

Administrative & Professional Staff ADVISORY COMMITTEE

[APSAC Home Page](#) | [APSAC Members](#)

APSAC Updates – January 2009

In this issue:

It's Membership Time

Investment Options

Staff and Faculty Benefits Survey and Focus Groups

Board of Trustees Meeting

Long Term Disability (LTD)

State Financial Forecasts

Medical Plans and Healthy Purdue

Flexible Work Arrangement Policy

It's Membership Time

Do you have an interest in serving on APSAC? Membership in APSAC is a great way to interact with University administrators and other A/P staff from across all of Purdue's campuses.

We encourage A/P staff from offices and departments within the following units to apply for upcoming openings in their specific areas.

As indicated below, APSAC seeks one A/P staff member from each of the following areas to fill upcoming vacancies (June 1, 2009 to May 31, 2012 term) for the West Lafayette campus:

- College of Engineering
- Colleges of Pharmacy, Nursing & Health Sciences, and College of Technology
- Vice President for Information Technology
- Vice President for Housing and Food Services
- Intercollegiate Athletics, Senior Vice President for Advancement, Dean of the Graduate School, Vice President for Human Relations, Vice President for Research, Vice President for Governmental Relations

APSAC seeks two A/P staff members from the following area:

- College of Agriculture, including Cooperative Extension Services

The mission of APSAC is “to contribute to Purdue’s pursuit of preeminence within higher education by supporting and serving as a voice for administrative and professional staff.” As an advisory committee, APSAC members discuss issues affecting administrative/professional staff and make recommendations to the central administration. The following is expected of all APSAC members:

- Attend the full committee meeting the second Wednesday of each month, 1:30 pm -3:30 pm.
- Serve on an APSAC subcommittee (often meets monthly, times and dates vary by subcommittee).
- Communicate appropriate information to A/P staff in their areas on a regular basis.

In addition to these activities, some APSAC representatives will have an opportunity to represent A/P staff on various University committees. The membership application deadline is **February 27, 2009**. Interviews will take place in March.

For further information, please contact Kevin R. Maurer, Chair, APSAC Membership/Staff Relations Subcommittee at (765) 494-1000 or krm@purdue.edu. In addition, you may review the APSAC website at the following URL: www.purdue.edu/apsac.

The application form may be found by clicking the link on the APSAC website, right column, Membership Application.

Investment Options

A task force has been formed to review retirement investment options. The cost of fees is being reviewed in the companies that Purdue and the consultant group are reviewing.

Staff and Faculty Benefits Survey and Focus Groups

Hewitt has been selected to conduct a benefits comparison study. A random survey was conducted of staff and faculty in December to determine the assessments of staff about their benefits. Several focus groups will meet on January 28 - 29 to provide further input on Purdue's benefit plans. These discussions will be confidential and will be between Hewitt and faculty and staff.

Board of Trustees

The Board of Trustees approved the change in life insurance providers. Term life insurance will be administered through Minnesota Life Insurance. Because of the cost benefits, the premiums for term life insurance will be waived for the first six months of 2009.

Long Term Disability (LTD)

Rates are going down by 10% as of January payrolls.

State Financial Forecasts

The State will issue a financial forecast report in April prior to the finish of the legislature session. This will determine the financial support that Purdue will receive. The Governor

has asked State institutions to freeze salaries. However, salary equity was an issue the strategic plan was hoping to address.

Medical Plans and Healthy Purdue

Mercer is the consultant working with Purdue to review health care plans for 2010. They have requested a costing proposal from Aetna, Cigna, Anthem and United Health Care. Tentatively they hope to decide by March 2009 for the 2010 medical plan. 2009 Healthy Purdue will offer premium reductions rather than cash payments. Updates on this will be coming later.

Subcommittee Leadership Changes

Michelle Davis is officially the new Vice-Chair of the Membership and Staff Relations (MSR) Subcommittee. We thank Joseph Zadik for his chairing this subcommittee with over 20 applicants to interview for vacant positions in APSAC for 2008.

Ed Wiercioch is officially the new Vice-Chair of the Professional Development Subcommittee. We gratefully thank David Tate for chairing this subcommittee during our 20th Anniversary year.

Nick Howell is officially the new Vice-Chair of the Comp and Benefits Subcommittee. We thank Tim Riley for chairing this subcommittee during 2008.

Flexible Work Arrangement Policy

Cheryl Laszynski, Program Manager for Worklife, presented the policies for flexible work arrangements for staff. Purdue's current policy is outlined in Business Office Memorandum No. 178, Flexible Work Schedules for Biweekly-paid staff and Operations/Technical Assistants as subject to the Fair Labor Standards Act, originally issued July 15, 1985.

They are planning to update the current policy in order to create a consistent framework for defining and managing the different institutional and departmental needs while offering flexible work arrangements. The department's business needs must be able to be addressed while utilizing flextime. Some positions may just not work for flex time. Cheryl presented to APSAC to generate more input on this topic.

To review existing Flexible Work Arrangement Guidelines, go to:

<http://www.purdue.edu/hr/WorkLife/flexwork.html>