



APSAC/CSSAC Minutes, Joint Session

Date: October 9, 2018

Place: LWSN 1142

1:30 p.m. – 3:30 p.m.

Presentation of Community Spirit Award

Item #1 – Meeting Call to Order and Adoption of Agenda

The meeting was called to order at 1:38 by APSAC chair Brittany Vale. A call for additions or changes to the agenda was made. Hearing no additions or changes; Agenda adopted as presented.

Item #2 – Approval of September 2018 Minutes

APSAC Chair Vale asked for corrections to the APSAC September 2018 minutes. Hearing none, the minutes were approved. CSSAC Chair Mandy Smith asked for corrections to the CSSAC September 2018 minutes. Hearing none, the minutes were approved.

Item #3 – Announcements

- Mandy – reached out to Gina, April 15 at 5:30 at cookout Westwood

Item #4 – University Officers' Updates

Dr. Gina DeSanto, Chief of Staff

- Commission for Higher Education will be here Wednesday and Thursday
 - State budget requests from higher education institutions
 - At bot this Thursday
 - Capital request – to get funding for engineering and polytechnic gateway project (located by KNOY)
 - \$10M at Fort Wayne for campus renovations
 - PNW request to upgrade chiller plant for \$9M
- Diplomas
 - PNW announcement from Chancellor – mentioned something that is under discussion (change about diplomas) will be discussed at BOT this week
 - Diplomas are differentiated by campus location
 - May add location immediately under Purdue logo on current diploma
 - Could change or stay the same
 - Purdue University Global

Mr. Morgan Burke, Strategic Project Manager / Mr. Bill Sullivan, Treasurer and CFO

- Current system is badly broken
- Unable to tell what the needed skills and qualifications are for a posted job
- Faculty = 2,990, Staff = 8,594, Non-staff=9,412(temp, grad staff)
 - Faculty have consistent titles, role clarity and total transparency into how they progress in their career at Purdue University

- Staff have inconsistent titles and job
- Uncertainty on roles and where they fit in
- Lack of transparency into career paths
- Morgan stressed that the Job Family Structure project is an investment in its people!
- Career Stream – career level – job family – sub family – jobs
- Police, fire and skilled trades (4 levels)
- Admin and op support (4 levels)
- Professional (6 levels)
- Management (6 levels)
- Executive (3 levels)
- 13 job families at Purdue University
 - Academic student affairs
 - Administration
 - Athletics and recreation
 - Finance
 - Communication & Engagement
 - Facilities
 - Health Services
 - Human Resources
 - Information Technology
 - Learning support
 - Legal and compliance
 - Research
 - Safety

What we will accomplish:

Phase 1 – January 1, 2019 go-live

Clear visibility to positioning
 Transparency to career pathing and compensation potential
 Titling consistency
 Career tools

Phase 2 – January 1 – December 21, 2019

Market drive compensation practices
 Performance management consistency
 Talent management/employee development focus
 Enhanced career pathing tools and resources for employees and managers

Op/Tech positions

- Title will be phased out, but employees will not
- No new op/tech positions will be created
- Existing op/techs will be grandfathered for benefits and op/tech designation
- Relevant career stream and level will be provided to each op/tech
- Relevant compensation bands will apply to future op/tech compensation adjustments

Compensation Bands

Mercer performed a comprehensive market analysis
 22 separate compensation bands have been identified with a minimum and maximum for each band

People under the minimums will be brought up to that minimum during the next merit increase process

Item #5 – Guest

Candace Shaffer, Director of Benefits

Medical Plan Changes

- Candace stated that the changes will be reviewed by the BOT this week.
- Candace answered questions asked by members
- HSA changing to lessen the amount of automatic deposit unless employees participate in the Healthy Boiler Incentive

Item #6 – Subcommittee Updates

None

Item #7 – Town Hall small group discussions

None

Item #8 – Call for Adjournment

The next regular meeting of the CSSAC will be held on November 13, 2018 in STEW 204

The next regular meeting of the APSAC will be held on November 14, 2018 in STEW 311

With there being no further business, the meeting adjourned at 3:44 p.m.