



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.

2023-2024 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.
- Multiple meetings with David Kirkpatrick, Chief of Staff, and Brandi Duncan, Director of Engagement, discuss the role of the EAC.
- Co-chairs Matt Phillippi and Kerri Wilson served on the CAC throughout the year, providing input from the EAC members.
- EAC committee's primary focus was to re-evaluate the committee's goals and purpose with guidance from David Kirkpatrick and Brandi Duncan.
- Had presentations from Towana Moore, David Kirkpatrick, Brandi Duncan, Robin Bryan, and Malika Carter-Hoyt.

The EAC business meetings are held on the first Wednesday of the month during the academic year. For the 2023-24 year, EAC had a moderate decrease in the level of engagement with an average of 65% 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 two members leaving the committee:
 - Ashley Skelley- Instructional Faculty; College of Health and Behavioral Sciences (term ending 2023-24)
 - Dawn Wyvill – Classified Staff; Pre-Professional Health Advising (not returning)
 - We are looking to fill these roles, in addition to 3 other vacancies (See note at end of report)

Tentative Plans for 2024-2025

- Monthly meetings to continue on the first Wednesday of each month:
 - September 4, October 2, November 6, December 4, February 5, March 5, April 2, May 7.
- At the September meeting, request an update from the Office of the President on the status of recommendations for purpose and goals of the committee.
- Update EAC website to make it current.
- Invite presentations from new VP of Enrollment Management, Melinda Wood, the president's office; and others.
- Have at least one update Rick Larson, Compensation Advisory Council.
- Attend the president's leadership council (VP's) meeting to seek further direction on role and purpose of this committee.
- Continue to seek out potential wage employees that would be interested in serving on the committee.

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

New EAC members from survey:

1. Abigayle Christian: Classified, Advancement, Office of Family Engagement
chris8am@jmu.edu
2. Maura Hametz: Instructional Faculty, CAL, History hametzme@jmu.edu
3. Collen McAvoy: AP Faculty, Access & Enrollment Mgmt, Financial Aid & Scholarships
carpenpc@jmu.edu
4. Christopher Ouren: AP Faculty, Student Affairs, University Health Center
ourencm@jmu.edu
5. Zhenhuan Yang: Instructional Faculty, Academic Affairs, Libraries yang3zx@jmu.edu

The new members will bring our total to 17; 8 Classified, 5 AP Faculty, 4 Instructional Faculty. No wage employees indicated interest through the survey.