recommendation.



JAMES MADISON UNIVERSITY.