

Employee Advisory Committee | James Madison University
Moody Conference Room
Feb. 6, 2019 1:00 – 3:00pm
Meeting adjourned at 3:00PM

MINUTES

Kathleen Gibson, Tisha McCoy- Ntiamoah, Wesley Howdyshell, Matt Lovesky, Kathleen Sensabaugh, Donna Crumpton, Susan Dean, Shelley Newman, Donna Marie McMillan, Rodney Lam, Jesse Rathgeber, Bradley Striebig, Ashley Skelly, Shea Tusing, Gretchen Armentrout, Jennifer Lang-Rigal

Old Business:

- Approval of minutes from Dec. 5th meeting
 - Motion to approve Brad, Approved
 - Follow up on EAC role in advocating on behalf of classified employees
 - Any thoughts on idea for senate structure for classified staff
 - Salary Administration plan is based on DHRM so it may be a reason why there is no senate structure for senate
 - Senate structure for classified staff could go beyond salary
 - Academic affairs is looking to establish a structure to support classified staff. Several peer institutions were researched had a classified senate
 - Committee was a result from town hall meetings with provost, 6 on working committee currently to establish Academic Affairs advisory council that can self-nominate, supervisor approval, to administrative positions. Invitations will go out 2/7 or 2/11. Goal to announce committee on April 2, 2019 for Administrative Day.
- Concerns of equity regarding classified staff being able to participate due to obligated office hours.
- It should be an initiative and expectation
 - EAC needs to get better understanding of the issues amongst classified so that we can better advocate
 - How much of what we do is restricted by DHRM?
- Progress on climate study proposal
 - Currently the proposal is still moving forward. As we get updates we will bring it back to EAC

New Business:

- Proposal for naming of new residence hall after Paul Jennings, BOV is to vote on Friday 2/8/19
 - Feedback from present members
 - They were unaware of naming
 - It was mentioned that there may have been an email sent out during the Fall 2018 term to request suggestions.
 - The suggested name of Paul Jennings has good intentions
 - Seems a bit a rushed, Concerned in the process and how it's named
 - EAC reviewed the JMU naming policy
 - Concern about the learning opportunity regarding the naming process

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- 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.

- It does not appear there was much communication to the entire campus community regarding the naming process.
 - The location
 - Access to the building is restricted, would likely not be featured to students on tours. It's back in the corner of campus
 - Building is in close proximity to new convocation center, thus it will be a visible and highly traffic area.
 - Would JMU name the building without monetary gain?
 - JMU currently has buildings named after a Confederate Genera. How does the university incorporate a narrative that is inclusive to Paul Jennings while representing a counter aspect of history.
 - Does EAC have influence to respond?
 - Yes, we put together some questions and pass along to Mike Davis to gain more insight about the process and naming.
- May luncheon with President Alger (and VPSA Tim Miller) – format of luncheon
 - We will all receive a personal invite
 - Will invite Time Miller
 - Format- Do we want to change the format
 - Suggestions from present EAC members included
 - Roller rink
 - Maybe more informal, backyard BBQ
 - Discuss highlights of our year (committee, personal, professional)
 - Activity- How we were unleashed?- Describe something impactful that happen within the past year.
 - Have music

EAC Liaison Updates - UPC, UPT, CAC, Faculty Senate, EAD

- Compensation Advisory Council (CAC) – Chair: Rick Larson
 - Met last week. Mr. King and Dr. Coltman attended the meeting.
 - Mr. King offered a brief update on budget
 - Hopeful regarding raise 2% and additional 2% classified
 - Proposal for Tier III is currently being considered
 - Tier III could allow us to be more flexible but there will be significant things to be considered in our approaches.
 - New Dean Aguirre, joined the committee
 - We need recommendations for Classified employees to join the CAC send names to Tisha and Kathleen G. by Monday Feb.11th.
 - Need to be willing to speak honestly and openly about compensation and be collaborative
- University Planning Team – Chair: Brian Charette
 - Strategic Plan Review – Success through 2026 and preparing for “Gen Z” 2030 / Changing Demographics
 - Next meeting: February 14th
- Faculty Senate Updates
 - 3 new motions brought forth will be voted on at the end of the month
 - Changing “Gates” to “Entrance”
 - Increase the number of lactation rooms, currently there is 4
 - Donate faculty senate money to , \$2000.00 to Valley Scholars

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- Statement on syllabi towards diversity and inclusion- motion has been passed.
 - SGA requested that the statement be specific to addressing gender pronouns
 - Faculty senate decided to open the statement so that it is the most inclusive and least offensive
 - Is the non-discrimination statement on syllabi? No, understanding is that non-discrimination is inherent due to the university policy

Other/Announcements:

- Unleashed campaign 45,000 donors, goal is 65, 000
Over \$127 million raised. \$200 million goal
- Last week of March is Disability week
 - Performance at Court Square
 - CFI event for faculty/staff
- Employee Appreciation Day – Thursday, May 9, 2019 (2020: Thursday, May 14)
 - Aquaman
 - Special lunches will be brought in for staff who may not be able to attend. Cost covered by the President’s office
- Speakers scheduled for Spring 2019
 - Jennifer Barb – EAD updates 03/06
 - Jeff Bourne – April 3, 2019

Next Meetings: 2019 - March 6, April 3, May 1, late May luncheon with Pres. Alger (TBD)

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