Final Report for 2013-14 Academic Year

**James Madison University Employee Advisory Committee**
April 8, 2014

**Chairperson(s):** Kristin Gibson and Christina Landes

**Committee members:**

Leslie Beam, Student Affairs
Everette Clemmer, Administration and Finance, Public Safety/IT
Karen Gerard, Academic Affairs, Art Design & Art History
Kristin Gibson, Student Affairs, University Recreation
Steven Harper, School of Engineering
Laura Hickerson, Student Affairs, Career and Academic Planning
Jesse Horneber, Administration and Finance, Financial Reporting
Jonathan Kratz, Academic Affairs, Office of International Programs
Christina Landes, Administration and Finance, Human Resources
Paul Mabrey, School of Communication Studies
Brian Owens, Administration and Finance, Facilities Management
Tom Tao, College of Business
Amber Weaver, President’s Office, Student Employment
Greg Werner, Administration and Finance, Athletics - Strength and Conditioning

**Ex Officio**

Debbi Long, University Advancement, Major Gifts
Thomas McHardy, Arts and Letters, Media Arts and Design

**2013-14 meeting dates:**

- September 4, October 2, November 6, December 4,
- February 5, March 5, April 2, May 7

**Outgoing committee members:**

Leslie Beam
Debbi Long
Thomas McHardy
Brian Owens
Greg Werner

**Recommendations for incoming members:**

Continue to ensure adequate representation to as wide of a group of constituents as possible through the committee nomination and selection process. Specifically, the committee should:

- reflect the ratio of committee members to employees in each division
- have a balance of classified staff and faculty (both A&P and Instructional), and one co-chair should be a Classified Staff member
• include representatives within Academic Affairs from as many colleges as possible
• demonstrate diversity

Summary of committee business for 2013-2014:

➤ Sponsored and planned the President’s Opening Address to Staff on August 16, 2013.
➤ Committee co-chairs served on the University Planning Team and provided updates and gathered input from the EAC.
➤ Committee co-chairs were appointed to serve on the Compensation Advisory Council and provide updates and gather input from the EAC. Topics for this year focused on faculty promotion increases and future issues for the CAC to address.
➤ Co-chairs from the Madison Caucus for Gender Equality attended the September EAC meeting to share information about their mission and work they are doing.
➤ With the support of the EAC and working with the Office of Constituent Relations, a proposal to establish a Staff Emeriti Association was drafted by the Staff Emeriti Association Task Force for submission to the president’s office for final approval and implementation over the summer of 2014.
➤ Meetings included tours of University Park, Duke Hall and the University Health Center.
➤ Sponsored “JMU Thanks You,” employee appreciation event from 10am to 3pm, on May 15, 2014.
➤ Co-chair Christina Landes left JMU in April opening a co-chair position for next year. A current member of the EAC has been recommended to the Office of the President for the position as co-chair for the upcoming year.

Projected meeting schedule for 2014-2015 Academic year:

September 3, October 1, November 5, December 3, February 4, March 4, April 1, May 6