

Employee Advisory Committee
James Madison University
December 4, 2013 Minutes

The James Madison University Employee Advisory Committee met Wednesday, December 4, 2013 at 1:00 p.m. in Taylor 303. Committee co-chairs, Christina Landes and Kristin Gibson presided. Other members present were Laura Hickerson, Steven Harper, Amber Weaver, Jesse Horneber, Jon Kratz, Paul Mabry, Everette Clemmer and Brian Owens. The meeting was called to order at 1:00 pm and minutes from the previous meeting were unanimously approved.

Staff Emeriti Association Task Force

The recommendation was submitted by Kristin Gibson on behalf of the EAC on October 11, 2013. The president's office responded that the Senior Leadership Team is receptive to the idea of forming an association, but asked for further information regarding administrative and financial requirements to support this association. Tina Updike and her Task Force will bring a proposal to the EAC meeting in February for feedback before sending it back to the President's Office.

Compensation Advisory Council (CAC)

The CAC has added three new members (two faculty members and the director of HR) after the President signed the ACE Challenge which focuses on Faculty Work/Life Balance. Learn more about the challenge here: <http://www.acenet.edu/news-room/Pages/ACE-Launches-National-Challenge-for-Higher-Education-to-Promote-Faculty-Work-Life-Balance.aspx>. Kristin has volunteered to partner with a faculty member to lead the initiative for recommendations at JMU in order to see if there are efforts that can also be applied to AP and Classified Staff.

EAC Liaison Updates

The Faculty Senate reports that the Faculty Senate of VA has pushed for tuition relief for dependents of faculty members and recommends that there are faculty members involved in the process for recommending Board of Visitor appointees.

Athletics

Committee members report that the process for the FBS Athletics decision is not as transparent like the other university planning efforts recently. Suggestions for improving this process to make stakeholders feel included are to host public forums for discourse or publish responses/updates to the University Community.

EAC Congratulations Cards

There was an interest in sending out cards signed by all committee members recognizing employees for important achievements, as was done in the past. Kristin designed a new card and brought a draft to the meeting. It was determined that it may be difficult to determine criteria for getting a card, but there was a motion to recognize efforts that support the EAC mission. Kristin will design a "thank you" version of the letter so that we can begin thanking meeting visitors and tour hosts in the meantime.

JMU Classifieds

Everette contacted Alvin Chao regarding the possibility of creating a JMU Classifieds website. Alvin indicated that this was explored around 6-7 years ago and found to be unnecessary due to the popularity of Craigslist. Additional information would be needed including resources and legal consideration before launching something like this again. Committee members decided to informally gauge interest with those they work with to determine whether or not to move forward, perhaps with a survey facilitated by Everette.

Employee Appreciation Day

The process for planning for next year's employee appreciation day is getting underway. Everette Clemmer and Jennifer Dellinger have volunteered to lead the EAD Committee again. Kristin and Christina committed to reaching out to the President's Office to determine if the event will continue this year, and if so, how much time to plan for.

The meeting concluded at 2:30pm. The next meeting will be held on February 5, 2014 in Taylor 303.