

James Madison University | Virtual Meeting | **Wednesday, April 7, 2021**

**In Attendance:** Tiffany Brutus, Wesley Howdyshell, Jason Saunders, Amy Sirocky-Meck, Ashley Skelly, Brad Striebig, Mathew Lovesky, Donna Crumpton, Mary-Hope Vass, Andrew Neckowitz, Matthew Higgins

**Called to Order:** 1:01 PM

**Welcome and Introductions:** Tiffany Brutus welcomed everyone to the meeting and let everyone know Covid vaccine appointments were available at Convo on 4/9.

**Approval of the March 2021 Minutes:** Motion made by Jason Saunders, seconded by Donna Crumpton

**Old Business:**

- Employee Appreciation Day
  - Boxed lunches will be provided for employees who made a selection by April 12. Lunches will be available for pickup three dates in May. One person will be able to pick up lunches for their whole office, currently looking at potential delivery options.
  - Will offer a scavenger hunt sponsored by the Alumni Association and container garden sessions
- Reach out to the Co-Chairs if interested in any of the open positions
- Presidents Address will happen in person this year at the Atlantic Union Bank Center. May include tours and food and drink should be allowed into the building. Also planning to have a virtual backup plan.

**New Business:**

- Tiffany Runion working with AASAC, maybe EAC could offer help and support in an advisory role. Recommendation likely prior to the fall semester and looking to survey all JMU employees.
- End-of-Year report due at the end of May.

**Updates**

- **Faculty Senate:** Ashley Skelly:
  - Faculty wanted to push off email change until after the semester is over.
  - Want to have students show proof of vaccination prior to start of the school year.
  - Resolution to thank legislators for the pay raise.
  - Impact of Covid on faculty performance measures.
- **University Planning Team (UPT):** First meeting for 2021 occurring the following week
- **Compensation Advisory Council (CAC):** Rick Larson will be attending the May meeting to update the EAC on the work of the CAC. Mainly childcare and looking to make a strong recommendation to Senior Leadership. COE looking to expand their childcare options to 100 students and is open to the community.

**Break: 1:34-2:01pm**

**Guest Speakers Art Dean and Irete Akinola**

- Introductions
- Conversation used in faculty hiring and retention
- Implemented in 2015 and originated out of the Diversity Study, moved to other divisions in 2019
  - Instructional Faculty in 2015 and AP Faculty in 2019
  - Looking to roll out to classified staff but was delayed due to Covid
- Always looking for ways to improve the process
- Create a hiring system through HR that makes hiring more universal
- Provide training to faculty who are involved in the hiring process
- Training available on the HR website and provided to search committees

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- Will aid partner/family in job search if the applicant is not local (outside of the Harrisonburg surrounding area and applies to the first year of employment)
- Looking for current employees to serve as Faculty Ambassadors who represent various social identity groups who can be connected with someone who has been offered a position at JMU.
- Language in job advertisements is important and goes beyond the standard OEO

## **Announcements:**

**Meeting Adjourned 2:29PM**

**Submitted by:** Wesley Howdyshell

**Approved by Committee:**

## **Future Meetings:**

May 5<sup>th</sup> – Speaker: 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](http://www.jmu.edu/eac)