APSAC MEMBERS PRESENT
RaeLynn Boes  Elizabeth Hartley  Andrea Thomas
David Bowker  Mark Kepler  Salvador Vallejo
Amy Childress  Joseph Kline  Tiffany Weatherford
Robin Cunningham  Jon Laswell  Ben Wiles
Kathy Dale  Joy May  Greg Wireman
Kim De Leon  Tyson McFall
Kelly Delp  Christopher Munt
John Fassnacht  Nicole Noel
Susan Giannini  Mary Ann Prah
Samuel Guffey  Nina Robinson

APSAC MEMBERS ABSENT
Robin Cunningham
Jennifer Oxtoby

RESOURCE MEMBERS PRESENT
Trenten Klingerman, Interim Vice President for Human Resources
Carrie Hanson, Office of the Vice President for Human Resources
Dan Howell, Office of Marketing and Media

GUESTS
Millie Finneman, Center for Healthy Living
Connie Reckowsky, Employee Relations Specialist
Adedayo Adeniyi, Director of Leadership & Organizational Development

ANNOUNCEMENTS, ADOPTION OF THE May Agenda and Approval of April Minutes
Andrea Thomas called the meeting to order at 1:31 p.m.
- Announcements: Received request for volunteers for Committee on Equity and IT operational oversight committee. Anyone interested should contact Andrea.
- Dan Howell is our new M&M representative; welcome Dan.
- Adoption of today’s agenda – Added Retirement Planning Committee to University Reports, added Staff Memorial to New Business. Motion to adopt made by Tyson McFall, seconded by Nina Robinson. Motion carried.
- Approval of the January minutes – Motion to approve made by Nina Robinson, seconded by Greg Wireman. Motion carried.

CSSAC REPORT
No CSSAC report was provided.
UNIVERSITY OFFICERS’ REPORT

Gina DelSanto, Chief of Staff gave compliments to Andrea and Christopher for their superb leadership to APSAC.

- Updates:
  - Commencement at IUPUI on Sunday
  - Tomorrow at IPFW
  - WL this weekend
  - Calumet last Friday
  - PNC on the 18th

- BOT
  - Thursday and Friday this week
    - BOT Meeting
      - presentation by treasurer and president regarding budget tuition costs (next 2 yrs) merit increases
      - University senate finished work on tenure and promotion guidelines on faculty. Now to BOT for their consideration.
      - Official vote to rename College of Technology – Purdue Polytechnic Institute (PPI)
      - Principles and policies in regards to freedom of expression. Purdue will announce a new set of principles and announce a new policy
  - Enrollment update
    - Staff work from the fall through the late spring
    - 7,221 admitted student applications
    - 6,802 freshman in the fall
    - Biggest freshman class in several years
    - Transfer students
      - High percent of instate students
      - Coming from Ivy Tech, other University, other Purdue campuses
      - 14% increase in applications
      - 26% increase in admissions
  - Chancellor search for Purdue Northwest
    - Gary Lehman from BOT is chairing the search committee
    - Applications for first round are due June 15
    - Airport interviews will occur in July/August
    - Candidates will visit each campus
    - Early fall candidate review list to president October/September

Millie Fenneman – Director of Operations, Center for Healthy Living
Speaker request program:
- Previously through Worklife
- Ellen Welch, registered dietician & wellness coordinator
- Lifestyle modification, chronic disease management, living with diabetes, weight mgmt. workshops, lunch and learns
- Could come to individual departments for speaking engagements
- Cheryl Laszinski, Health coach
  - Client shares what they want to work on, CHL helps you with that
Connie Reckowsky – Employee Relations Specialist
Update on AP and CS grievance policy:
In November of 2014, we talked about an alternative dispute resolution process.
- Policy has been approved and will be official on July 1st. Wants to talk today about the communication plan.
- Article in Purdue Today in May and June
- Various presentations will be offered across campus
- Asked APSAC to keep an ear open for feedback in regards to the process
  - Less judicial process, more creative
  - Any feedback should be forwarded to Connie
- If anyone is interested in becoming a member of the pool for second step grievance, please let Andrea or Joy know.

Adedayo Adeniyi, Director of Leadership & Organizational Development:
Update on APSAC/CSSAC Professional Development Steering Committee
- Update on the APSAC/CSSAC Professional Development Subcommittee
  - Focused on 9 areas:
    - Career Development
    - Career Management
    - Career Planning
    - Training
    - Development Activities
    - Job Enrichment
    - Job Enlargement
    - Performance Management
    - Performance Appraisal
- How well are we doing as organization? Additional supervisor and employee support is needed in most areas. This Subcommittee is currently brainstorming ideas as to how best approach training.
- Specific roles for specific groups of people were identified:
  - Supervisors: Participate in basic training for all supervisors and give particular attention to new supervisors within their first 60 days
  - Employees: Require basic training for all employees; first 60 days
  - HR: offer web base trainings but not forget service staff lack of access to technology
- APSAC CSSAC: work with HR to promote career planning activities
- Online career planning assessment tool
- Career development training
  - Fundamentals of career development training(required)
  - How to sessions: enrich and enlarge jobs
  - 2 day career development workshop
  - DevelopMe online vendor tool
  - Mentoring networks
  - Career exploration meetings
- HR one on one career development coaching supv and ee
- Career development showcase
- Staff development plans (required)
- Performance appraisal training
Committee members are working on how we will determine success. We will continue working with vendors to leverage best in class tools. Will meet with committee one last time to review final details.
Roll out plan mid-July/August

Joe Kline offered that the group should set guidelines for the senior leaders to know where their area ranks in regards to professional development

Trent Klingerman
Engagement survey: Last year survey was taken. 2nd round will be announced tomorrow. All APSAC members will receive information. Open through June 19. Would like to see a 70-80% completion rate. Will be using all mediums available to advertise; working hard to reach service staff.

Leave policy – no movement with this committee until after the budget is completed. A possible communication in July. An increase in the number of AP and CS staff will serve on the committee going forward.

INtroductiOns OF NeW MEMBers
Tyson McFall asked that all APSAC mentors introduce the new members: Adrienne Albrecht, Jackie Baumgardt, Heather Brotherton, Mark Evans, Joelle Fleck, Pam Graf, Johnathan Grant, Caren Hanley, Mike Hill, Abby Hostetler (absent), Loran Parker (absent), Ashley Sasala, Jeffrey Turkstra, Steve George

SelecticNs OF reGIOnAL cAMPUs rePORTs
Calumet: Search for new chancellor and searching for VC for information services

Fort Wayne:
Celebrated 50th anniversary with a large gala, well attended with great presenters. Announcement was made of 50 endowments totaling more than $2.5M
Filled HR Director vacancy

SUb-COMMITTEE REPORTS
Compensation & Benefits:
New chair, Kathy Dale, Vice chair Mary Ann Prah

Membership & Communication:
Orientation will be conducted at the June meeting. Kelly Delp will be chair, new vc will be identified soon.

Professional Development:
Amy thanked her subcommittee for their work on the Lovell, Hadley and grants.
Nina Robinson will become chair, RaeLynn Boes vice chair. Will offer grants in the fall, currently identifying speakers for Lovell and Hadley.

UniverSIty COMMITTEE REPORTS
Executive: Revisit governance policy on APSAC

SpringFling:
John Fassnacht needs volunteers for handing out cups at Spring Fling by tomorrow.
Staff Memorial:
May 4th, 9 members were memorialized and the service was held at BCC. Thank you to HR for financial support.

Parking & Traffic:
Implementing event parking for home football games this fall. Will begin charging for parking in the Northwestern and Grant street garages. University permits valid M-F, regular working hours only.

Andrea discussed how to add items to agenda to new members. Outlook invitations will be sent to all members for upcoming meetings.

OLD BUSINESS
Discussion regarding the distribution of the Sentinel and other APSAC communications. The Membership and Communications Subcommittee will send all APSAC related information to colleagues on behalf of the committee members.

NEW BUSINESS
None.

NEXT MEETING
The next meeting of APSAC will be held on Wednesday, July 8, 2015.

ADJOURN – With there being no further business, the meeting adjourned at 3:35 p.m.

Respectfully submitted,
Carrie Hanson