

MaPSAC

Management and Professional Staff Advisory Committee

To: MaPSAC Members
From: Cameron Ward, Chair
Subject: Minutes for April 13, 2022 via Teams

1:30 pm Item #1 – Call to order; Adopt Agenda; Approve Minutes

Cameron Ward, Chair

The Chair called the meeting to order at 1:30pm

A motion to adopt the addenda and approve March 2022 minutes was made by: Michael Springer

Motion was seconded by: Kelsey Chapman

Item #2 – Roll Call

Members Present: Stacey Baisden, Colleen Banter, Bill Bell, De Bush, Kelsey Chapman, Stephanie Dykhuizen, Amanda Emmons, Hugh Gardner, Regina Gordon, Elizabeth Gray, Abbey Nickel, David Huckleberry, Ryan Ickert, Joe Levell, Kristen Miller, Tony Mull, Christal Musser, Samantha Obeyesekera, Jaclyn Palm, Andy Pruitt, JJ Sadler, Wesley Shoop, Angie Sigo, Michael Springer, Anna Subramaniam, Jacquelyn Thomas-Miller, Kerry Ticen, Cameron Ward, Yang Yang

Item #3 – Vote

Voting was conducted at the beginning of the meeting in accordance with MaPSAC operating procedure. JJ Sadler was selected as the Vice-Chair for the 2022-23 term.

- **Vice-Chair**

- Elizabeth Gray

- Why am I interested in the MaPSAC Vice Chair position? Before I came to Purdue, my previous institution had no recourse for staff. There was no safe space to reach out if you saw an institutional wide issue. MaPSAC has created that safe space for staff to reach out without fear of reprisal or censor. It gives staff the chance to address those in our administration with new perspectives. It allows us to communicate the overall picture to those who may not otherwise have access to it. All of this makes MaPSAC (and CSSAC) of vital importance to both the staff of Purdue and to me, personally. It is this work and legacy that I want to be a part of. I want to contribute my passion for helping and encouraging others. I want to bring my talents in organization and ability to synthesize information in support of MaPSAC's mission. I want to leave a positive impact of my presence at Purdue, and I believe this position can help me create that impact.

- JJ Sadler

- I am excited to put my name in to run for the open vice-chairperson position for the full MaPSAC committee. Although this has been my first year on MaPSAC, I feel like my experiences in this short time and in my roles prior to joining MaPSAC provide the skills and experience to be successful in the vice-chairperson and, eventually, the chairperson role. Currently, I serve as the notetaker for the Compensation & Benefits Subcommittee, the MaPSAC primary representative for the University Senate Sustainability Committee, and will serve as the MaPSAC representative for the Sick Bank Taskforce. I have enjoyed working with university leaders, peers, and colleagues in identifying potential challenges and working towards solutions that benefit the campus such as performance evaluation training, salary promotion guidelines and policies, and campus sustainability project management ideas. Prior to joining MaPSAC, I served as the chairperson for the MaPSAC version within the Purdue University Libraries & School of Information Studies where I worked with leadership on OpTech concerns and creating a policy that embraced

professional development for all staff within the unit. I enjoy working on behalf of my colleagues and help bring possible solutions or answers when challenges or concerns are presented. I seek to help move the University forward and this includes focusing on what is important to the campus staff who help run Purdue. I hope to serve as a voice for the entire campus community and especially for those who fall under the MaPSAC purview. Although I am only starting my fifth year at Purdue, I have gotten to know many individuals across campus and brought my motivation for supporting colleagues from my previous institution where I served on our campus employee morale committee. Therefore, although I have only served on the MaPSAC Compensation & Benefits subcommittee, I have experience in areas that could connect with the Membership and Communication and the Professional Development subcommittees. I look forward to the chance to serve in this role for next year and then serve as chairperson in the following year.

- Jacquelyn Thomas-Miller

- It is with esteem pleasure that I declare my candidacy for the MaPSAC Vice Chair position. Serving as a contributing member of the MaPSAC Professional Development Committee has inspired me to pursue this opportunity in moving Purdue University progressively forward. Through the mentorship of David Huckleberry and the shoulders of Amanda Emmons, the current Vice Chair, I embrace the opportunity to fulfill the responsibility of this position by being a communication facilitator. I place value in my active engagement across the Purdue community which includes being a Faculty Fellow, Horizons Mentor, BCFS Board Member At-Large, and Purdue Student Education Association staff advisor. My various roles shows my commitment to service and my ability to fulfill the duties of this office.
My platform is simple. I want to be of service and amplify the voices of our management and professional staff. I will continue to build upon our excellence in leadership and collective partnership with the Purdue Administration.
Thank you for your consideration!

- Emeritus

Item #4 – Announcements

- Written reports for all committees are due to [Kristen Miller](#) by noon Thursday prior to the full meeting
- Encourage all members to turn on cameras at the start of the meeting
- Last call out for committee highlights for Annual Report

Item #5 – University Officers' Reports

Mr. Bill Bell, Vice President for Human Resources

- Performance Management: Manager Assessment step for most people. Self-Assessment should be completed already.
- Scores should be entered by the end of April in order to work through the merit increase process next.
- 4% merit pool plus 1% additional pool to handle strategic market adjustments
- Starting minimum wage rate for hourly staff is now \$15/hr. (effective May 1)
- Inflated current pay bands by 3% from their current states.
- <https://www.purdue.edu/hr/paytimepractices/comppay/staffmarketadj.php>

Item #6 – Questions regarding subcommittee written reports (see attached reports)

- Compensation & Benefits Shoop/Chapman
 - Membership & Communications Sigo/Gray
 - Professional Development Musser/Palm
 - Executive Committee Emmons
- Going to be moving to in person lunches as an option.

Item #7 – Regional campus reports and university committee written reports

- Purdue University Fort Wayne Gordon
- Updating constitution documents on campus
- Purdue University Northwest Bachmann
- College of Engineering Dean’s Staff Advisory Council Ticen
- EAP Selection Committee Springer
- Eudoxia Girard Martin Award Musser/Dykhuizen
- Healthy Boiler Committee Chapman/Shoop
- New Employee Experience (NEX) Emmons
- Recreation and Wellness Advisory Board Pruitt
- Retirement Planning Committee Banter
- Next meeting in April
- Spring Fling Levell/XXXXX
- Staff Memorial Ward/Emmons
- April 29th will be recorded. Following script similar to past years.
- Survey Oversight Committee Dykhuizen
- University Policy Committee Sigo
- Meeting next week
- University Senate Emmons/Ward
- University Senate Advisory Ward/Emmons
- University Senate Faculty Committee: Staff Appeal Board Traffic Regulations Springer
- University Senate: Committee for Sustainability Sadler/Subramaniam
- Divestment/investment legislation going to University Senate this Monday for a vote.
Focusing on divesting in fossil fuels and investing in renewable energies.
- University Senate: Equity and Diversity Standing Committee Bush
- University Senate: Faculty Compensation & Benefits Committee Obeyesekera
- Spoke with Candace Shaffer about slow response times to questions and she updated that they are creating a team to address the issues.
- University Senate: Parking & Traffic Finley
- University Senate: Vision Arts and Design Committee Mull

2:15 pm Item #8 – Guest

- Remington Mickle - 301

Item #9 – Old Business

Item #10 – New Business

Item #11 – Adjournment

A motion to adjourn was made by: Kelsey Chapman

Motion was seconded by: Colleen Banter

Meeting was adjourned at 3:27pm

The next meeting of MaPSAC will be Wednesday, May 11, 2022 – Teams

Item #5– MaPSAC Subcommittee Written Reports

Compensation and Benefits

March 9, 2022, Teams;

Called to order at 12:00pm by Wesley

1. Attendees:

- a. Yang Yang, Samantha Obeyesekera, David Huckleberry, JJ Sadler, Amanda Emmons, Wesley Shoop, Kelsey Chapman

2. HR Report (Candace)

- a. N/A (Unable to join today’s meeting)

3. Compensation (David)

- a. N/A (Unable to join today’s meeting)

4. Committee Reports:

- a. Joint Stakeholders meeting – Coming up on March 14
- b. Retirement Committee (Colleen) – Not here
- c. Senate Sustainability Subcommittee (JJ; Anna) — Divestment legislation
- d. Faculty Senate Compensation & Benefits subcommittee (Samanthi)—
 - Professional liability insurance for the faculty that is already available that has not been announced, yet. Department heads are the ones that know about this information.
 - Proposal for having a facility for graduate students with new children.
 - Communication of health plan information to ensure all employees hear about this topic.
 - For Delta Dental, you only need to use the Delta Dental card and number instead of using their social security number.
- e. Parking Violations Committee (secondary member: Wesley) — Three more people received tickets for the “spot that is not a spot.”

5. Old Business

- a. We will ask David for an update during our May 11 meeting.

6. New Business

- a. Preparing questions for Candace
 - Are we (Comp & Benefits MaPSAC or Exec MaPSAC) able to sit in on conversations re: the new Discovery Park medical facility? Are there focus groups for this facility that we can join in on?
 - Does every staff member have an allotment for professional development funds centrally?
- b. Nominations for Vice Chair, Comp & Benefits subcommittee

- Who is interested in serving as the vice-chair for *this subcommittee* next year to then become the chair the following year?
- Who is interested in serving as the vice-chair for *the full MaPSAC committee* next year to then become the chair the following year?

7. Reminders

- a. Be sure that you are attending the large committee meetings and the subcommittee meetings. It is considered just as mandatory for committee meetings as it is for the subcommittee meetings.

8. Next meetings

- a. Joint stakeholder meeting—Monday, March 14, 9:00am
- b. Regular: Wednesday, April 13, 12pm via Teams
- c. MaPSAC full committee meeting: 4/13 at 1:30pm via Teams

9. Adjournment

- a. Kelsey moved; Samantha seconded. No objections. Adjourned at 12:24pm.

**Membership and Communications Subcommittee
Membership and Communications Subcommittee Meeting Minutes
March 29, 2022 virtual via MS Teams**

Attendees

Chair – Angie Sigo
 Vice-Chair - Elizabeth Gray
 Stacey Baisden
 Stephanie Dykhuizen
 Nicole Finley
 Hugh Gardner
 Tony Mull
 Kerry Ticen

Absent

Deidre Bush
 Amanda Emmons

- General discussion about procedure for selection
 - o Sub-Committees – Do not have to be decided in meetings. In general MAC tries to balance out the groups. Preferences are taken into account, as possible.
 - o Consideration based on: Overall scores, understanding of the mission of MaPSAC, Length of time at Purdue, etc.
- Office of the President, Areas reporting to the Provost, Executive Vice President for Strategic Communication, Board of Trustees, Purdue Online (one 3-year term and one 2-year term needed)

- Based on scoring and testimonials the following were considered strong candidates: Shanita Starks, Raavel Joplyn, Mark McNalley, Misty Hein
- Upon further refinement, it was voted to offer **Misty Hein the 2-year term** and **Raavel Joplyn the 3-year term**
- College of Agriculture, Cooperative Extension Service, and College of Veterinary Medicine (one 3-year term)
 - Based on scoring and testimonials the following were considered strong candidates: Amy Deitrich and Kelly Dold
 - Upon further refinement, it was voted to offer **Amy Deitrich the 3-year term**
- Vice President for Administrative Operations (one 3-year term)
 - Based on scoring and testimonials the following were considered strong candidates: Kim Pearson, Megan Vaught, Anna Burman
 - Upon further refinement, it was voted to offer **Kim Pearson the 3-year term**
- Vice President for Information Technology (two 3-year term)
 - Based on scoring and testimonials the following were considered strong candidates: Joseph Freeman, Gabriel Freeman, Eric Adams
 - Upon further refinement, it was voted to offer Eric Adams and Joseph Freeman 3-year terms

Meeting Adjourned 2:11pm

Professional Development

Item #6 - Regional Campus Reports and University Subcommittees' Written Reports