

Employee Advisory Committee
James Madison University
April 2, 2014 Minutes

The James Madison University Employee Advisory Committee met Wednesday, April 2, 2014 at 1:00 p.m. in Taylor 303. Committee co-chairs Kristin Gibson and Christina Landes presided. Other members present were Steve Harper, Laura Hickerson, Karen Gerard, Bryan Owens, Tom Tao, Greg Werner, Paul Mabry, Jesse Horneber and Amber Weaver. The meeting was called to order at 1:00 pm and minutes from the previous meeting were approved.

Next Year's Committee

Committee members were asked to alert the co-chairs soon if they are planning on ending their service to the committee at the end of this semester so that new members can be recruited for their spot this summer. Several members will be rolling off due to length of service including Bryan Owens, Greg Werner, Leslie Beam, Debbie Long and Tom McHardy.

EAC Website

Everette is working on the new site and the updated version will be distributed to the committee as soon as it is ready for review.

Compensation Advisory Council Update

The CAC met with Dr. Benson and Mr. King regarding the faculty promotion increase amounts and communicated that the CAC is in support of the raises, but only with additional commitment to address inversion and compression issues that any promotion increase could worsen. Members of the EAC raised concerns that those they represent have heard the raises will not happen at all and are upset that this is the decision.

The CAC asked the EAC to help determine the priority list for the next issues for the CAC to tackle. Overwhelmingly, the EAC expressed that the multi-year salary increase plan presented by the Compensation Task Force must continue to be the number one priority. They feel that money is being prioritized to be spent in many other places at JMU above salaries and faculty/staff do not care to hear about the complexity in state funding and long-term costs. The group expressed support of the "cafeteria" benefits model, where a staff member could select which benefits would be most helpful to them. Finally, recapitalizing people was a topic of discussion (reducing job jumping for salary reasons only, limiting factors of the salary administration plan, and recognizing extraordinary contributors).

In response to the request to gather information for the ACE Challenge, Karen Gerard provided a letter from the staff in the College of Visual and Performing Arts regarding work-life balance at JMU, which Christina forwarded to the Work-Life Balance team in HR and Kristin has forwarded to members of the CAC.

Staff Emeriti Association Task Force

The Staff Emeriti Task Force presented their updated proposal to the EAC and the EAC was in support of the document with one minor language change. Karen committed to communicating the change to Tina and Kristin is now going to make the edit and send to the President's Office for action.

Employee Appreciation Day

Everette sent the minutes from this committee and some updates include that Saving Mr. Banks will be the movie shown at the event. Workshop, bingo, and blood drive planning is underway.

EAC Liaison Updates

Paul reported that the College of Arts and Letters Faculty Advisory Committee has been discussing the potential requirement for online course evaluations and that the group has many concerns regarding response rate and accuracy if this is implemented as a policy at the University.

The meeting concluded at 2:20pm. The next meeting will be held on May 7, 2014 in the University Health Center (SSC 1311). Meet at the main entrance (old emergency room).