**SEA**

**James Madison University Staff Emeriti Association**

**Minutes from July 28, 2015 meeting** (2 p.m./Wine Price Building, Conference Room 3030)

**Attendees:** Tina Updike, Mike Lam, Mary Lynne Smith, Nancy Dove, Diane Yerian, Gail May

Meeting called to order at 2:00 p.m. by Tina Updike.

* Approval of Minutes from June 2, 2015 meeting:
  + Minutes from the meeting on June 2, 2015 were reviewed and unanimously approved. The approved minutes will be posted on the Staff Emeriti Association website.
* Recap of Staff Emeriti event July 17; evaluate response rates of all events:
  + Tina circulated pictures from the most recent SEA event at Cross Keys Vineyard. Everyone in attendance seemed to have a good time. The food and music were enjoyed by all as well. The pictures will be posted in the Photo Gallery on the SEA website.
  + Steve Smith and Sherry King of Constituent Relations provided JMU party favors and door prizes for attendees.
  + The response rate for this event was good.
  + At this point, 66 staff emeriti have responded to invitations to 4 events from 2014-15 and 43 have attended at least one event; with a database of 117 that comes to a 56% response rate.
* Update on Staff Emeriti membership data:
* Tina raised the concern that we are still not reaching all staff emeriti by using mainly JMU email addresses. She had been informed by Mary Ann Chatelain that her sister, Elaine Manss has not been receiving the invitations, because she is not using the JMU email. There still may be others in the same situation.
  + There was discussion about doing a mailing, when invitations are sent for the next event, only to those who have never responded to the email invitations; by using a ‘return request’ for the mailing we would receive updates on addresses.
  + Diane Yerian indicated that HR would cover the cost of the postage for such a mailing.
  + A question arose regarding staff emeriti eligibility for Aramark or Pitney Bowes employees. Diane Yerian clarified for the committee that those employees are only eligible for staff emeriti status if they were originally JMU employees before those areas were outsourced.
* Update on Staff Retirees who meet Staff Emeriti criteria:
  + The question was raised as to how many staff retirees might meet the criteria for staff emeriti status and if they could be “grandfathered” in? Diane Yerian stated that ‘grandfathering’ members in after the fact did not seem likely since the supervisor must be the person to initiate the request for staff emeriti status and the actual policy is relatively new, so it would not include very many possibilities. She offered to check on the numbers.
  + When asked about ‘encouraging’ supervisors to nominate retirees for staff emeriti status, Diane Yerian felt that so doing was not a responsibility for HR; rather HR will educate supervisors on the nominating process.
* Discussion on newly revised JMU Staff Emeriti Policy:
  + Tina expressed concern that if supervisors are not encouraged to nominate new retirees for the staff emeriti status that might explain why there haven’t been any new Staff Emeriti since 2014. Diane Yerian stated she will check and see if any recent staff retirees were eligible to be nominated for the designation.
  + Committee members asked how the SEA can get the information out to supervisors and administrators. Diane Yerian offered the SEA space for an article in the August *HR Update* (deadline 8/11) and/or the September *HR Horizons* (deadline 9/2) as possible outreach to supervisors. Mike Lam will draft two or three paragraphs describing the Staff Emeriti Association including information about the staff emeriti status and nomination process and will send it to the committee for editing prior to the 9/2 publication deadline.
* Update on SEA website:
  + The minutes that were approved (June 2nd meeting) will be posted to the staff emeriti website and the pictures from the July 17th event will be uploaded as well. The agenda for this meeting was already posted.
* Planning for Staff Emeriti events in fall and winter:
  + Mary Lynne suggested a luncheon.
  + Nancy Dove mentioned tickets to a football game and that idea was expanded upon during discussion to possibly be tickets to a women’s basketball game; also it was mentioned that the staff emeriti as a group might be recognized at halftime festivities. Mary Lynne will check on the women’s schedule and send the committee those dates.
  + Tina brought up showing the short, but interesting DVD that outlines upcoming building expansion on campus at a luncheon or evening event.
  + Tina also informed the group that the Faculty Emeriti Association holiday event is set for Wednesday, December 9th—the entertainment following dinner is a music group this year. The FEA invited the staff emeriti to attend last year and although few staff emeriti attended, the committee agreed that a joint event should be pursued this year. Tina will contact Violet Allain of the FEA for more information.
  + Mike mentioned a fall skies presentation at the Planetarium. Gail volunteered to call the director about hosting our group and getting some potential dates.
* Association of Retirement Organizations in High Education (AROHE) Membership not renewed:
  + Tina reminded members that this membership was not renewed for 2015-16, but encouraged the committee to search for new resources for growing membership and for similar organizations for networking.
* Next Meeting:
  + The next meeting will be 9 a.m. on Wednesday, September 9, 2015 in Wine Price; the exact room will be sent along with the agenda just prior to the meeting.

The meeting adjorned at 3:10 p.m.