

Employee Advisory Committee
James Madison University
Moody Hall Conference Room
Nov. 7, 2018 – 1:00pm

MINUTES

Wesley Howdyshell, Matt Lovesky, Tiffany Brutus, Tisha McCoy-Ntiamoah, Donna Crumpton, Shea Tussing, Rodney Lam, Ashley Skelly, Donna McMillan, Brad Striebig

1. EAC Meeting started at 1:00PM. Will be a brief meeting abbreviated meeting due to Tisha, co-chair obligations for COB Dean Search

Kathleen is at the Engagement Conference today

2 agenda items: Compensation Email and Inclusion Taskforce Presentation

2. Any questions regarding the compensation email that was distributed to JMU employees yesterday.

Classified- only getting a bonus. There was some feedback that the email was not well received by some classified employees.

- Some are seeking 37.5 hours per week, employment elsewhere
- Suggestion to look at 37.5 hours week for Compensation Task Force (work life balance)

Classified are state employees and the challenge with providing bonus vs. raise involves being in alignment with State regulations

Risk- JMU is showing how they have invested over the years. There is an idea that if JMU can provide these raises what will be the response from the state in how they support

Combined email was questioned and discussion was had the collective email was seen as the most transparent option.

Question for HR:

37.5 hours work week? Request for more feedback

Quasi/Full-time positions: there are only 3 at JMU, all AP faculty positions, unique highly skilled/specialized positions. Has to be approved by division.

- Full-time job and full benefits
- Can work 30-39.9 hours per week

3. Presentation/Guest Speaker

Kristin Gibson Andreas Broscheid representing the Inclusion Task Force Co-chairs subcommittee Campus Climate Employment Context

Subcommittee hosted sessions at the annual JMU diversity conference March 2018

2 efforts for this year are to hold dialogue and provide recommendations

2013 Diversity Task Force recommended a comprehensive external climate study that was not moved through and several other JMU organizations

Subcommittee is recommending that we do an external climate study, mixed method approach and integrate this process into the strategic planning process.

We think we know where we are? How can we show progress?

Currently, JMU is in the process of updating the strategic plan and reviewing each goal and acknowledging the action that aligns with each goal.

Through internet research and accessing the website of Peer institutions, there is information that our peer institutions have done climate studies, SCHEV peers has also done climate studies.

If the recommendation goes forward we would like encourage campus participation.

Questions asked to the presenters:

Would the climate study consider beyond the current people at JMU now? Would you consider alumni?

Why hasn't the climate study been pursued from previous recommendations?

It's a huge investment/expensive and the cost of addressing findings.

May be a little scary to have weak points exposed and the pressure to

Do we have a cost estimate for the climate study?

\$20,000-\$100,000

How do we ensure share the voices and consistent experiences of the minority groups are heard?

Subcommittee presents to Senior Leadership on Monday November 12, 2018 regarding this recommendation

Interested in feedback, please contact Kristin and/or Andreas Broscheid

EAC will send a feedback to members to provide to Kristin and Andreas.

4. Announcements: Moody Conference room is being remodeled over winter break.

Adjournment

Future Meetings: 2018: Nov. 7, Dec. 5; 2019: Feb. 6, March 6, April 3, May 1, late May luncheon with Pres. Alger (TBD)

OUR 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:

- facilitating staff employee participation on University Committees and Commissions through publicizing University Commission & Committee Nominations,
- sponsoring the annual JM-U Appreciation celebration,
- maintaining the EAC website to communicate the committee's activities with the campus community.