

James Madison University | Virtual Meeting | **Wednesday, December 2<sup>th</sup>, 2020**

**In Attendance:** Emily Becher, Tiffany Brutus, Matthew Higgins, Wesley Howdyshell, Donna-Marie McMillan, Jason Saunders, Tiffany Runion, Amy Sirocky-Meck, Mary-Hope Vass, Ashley Skelly, Brad Striebig, Andrew Neckowitz, Mathew Lovesky, Shelly Newman

**Called to Order:** 1:00 PM

**Welcome and Introductions:** Tiffany Runion, co-chair, welcomed everyone to the meeting and introduced Rick Larson as guest speaker

**Rick Larson-Compensation Advisory Council Update**

- 2019-2020 action plan was not completed due to Covid-19
- Annual plan for compression and inversion to make salaries more competitive for faculty.
- Classified staff receive in-band adjustments to account for compression and inversion, currently on hold due to budget. Hope to reinstate in 2021.
- A consultant has been hired to review salaries for AP Faculty, work to be completed spring 2021.
- Working on gathering data from 30 peer institutions regarding childcare programs.
- Working on submitting a recommendation for Wage employees to receive pay increases equal to Classified Staff.
- Budgets have become more volatile and less predictable.
- Please pass along any suggestions for the CAC to the EAC Co-Chairs.

**Approval of the October 2020 Minutes:** Motion made by Jason Saunders, seconded by Mary-Hope Vass

**Old Business:**

**New Business:**

**Covid-19 Impact/Update from Financial Aid:** Donna Marie McMillan

- The number of Financial Aid appeals have increased significantly from the year prior.
- Could not raise enough donations to cover all the requests
- Awarded more “free money” than ever before
- Six million from the Cares Act was awarded over the summer
- Call volume was significant.

**Updates**

- **Faculty Senate:** Ashley Skelly: No update
- **University Planning Team (UPT):** Will not be meeting for the remainder of the semester
- **Compensation Advisory Council (CAC):** See Rick Larson’s update above

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**Announcements:** No meeting in January and send questions for President Alger to the Co-Chairs

**Meeting Adjourned** 1:57PM

**Submitted by:** Wesley Howdyshell

**Approved by Committee:**

**Future Meetings:**

2021

February 3<sup>rd</sup> - virtual meeting with President Alger

March 3<sup>rd</sup>

April 7<sup>th</sup>- Art Dean, Executive Director, Campus and Community Access and Inclusion and Ireti Akinola, Recruitment Specialist

May 5<sup>th</sup>

**Mission of the EAC**

As an advisory committee reporting to the President of James Madison University, 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 EAC fulfills its mission by assuming additional responsibility for the following activities:

- Providing feedback and advice to the Senior Leadership Team regarding issues that impact JMU employees and 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

**[www.jmu.edu/eac](http://www.jmu.edu/eac)**