

MaPSAC

Management and Professional Staff Advisory Committee

To: MaPSAC Members
From: Amanda Emmons, Chair
Subject: Minutes for April 12, 2023 at 1:30 p.m. to 3:30 p.m. via Microsoft Teams

Members Absent

Mike Springer, Colleen Banter, Eric Adams, Nicole Finley, Ryan Ickert, Tony Mull, Christal Musser, Kim Pearson, Yang Yang

1:30 pm

Item #1 – Call to order

The Chair called the meeting to order at 1:32 p.m.

Item #2 – Adopt Agenda

Chair asks for any additions to the agenda; hearing none, a motion to adopt the agenda was made by Elizabeth Gray and seconded by Hugh Gardner. Motion carries; the agenda is adopted.

Item #3 – Approve March Minutes

The Chair asked for any corrections/additions to the March 2023 minutes; hearing none, minutes approved as written.

Item #4 – Election of MaPSAC Vice-Chair and Emeriti Members

Vice-Chair Candidate: Misty Hein – elected Vice-Chair for 2023-2024 term

- As I am wrapping up my first year in MaPSAC, I am even more confident now than I was 10 months ago that I belong in this organization. I currently serve as the Vice Chair of the Compensation and Benefits subcommittee, and find this to be some of the most meaningful work I do as a Purdue employee. Working together with my committee and the university administration has sparked some of the biggest potential HR policy changes in recent years and I look forward to seeing those through.

I would like to support the continued growth and success of MaPSAC. My professional background in finance, management, and human resources equips me with the skills needed to succeed in the Vice-Chair position. I have worked in three different departments within Purdue and have a unique perspective of how different things can be for individuals throughout the university. I am action-oriented, organized, collaborative, and believe in MaPSAC's vision. If

given the opportunity, I would be committed to the betterment of the employee experience at Purdue and make the most of the time I had in leadership to be an advocate for equality and change. It's my plan to spend the next 25 years of my professional career here and I'd like to leave this place better than I found it.

Emeritus: Amanda Emmons, Wesley Shoop, Kelsey Chapman – **will serve as emeritus members**

Item #5 – Roll Call/Icebreaker - What is your favorite movie quote?

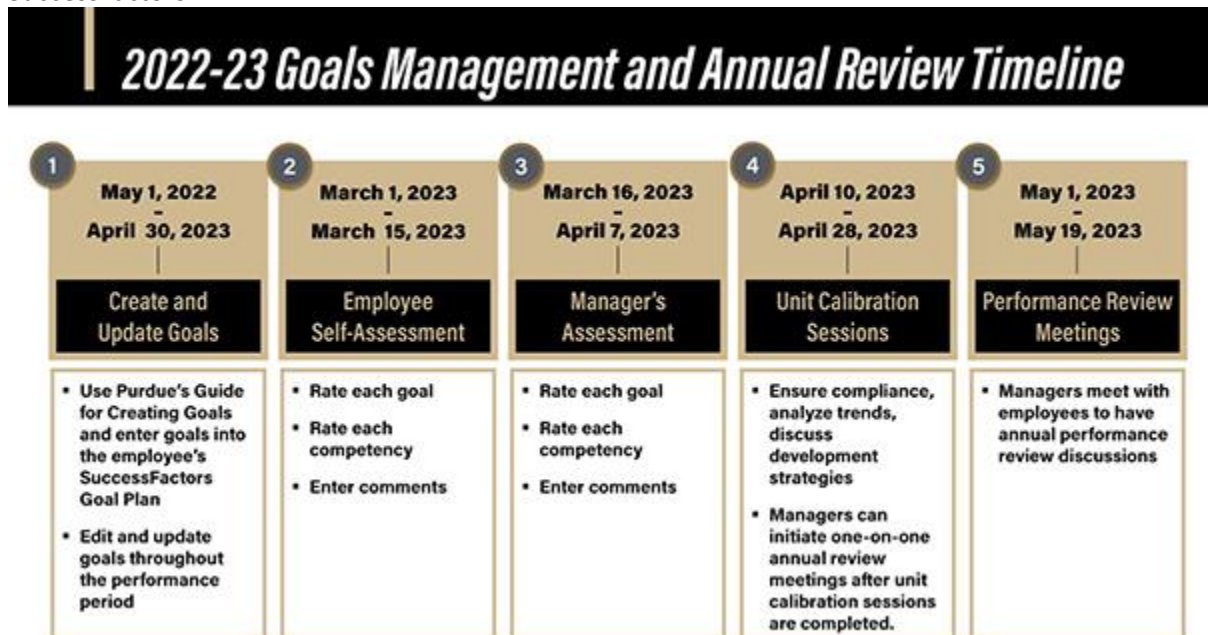
Item #6 – Announcements

- Written reports for all committees are due and should be placed in your appropriate MS Teams folder by noon Thursday prior to the full meeting.
 - Staff Advisory Groups - Official/MaPSAC Full Committee/Files/Subcommittee Information
- LAST CALL - Subcommittee chairs and University committee members should continue work on their annual report.

Item #7 – University Officers’ Reports

Mr. Bill Bell, Vice President for Human Resources – JJ Sadler provided updates on Bill’s behalf:

1. Performance Management – supervisors should be completing and entering their ratings into SuccessFactors



2. Compensation Guidelines – per my update during the staff town hall meeting, the internal movement guidelines have been enhanced to allow additional flexibility for employees to receive increases (or larger increases) for both promotions and lateral transfers. A Purdue Today article is scheduled to run on Monday highlighting this. –

<https://www.purdue.edu/newsroom/purduetoday/releases/2023/Q2/human-resources-announces-updates-to-lateral-moves-internal-promotions-guidelines.html>

Item #8 – Subcommittee Reports (see Teams Channel files)

- Compensation & Benefits Chapman/Hein
Decided the Excellence Award winner
- Will be working with the Purdue Today guidance provided earlier.
- Membership & Communications Gray/Dykhuizen
announced incoming members for next term
requested folks to step up for spotlight articles in Sentinel
- Professional Development Palm/Thomas-Miller
If you haven't yet, please register to attend the Hadley Lecture presented by Bill Johnson focusing on Designing a Great Life on Purpose via Zoom on Wednesday April 19, from Noon-1:00 <https://www.purdue.edu/newsroom/purduetoday/releases/2023/Q2/mapsacs-hadley-speaker-series-to-present-university-of-north-carolina-greensboros-bill-johnson.html>
Decided professional development grants, but are unsure of the final amount that they can distribute. In holding until that amount is provided.
- Executive Committee Emmons/Sadler
Discussed the feedback survey that will go out in May and discussed the proposed budget that was provided to HR business office.

Item #9 – Regional Campus and University Committee Reports (see Teams Channel files)

Purdue University Fort Wayne Louis
Open forum to create engagement did not go as they had hoped with attendance, so thinking of what to do next to increase this. Concerns brought up about HB health assessment data and how it is stored. Student absence policy was created. March 23rd Health Fair went very well with many people attending.

Purdue University Northwest Brinson
Having to look for a new member that stepped down. Currently collecting applications for new members and for their professional development grants.

College of Engineering Dean's Staff Advisory Council Ticen/Gray

Eudoxia Girard Martin Award Musser/Finley

No report.

Recreation and Wellness Advisory Board Gardner
Meet was delayed to this week.

Retirement Planning Committee Banter/Hein

Spring Fling Springer/Emmons
Postcards to be mailed soon with details

reminder to sign up for volunteer spots: <https://www.signupgenius.com/go/20f0a4caea62ca0fe3-spring#/>

Staff Memorial Emmons/Sadler

To air April 28.

Survey Oversight Committee Dykhuizen/Finley

University Policy Committee Freeman/Gardner

Smaller policies that do not have large impact have been shared.

University Senate Sadler/Emmons

Newsletter shared to all

University Senate Advisory Emmons

No report.

University Senate Faculty Committee: Staff Appeal Board Traffic Regulations Shoop/Sigo

No report.

University Senate: Committee for Sustainability McNalley/Subramaniam
Heard a presentation from a rep from the Carbon Neutral Indiana organization. Discussed who wants to move to different internal committees. Adding a climate-conscious curriculum to the projects list for committee. Soliciting nominations for chair and vice-chair of committee.

University Senate: Equity and Diversity Standing Committee Chapman/Thomas-Miller

Looking at policies and topics that support individuals who are deaf and hard-of-hearing.

University Senate: Faculty Compensation & Benefits Committee Obeyesekera

University Senate: Parking & Traffic Finley/Ickert

Neither were present.

University Senate: Visual Arts and Design Committee Mull/Deitrich

Neither were present.

Item #10 – Unfinished Business

Item #11 – New Business

- Membership Feedback Survey – to distribute in May for all current and incoming members

Item #12 – Adjournment

Kelsey Chapman moved; Misty seconded. No objections. Meeting adjourned at 2:34PM.

The next meeting of MaPSAC will be held on Wednesday, May 10, 2023 via Microsoft Teams

Subcommittee and University Committee Reports are now located in the Teams Channel under the appropriate folder structures.

Subcommittee Reports - Staff Advisory Groups - Official/MaPSAC Full Committee/Files/Subcommittee Information

Regional Campus Reports and University Committee Written Reports - Staff Advisory Groups - Official/MaPSAC Full Committee/Files/Regional Campus and University Committee Information