

James Madison University | Moody Hall Conference Room | **Wednesday, February 5, 2020**

In Attendance: Tiffany Brutus, Wes Howdysshell, Mike Burke, Donna Crumpton, Matthew Higgins, Jennifer Lang-Rigal, Matt Lovesky, Shelley Newman, Jesse Rathgeber, Renee Reed, Tiffany Runion, Katie Sensabaugh, Ashley Skelly, Bradley Striebig, Shea Tussing, Mary-Hope Vass. Guest: President Jonathan Alger and Mike Davis

Called to Order: 1:00 PM

Welcome and Introductions: Tiffany Brutus, co-chair, welcomed everyone to the meeting.

Approval of December 2019 Minutes: Motion made by Bradley Striebig, seconded by Jesse Rathgeber. Minutes approved.

Conversation with President Alger

President Alger and Mike Davis, Executive Advisor to the President joined the EAC at the meeting. President Alger thanked the council members for their service and then answered questions that the EAC committee members submitted. The discussion covered the following topics: what the future of JMU looks like, what challenges JMU is facing, the budget and state funding for JMU, the unique characteristics of JMU, how can the EAC help, what are some goals for JMU for the end of this academic year, Tier III status, athletic conference considerations, retirements, costs of childcare, academic calendar and the value of a liberal arts education. The co-chairs and committee members expressed appreciation to President Alger and Mike for sharing their time with us.

Old Business:

- **EAC in HR Newsletter and Marketing:** Wes Howdysshell reported that information about the EAC was given to HR and will be in the next HR Update.
- **End of Year Report:** The committee discussed format of End of Year report, key things we have identified, key topics discussed. Areas could include: job title reviews, marketing opportunities for the EAC, enrollment, practical ways to get information disseminated, wage employees, professional development programs.

New Business:

- **Updates**
 - **Faculty Senate:** Jennifer Lang-Rigal provided an update on Faculty Senate activities including: Continued work on childcare issues particularly 0-2 year olds and general needs in the Harrisonburg area; Computer lottery rules have been broadened and made easier for adjunct faculty; Continued focus on adjunct titles and orientation program; and Resolution on Recision of Mandatory Blue Items.
 - **University Planning Team (UPT):** Tiffany provided an update on the UPT. She shared that the new strategic plan would be presented to the Board of Visitors this week and at the team's next meeting, the group will work on edits. Wes will also sent us the monthly update.
 - **Compensation Advisory Council (CAC):** The council meets in February. Topics include the distribution of professional titles, A&P faculty plan, training on IBA/inversion conversions.

New Business (continued)

- **Employee Appreciation Day:** Date set: May 14th. Two movies, Jumanji and a Beautiful Day in the Neighborhood, have been scheduled. Menu will be the same as last year. Plans will be put in place for 3rd shift employees. Committee is working on Workshop Sign-ups.

Meeting Adjourned: 2:30 PM

Submitted by: Renee Reed

Approved by Committee:

Future Meetings:

2020 - March 4, April 1, May 6, Late May luncheon with President Alger

(All meetings are 1:00 PM – 3:00 PM in Moody Hall Conference Room unless otherwise noted)

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

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