

Employee Advisory Committee

James Madison University | December 1, 2021 1PM

Virtual meeting

Agenda Minutes 12.1.2021

1. Welcome

Attending: Shelley Newman, Jason Saunders, Matthew Higgins, Ben Lundy, Mary-Hope Vass, Donna-Marie McMillian, Matt Lovesky, Erica Foltz, Andrew Neckowitz, Tiffany Runion

2. Guest: Rick Larson (AVP, HR, Training and Performance)

- CAC update
 - Charlie King is retiring and Towanna Moore will serve as interim AVP of Finance
 - Reviewed workplan of CAC—working on salary increase plans for classified, A&P, and instructional faculty in Spring 2022
 - Inflation increases have never been given at JMU
 - Hope to have plans submitted by end of March 2022 so that recommendations can be considered for next year's budget cycle
 - Some considerations—R-2 designation, inflation, remote work opportunities, living wages
 - Childcare options for JMU—reviewing multiple options including growing YCP program and constructing a site on our campus
 - Leadership is supportive of establishing childcare options
 - Recommendations include site on campus and back up plans/subsidies

3. Old Business

- Approval of November meeting minutes

4. New Business

5. Updates

- Faculty Senate
- University Planning Team
 - Committee member asked that we pass on making innovations from COVID a priority; the infrastructure for some innovations is not able to keep up (e.g. online testing on campus)
- Compensation Advisory Committee
 - See notes above
- Task Force on Early Childhood Education
 - See notes above
- Speakers that we would like to hear from for the spring
- Future meetings
 - No January meeting
 - Spring 2022—virtual?
 - Agreed to meet virtually for Spring 2022 semester

6. Meeting adjourned

Future Meetings:

2021

February ---AUBC tour?

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:

- 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.

<https://www.jmu.edu/eac/>