

<b>Sub Committee</b>	Campus Climate, Employment Context
<b>Co-Chairs &amp; Attendees</b>	Andreas Broscheid, Center for Faculty Innovation (Co-Chair) Kristin Gibson, University Recreation (Co-Chair) Rob Alexander, Political Science Pete Johnson, Athletics Heather Kirkvold McLeod, Department of Engineering Smita Mathur, Department of Early, Elementary, and Reading Education Peter Nassetta, Campus Catholic Ministry Yasmeen Shorish, Libraries and Educational Technologies Jenny Toth, Human Resources Felix Wang, Center for Global Engagement Karen Gerard, Art & Art History
<b>Meeting Dates (Please include the Diversity Conference)</b>	October 9, 2017 (co-chairs only) October 31, 2017 November 27, 2017 December 5, 2017 (co-chairs only) January 19, 2018 February 15, 2018 February 26, 2018 (sub-committee only) March 14, 2018 (Diversity Conference) April 2, 2018 (sub-committee only) April 20, 2018 <i>(1:1 meetings were held as follow up with Diversity Conference attendees on March 23, April 3, April 4, April 19)</i>
<b>Summary of Accomplishments</b>	<ul style="list-style-type: none"> <li>- Committee engaged in discussions related to interaction practices, indicators of positive and negative campus climate, the breadth and depth of defining employment groups, free speech, and personal experiences related to campus climate at JMU.</li> <li>- Committee reviewed best practices for studying employment climate at other institutions. The standout practice at other institutions was the use of employee climate studies. This finding led to a recommendation for a climate study of JMU employees.</li> <li>- Committee reviewed inclusion values in over 30 university documents and communications in relationship to JMU Goal 3C (“The University will show evidence of a continuously improving environment that is welcoming and inclusive; such that events, messages, symbols, and services express mutual respect”). The review led to discussions about the importance of using “inclusion” as a stand-alone term when possible, reducing the use of coded language (such as the term collegiality), weaving inclusion through the entire job posting and search process, and ensuring there are processes to give voice to those who encounter discrepancies between official institutional statements/policies and realities.</li> </ul>

<b>Action Items for '18-'19</b>	<ul style="list-style-type: none"><li>- Continue to reference the 2013 Diversity Task Force Report and determine items to follow up on progress related to employment.</li><li>- Continue 1:1 and group discussions with campus experts and constituent groups.</li><li>- Continue to collaborate and provide recommendations related to diversity-related web pages.</li><li>- Identify best (or at least good) practices for academic institutions to improve employee climate.</li></ul>
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