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

MaPSAC MEMBERS ABSENT
Dean Brusnighan
Hope Charters
Rachel Pollack
Larry Temenoff

RESOURCE MEMBERS PRESENT
Bill Bell, Vice President for Human Resources
Gina DelSanto, Chief of Staff
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. Agenda approved as written.

Item #2 – Approval of June 2020 Minutes
• Chair asked for additions or corrections to the June 2020 meeting minutes; hearing none, the minutes are approved.

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 – University Officers’ Reports
Mr. Bill Bell, Vice President for Human Resources
• Standing COVID-19 meetings
  o Tuesday and Thursday morning COVID-19 cabinet meeting with President Daniels
    ▪ Review Protect Purdue Implementation team status
• Review new data and make decisions needed regarding enrollment, online courses, etc. based on data or recommendations from the medical advisory team or Protect Purdue Implementation team
  o Wednesday morning – Protect Purdue Implementation team leaders meeting
    ▪ Review plans, progress on initiatives, and ensure all are being integrated across work streams
    ▪ Making sure all plans can be effectively executed
• Faculty and staff are not required to have COVID-19 test at this time for working on campus
  o Unless there are symptoms, exposure to someone positive for COVID-19
• Guidelines released regarding on-campus and off campus events, and hosting visitors for Fall 2020
• Protect Purdue Health Center
  o Staffed by doctors, case managers, and contact tracers to coordinate care and monitor health across the Purdue community
  o Resource available to faculty, staff, students, and faculty and staff dependents on Purdue health plans
  o Supervisor resource for guidance questions
  o Command center for all things COVID-19
• Provost Akridge hosting conversations about different Protect Purdue topics
  o Facilities and what is happening to keep them clean and safe
  o Health, safety and Human Resources questions – invited participate and answer those
• Visit COVID 19 website and Human Resources website for additional information, resources, and to remain up-to-date.
  • Human Resources website
    o Resources (videos, articles, etc.) for supervisors and their teams on effectively working remotely
    o Supervisor Toolkit – resource and training modules for supervisors
      ▪ HR Partnership Module
      ▪ Payroll Module
      ▪ Compensation Module
      ▪ Hiring and Onboarding Module
      ▪ Will continue to evolve and grow with additional information

Ms. Gina DelSanto, Chief of Staff
• Universal Testing Policy
  o pilot phase begins tomorrow and Friday with 800 students enrolled in Summer Start and Early Start program in classes beginning Monday
  o All students, graduate and undergraduate, will be required to have a Corona virus test before moving into dorms; off campus residents before attending classes
  o University contracting with two outside testing organizations
  o Students can request a test kit to be delivered to home address or can go to a testing center
  o University negotiating with major chain for testing for onsite test
  o ADDL lab can handle testing of those not tested in advanced
  o Preferred is testing and in advance and results submitted to Protect Purdue center
• Protective materials (gloves, masks, wipes, etc.) – on track to have 90 day supply needed
• Homeland Security guidelines for international students on F1 Visa
  o If college is fully online, international students will not be provided Visa
  o If hybrid, will be able to continue studies and can do online; fully online students won’t be returning
• Online courses
  o more than 300 courses available for online study by all students
2,000 currently registered for fully online
Deadline extended for ONLY international students to opt-in for fully online option
• Equity Task Force
  • Called for by the Board of Trustees; will start just after start of classes
  • To make sure all students, especially minority students, receive an education at Purdue University
  • Remove barriers to success
  • Send questions to Gina

Item #5 – Subcommittee Reports
Compensation & Benefits – Gibson
  • None

Membership & Communications – Bush
  • None

Professional Development – Fornes
  • None

Executive Committee – Ward
  • None

Item #6 – 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
Purdue Fort Wayne
  Temenoff/Gordon
Purdue Northwest
  TBD
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
  • Wave 2 Survey Fact Sheet is included at end of this document
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 #7 – Old Business
  • None

Item #8 – New Business
  • None
Item #9 – Items of Interest by Area
• None

2:30 p.m. Item #10 – Guest
Sharon Williams, Sr. HR Business Partner – Conflict Resolution
• What is Conflict? – When people (or other parties) perceive that, as a consequence of a disagreement, there is a threat to their needs, interests or concerns
• Civility Matters
  o Show self-respect to everyone
  o View work as “service” to others
  o See problems as challenges and opportunities
  o Show efficient use of resources, especially time
  o Demonstrate personal commitment to excellence
• Principles of Communication
  o Listen effectively
  o Body language – make eye contact, verbally acknowledged; be engaged
  o Speaking clearly and directly
• Principles of Communication
  o Open-ended questions – allows for more detailed responses
  o Summarizing – ensures the communication was effective
  o Emotions – express emotions but not react with emotion
  o Follow Up – communication is an ongoing process; follow up to be sure what was agreed to is being carried out
• Guiding Principles – Conflict, in general
  o Expect some conflict in every day work life
  o Learn to move on
  o Address negative conflicts early
  o Bullying is not appropriate behavior
  o Listening is KEY to understanding
  o Understanding does not equal Agreeing
  o Call/talk to each other when you need help
• RESOLUTION
  o Respect the right to disagree
  o Express your real concerns
  o Share common goals and interests
  o Open yourself to different points of view
  o Listen carefully to all proposals
  o Understand the major issues
  o Think about probable consequences
  o Imagine several possible alternative solutions
  o Offer some reasonable compromises
  o Negotiate mutually fair cooperative agreements
• Conflict Styles – TKI
  o Competitive – Firm stand and operate from a position of power
  o Collaborative – Meet the needs of all involved; assertive but cooperate effectively and acknowledge everyone is important
Compromising – Find a solution that will at least partially satisfy all; everyone is expected to give up something
Accommodating – Willingness to meet the needs of others at the expense of own needs; knows when to give in but can be persuaded
Avoiding – Attempts to evade conflict entirely

- Why do you have to deal with them?
  - Emotions – they control theirs, you control yours
  - Avoiding hardly ever clears up the problem
  - If not addressed, others may be unaware that it exists
  - Silence = Permission
  - Reputation depends on it

- Tips to consider
  - Hold discusses in private
  - Seek information in non-threatening manner
  - Deal with immediately and directly
  - Separate what you can and cannot control

- Difficult Conversations – Prepare
  - Purpose
  - Plan to accomplish
  - What assumptions are being made
  - More emotional than the situation warrants?

- 10 Tips in Crisis Management
  - Be empathetic
  - Clarify messages
  - Respect personal space
  - Be aware of body position
  - Permit verbal venting when possible
  - Set and enforce reasonable limits
  - Avoid overreacting
  - Ignore challenge questions
  - Keep nonverbal cues non-threatening
  - Use team approach and know your violent response procedures – use code word, be aware of raised voices and unusual activity or behavior

- Roll call for presentation attendance
  - Motion: Cameron Ward
  - Second: Joe Levell

3:30 p.m.
Item #11 – Call for Adjournment – 3:31 p.m.
- Motion: Cameron Ward
- Second: De Bush

The next regular meeting of the MaPSAC will be held on August 12 via WebEx
Wave 2 Results for 8,142 Faculty, Staff, Post-Docs, and Graduate & Undergraduate Students

Demographic Information for Wave 2 Respondents

- Total N = 8,142
- 54.5% Female | 40.5% Male | 5.0% Other or Not Provided
- 0.8% American Indian or Alaska Native | 16.0% Asian | 3.2% Black or African American | 0.3% Hawaiian or Pacific Islander | 5.5% Latinx or Hispanic | 1.2% Middle Eastern or North African | 0.3% 70.8% White | 1.0% Other | 7.2% Preferred Not to Answer
- CDC High Risk: 24.5% - Self | 31.6% - Live With or Take Care of Someone Else
- CDC Secondary Risk Factors: 11.2% - Self | 14.6% - Live With or Take Care of Someone Else
- Employee Status: 15.0% Staff | 7.5% Faculty | 12.5% Graduate Students & Post-Docs | 9.3% Undergraduate Students | 3.8% Other | 51.5% Did Not Report
- 66.7% took the Baseline Survey
- All units were represented

Preference for Working Location in the Fall

- 37.8% Working from home
- 43.4% Combination of Home and On Campus
- 18.8% Working on Campus

Change in Preference from Baseline:
- 0.3% ↓
- 1.1% ↑
- 0.8% ↓

Note: For the first 4 hours of the survey, the employee status variable was missing. As soon as this was discovered, the survey was updated. Employee status was a variable for 3,946/48.5% of responses.
Perception of Safety Returning to Campus in the Fall

- Less Safe: 35.3%
- Same as Before: 44.4%
- More Safe: 20.3%

Preference for Teaching and Interacting with Students in the Fall

- Face-to-Face Only: 18.7% (↓1.7%)
- Mostly Online w/Some Face-to-Face: 38.6% (↑3.9%)
- Zoom/Webex in Real Time: 20.2% (↓3.1%)
- Online Only, Asynchronous: 22.5% (↑0.9%)

Perception of Safety Teaching and Interacting with Students in the Fall

- Less Safe: 40.6%
- Same as Before: 43.2%
- More Safe: 16.3%
Overall Personal and Financial Concerns about Reopening in the Fall

- Overall Stress & Anxiety
  - More than Baseline: 60.1%
  - Same as Baseline: 29.5%
  - Less than Baseline: 10.4%

- Overall Financial Concerns
  - More than Baseline: 48.4%
  - Same as Baseline: 40.9%
  - Less than Baseline: 10.7%

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

<table>
<thead>
<tr>
<th>Concern</th>
<th>More than Baseline</th>
<th>Same as Baseline</th>
<th>Less than Baseline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keeping Job</td>
<td>33.9%</td>
<td>51.7%</td>
<td>14.4%</td>
</tr>
<tr>
<td>Insurance</td>
<td>32.3%</td>
<td>57.0%</td>
<td>10.7%</td>
</tr>
<tr>
<td>Medical Bills</td>
<td>31.6%</td>
<td>56.6%</td>
<td>11.8%</td>
</tr>
<tr>
<td>Child Care</td>
<td>29.1%</td>
<td>59.9%</td>
<td>10.9%</td>
</tr>
<tr>
<td>Food Shortages</td>
<td>21.6%</td>
<td>56.4%</td>
<td>22.1%</td>
</tr>
<tr>
<td>Housing</td>
<td>13.8%</td>
<td>65.6%</td>
<td>14.9%</td>
</tr>
</tbody>
</table>
## Confidence in Others’ Willingness to Engage in Health & Safety Measures

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Not At All/Not Very Confident</th>
<th>Somewhat/Confident</th>
<th>Change in Confidence from Baseline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will socially distance appropriately outside the classroom</td>
<td>92.6%</td>
<td>7.4%</td>
<td>↓ 0.3%</td>
</tr>
<tr>
<td>The Purdue Pledge will work to change student behavior</td>
<td>71.1%</td>
<td>28.9%</td>
<td>↓ 3.7%</td>
</tr>
<tr>
<td>Students will wear masks most of the time</td>
<td>70.9%</td>
<td>29.1%</td>
<td>↓ 2.7%</td>
</tr>
<tr>
<td>Students will socially distance appropriately in the classroom</td>
<td>53.4%</td>
<td>46.6%</td>
<td>↑ 5.4%</td>
</tr>
<tr>
<td>The Protect Purdue Implementation recommendations will be effective in maintaining campus health and safety</td>
<td>52.0%</td>
<td>48.0%</td>
<td>↓ 6.1%</td>
</tr>
<tr>
<td>Faculty and staff will socially distance appropriately outside of work</td>
<td>35.3%</td>
<td>64.7%</td>
<td>↑ 14.3%</td>
</tr>
<tr>
<td>Faculty and staff will socially distance appropriately while at work</td>
<td>80.7%</td>
<td>19.3%</td>
<td>↑ 3.3%</td>
</tr>
<tr>
<td>Faculty and staff will wear masks most of the time</td>
<td>7.0%</td>
<td>93.0%</td>
<td>↑ 5.0%</td>
</tr>
</tbody>
</table>
**Personal Willingness to Engage in Health & Safety Measures**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Yes (%)</th>
<th>Unsure (%)</th>
<th>No (%)</th>
<th>Change from Baseline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wear a mask in designated areas</td>
<td>95.0</td>
<td></td>
<td></td>
<td>↑ 2.9%</td>
</tr>
<tr>
<td>Monitor your own temperature</td>
<td>92.1</td>
<td></td>
<td></td>
<td>↑ 0.7%</td>
</tr>
<tr>
<td>Socially distance at work</td>
<td>94.1</td>
<td></td>
<td></td>
<td>↑ 2.7%</td>
</tr>
<tr>
<td>Obtain a flu vaccine</td>
<td>83.2</td>
<td></td>
<td></td>
<td>↓ 0.1%</td>
</tr>
<tr>
<td>Socially distance while not at work</td>
<td>71.0</td>
<td></td>
<td></td>
<td>↓ 1.4%</td>
</tr>
<tr>
<td>Discuss personal health history with HR or supervisor?</td>
<td>71.0</td>
<td></td>
<td></td>
<td>↑ 0.1%</td>
</tr>
<tr>
<td>Confront and educate others regarding violations of the Purdue Pledge</td>
<td>30.5</td>
<td></td>
<td></td>
<td>↓ 3.1%</td>
</tr>
</tbody>
</table>

**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 50% 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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