The James Madison University Employee Advisory Committee met Wednesday, March 4, 2015 at 1:00pm in Taylor 303. Committee co-chairs Kristin Gibson and Karen Gerard presided. Members present were Tiffany Brutus, Everette Clemmer, Vivian Ferris, Steven Harper, Laura Hickerson, Jesse Horneber, Jonathan Kratz, Rodney Lam, Gina Maggio, Tisha McCoy-Ntiamoah, Kathy Sarver, Tom Tao, and Shea Tussing.

The 2/4/15 EAC Meeting Minutes were unanimously approved.

**Advancement Guest - Reinvestment Fee**

Nick Langridge will be attending the April 1, 2015 EAC meeting to discuss the reinvestment fee. Questions that the group would like to present regarding the reinvestment fee are: Are there/what are the ways an account may be exempt from being impacted the reinvestment fee? For example Chemistry and COB have foundation accounts. How is the transition to the reinvestment fee being communicated to the JMU community?

**Employee Appreciation Day**

Lunch menu is finalized and is similar to the menu of last year. There will be 2 movies (McFarland and The Imitation Game). Special Events has donated popcorn for the movies. Workshops and events are still being finalized. The website has been updated with the date for Employee Appreciation Day. Please contact Everette if you are interested and/or know of someone willing to serve as a volunteer. Steve Krzanowski of CMSS was recommended for calling BINGO.

**EAC Guidelines**

EAC members reviewed the updated guidelines. Suggested edits on last paragraph to include “If the committee supports as indicated by majority vote” and change co-chairs to “co-chairs”. Also the EAC members determined that the current make-up of EAC does reflect the representation from each college as suggested by the guidelines. Kristin will make updates to guidelines and mission.

**Compensation Advisory Council**

CAC is scheduled to meet with the VPs again on 3/12/15 (rescheduled due to weather). Purpose of the meeting is to discuss the climate statement, resolutions presented by Faculty Senate and to determine what compensation information can/cannot be published. CAC is working on a report that will be shared with Faculty Senate and EAC. Question proposed to EAC members: How should the CAC communicate actions taken to address compensation at JMU? In response, feedback offered by EAC members included: website. Questions asked by EAC members for the CAC included: When will the decision be made about bonuses?

**EAC Liaison Updates: Faculty Senate**

A Task Force was created to look into the security breech. The task force has conducted several interviews and they were satisfied with all the answers they have received regarding the security breech. EAC members were encouraged to re-check their email for communication regarding the Anthem security breech, sent on 2/13/15. Other suggestions offered regarding the security breech was to inquire about a credit freeze, $10 fee per bureau. Visit Clark Howard website for information

**Recognition Leave**

Karen and Kristin are awaiting an update regarding recognition leave.

**Child Care**

Kathy Sarver serves on this committee. The committee will be meeting in the near future to discuss options to move forward.

**Diversity Conference**

Will be held on March 16, 2015. Registration will close on Tuesday March 10, 2015.

**HR Updates**

HR is seeking employee opinions regarding JMU’s awards and recognition – please make sure to fill out the survey via email. Jenny Toth is the new Title IX coordinator.
Training and Development

Administrative Assistant Development Day April 22, 2015, is similar to Employee Appreciation Day. Open to all employees. Jennifer Testa returning to JMU to facilitate programming.

UREC

Faculty/Staff Fitness classes and Child Swim lessons begin after spring break.

Other

Rodney Lam’s position changed to Assistant Director for Facilities/ AP Faculty. There will be two more EAC meetings this year!

Next Meetings:

April 1, 1pm, Taylor 303
May 6, 1PM Taylor 303

OUR MISSION:

As an advisory committee reporting to the President of James Madison University (JMU), the Employee Advisory Committee fosters open, honest and productive communication between employees and the university administration with an emphasis on matters of concern to all employees.

The organization accomplishes its mission by:

- communicating with the Executive Assistant to the President of the University (Liaison to EAC)
- providing feedback and advice to the Senior Leadership Team regarding issues that impact JMU employees
- facilitating two-way communication with the campus community through electronic and verbal methods
- facilitating staff employee participation on University Committees and Commissions
- sponsoring the annual JMU Employee Appreciation Event each May
- planning the President's Opening Address to Staff each Fall