

PURDUE UNIVERSITY
MANAGEMENT AND PROFESSIONAL STAFF ADVISORY COMMITTEE MINUTES
August 12, 2020

MaPSAC MEMBERS PRESENT

Malissa Ayala	David Huckleberry	Kerry Ticen
Debbie Bachmann	Joseph Levell	Dan Vukobratovich
Stacey Baisden	Dean Lingley	Cameron Ward
Colleen Banter	Anthony Mull	Stephanie Winder
Dean Brusnighan	Christal Musser	Suzanne Zurn-Birkhimer
Deidre Bush	John O'Malley	
Kelsey Chapman	Jaclyn Palm	
Hope Charters	Andy Pruitt	
Amanda Emmons	David Schlueter	
Bill Fornes	Wesley Shoop	
Kirsten Gibson	Angie Sigo	
Regina Gordon	Mike Springer	
Michelle Hadley	Anna Subramaniam	

MaPSAC MEMBERS ABSENT

Rachel Pollack (PNW2)
Denton Sederquist
Larry Temenoff (PFW2)

RESOURCE MEMBERS PRESENT

Bill Bell, Vice President for Human Resources
Carrie Hanson, Office of VP for Human Resources
Melissa Jasek, Office of VP for Human Resources
Dan Howell, Office of Marketing and Media

1:30 p.m.

Item #1 – Adoption of Agenda

- Chair called the meeting to order at 1:32 p.m. Chair asked for additions and/or corrections to the agenda; hearing none, agenda approved as written.

Item #2 – Approval of June 2020 Minutes

- Chair asked for additions or corrections to the July 2020 meeting minutes; hearing none, minutes approved as written.

Item #3 – Announcements

- Written reports for all committees are due to [Melissa Jasek](#) by noon Thursday prior to the full meeting
- Roll Call

Item #4 – Guests

Dr. John Gates, Vice Provost for Diversity and Inclusion

- Stated the theme for Purdue for the next year is “Pursuing racial justice together”.
- Discussed current issues across the country and recent deaths of persons of color.
- Make Purdue a place where everyone has a sense of belonging. Belonging where one feels as if they belong, where they can see their potential and where they feel supported.

- Isolation is the greatest threat to belonging and Purdue should be a campus that does not isolate people or their possibility.
- Described micro-aggressions as non-physical assaults on one's dignity, humanity and sense of well-being that can be intentional or unintentional
- What is our call as staff at Purdue in the next year? To be aware of the reshaping of ideas and how we move forward.
- Purdue Board of Trustees has established the Equity Task Force which will look at issues across campus this semester and implementation in the spring. Students will be socially engaged and politically active.
- Many activities for the upcoming year to support faculty and staff learning and growth including training opportunities around micro-aggressions and many other topics. Video for faculty and staff with commentary from the Instagram site Black at Purdue to understand the stories and experiences of students. There will be a major speaker series beginning in September.

Dr. Alysa Rollock, Vice President for Ethics and Compliance

- Shared that her office is responsible for upholding the University's standards of ethics and makes sure the university complies with all laws, policies and procedures that apply to Purdue as a university.
- Responsible for ensuring the university is a place of equal opportunity and equal access.
- Has reporting requirements for race, gender, ethnicity, veteran status and disability status and is responsible for the affirmative action plan.
- Affirmative Action plan is on university website and published yearly. Each regional campus has its own Affirmative Action plan.
- Has a number of awards to further support university values and acknowledge those who uplift values of ethics and integrity and honor their contributions.
- Collaboration includes working with MaPSAC representation on university policy committee working on policy changes or new policies proposed.
- Responsible for mandatory reports and their training.

Item #5 – University Officers' Reports

Mr. Bill Bell, Vice President for Human Resources

- Discussed website launched for remote work procedures, resources available and required acknowledgement form
 - 2400 forms completed in first week
- Discussed remote work (home) set up and equipment tracking resources
- Referenced Supervisor Toolkit and resources for managers/supervisors leading remote teams
- Over 700 people requesting accommodations due to health vulnerability and 75% have been closed via alternative work schedules, fittings of PPE, or physical work environment
- Board of Trustees approved 2021 health plans with information coming out later this week
- HSA contributions to be deposited in full in January
- Vision coverage will now be separate from medical plans, with preventative coverage provided at no cost to employee (university-paid)
- Voluntary dental coverage brought up to benchmark; no change to preventative coverage (university-paid)
- Voluntary benefit programs transitioning from MetLife to Voya

Item #6 – Subcommittee Reports

Compensation & Benefits

- Official data request submitted and Stacey/Cameron to meet with VP Bell
- Resource Fair survey sent to CSSAC/MaPSAC members with 30% response rate. Motion made to recommend to Executive committee is to table until all back on campus.
- Committee discussed 2021 benefits, parking changes and retirement numbers.

Membership & Communications

- Amanda Emmons selected as new vice-chair.
- Fall project is Community Spirit Award and reminder for nominations in Purdue Today and Sentinel. MaPSAC members can submit nominations but cannot win.
- Discussed spring membership drive and asked members to encourage staff members to apply.

Professional Development

- Focused on selecting a vice chair before September meeting.
- Discussed fall speakers series for Lovell lecture and tentative speaker and date. Will review for conflict with speaker dates referenced by Dr. Gates.
- Discussed professional development grants and application process that opens September 1. Look at updating application language for activity changes due to COVID.

Executive Committee

- Working to improve communication flow within executive committee.
- Engaged in trust building exercises and icebreakers.
- Discussed language inclusivity assessment and will be working with the Office of Diversity and Inclusion to review MaPSAC application, Operating Procedures and other documents for appropriate language.
- Auditing of the executive committee processes and MaPSAC processes overall.

Item #7 – Regional Report and University Reports

College of Engineering Dean’s Staff Advisory Council	Zurn-Birkhimer/Ticen
De-Densify Campus/Remote Work Best Practices Group	Ayala/Vukobratovich
Eudoxia Girard Martin Award	Musser/Fornes
Healthy Boiler Committee	Gibson/Huckleberry
Protect Purdue	Baisden/Ward
<ul style="list-style-type: none"> • Weekly meetings attended by Stacey or Cameron are an opportunity to ask questions of university administration specific to Protect Purdue/COVID-related policy changes or business practices. • If questions, please send to Stacey and Cameron for response. 	
Purdue Fort Wayne	Gordon/Temenoff
<ul style="list-style-type: none"> • Name change for APSAC which now stands for All Professional Staff Advisory Council. • New committee chair is Doug Hess, Financial Aid. • Regina is now primary for West Lafayette. • Six scholarships awarded this year with two going to APSAC members and four to dependents of members. 	
Purdue Northwest	Bachmann/Pollack
Recreation & Wellness Advisory Board	Pruitt/Hadley
Retirement Plan Committee	Lingley/Banter
Spring Fling Committee	Levell/Charters
Staff Memorial Committee	Baisden/Ward
University Policy Committee	Schlueter/Sigo

University Senate	Ward/Baisden
University Senate Faculty Committee: Staff Appeal Board Traffic Regulations	Springer/Shoop
University Senate: Committee for Sustainability	Subramaniam/Chapman
University Senate: Equity and Diversity Standing Committee	Bush/Brusnighan
University Senate: Faculty Compensation & Benefits Committee	Huckleberry/Gibson
University Senate: Parking & Traffic	Winder/Palm
University Senate: Vision Arts and Design Committee	Mull/Emmons

Item #8 – Old Business

- None

Item #9 – New Business

- None

Item #10 – Items of Interest by Area

- Cameron advised submitting tickets to ITaP as early as possible if support needs are known.

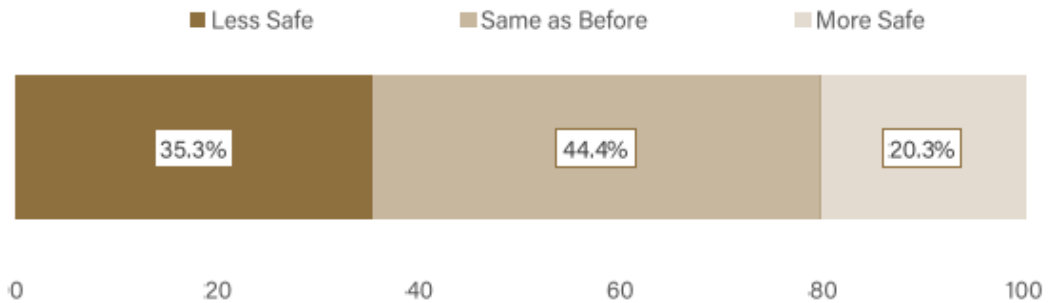
3:30 p.m.

Item #11 – Call for Adjournment – 3:13 p.m.

- Motion: M Springer
- Second: A Emmons

The next regular meeting of the MaPSAC will be held on September 9 via WebEx

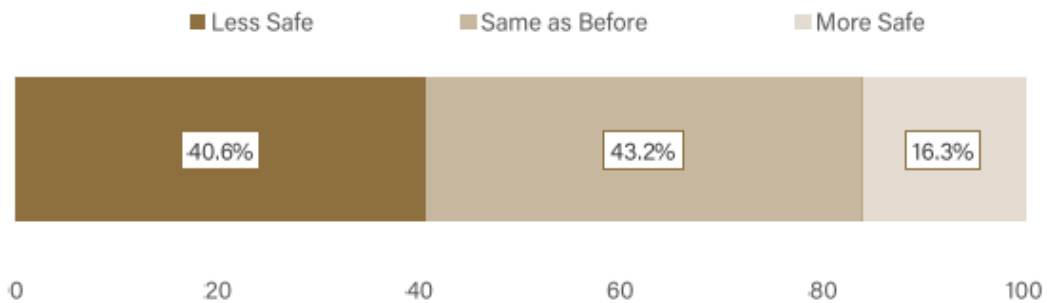
Perception of Safety Returning to Campus in the Fall



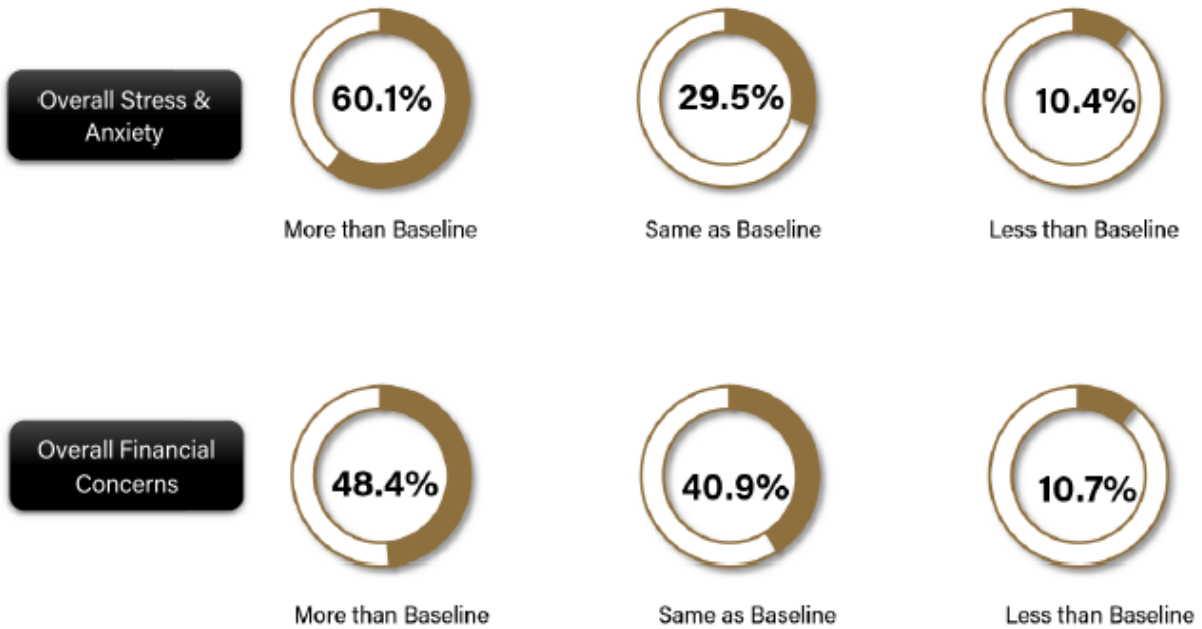
Preference for Teaching and Interacting with Students in the Fall



Perception of Safety Teaching and Interacting with Students in the Fall



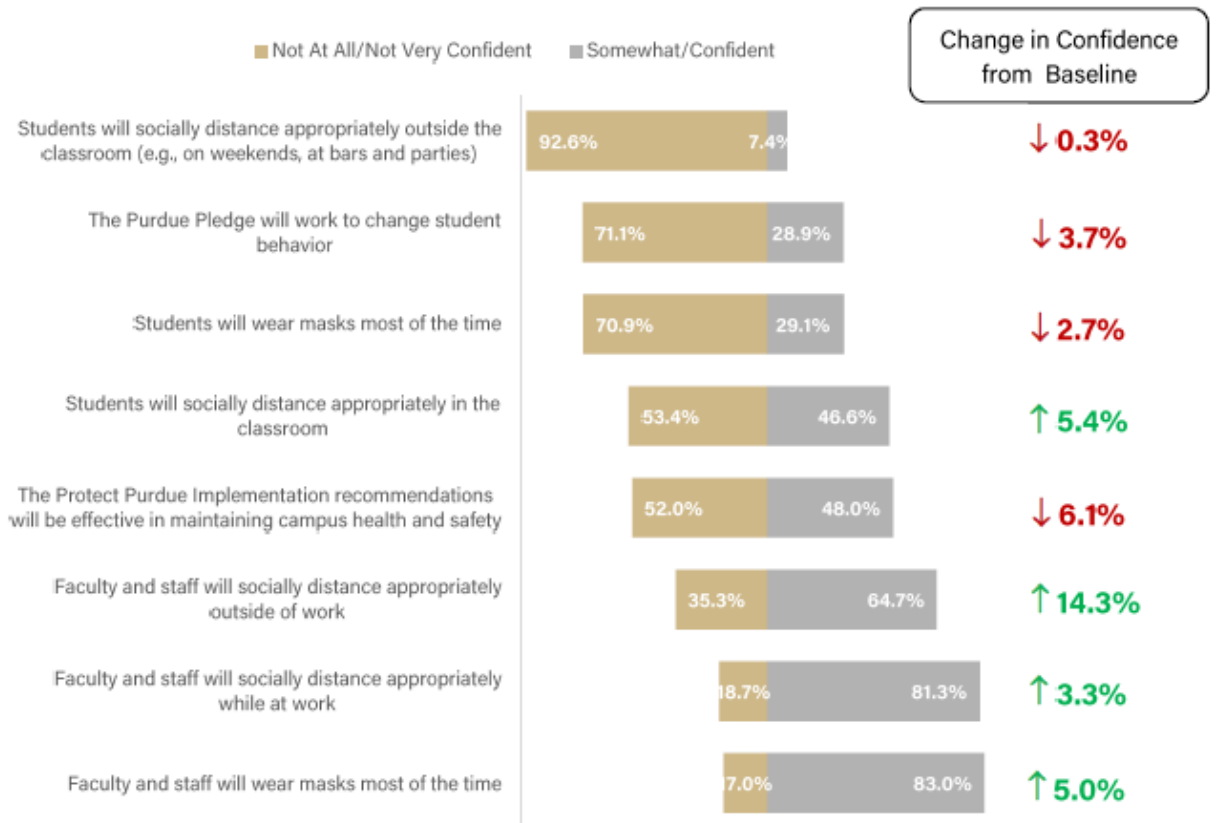
Overall Personal and Financial Concerns about Reopening in the Fall



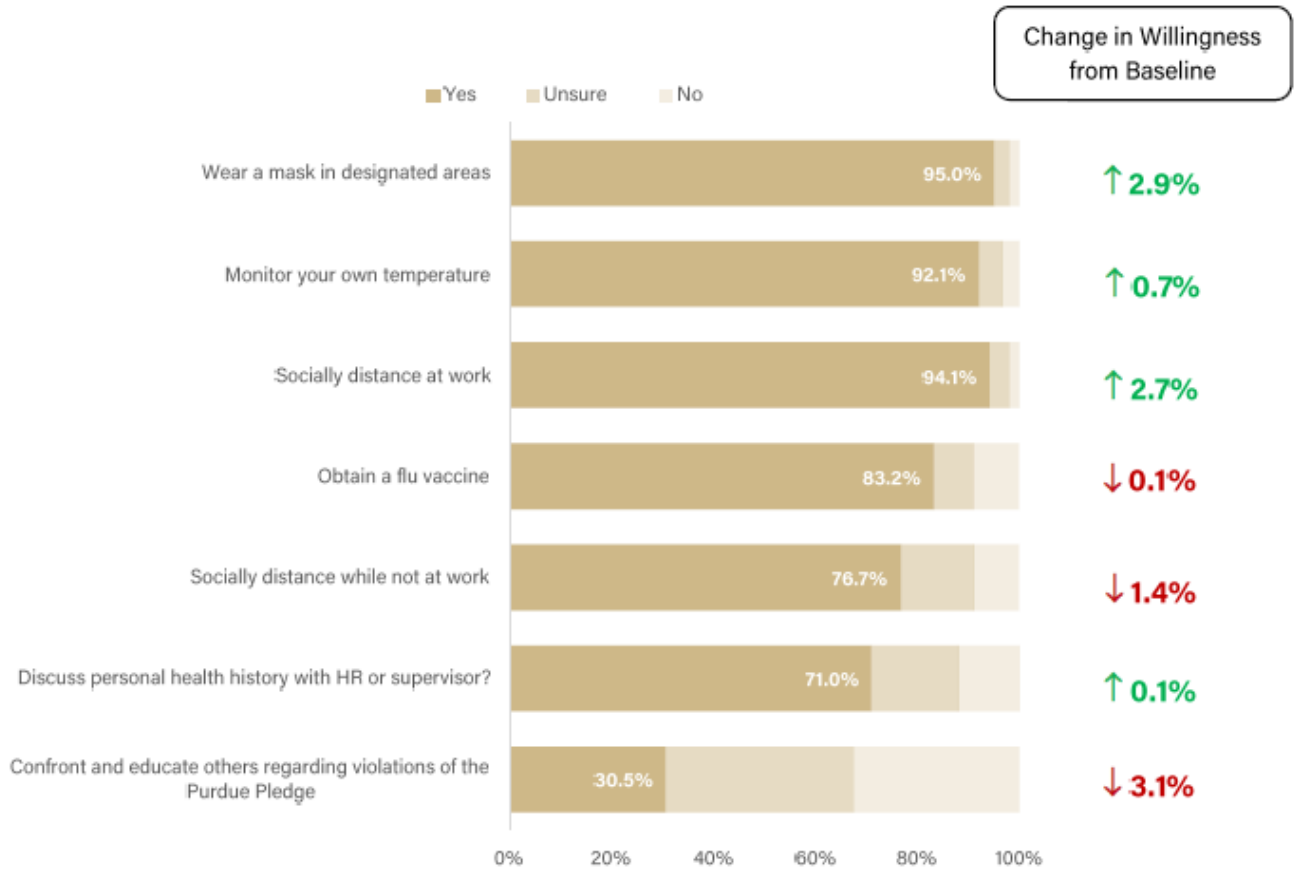
Additional Concerns about Reopening in the Fall [items new to Wave 2]

Concern	More than Baseline	Same as Baseline	Less than Baseline
Keeping Job	33.9%	51.7%	14.4%
Insurance	32.3%	57.0%	10.7%
Medical Bills	31.6%	56.6%	11.8%
Child Care	29.1%	59.9%	10.9%
Food Shortages	21.6%	56.4%	22.1%
Housing	13.8%	65.6%	14.9%

Confidence in Others' Willingness to Engage in Health & Safety Measures



Personal Willingness to Engage in Health & Safety Measures



Discussion

Effects of Informational Roll-Out

Overall, the broader Purdue community still express significant concerns about returning to campus in the fall. The preferences for working location and teaching or interacting directly with students shifted little (i.e., the largest shift was an increase in the preference for instructional faculty who want to teach mostly online with some face-to-face). Notably, 35% and 40% of respondents reported feeling less safe returning to campus and teaching or interacting directly with students, respectively. Further, 44% and 43% report feeling the same level of safety as they did prior to the release of the Protect Purdue Implementation Plan and the series of Senate, Provost, and College/Unit Town Halls. Recall that at baseline, nearly 53% reported feeling unsafe returning to campus and 62% reported feeling unsafe around students.

Personal and financial concerns have also worsened since early June. Disconcertingly, over 60% of respondents report that they are feeling more stressed and anxious about reopening in the fall compared with baseline while nearly 50% are feeling more concerned about their finances compared with baseline. Additional concerns around housing, food shortages, medical bills, insurance, and childcare were also documented. Across these five new items of concern, between 20% and 34% of respondents stated they were more concerned versus baseline; between 30% and 66% stated they held the same level of concern as baseline; and just 10% to 22% reported that they were less concerned versus baseline.

Confidence in others' willingness to follow Purdue health and safety measures eroded nearly 3% for students wearing masks; 4% that the Purdue Pledge will be followed; and over 6% that the Protect Purdue Implementation Plan will be effective. Finally, a 1.5% drop in willingness to socially distance off campus and a 3% drop in willingness to confront and educate others about the Purdue Pledge was observed.

Some Positive Gains

One in five respondents do report feeling more safe returning to campus, and about one in six report feeling more safe interacting with students compared with early June. Respondents' confidence in faculty and staff engaging in various health measures also increased: the survey documents 3% more who believe faculty and staff would socially distance on campus, 5% more who believe both faculty and staff would wear masks; and 14% more who believe both faculty and staff would socially distance off campus. There were also modest increases in respondents' personal willingness to engage in health and safety measures: about 3% more said they would wear masks and 3% more would socially distance on campus.

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