

CLASSIFIED/WAGE STAFF WORKING GROUP

WORKING GROUP MEMBERS:

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Jake Krug - Administrative Assistant, College of Integrated Science & Engineering
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WORKING GROUP CO-CHAMP

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TITLE: Staff Recruiting for Diversity

PROBLEM: Staff Recruitment – Attracting Diversity

Classified and Wage positions are typically advertised in JobLink. We want to increase the diversity of our classified and wage applicants, and so we need to increase the number of places we advertise these openings.

RECOMMENDATION: Posting Classified Positions in Community Spaces

Historically, only facilities management positions, such as landscaping and housekeeping have been advertised in a local Spanish language newspaper. JMU should be more intentional by posting various levels of classified and wage positions through community publications, including Spanish language newspapers, and other local avenues, potentially engaging congregations, message boards, and community groups.

Human Resources should establish a communication/publication network of contacts. Building the network will take time to establish, but once in practice, it would likely be a minimal expense to maintain long term.

Also, we should consider subscribing to a web-based recruiting service to automatically place all of our classified and wage positions on multiple diversity recruiting websites.

RATIONALE

Current choices regarding the posting of classified and wage positions have not consistently attracted the desired level of diversity in applicant pools for classified and wage positions. JMU should be deliberate and intentional in reaching out directly to establish a community network of contacts in order to reach new audiences.

SUCCESS

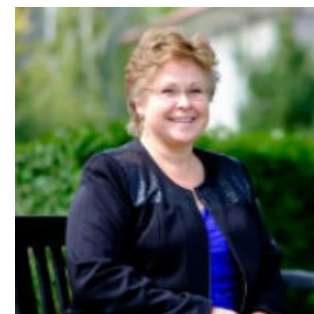
Metrics of success would include comparing benchmark data for specific classified and wage positions to applicant data for positions advertised under this recommendation.

A review of the standard application question: “How did you find out about this position?” may yield opportunities to streamline the choices into more meaningful data responses.

WORKING GROUP LEADERSHIP



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Kathy Lubkowski, WG CC



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