Employee Advisory Committee
James Madison University
September 3, 2014 Minutes

The James Madison University Employee Advisory Committee met Wednesday, September 3, 2014 at 1:00 p.m. in Taylor 303. Committee co-chairs Kristin Gibson and Karen Gerard presided. Other members present were Tiffany Brutus, Everette Clemmer, Vivian Ferris, Steve Harper, Laura Hickerson, Jesse Horneber, Jonathan Kratz, Rodney Lam, Paul Mabry, Tara Roe, Kathy Sarver, and Amber Weaver-Shifflet. The meeting was called to order at 1:10pm following a group photo. Approved minutes as amended.

FAST Fitness, Guest: Holly Wade, University Recreation
• Holly is the Coordinator of Group Fitness and Wellness at JMU. FAST Fitness is a class for Faculty/Staff only, offered in Memorial Aux Gym. FAST started as an Impact class project, and has success in past years. Zumba registrations are declining while Yoga is filling. Holly passed out surveys to gather more information and answered questions about locker room availability at Memorial Hall and where to park. She invites anyone to contact her with ideas for the program in the future.

President's Address to Staff
• Kristin thanked Everette for his help with technology at the President’s Address.
• Some suggestions for improving the event next year are to see if TP will allow coffee in Wilson if there are lids and also to send another reminder email.
• As in past years, there was confusion about attendance since A/P Faculty do not receive the email but many are required to attend from certain divisions and we should consider adding them to the invite email. Attendance may have been impacted by the big move to the Student Success Center and the Friday Afternoon Summer Schedule. It was suggested to stop the Friday half days a week before to encourage attendance since most staff are busy that week preparing for opening anyway.

State Budget
• An e-mail went out to Faculty and Staff with the latest news we have regarding the status of the state budget. The memo President Alger received from Chief of Staff Paul Reagan was included and contains guidance to prepare savings strategies for FY 2015 and 2016.
• EAC members noted that their areas are discussing ways to save and that some areas are cutting professional development funds. Staff feels “kind of frozen” in waiting for more instructions and information and some have heard concerns about layoffs.

Response to Sexual Assault Issues
The Senior Leadership Team asked for the EAC to consider how staff members can add to efforts concerning our response to sexual assault at JMU.
• EAC members say that staff members seem to be waiting for more of a response as the situation still feels “unfinished.” Initial responses to the media reports felt late and hidden on the JMU website. Staff members want to hear about any facts that can be shared, and structural changes taking place such as the possible removal of students from judicial councils. Concern was voiced that there is more focus on avoiding liability as opposed to doing “the right thing.” Staff feels ready for this topic to be stepped around and think that we need to more readily acknowledge it happens here (as at every university) and include this in ethical reasoning discussions.
• EAC members are interested to hear more about the overall institution investigation, how this fits with Clery Act and Title IX policy changes, what is already being done at JMU (such as Here to Help – perhaps offer more of these sessions).
• It was noted that Josh Bacon spoke at the SAUP Divisional Meeting and invited any staff with questions or anger to set up a meeting with him.
• Tiffany Brutus is a member of the Coalition Against Sexual Assault and she shared a resource that already exists for staff to utilize when a sexual assault is reported. A link to this document has been added to the EAC website.

Staff Emeriti Association
The Staff Emeriti group spent the Summer holding two events to demonstrate interest and activism in the current staff emeritus group. Two successful events were held. Kristin and Karen are working with Tina and the Office of Constituent Relations (and potentially HR) to revise and complete the proposal to send forth to the Senior Leadership Team. Current issues include defining necessary financial and time resources to support the group.

Madison Awards/Governor’s Awards for Public Service
Jennifer Toth and Maggie Evans would like to work with the EAC to have one nominee in each category next year, reviving the Madison Awards from years past, and then sending our campus recipients on to be considered at the state level. The EAC is happy to promote nominations for these awards, so that we are well prepared next year with our nominees. Here is a link to the categories http://www.dhhrm.virginia.gov/publicsvc/GovAwards.html. EAC members voiced interest in learning more about exactly what role the EAC will play and specifically how they can support this endeavor.

University Policy Committee
The UPC was started in 2000 and each year reviews about 40 policies. Policy 1000 was changed recently to include formal input from university constituents – including the EAC. The EAC will be contacted to give feedback on new or major changes to policies with only 10 days to review and submit feedback to Karen, who will report back to Rick Larson, who will share with the UPC and the Vice Presidents. EAC members are welcome to review the policy website: www.jmu.edu/jmupolicy.

Compensation Advisory Council
The CAC will resume meeting bi-weekly on Tuesday, September 9 and Karen and Kristin will serve on the council. Charlie King and Jerry Benson will be in attendance at the first meeting. Kristin will send last year’s final CAC recommendation out for new members of the committee. EAC members were interested to learn any updates regarding the ACE Challenge.
**University Planning Team**
Karen went to her first meeting this Summer. There was an update on the JMU planning tool installation, training and timeline. Another meeting is scheduled for October.

**EAC Liaison Updates**
- The Childcare Committee – Request For Information process is ending, and it has been a good first step.
- Faculty Senate – The budget committee is trying to change their name to the Budget and Compensation Committee. Also reviewing the Best Colleges to Work for Survey.

**Bylaws**
New members were interested to know more about the committee and there was a request to find our bylaws to attach to the EAC website. Membership policies were reviewed a few years ago but there are no records of bylaws. Next meeting, we will discuss creating bylaws and the potential of adding some committee leadership positions such as secretary, historian, etc.

The meeting concluded at 2:45. The next meeting will be held on October 1, 2014 in Taylor 303.