

# Employee Advisory Committee

James Madison University  
Moody Hall Conference Room, Moody 113  
March 1, 2017 1:00 – 3:00PM

The James Madison University Employee Advisory Committee met Wednesday March 1, 2017 at 1:00pm in the Moody Hall Conference Room. Committee co-chairs Susan Dean and Kathy Sarver presided. Members present were Tiffany Brutus, Donna Crumpton, Steve Harper, Laura Hickerson, Wesley Howdyshell, Gina Holloway, Jonathan Kratz, Rodney Lam, Paul Mabrey, and Vivian Ferris.

## Welcome

The meeting was called to order at 1:00. Guest Speakers - President Jonathan Alger and Maggie Burkhart Evans / Assistant to the President as well as Donna Harper Vice President –Access & Enrollment.

The EAC received “Thanks” from President Alger in appreciation for our services. He spoke on the following:

- Strategic planning
- Energy on campus
- General Assembly session closing and JMU viewed with much respect due to our careful and thoughtful management of finances.

President Alger addressed a few questions presented to him by the EAC. If any questions submitted were not answered, committee members should follow up with Kathy Sarver to re-address the questions with President Alger.

- Recognition Leave Update
  - 2.5 days of recognition leave have been assigned to December 20<sup>th</sup> & 21<sup>st</sup>. Feedback indicates extending the holidays to be most satisfying for the masses.
  - In preparation for possible playoffs, one half day may be held back for early release due to parking needs. If we do not make playoffs, this time will be used before the end of the year.
  - November 20<sup>th</sup> & 21<sup>st</sup>, to grant the entire week of Thanksgiving off.
  - May 5<sup>th</sup>, one half day due to commencement.
  - Being that this is an election year, a comment was made that we may get additional days off...perhaps the Friday before July 4<sup>th</sup>, but this has not been confirmed.
- 2016 Championship – No plans to complete Bridgeforth Stadium at this time. The COB and Convo are the next immediate projects. Statistics do show Championship Recognition does not have an impact on Admission applications. Athletic Fundraiser doors do open. Feedback was received that the NCAA was impressed with the attendance at the game.

- Concern of staff turnover due to lack of raises was addressed. The General Assembly recognizes the lack of pay raises and approved a 3% pay raise effective July 10<sup>th</sup> instead of the one-time bonus proposed by the Governor. (Steve Harper posed a question regarding JMU getting more than 3%. The schools which issued pay raises in 2016 only received a 2% increase. Those who did not issue a pay raise received a 3% pay raise.)
- Student Housing – JMU meets with the City and the County joins when they can on a quarterly basis. We are limited on space, but have a few projects coming up for new housing. There will be an additional dormitory built at the old soft ball area. It is a challenge for JMU to compete with the luxury off-campus housing.
- Block Party for the Burg – A walk from JMU to downtown. Some local businesses were concerned that others cannot access their business due to too much JMU.
- Hotel Conference Center – Scheduled to open Spring 2018.
- Harrisonburg City Noise ordinance – Seems to be working – JMU is making sure students are aware of ordinance.
- Fundraising – A top priority is the Fundraising Campaign. JMU is not able to accommodate 50% of the financial aid & scholarship needs
- JMU wants to develop a culture of philanthropy. Giving Day – March 14<sup>th</sup>
  - Over 3,000 funds people can give to
  - Priority list will be listed on the Giving Day website.
  - Campaign kicks off 2018...Advanced Gifts going well.
  - Financial Aid & Scholarship a top priority
  - Merit Scholarships
  - Build up Endowment
  - Dukes Pay it Forward Scholarship
- Kathy and Steve to discuss Giving day, giving website and available options. (Not sure if this took place, Steve please update.)

Donna Harper, Vice President - Access & Enrollment.

- The question of “Out of State” student requirement was posed. We are not required, political pressure is to have fewer out of state students. JMU percentage of out of state students is below 30%. Legislators want more resources for in-state students.
- Discussed future academic calendar. University is looking at ways to enhance students experience and opportunity to graduate within 4 years. Currently JMU’s graduate average is 4.2 years. Any questions, comments or concerns please contact Donna at [harperdl@jmu.edu](mailto:harperdl@jmu.edu)
- Fed Regulations (word missing here...requires?) courses students take have to fit into a designated schedule. Piloted online courses and winter 2017 online and on-campus courses. These were upper level so did not house these students. Students must take 12 hours which progress in their degree to qualify for aid
- Eliminating Maymester. A four week semester to begin immediately after commencement.

Looking to offer creative/innovative courses

- Winter term:
  - Online vs. main campus
  - Reviewing overall benefits
  - Concerned with students not having access to academic resources as well as residence hall
- Summer term
  - Concern with course availability during this time. Students can only receive aid for courses that meet progress towards degree criteria.
  - Discussions are happening with faculty- Catherine Crummett is leading the conversations with faculty
  - There will no longer be a one week session
  - Goal would be to have three/ 5 week sessions.
- September – Labor Day faculty senate does not like the idea  
Fall semester is shorter than spring semester anyway, so losing another day takes away. Add snow days on that would hinder accomplishing all academics. This schedule to start 2019-2020.

Email [harperdl@jmu.edu](mailto:harperdl@jmu.edu) with any comments or suggestions regarding additional semesters.