Joy May called the meeting to order at 1:36 p.m.

- Reminder that the March meeting will be held on Tuesday, March 8th in LWSN 1142
- Written reports for all committees are due to Carrie Hanson by noon Thursday prior to the full meeting.

Adoption of today’s agenda – Johnathan Grant asked for one addition to the agenda; added “Imaging Governance” to Item #5. Motion to adopt made by Nina Robinson, seconded by Abby Hostetler. Motion carried.

Approval of the December minutes – No changes were noted, minutes are approved.

Item #4: University Officers’ Reports
Gina DelSanto
- President going to Naples with some trustees
  - Annual BOT fundraising trip
    - Focus is major donors, lots of Purdue alumni –hundreds attend
- Innovation District
  - West of discovery park where the old grad student housing is currently
    - Part of the State Street project
    - Rolls Royce to be the first tenant
    - Supported by reworking of admin in Discovery Park
      - Burton D. Morgan will act as Hub—bring all aspects of innovation to
commercialization, entrepreneurship, research (one stop shop)
  o Dan Hasler will act as executive director and continue as president of Purdue Research Foundation

- 48,000 applications last week with 7,000 spots available
  o Second year for common application
- OIRAE reports
- SERU
  o How Purdue compares to a select number of AAU institutions and how the colleges compare to Purdue averages.

Pam Nesbitt
- Here last year to share results of first ever staff survey at Purdue.
- Survey was confidential, administered by faculty at Purdue
- Focus groups determined the following that mattered the most to employees: (approx. 12 groups) did not consider pay or benefits
  o Work control
  o Leadership
  o Interpersonal context
  o Development opportunities
  o Work life interaction
- Conducted Pilot training for supervisory training (50) worklife training (50) to do both (50) 77% said training was valuable
- Trends in comments:
  o Supervisor issues
    ▪ Supervisor should be evaluated (360)
    ▪ Training should be required
    ▪ Inequity in treatment
    ▪ Supervisor does not deal with disgruntled employees
    ▪ Supervisor should be required to give performance evaluations (have been required since 2012)
  o Pay
    ▪ Frustrated with inequity across campus
    ▪ New policy about lateral transfer is frustrating
    ▪ Not competitive with other universities or companies
  o Workload & life balance
    ▪ Extra work and no extra money
    ▪ Job description not reflective of work
  o Benefits
    ▪ PTO
      ▪ Think admin is way out of touch
    ▪ Frustrated benefits are different by staff type
    ▪ Flex time not promoted, endorsed or even used in some areas
  o Fairness and respect
    ▪ No trust in supervisors
    ▪ Frustrated that they don’t follow policies
  o Survey feedback
    ▪ Too long
    ▪ No questions about pay
    ▪ Include questions about higher level administrators
    ▪ No questions about benefits


○ Positive comments—Purdue
  ▪ Like Purdue family
  ▪ Enjoy work
  ▪ Prestigious University

○ Career opportunity
  ▪ Lack of internal promotions
  ▪ Lack of succession plan
  ▪ No money for lateral transfer

○ Physical working conditions
  ▪ Buildings not in good shape
  ▪ Lack of space

○ Purdue culture
  ▪ No family feel
  ▪ Administrators care about money not employee

○ Policies
  ▪ Don’t trust HR
  ▪ Don’t keep things confidential
  ▪ Enjoy spring fling
  ▪ Like CHL

○ Bureaucracy/admin
  ▪ Sense of community is gone
  ▪ Faculty is valued, not staff
  ▪ Lack of transparency

○ Coworker interaction
  ▪ Doing work of coworker
  ▪ Harassed by coworker
  ▪ Need cultural training

○ Other topics
  ▪ Lack of job security

○ Diversity & discrimination
  ▪ People treated differently because of physical and emotional disabilities

• Next steps
  ○ Share executive summary with Provost and Treasurer
  ○ Communicate findings to university-wide staff
  ○ Supervisory training – CMD pilot
    ▪ Supervisor Spring Board Piloting in March (16 hrs of training over 8 weeks with other resources in between) 3/21 thru mid-May
      • 3 levels, beginning (3 years or less), intermediate, advanced
      • Role of supervisor at Purdue
      • Mistreatment/harassment
      • How to conduct evaluation
      • Cultural awareness
      • Progressive discipline
      • Communication
      • Managing former peers
  ○ Career planning – DevelopMe/Career Paths
  ○ Your recommendations?
    ▪ Listening sessions?
Item #5: Items of Interest by Area
  • Imaging Governance – Johnathan Grant
    o Purdue owns software that scans and organizes documents (Image Now)
    o Will have recharge model at some point

Item #6: APSAC Subcommittee Reports
Comp & Benefits – Mary Ann Prah
Excellence Award 3/7 thru 4/4. Committee will send information to Carrie by March 15 to request plaque and payment.

Membership & Communications – Johnathan Grant
  • Currently have 3-4 applications, accepted through March 1
  • Please send Sentinel ideas to Johnathan or Sam

Professional Development – Nina Robinson
  • Hadley is at capacity, will offer live stream
  • Middle of grant cycle

Executive – Joy May
  • Discussion regarding joint committee meeting next month

Item #7: Regional Campus Reports and University Committee Reports
Campus Safety Relations Committee – RaeLynn Boes
  • First meeting last week, more to come.

Calumet – Susan Giannini
  • Purdue Northwest – all Vice Chancellors are in place except for one; should get the announcement soon.
  • Website live soon pnw.edu

Fort Wayne – Jennifer Oxtoby
  • LSA study recommendations: IPFW.edu should split into two IU would take health science classes only, the rest would fall under Purdue.
    o Issues with academic identity, curriculum, etc.
    o Faculty senate has created many resolutions that would have IPFW remain for 10 years as the newly established metropolitan university and disregard the recommendations

Item #8: Old Business
None

Item #9: New Business
None

Item #10 – Adjournment
At 3:26 p.m. Meeting adjourned.

Respectfully submitted,
Carrie Hanson