APSAC MEMBERS PRESENT
Adrienne Albrecht  Pam Graf  Nina Robinson
Jackie Baumgardt  Johnathan Grant  Ashley Sasala
RaeLynn Boes  Sam Guffey  Andrea
Heather Brotherton  Michael Hill  Thomas
Amy Childress  Abby Hostetler  Jeffrey Turkstra
Heather Dale  Joy May  Sal Vallejo
Kelly Delp  Tyson McFall  Tiffany
Mark Evans  Nicole Noel  Weatherford
John Fassnacht  Loran Parker  Greg Wireman
Joelle Fleck  Mary Ann Prah

APSAC MEMBERS ABSENT
Susan Giannini
Caren Hanley
Steve George
Jennifer Oxtoby

RESOURCE MEMBERS PRESENT
Gina DelSanto, Chief of Staff
Trent Klingerman, Vice President for Human Resources
Carrie Hanson, Office of the Vice President for Human Resources

Items #1, 2 and 3: Announcements, Adoption of the August Agenda and Approval of July Minutes
Joy May called the meeting to order at 1:30 p.m.

- Reminder that the APSAC Resource Fair will be held on September 25, 2015.
- Adoption of today’s agenda – Motion to adopt made by Nina Robinson, seconded by Abby Hostetler. Motion carried.
- Approval of the July minutes – No corrections were noted. Minutes approved.

Item #4: University Officers’ Reports – Gina DelSanto
President Daniels received an update from Dean Bertoline in regards to Purdue Polytechnic Institute and Purdue Polytechnic High School. Very impressive progress this spring and summer. Consider inviting Dean Bertoline to a future meeting to discuss.

A recent article published in J&C contained incorrect information. The article stated that the tuition freeze was causing Purdue to enroll fewer residential students. Board of Trustees Chair Mike Berghoff published article last Thursday to set the information straight. (handout). President Daniels wants students from every class able to attend Purdue. In state students have not decreased, nor is there intention to accept fewer Hoosier students.

Purdue is discussing the possible use of Income Share Agreements, and would be the first major
University to build this as an alternative means of financing in education.

ISA = if a student applies to Purdue and is admitted and wants to come, they get a financial aid package. Pell and state assistance for low income and/or Purdue money from various grants or scholarships.

Investors would create an “investment pool” and the investment funds will be managed by a private firm. RFP’s are being accepted. The firm would be under contract with PRF not Purdue.

Some money for education usually has to come out of pocket. Students usually take out student loans or parent plus loans from the federal government. If they max these loans out, they have to go to a private bank. A sizable portion of graduates have a student load when they graduate. Start repaying loans within 6 months after graduation, with standard 6% interest kicking in immediately. Pot of money that investors have created. Students can borrow from that money, pay tuition, room/board etc. The student negotiates terms with the income share holder.

Examples of payback:

- Payback is = 3% of earnings for a 10-year period of time after graduation.
- Student loans = 10 years to pay back at 6% interest.
- Will be useful for some, not for all. Dependent upon credit.

Trent Klingerman

Leaves

- Some announcement in the fall that no movement will occur this calendar year.
  - Reconvene at some point to address AP sick leave only

SSDP – Benefits

- 2003, Purdue gave SSDP benefits due to same sex couples not able to legally marry.
- October 2014, 7th circuit upheld the dismissal of Indiana case providing residents the right to marry for SS couples. Purdue didn’t consider changing benefits at that point –
  - too close to open enrollment
  - didn’t know if the law would remain
- Now legal in all states for SS couples to marry
- Purdue likely will not change benefits for the 2016
  - Trent would like input and feedback
- Domestic Partner benefits for all – more costs for everyone?
- Sunset all DP benefits to give time to plan?
- Maintain eligibility for current SSDP?
  - Going forward, only cover married

FLSA Overtime Proposal Regulation

- July 6, 2015
  - Published proposed regulations to change exempt employment
  - Currently, exempt staff must meet the following criteria:
    - Paid on a salary basis
    - Perform exempt duties (require use of independent judgement & discretion)
    - Must earn more than $23,660
DOL wants to change the 3rd bullet to $50,440 and increase it yearly thereafter
- 1,675 employees may be affected
- Meeting with other high level colleagues and are preparing to show impacts
  - 323 post-doctoral research assistants would be a major financial impact
- Purdue’s stance is to not change any benefits for impacted staff
  
  - Comment period closes September 4, 2015.
  - Would like to receive an extension to analyze data and impact

**Job Family Structure Pilot**

- Completed in HR
  - Close to a finalized structure
- Meeting with Engineering to pilot

**Item #5 APSAC Subcommittee Reports**

C&B – Kathy Dale

Resource Fair on September 25. Good conversation with Trent at subcommittee meeting

MAC – Kelly Delp

- New Vice Chair, Johnathan Grant
- Community Spirit Award
- Created an editorial board for the Sentinel
- Would like member profiles from new members. Kelly will send questions to members.

Professional Development – Nina Robinson

- Lovell Leadership Lecture – Will Miller
- Sal will be sending out info for fall grants
- Colors activity at our November meeting
- Discussing Hadley possibilities – worklife balance topic

Executive

- No updates. Will discuss through Trent’s report

**Item #6 Regional Campus Reports and University Committee Reports**

North Central – Greg Wireman

- Working to unify campuses
- Chancellor search underway
- Faculty senate nearing agreement on constitituion
- Aligning by-laws for APSAC
- Will have same calendar year at WL
- Will mimic WL school calendar as well (for breaks)
Item #7 Old Business
None

Item #8 New Business
New email will be created for tracking colleague contacts;
  • Rather than using SharePoint, an email will be created

NEXT MEETING
The next meeting of APSAC will be held on Wednesday, September 9th PMU 263AB in Stewart Center room 204.

Item #9 ADJOURN – With there being no further business, the meeting adjourned at 3:34 p.m.

Respectfully submitted,
Carrie Hanson