

2022-2023
Recommendations for
President's Office

EMPLOYEE ADVISORY COMMITTEE

 JAMES MADISON UNIVERSITY® 

Employee Advisory Committee

- 17 members from across the university.
- A&P faculty, instructional faculty and classified staff.
- Only DEI and Athletics not represented (and losing our Advancement representation).
- No wage employees currently on the committee but looking to add to the roster.
- A big thank you to Matthew Higgins, Matt Lovesky, and Donna-Marie McMillan who term off the committee this year.

Communications Subgroup Recommendations



- 1) Improve efficiency of informational/bulk emails
 - Categories
 - Exemption for JMU Official emails
 - Create a monthly limit for departments

- 2) Institute a Work Order Completion Notice for Facilities Management (FM)
 - Email sent to work order originator
 - Devices for FM staff to use

Compensation Sub-group Recommendation

- The necessary steps be taken to implement a dependent tuition benefit to full-time JMU employees.
 - Provides an additional benefit that can be an important recruiting and retention tool.
 - Several other state institutions offer a dependent tuition benefit including ODU and GMU.
 - Current enrollment of dependents of JMU full-time employees, based on self-reported data, is not a significant number.

Employee Appreciation/Retention/Attraction

- Funding of IBA's in the University Budget
- Anniversary recognition of Part-Time Employees
- Continuation and expansion of Pack the Park events
- Pop-up appreciation events by President and cabinet
- Additional promotion and recognition of Duke2Duke program

Staff Senate Recommendations

- Create a task force of 8-10 non-instructional employees to examine the desire for a staff senate or similar body.
- Provide a recommendation to senior leadership by the end of March, 2024.
- Can result in an advisory body to the president's office of different university stakeholders (staff and faculty senates, SGS, GSA, etc.).
- All other institutions in Virginia with a Tier III management agreement have a staff senate of some form, several Tier II institutions do, and at least one Tier I institution (VSU).

Thank You for a Great 2023 EAD!

