

Resolution on JMU's ALICE population

Whereas the United Way has identified a percentage of the United States population as ALICE (i.e., Asset Limited, Income Constrained, Employed), and has defined this population as individuals and families who are working, but are unable to afford the basic necessities of housing, child care, food, transportation, technology, and health care; and

Whereas the United Way of Harrisonburg and Rockingham County has reported that as of November 28, 2022, 61% of Harrisonburg residents and 36% of Rockingham County residents are members of the ALICE population (<https://uwhr.org/ALICE-Awareness-Week>); and

Whereas some members of JMU's staff, including but not limited to its custodial staff, fall within the ALICE population; and

Whereas JMU pays some of its custodial staff less than \$28,000/yr, as verified by *The Breeze's* Fall 2022 salary database; and

Whereas although these individuals receive a robust benefits package from the university, their take-home pay is insufficient to cover the cost of essentials such as food and fuel, and therefore such a salary represents a gross compensation inequity which contributes to the difficult choices and suffering faced by those members of the ALICE population who work for JMU; and

Whereas those members of JMU staff who fall within the ALICE population, including but not limited to JMU's custodial staff, perform an essential function on the JMU campus and are valued members of the JMU campus community; and

Whereas by virtue of the fact that these individuals are members of the ALICE population, they have fewer resources to support their own advocacy efforts; and

Whereas Rick Larson, Vice President for Human Resources, reported to the Faculty Senate on September 1, 2022 the administration's awareness of the existence of the ALICE population, and its intent to address ALICE-related compensation injustices:

Be it resolved that the JMU faculty senate, on behalf of the JMU faculty, stands with and advocates on behalf of our custodial colleagues and other members of the JMU staff who are part of the ALICE population; and

Be it resolved that the JMU faculty senate calls upon the administration to develop a tangible action plan to provide its custodial staff and other members of the ALICE population who work for JMU with a decent living wage, and to implement this plan as soon as possible; and

Be it resolved that the JMU faculty senate requests the administration to provide quarterly reports to the Faculty Senate Budget Committee on its progress toward implementing this plan.