

James Madison University | Virtual Meeting | **Wednesday, October 7, 2020**

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

Called to Order: 1:00 PM

Welcome and Introductions: Tiffany Brutus and Tiffany Runion, co-chairs, welcomed everyone to the meeting and introduced Andrew Neckowitz as the newest member.

Old Business:

- **Approval of September 2020 Minutes:** Motion made by Jason Saunders, seconded by Matthew Higgins. Minutes approved.
- **Open discussion regarding JMU's return to in-person learning**
 - Concern regarding lower student attendance in the classroom
 - Increased stress levels both at work and home
- Co-Chairs provided feedback from Mike Davis regarding recommendations from the September meeting
- Members are encouraged to share positive stories and/or experiences about JMU from the past several months

New Business:

Staff Governance Article: Tiffany Runion will forward the article to the EAC

Diversity Initiative: Members of hiring committees for Faculty and AP Faculty complete diversity training with Art Dean and a Recruitment Specialist. Discussed the potential of having them present to the EAC regarding the Diversity Initiative Training.

Potential Recommendation: Have critical/important communications stem from the Vice President level as opposed to Deans and Department Heads

Updates

- **Faculty Senate:** Ashley Skelly: Faculty Senate met on 10/1/20
 - Covid 19 infection rate is down and there is increased testing ability through the UHC
 - Spring enrollment will be critical with regards to the budget
 - Administration is hopeful that salaries will not have to be reduced
 - E and G budget reduced by 12.6 million
 - Similar Covid 19 protocols are expected for the Spring semester as well
- **University Planning Team (UPT):** Will not be meeting for the remainder of the semester
- **Compensation Advisory Council (CAC):** Tiffany provided an update; The CAC has developed work plan items for the year, including Childcare research, equity for wage employees, and elevated titles for full professors. The CAC will also be involved in the discussions regarding the potential for salary reductions.

James Madison University | Moody Hall Conference Room | **Wednesday, March 4, 2020**

Announcements: Atlantic Union Bank Center will potentially be completed by October 19

Meeting Adjourned 1:43PM

Submitted by: Wesley Howdyshell

Approved by Committee:

Future Meetings:

2020

November 4th virtual meeting with presentations by Mike Davis and Towana Moore

December 2nd virtual meeting with a presentation by Rick Larson

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