Checklist for Supervisors - Employee’s Job Ending or Separating

In accordance with JMU Policy [1314](http://www.jmu.edu/JMUpolicy/policies/1314.shtml) – Transfer, a Job Ending, or Separation from Employment, supervisors are responsible for taking action on or before the employee’s job ends.

**Follow these three steps to comply with the university’s mandate to safeguard university data and property:**

1. Attend to items that apply and check the corresponding boxes. If nothing on the checklist applies, check the No Action Taken box below.

|  |  |  |  |
| --- | --- | --- | --- |
| **Action Items** | **Action Details** | **Done** | **N/A** |
| **Return building/office keys** | Employee physically returns keys to FM Lock Shop |  |  |
| **Remove JACard electronic door access** | Contact Building Coordinator to disable access |  |  |
| **Retrieve university property** | * Desk and cabinet keys
* Electronic devices
* Duo Hardware Tokens
* Small Purchase Card (SPCC)
* Travel Card
* Uniforms
* JACard (Return to Card Services, MSC 5736)
* Parking Permit (Return to Parking Services, MSC 1301)
 |  |  |
| **Return all library materials and settle outstanding fines or fees**  | Information on [returns, fines, and fees](https://www.lib.jmu.edu/circulation/) is available on the JMU Libraries website |  |  |
| **Contact Telecom**telecom@jmu.edu | Update Telecom Services* JMU Phone Number User
* Wireless Device(s)
* Conference Card
* Pager
 |   |  |
| **Obtain grade books** | Academic Unit Head shall obtain grade books (electronic or hard copy) in accordance with [Faculty Handbook](http://www.jmu.edu/facultysenate/facultyhandbook/iii-policies-procedures/a-rights.shtml#IIIA2) [section III.A.2.b.(15)](http://www.jmu.edu/facultysenate/facultyhandbook/iii-policies-procedures/a-rights.shtml#IIIA2) |  |  |
| **Change address notification for forwarding W-2** | If previously consented to receiving W-2s electronically, print prior year W-2s before losing access to MyMadison in 30 DaysEmployee does one of the following:* Update mailing address in MyMadison; or
* Fax address information to Payroll Services 540/568-2946; or
* Email Payroll-Operations@jmu.edu ;or
* Visit Payroll Office
 |  |  |
| **Collect Time and Attendance Records and time sheets** | **Non-exempt classified staff*** 1. Prompt employee to submit Time and Attendance Record to HR via email: benefits@jmu.edu

**Wage employees*** 1. Process according to JMU Payroll policy
 |  |  |
|  | **Employee was not issued property and was not granted any accesses for this job** |  |

1. Provide the following information:

Employee:      Employee ID:

Separation Date:       Form Completed Date:

Signature of Supervisor or Designee:

1. Retain the checklist in your department’s files for five years. The Auditor of Public Accounts or JMU Audit and Management Services may contact you/your department to provide the checklist anytime within the five-year document retention period.

Questions? Contact 540/568-3967, humanresources@jmu.edu