Introduction

APSAC Chair Kristie Bishop called the meeting to order and introduced Provost Dr. Sally Mason, and Executive Vice President and Treasurer Dr. Morgan Olsen, to the committee. Drs. Mason and Olsen joined the group to take questions and discuss the Financial Learning Initiative (FLI), the A/P Advancement Project, OnePurdue, and Mosaic.

Financial Learning Initiative (FLI)

Kristie asked Dan Schuster to provide an overview of the Financial Learning Initiative. The Financial Learning Initiative, known as FLI, is a collaborative effort between Human Resource Services, APSAC, CSSAC, and the Purdue University Retirees Association to enhance the financial education of staff at Purdue University and promote the use of intelligently selected savings vehicles. He thanked Drs. Mason and Olsen for their continued support and that close to 400 people attended the presentation by Doug Fore in October. He reported that he received 253 surveys regarding this presentation. He reported that 70% of the respondents indicated the need for more education/information and help in how to invest for retirement, and 79% inquired as to how much money they would need before retirement is feasible. Dr. Olsen congratulated APSAC and encouraged them to continue to broaden their horizons and sponsor more workshops. Dan suggested that a panel discussion may be forthcoming. Dr. Mason suggested that Purdue Alumni would be an excellent resource for this panel, as many have had careers in this field. Mason stated the importance of utilizing the internal resources we have on campus rather than bringing in outside companies. Olsen liked the idea of a panel discussion and added that retirees are a tremendous resource with invaluable information. Dan asked whether or not monies would be available for clerical and service staff to attend; Olsen stated that we need to find ways to allow for all interested staff to attend the workshops, discussions, and/or seminars.

Results from the 2006 Healthy Purdue program indicate that many staff suffer from financial stress. Olsen added that people need to understand the importance of saving, and saving at an early age. Learning how to save for retirement may alleviate some of those stresses.

A/P Advancement Project

The Compensation and Benefits Subcommittee reported that APSAC had been charged with finding the best practice with peer institutions regarding A/P advancement. The subcommittee surveyed 18 peer and CIC institutions and received 7 responses. Unfortunately, the responses were sporadic with no real consistencies. The information received will be compiled and given to Human Resource Services along with the committee’s recommendation. Dr. Olsen stated that he and Dr. Mason have spoke to this topic on several occasions, and both feel that the OnePurdue project needs to be completed before making this the next big project. Dr. Olsen recommended that at the appropriate time, a consulting firm be brought in to assist APSAC and HR in determining the best approach. He added that our current compensation and classification system has been in place for some 38 years, and that we must make sure that
any change we make is made correctly. An advisory committee should be formed to address issues and ideas.

Mason noted that there are two advancement models on campus currently to refer to; the College of Agriculture and Information Technology. APSAC asked what their role would be in the project; Mason responded that she expects the advisory groups to work in conjunction with the consultants.

OnePurdue

Dr. Olsen stated that in general terms, OnePurdue is in good shape. The team is currently conducting user acceptance testing. Primary users have been performing tests also. A factor influencing the OnePurdue timeline is the decision to conduct a “mock month” quality-assurance exercise. Mock month, which is scheduled to run from mid-November to mid-December, will test all the OnePurdue systems and processes needed to conduct a typical month of Purdue financial business. Olsen said the results of mock month will determine when the financial systems will be implemented. The idea is to find and repair problems now, before implementation in February. Managing expectations of staff is very important to the project. We know things will go wrong; how we will react to the situation is the key. Although current business processes have been emphasized, we know that some things will have to change.

Olsen said that with the new system we’ll have the capacity to figure out how to do more even when we may not have more; i.e., by working more efficiently and effectively.

Olsen charged APSAC with promoting the changes associated with OnePurdue, and to help other staff understand the changes.

Mosaic

Dr. Mason discussed the Mosaic project. Toward a Mosaic is Purdue’s guiding light for a vibrant, multicultural and inclusive educational community. She discussed some of the key strategies and the action steps and metrics needed to create the Mosaic. She talked about the key priorities that emerged from the strategies, and how they impact Purdue’s faculty, staff, and students.

She reported that Purdue will see the rollout and implementation of Mosaic after the spring of 2007. A draft of Mosaic was constructed by faculty and staff, and can be found on the Purdue University website at: http://www.purdue.edu/provost/shtml/mosaic_draft.shtml

Dr. Mason encouraged readers to provide anonymous feedback via a link on the same website.
Strategic Plan

Dr. Mason asked the committee to ponder “What’s next for Purdue”? President Jischke is asking constituents for suggestions in order to have ideas available for the incoming President. What is the next strategic plan? With a new President coming, this will be one of the first things to be shaped. A survey will be out in early spring regarding the strategic plan. Some thoughts to keep in mind; moving forward, building on success, delivering on promises, measuring impact. The underlying theme will be responsibility to constituents here at home, to the state of Indiana, nationally and internationally. She stated that it is vitally important that internal constituents are given a venue to voice their opinions. She asked that members share their opinions with her via email and that she will forward the information to Rabindra Mukerjea, Director of Strategic Planning/Assessment. APSAC members shared some concerns from their constituents regarding what they would like to see included in the next strategic plan. Some of the topics of concern are Indiana Brain Drain – what can Purdue do about it, and the last plan focused on faculty, successfully, but Purdue saw no reapportionment or increase of staff. Mason acknowledged the issues and again encouraged members to forward that information to her.