

MaPSAC

Management and Professional Staff Advisory Committee

To: MaPSAC Members
From: Amanda Emmons, Chair
Subject: Minutes for August 10, 2022, Hybrid option (via Teams, and 2550 NW Rm 1200-A)

1:30 pm Item #1 – Call to order; Adopt Agenda; Approve Minutes Amanda Emmons, Chair
1:38 pm Meeting called to order by J. Sadler, Vice Chair, in place of A. Emmons
Motion to approve agenda with addition to add “Talent Acquisition” discussion, motioned by S. Dykhuizen, seconded by C. Banter. No objection
Motion to approve July meeting minutes, by S. Dykhuizen seconded by H. Gardner. No objection

Item #2 – Announcements

- Welcome MaPSAC New Members
- Written reports for all committees are due to [Michael Springer](#) and copy to [Kristen Miller](#) by noon Thursday prior to the full meeting
- Encourage all members to turn on cameras at the start of the meeting
- Roll Call/Icebreaker
- Absent: K. Chapman, A. Dietrich, C. Egbert (PFW), M. McNally (emailed ahead of meeting), R. Pollack,
- Present: A. Emmons, J. Sadler, E. Adams, I. Brinson (PNW), C. Banter, M. Brashear, S. Dykhuizen, N. Finley, J. Freeman, H. Gardner, E. Gray, M. Hein, R. Ickert, T. Mull, C. Musser, S. Obeyesekera, J. Palm, K. Pearson W. Shoop, A. Sigo, M. Springer, A. Subramanian, J. Thomas-Miller, K. Ticen, Y. Yang

Item #3 – University Officers’ Reports

Mr. Bill Bell, Vice President for Human Resources

- New childcare facility across from 2550 is now officially open, on time and on schedule with supply chain and other logistical issues. New students arriving 8/22, existing students from Patty Jischke already there.
- Follow-up from last month’s discussion on Pay Band info in SF, after market adjustment:
 - o Level of access is not the same for all employees in forms of individual pay band compensation in SF, via personal profile > compensation > pay grade > pay band assignment for current position
 - o Confirm individual SF profiles allow this functionality
- August Board of Trustees (BoT) meeting update from 8/5/2022:
 - o BoT Approved Recommendations from HR/Benefits, PT articles from BoT meeting 8/5 and again on 8/8
 - o No Premium increases (4th straight year)
 - o In recognition of management of plan, reimbursement of premiums payable 11/30/22, whole FAQ doc available. Will be specific to the plan enrolled in and level of coverage in plan. Estimating approximately \$204 in November as payment for 2mo average premium cost, applicable to payroll taxes.
<https://www.purdue.edu/newsroom/purduetoday/releases/2022/Q3/health-care-appreciation-award-additional-hr-information.html>

- Average national trend is to see increases of 5.5%-7%/yr in recent study, Purdue trend is 0.5%/yr increase. Savings due to investments in HealthSync network and other initiatives in Insurance and programmatic services.
- Continued focus on engagement and population health of Community to continue Healthy Behaviors and re-engaging in health care services.
 - 39% annual physical rate for 18+ in 2017
 - 57% annual physical rate for 18+ in 2021 - high water mark
- <https://www.purdue.edu/newsroom/releases/2022/Q3/purdue-trustees-approve-2023-health-plans-no-employee-premium-increase-for-fourth-straight-year-all-enrolled-employees-to-receive-appreciation-payment.html>

Item #4 –Subcommittee Reports (see attached reports for reference)

- Compensation & Benefits Chapman/Hein
 - Insurance provider reviews are conducted 3-5yrs usually to not harm continuity of coverage or benefit of care, anticipate another 2-3 years under contract with Anthem
 - There are options to negotiate early termination of contract if circumstances dictated, which are not present. Will be looking to issue RFP in next year or two; considerations more for Remote Employees who are out of state and how to provide benefit to them.
 - Will consider what range of services will benefit Purdue community in tandem with St. Vincent’s development.
 - Joint Replacements, specifically, are contracted to be covered with Anthem using Franciscan providers unless specifically approved (ADA circumstances, or other approved exemption)
 - Salary Tiers for insurance premium plans – review incoming concerns for revision of these tiers or other solutions to ensure employees are not taking home less pay for a promotion.
- Membership & Communications Gray/Dykhuisen
 - Community Spirit Award deadline is Sept. 2
- Professional Development Palm/Thomas-Miller
 - Searching for speakers, have two individuals to reach out to for interest/availability
 - Once speaker is set, will distribute responsibilities
- Executive Committee Emmons/Sadler
 - October will have M. Springer and CSSAC Exec. Secretary to discuss current roles and workload to evaluate if this is something that one individual can handle covering both EC and MaPSAC
 - New Employee Lunch (August Employees)
 - Update to change EC recurring meeting date effective Jan 2023
 - Reviewing finances and updating budget and spending plan
 - Secondary committee positions still available

Item #5 – Regional campus reports and university committee written reports

- Purdue University Fort Wayne** **Egbert**
 - Nothing to report
- Purdue University Northwest** **Brinson**
 - Nothing to report
- College of Engineering Dean’s Staff Advisory Council** **Ticen/Gray**
 - Met in July to discuss timing, processes and procedures for upcoming staff awards
- CSSAC Peap Committee** **Thomas-Miller/XXXX**
 - Nothing to report
- Eudoxia Girard Martin Award** **Musser/XXXX**

- Nothing to report
Healthy Boiler Committee Hein/Chapman
- Nothing to report
New Employee Experience (NEX) Emmons/Sadler
- Nothing to report
Recreation and Wellness Advisory Board Gardner/XXXX
- Nothing to report, trying to determine if this is still an active committee
Retirement Planning Committee Banter/Hein
- Nothing to report
Spring Fling Springer/XXXX
- Nothing to report
Staff Memorial Emmons/Sadler
- Nothing to report
Survey Oversight Committee Dykhuizen/Finley
- Planning to meet, how best to conduct surveys around campus
University Policy Committee Freeman/Gardner
- Nothing to report
University Senate Sadler/Emmons
- Nothing to report
University Senate Advisory Emmons/Sadler
- Nothing to report
University Senate Faculty Committee: Staff Appeal Board Traffic Regulations Shoop/Sigo
- Nothing to report
University Senate: Committee for Sustainability McNalley/Subramaniam
- Nothing to report
University Senate: Equity and Diversity Standing Committee Chapman/Thomas-Miller
- Nothing to report
University Senate: Faculty Compensation & Benefits Committee Obeyesekera
- Nothing to report
University Senate: Parking & Traffic Finley/Ickert
- Nothing to report
University Senate: Visual Arts and Design Committee Mull/Deitrich
- Nothing to report

Item #6 – ADDITION – For September Meeting:

- **Inviting Brenda Coulson to join us for talent acquisition and retention, and brainstorm ideas, questions, concerns and suggestions that can be sent to Brenda for preparation ahead of September’s meeting.**
 - Flexibility in remote work options in student-facing roles, other hybrid options, virtual collaboration spaces
 - Why go to an office to sit at a desk to attend a virtual meeting(s)?
 - Most students or other individuals may prefer virtual options.
 - Microclimates, silos, downward pressure
 - Leveling appreciation of faculty and staff in the work we do.
 - What is the idea of a ‘promotion’ and how is that applicable in pay adjustments?
 - Frustration when new hires are paid at a hire pay than internal promotions.
 - Creating options to encourage professional training and certifications that are supported by the University by funding.
 - ITaP’s exodus has been alarming, is happening in other areas. Taking on their responsibilities to save on wait time.
 - Highlight other tangible benefits (PTO, retirement, etc.) to recruitment.

- Meaningful connections between leadership and staff.
- Workload balancing should be commensurate with pay band.
- Appropriate updates and content in job descriptions to properly define specific tasks
- Transparency in pay and merit between individuals in the same department.
- Departments have no ability to counter and fight for staff for retention.
- What do peer institutions do to retain/recruit? UMichigan ADVACE program – JJ? Exit interviews, taking the feedback and making changes.

LinkedIn Learning Opportunity – Did not get to this in Meeting, encouraged membership to individually complete this activity

https://www.linkedin.com/learning/building-relationships-while-working-from-home/build-professional-relationships-online?trk=teams_share

Item #7 – Adjournment

- Motion to adjourn meeting, H. Gardner seconded by C. Musser. No objections.
- Meeting adjourned 3:22pm

The next meeting of MaPSAC will be Wednesday, September 14, 2022 – Hybrid option (via Teams, and 2550 NW Rm 1200-A)

Item #4– MaPSAC Subcommittee Written Reports

Compensation and Benefits

Membership and Communications Subcommittee

Professional Development

Item #5 - Regional Campus Reports and University Subcommittees' Written Reports