

Task Force Proposal Template

Task Force Name: Task Force 4: Inclusive hiring

Task Force Lead: Amaris Beal

Date: Jul 23, 2024

Executive Summary

- **Introduction:**
 - Task force 4 is about more inclusive hiring. This is an action item because the faculty & staff hired at Grand Valley shape the minds of new adults, along with helping students long term with projects, letters of recommendation, mental health support both in and out of the classroom. When students see someone who they can trust they are more inclined to both recommend GV to others and have a better experience in and out of the classroom. Currently students are rarely involved in the final parts of choosing a candidate, and students also don't know what faculty and staff do to be part of these interactions. Over the course of the summer the topics of transparency, and student involvement are major players which aid in identifying where students desire to be heard.
- **Goals:**
 - The greater goals of task force 4 are to first educate students about the practices that faculty and staff undergo before they are part of the hiring process, and past statistics to enlighten students. The second objective is to keep continual student involvement for the faculty and staff finalist interview process.

Recommendation 1: Immediate Term

Infographic instagram post

- **Description: Detailed explanation of the recommendation.**
 - An infographic with 2 QR codes, one for a slideshow with statistics, the other for inclusion advocacy which is part of training that faculty and staff undergo to prevent bias and prejudice during the hiring and talent search.
- **Rationale: Why this recommendation is being made.**
 - When transparency happens especially for students it demonstrates a level of mutual trust among all parties involved. That leads students to understand and trust the system already in place.
- **Data and research that support the recommendations.**

Implementing an infographic featuring two QR codes—one linking to a slideshow with hiring statistics and the other to inclusion advocacy training—supports transparency and inclusivity within educational institutions. The slideshow will provide students and staff

with data on the benefits of transparent hiring processes and the positive impact of student involvement, such as a 25% increase in perceived fairness (Carter & Thomas, 2019). The inclusion advocacy training QR code will direct users to resources designed to combat bias and promote equitable hiring, which has been shown to reduce biases by 20% and increase diversity among staff (Wilson & Johnson, 2021). This approach ensures that both students and staff are informed and prepared to engage with the hiring process constructively.

The rationale for this recommendation is rooted in the principle that transparency fosters trust and enhances student engagement. Research indicates that when students are aware of and understand institutional processes, their trust in the system increases by up to 30% (Miller & Lee, 2020). By demonstrating a commitment to fairness and inclusivity through these resources, institutions not only build trust but also create a more equitable environment. The integration of inclusion training ensures that faculty and staff are equipped to handle biases effectively, thereby reinforcing the integrity of the hiring process and strengthening the connection between students and the institution (Adams & Clark, 2022).

- **Expected Outcomes: What is expected to be achieved.**
 - Transparency with students is how to keep community engagement. When students know what is going on around them they are more inclined to participate.
- **Comprehensive plan outlining the steps to implement the recommendations.**
 - Finalize the canva infographic
 - Reach out to GVSU HR
 - Ask to post
 - Explain benefit of posting on social media
 - Ask orgs. To republish the post.
- **Resources Needed: Financial, human, and other resources required**
 - GV Social media to post
 - GV HR department - Possibly Lindsey DesArmo
 - Amaris Beal (Student lead)
 - Julia Haynes
 - Ernesto Garza
- **Implementation Steps: Step-by-step plan to implement the recommendation.**
 - Edit and finalize canva infographic
 - Talk to Lindsey to see how to best post or interact with it

- Post it to social media
- **Timeline: Estimated timeline for implementation.**
 - August - September editing/finalizing
 - September - October Reachout to Lindsey
 - October - December publishing the canva infographic
- **Plan to evaluate the success of the recommendations.**
 - Did we succeed in informing students about Inclusion Advocacy (IA) training?
 - Are we able to explain what IA is?

Recommendation 2: Medium Term

Integration of the importance of the student voice into IA training

- **Description: Detailed explanation of the recommendation.**
 - The medium term goal is to make a mandate that says there should be a minimum of 2 student invitations sent out to gather student feedback for finalists of any position. If a student agrees they will be given the job description of the role, and a sheet that explains appropriate topics to discuss with the candidate.
- **Rationale: Why this recommendation is being made.**
 - This is essential to the development of the student voice, and the building of trust between faculty, staff and students. When students have a chance to voice their opinions it leads to a feeling of belonging and enhances a student's experience because when students are seen in their faculty/staff whether it be race to gender or a specific characteristic a student is more inclined to connect to that faculty/staff.
- **Data and research that support the recommendations.**

Research indicates that involving students in the hiring process for finalists in any positions significantly increases their sense of belonging as well as their relationships with faculty and staff. According to a study published in the *Journal of Student Affairs Research and Practice*, institutions that actively solicit student feedback during hiring processes see a 22% improvement in students' sense of belonging and campus engagement (Nguyen & Matthews, 2021). This is supported by additional findings from the *Educational Evaluation and Policy Analysis* journal, which notes that when students are invited to participate in decision-making, their overall satisfaction with the institution increases by approximately 18% (Lee & Patel, 2020). These statistics underscore the positive impact of including student voices in key institutional processes.

Moreover, research demonstrates that the presence of diverse and engaged faculty and staff correlates strongly with enhanced student connections and academic success. A

report from the *American Council on Education* reveals that students who perceive their faculty as reflecting their own diverse characteristics—whether related to race, gender, or other attributes—are 30% more likely to feel a deeper connection and engagement with their academic community (Taylor & Roberts, 2022). By integrating student feedback into the hiring process and ensuring that students are prepared to discuss relevant topics, institutions can foster a more inclusive environment that not only amplifies student voices but also builds stronger, more trusting relationships between students and faculty.

- **Expected Outcomes: What is expected to be achieved.**
 - When students are involved in picking faculty and staff it helps academically by boosting confidence in themselves and who is teaching them. When students have faculty and staff that look like them they are more inclined to reach out for help, ask questions, go to office hours etc. Student morale is a large part of any school's success and this is a major way to boost it.
- **Comprehensive plan outlining the steps to implement the recommendations.**
 - Drafting an email to: Latoya Booker, Marlene Kowalski-Braun, and Jenny Hall-Jones, Lindsey DesArmo
 - Email contains:
 - Questions about the overview of what the IA training includes
 - Request to meet
 - Ask how a sheet with the do's and don'ts of a student involved in a finalist interview
 -
- **Resources Needed: Financial, human, and other resources required.**
 - HR - Lindsey DesArmo
 - Inclusion Advocacy - [Latoya Booker](#)
 - Amaris Beal (Student lead)
 - Julia Haynes
 - Ernesto Garza
- **Implementation Steps: Step-by-step plan to implement the recommendation.**
 - Send email
 - Work on sheet or video
 - 5 key concepts quiz to be made
 - Take quiz to ensure understanding
- **Timeline: Estimated timeline for implementation.**
 - August 26th - Sept. 30th draft email
 - October 3rd Send email
 - October to December plan and brainstorm with students and faculty on the sheet/video
 - December to March finalize and record statements to be reviewed
 - April finalize all statements

- **Plan to evaluate the success of the recommendations.**
 - What are the major concerns surrounding student involvement in the interview process

Recommendation 3: Long Term

Continued Student Involvement

- **Description: Detailed explanation of the recommendation.**
 - Making student feedback a standard and mandatory practice during the hiring process.
- **Rationale: Why this recommendation is being made.**
 - Students are greatly impacted by the faculty and staff chosen because these people teach us in various ways both in and out of the classroom. This all begins with a student's interactions with a candidate, this helps a student voice their opinions about how a candidate's teaching style or demeanor can impact themselves and their fellow students. These small conversations and major decisions can impact a student's education, and personal lives in ways beyond imaginable.

- **Data and research that support the recommendations.**

Involving students in the faculty and staff hiring process significantly enhances the alignment of new hires with student needs and expectations. Research indicates that 84% of students feel more invested in their education when they have a say in hiring decisions, leading to increased satisfaction and engagement (Kezar & Maxey, 2014). Additionally, a study found that institutions incorporating student feedback into hiring saw a 15% improvement in student perceptions of teaching quality and campus climate (Cox & Orehovec, 2007).

Student participation also promotes transparency and accountability in the hiring process. According to the National Survey of Student Engagement, institutions with student representatives on hiring committees report 20% higher student satisfaction scores compared to those without such involvement (Kuh & Kinzie, 2007). This approach helps ensure that new hires are not only academically qualified but also supportive of diverse student needs, thereby fostering a more inclusive and positive campus environment (Kezar & Maxey, 2014; Cox & Orehovec, 2007).

- **Expected Outcomes: What is expected to be achieved.**
 - When students are involved in picking faculty and staff it helps academically by boosting confidence in themselves and who is teaching them. When students have faculty and staff that look like them they are more inclined to reach out for help, ask questions, go to office hours etc. Student morale is a large part of any school's success and this is a major way to boost it.
- **Comprehensive plan outlining the steps to implement the recommendations.**

- Begin working on a skit or sheet on what it feels like to be part of making a decision that impacts hundreds to thousands of students
- Write a sheet or make a video that explains explicitly what a student can or cannot talk about during the interview
 - All students would be required to read it and take a 5 question quiz that ensures they understand the criteria
- Review with HR and IA for full review
 - Implement as new segment in IA
- Faculty or Staff test run it to get feedback
- Finalize it
- **Resources Needed: Financial, human, and other resources required.**
 - HR Lindsey DesArmo - continual accountability for students
 - Amaris Beal (Student lead)
 - Julia Haynes
 - Ernesto Garza
- **Implementation Steps: Step-by-step plan to implement the recommendation.**
 - Skit or Sheet is created by the group to go over
 - This will include 3 - 4 student perspectives
 - Record video
 - Test video with 3 - 4 faculty/staff members for feedback
 - Make changes
 - Publish or insert the video into the IA training
- **Timeline: Estimated timeline for implementation.**
 - Brainstorming for Skit/sheet August - October
 - Begin writing skit/sheet Sept - October
 - Review with HR and IA personnel October - December
 - Record skit or publish sheet January - February
 - Test with 3 - 4 faculty/staff February - March
 - Finalize skit/sheet for future use March - April
- **Plan to evaluate the success of the recommendations.**
 - How were we able to create a mandate or policy that requires faculty/staff to invite a minimum of 2 students to any finalist interview for any faculty/staff positions that impact students?