



Employee Advisory Committee

2023-2024 Annual Year-End Report

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.

2022-2023 Key Activities

- Evaluated the role of the Employee Advisory Committee (EAC) moving forward due to changes in the President's Annual Address as well as Employee Appreciation Day.
- Organized sub-committees to research potential recommendations to senior leadership and provided several of them to the president during the annual luncheon.
- Met with Mike Davis, Chief of Staff, during the October general business meeting to discuss the role of the EAC.
- The EAC received updates on the Compensation Advisory Council (CAC) from Rick Larson, AVP of HR, Training, and Performance during the November and April meetings.
- Co-chairs Ben Lundy and Matt Phillippi served on the CAC throughout the year, providing input from the EAC members.
- Ben Lundy served on the committee for the Employee Appreciation Day event.

The EAC business meetings are held on the first Wednesday of the month during the academic year. For the 2022-2023 year, EAC maintained a high level of engagement with an average of 75% attendance throughout the year.

Needs

- The EAC continues to seek out opportunities and resources to better connect with the employees of JMU.
- The EAC has three members ending their terms that will need to be filled:
 - Matthew Higgins – AP Faculty; Advancement
 - Matt Lovesky – Instructional Faculty; College of Health and Behavioral Sciences
 - Donna-Marie McMillan – Classified Staff; Access and Enrollment Management
 - Are looking to fill these roles with two AP Faculty and one Wage employee

Tentative Plans for 2023-2024

- Monthly meetings to continue on the first Wednesday of each month:
 - September 6, October 4, November 1, December 6, February 7, March 6, April 3, May 1.
- At the September meeting, request an update from the Office of the President on the status of the prior year's recommendations.
- Update EAC website to make it current.
- Invite presentations from Diversity, Equity and Inclusion; Strategic Planning; and others.
- Have at least one update from the Compensation Advisory Council.
- Continue to advise senior leadership and make recommendations as needed.



2023-2024 EAC Members

Last Name	First Name	Employee Type	Department
Conery	Kathleen	Instructional Faculty	School of Theatre and Dance
Foltz	Erica	AP Faculty	UREC
Koon	Mindy	Staff	Interdisciplinary Liberal Studies
Lundy	Benjamin	Staff	Parking Services
Morgan	Rob	Staff	Computing Support
Ozcan	Tim	Instructional Faculty	Marketing
Phillippi	Matt	Staff (co-chair)	Financial Reporting
Purington	Sandra	Staff	WRTC
Roberts	Laresa	Staff	Engineering
Saunders	Jason	Staff	Human Resources
Skelly	Ashley	Instructional Faculty	Health Professions
Snyder	Kelsey	AP Faculty	Residence Life
Wilson	Kerri	AP Faculty (co-chair)	Admissions
Wyvill	Dawn	Staff	Pre-Professional Health Advising

Division	No.	Classification	No.
Academic Affairs	7	Administrative & Professional Faculty	3
Access and Enrollment Management	1	Instructional Faculty	3
Administration and Finance	4	Staff	8
Advancement	0	Wage	0
Diversity, Equity, and Inclusion	0		
Intercollegiate Athletics	0		
Student Affairs	2		
Total	14	Total	14

- EAC members who have reached their five-year limit in 2023-24:
 - Ashley Skelley
- EAC members who have indicated they will not be returning for 2024-25:
 - Dawn Wyvill
- The EAC has five openings to fill for the 2024-25 academic year.