

Employee Advisory Committee

James Madison University
CHBS Conference Room 5050
December 7, 2016 1:00PM

Gather

The James Madison University Employee Advisory Committee met Wednesday December 7, 2016 at 12:00pm in the Student Success Center Private Dining area for group luncheon. The EAC moved to CHBS conference room 5050 for the business meeting. Committee co-chairs Susan Dean and Kathy Sarver presided. Members present were: Tiffany Brutus, Donna Crumpton, Vivian Ferris, Steven Harper, Laura Hickerson, Gina Holloway, Wesley Howdysell, Liz Howley, Tisha McCoy-Ntiamoah, and Shea Tussing. A tour of College Health and Behavior was provided by Paula Maxwell, the Associate Dean, College of Health and Behavioral Studies at the conclusion of the business meeting.

Welcome

The meeting was called to order at approximately 12:55PM.

Rick Larson- Provided an overview and purpose of the efforts for the Compensation Advisory Council. He discussed the following

- Long term salary increase plan goal is to submit proposed budget by March 1, 2017

- Faculty Salary Adjustment conversion

- Should have been applied to instructional faculty during the last pay period

- Adjunct Faculty Study

- o Requested by Dr. Benson
- o Hope to have study completed by January 2017

- 2016 Salary increase

- o 3 % increase is based on availability of state revenue
- o Funding has not been made available
- o Governor must submit budget by Dec. 1
- o Expect to know more by Mar. 1'2017

- Faculty Promotion Amounts

- o Requested by VPs
- o Currently reviewing existing amounts and will recommend changes

- Employee Perks

- o Ongoing process
- o Question presented: Is there a way to centralize information about all JMU employee Perks
- o Statistics on the use of Abenity? 15% log in on a monthly basis, University pays \$4000 a year for Abenity access.

Old Business

Kathy will send via email November meeting minutes for votes of approval

Other? N/A

New Business

EAC Guideline

Follow up to be provided at February 2017 meeting

EAC Website- Revisit suggestion for clarification

Add Employee Dependent Benefits (i.e. UREC access, Admin/Faculty Scholarship for Dependents
Employee Benefits and discounts
EAC website traffic

University Committee Nomination Forms

Suggestion to update forms- Kathy and Susan will meet with Maggie

EAC Liaison Updates:

N/A

Other

What will happen when there is no week between 2018 May commencement and 1st summer session?

Please submit questions for President Alger to Kathy and Susan by January 11, 2017.

Next Meetings: February 1, 2017, Moody Conference Room- Mr. Alger and EAC Business Meeting. Submit questions for Mr. Alger to Kathy Susan by December 6, 2016.

Our Mission:

As an advisory committee reporting to the President of James Madison University (JMU), 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 organization accomplishes its mission by:

- communicating with the Executive Assistant to the President of the University (Liaison to EAC)
 - providing feedback and advice to the Senior Leadership Team regarding issues that impact JMU employees
 - 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
 - planning the President's Opening Address to Staff each Fall
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