

Administrative & Professional Staff ADVISORY COMMITTEE

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APSAC Updates - September 2008



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Human Resource Services Officer's Report

The parental leave program is being reviewed by the Board of Trustees. If this goes into effect, the cost will be covered by the department in which the employee resides.

1. B55 Terms and Conditions of Employment of Administrative and Professional Staff

The B55 policy was updated and revised as discussed with APSAC in early 2008. It is being presented to the Board of Trustees at their September meeting for final approval. If approved, the revised policy will be communicated through normal channels.

2. TIAA CREF Retirement Task Force

Dan Schuster is on the task force to research other investment options for staff and faculty at Purdue. Mikhail Atallah, a faculty member from Computer Science, and Jim

Almond, Vice President for Business Services, are co-chairs for the task force. The group will review investment options as a part of the TIAA-CREF plan as well as those available for voluntary retirement savings. They are in the process of selecting a consulting firm to assist in the review. The firm, once selected, will review our programs to identify any gaps and make recommendations of what needs to be changed. The committee hopes to identify the consultant firm by December.

3. Health Care Benefits Review

Hewlett was selected to provide benefits comparison of Purdue staff and faculty. Mercer was selected to review long term health plan benefits. Currently all medical plans are under United Healthcare. They will be looking at a number of different plan features, networks, plan administrators, and benefits.

4. Term Life Insurance

Human Resources staff have been reviewing life insurance benefits. Prudential has been the vendor for Purdue for a very long time. Because of market changes, additional features can be available at lower costs. The amount of term coverage increases as salary increases. Currently, the plan reduces coverage amount as one ages. Instead of the cap currently in place of 2 ½ or 3 times ones' salary, the new plan could allow increases up to 8 times ones' salary. Proof of insurability could be required for anyone choosing to increase coverage 4 times their salary.

For new hires after July 1, 2009, they could have the option to purchase 3 times their salary without needing to prove insurability. Specific plan arrangements have yet to be finalized, but this will occur this fall.

Under consideration were different rates for smoking versus non-smoking individuals. Discussions questioned how one would prove a person was a smoker applying for non-smoker rates. If falsification of smoking status was found, the claimant may risk payment of claim. If a smoker stopped smoking for 6 months or a year, they could then apply for a non-smoker premium rate.

Expect to see information about this in late March early April 2009, with open enrollment. Notification of the enrollment times and process will be sent out. Enrollment in this benefit will not be part of the total benefits plan but administered separately. This enrollment will be an online process. This is an outsourced vendor who will maintain the data separate from Purdue. New coverage for life insurance would be effective on July 1, 2009.



Search Committee for Dr. Olsen Replacement

Pam Phegley is the APSAC representative appointed to the search committee to replace Dr. Morgan Olsen. The committee has already met twice. They hope to have a replacement by November 1, 2008.

University Senate Report

Gary Carter, representative from CSSAC/APSAC sitting in on the University Senate meetings, reported on the Senate's first meeting of the year. Topics discussed were:

- The Senate will be focusing on updating the code of conduct for students this year.
- They are looking at C22 revisions
- The Senate is reviewing implementation of the strategic plan
- An overview and status of the Student Banner system was presented

Lovell Endowment Lecture

Blaine Lee, Ph.D., life coach, co-founder Franklin Covey

Thursday, October 2 STEW 302

Session I: 10:30 a.m.-noon, keynote speech,

"Influence with Honor: Redefining Power and Leadership"

Session II: 1:30-3 p.m., breakout session, "The Power Principle"

The WorkLife staff in collaboration with the Lovell endowment, wish to promote this lecture. Regardless of your professional or personal stature, power affects every relationship in your life. Join us for the keynote speech as Dr. Blaine Lee redefines power and leadership and discusses the potential we each have to influence with honor. During the afternoon session, Dr. Lee will break down the methodology for dealing more perceptively with difficult organizations and people problems. Participants are welcome to register for and attend either sessions, or just one, as suits their schedule.

<http://www.purdue.edu/hr/WorkLife/> Scroll down under the calendar of events and click on the Lovell Endowment Lecture. Click then on the Register Now link. Once you login, select the Health Awareness red apple to locate the Lecture and register for it.



Golden Taps Staff Memorial

Kristy Bishop talked about the progress her ad hoc committee is making in formulating a staff memorial for next April. Gary Carter, CSSAC representative, and Scott Rumble from Purdue retirees association, are working to locate a

memorial site and a plan of landscaping development with John Collier from Purdue Planning committee. This memorial would provide a separate remembrance of staff and retirees who have died in the past year.