

Employee Advisory Committee Meeting Minutes

James Madison University
Moody Conference Room
March 14, 2018 1:30 – 3:00pm

The James Madison University Employee Advisory Committee met Wednesday March 14, 2018 at 1:30 pm in the Moody Hall Conference Room. Committee co-chair Tisha McCoy-Ntiamoah presided. Members present were Donna Crumpton, Vivian Ferris, Kathleen Gibson, Wesley Howdyshell, Rodney Lam, Paul Mabrey, Tisa McCoy-Ntiamoah, Kathleen Sensabaugh, Brad Striebig and Shea Tussing.

Welcome: First meeting of 2018

Speaker: None

Old Business:

- Review and Approve Minutes from Dec. 6th, 2017 Meeting
 - Minutes were approved
 - Electronic version of meeting minutes and March meeting agenda were provided to EAC members via email.
- Official EAC meeting time will be 1:30 to 3:00
- Cheers for a successful JMU giving day – social media presence was high for some, less noticeable for other committee members
- Proposed 2018-19 Academic Calendar – note that there is no week off between May commencement and the start of Summer School; no decision yet about adopting a J-Term in the future.

EAC Liaison Updates - UPC, UPT, CAC, Faculty Senate, EAD

- Compensation Advisory Council (CAC) – Chair: Rick Larson
 - Agenda items being addressed: Long-term salary plan for instructional faculty; Alternative work schedules for classified employees; child care; Educational leave for instructional faculty; employee perks; degree attainment bonus practice/policy; compression and inversion for A/P faculty; Addressing peer coverage
 - Child care is an on-going concern/request
 - Educational leaves and degree attainment rewards should be equally applied across the University. Concerns about people “falling through the cracks” were voiced
 - Comment that non-faculty EAC representatives could be prioritized to maintain diverse group representation on the CAC
- University Planning Team – Chair: Brian Charette
 - 2018 Employee Appreciation Day is Thursday, May 10th, 9am – 3:30pm
 - Registration will open Tuesday, April 24th
 - Movies: Jumanji and Wonder
 - All employees have permission to attend. However, employees cannot take “time off” in lieu of attending EAD.
- University Policy Committee (UPC) – Chair: Rick Larson
 - Updates to Policy sent via Electronic Messaging
- Faculty Senate Updates -

- Updates on Dean Searches – COB, CAL, Libraries – the interviews were generally being wrapped up.
- Staff Emeriti – there is a need to spread the word about staff benefits for staff who have retired with greater than 10 years of distinctive service. Staff must be nominated through the HR process. Supervisors should be aware of the opportunity to nominate eligible candidates.

New Business:

- JMU Giving Day 2018 was a success! 5,085 Gifts, \$649,102 raised
- Five new EAC members will be added for next year. Be sure to provide nominations to the President’s office.
- May 30th is the luncheon with President Alger and possibly Provost Coltman
- An update from the inclusivity task force was requested. Subsequently this was sent to the committee via email.
- Notes were made to check with upcoming parking deck closings. Also sent to JMU community via email.
- There was discussion of possible inequities in the alternative summer schedule. A discussion ensued in which it was mentioned that there are positions that do not have a regular ability to participate in the alternative schedule. Supervisors should be clear about what positions do and do not qualify for the alternative schedule. Supervisors should be clear about who does and does not participate in the alternative schedule. Questions may be addressed by HR.

Other:

Speakers scheduled for Fall 2017 include

- **Michele White – TBD**
- Jennifer Hart Barb (EAD) – Oct. 4, 2017
- Rick Larson – Confirmed: Dec. 6, 2017
- **President Alger - TBD**
- **Dr. Coltman – Spring 2018 (tentative)**
- Jeff Bourne – TBD
- Amy Sirocky-Meck – Nov. 1, 2017
- Brian Charette – Nov. 1, 2017
- Parking- Spring 2018 – new suggestion

Next Meetings: April 4th, 2018 1:30-3:00 Moody Conference Room – RM113

OUR MISSION:

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:

- facilitating staff employee participation on University Committees and Commissions through publicizing University Commission & Committee Nominations,
- sponsoring the annual JM-U Appreciation celebration,
- maintaining the EAC website to communicate the committee's activities with the campus community.