



**APSAC/CSSAC Joint Committee Meeting Minutes
March 12, 2019, LWSN 1142**

1:30 p.m. Item #1 – Meeting Call to Order and Adoption of Agenda

Vale/Smith

APSAC Chair called the meeting to order at 1:30 p.m.

Item #2 – Approval of February 2019 Minutes

Vale asked for any corrections to the minutes; it was noted that the Chief of Staff's report should reference undergraduate students only, not graduate students. Hearing no further corrections, the APSAC February minutes are approved.

Smith asked for any corrections to the CSSAC minutes; it was noted that Sara Ostheimer was in attendance. Hearing no further corrections the CSSAC February minutes are approved.

Item #3 – Announcements

Mandy introduced Marie Edmondson

APSAC VC elections next month. 1 nominee; anyone interested should let Brittany & Danny know.

Questions about time commitment or responsibilities

CSSAC nominations will be taken in April for the May vote

Item #4 – Guest

Provost Jay Akridge - Future of Purdue University

Jay stated that he deeply appreciates all that the members of APSAC and CSSAC do for the staff and University and he was grateful for the opportunity to address the groups today.

- Demographics % of HS schools attending 4-year college = 40-42% (flat)
- Declining state funding =
- Increasing student debt?
 - Purdue at flat tuition since 2013
- Student preparation =
- Education continues to matter in USA
 - Unemployment rate much higher for non-college workers
- Purdue Looking Forward
 - Affordability central focus
 - Tuition frozen for 8 years
 - Deep dive on cost of administrative activities/information systems
 - Targeted investments in growing programs/area
 - Finding better ways to do things, keeping resources focused on our missions
 - Generation Z is arriving
 - After leaving Purdue:
 - Interest in lifelong learning
 - 36 million non completers age 25+
 - Demand for upskilling/workforce development
 - Potential of digital technology
 - Realizing full potential of residential experience

- Massive investment of facilities and spaces
 - How do we use it in the most effective way
 - Current learning initiatives
 - Demand of Purdue education is strong
 - Focus on student success showing real progress
 - Investments in physical space and pedagogy;
 - active/experiential learning (WALC)
 - Experiments in new formats
 - Degree in 3; more in 4
 - Degree+
 - Purdue Polytechnic
 - Expansion of professional Masters program
 - New cross disciplinary
 - Degrees/minors/certificates
 - Infusing data science into curricula
 - Campus wide embrace of co-curricular activities
 - Preparing students for multicultural world
 - Blending of school and work
 - Targeting support for student success
 - Managing growth in undergraduate population
- More focus on on-line programming
 - Graduate degrees
 - Certificates
 - Badges
- On campus blended programs focused on adult learners
- Other factor shaping discovery mission
 - Convergence of disciplines
 - Team science/big science
 - Decline/stagnation in public research funding
 - Science literacy of the public
 - Preparing graduate students for non-academic roles
- Discovery path forward
 - Fully implementing recently launched activities
 - Development of university level signature areas:
 - Data science
 - Promoting strengths/building partnerships at highest levels of government foundations and industry
 - Integration of social sciences/liberal arts
 - Incubator approach to new research areas
 - Capitalizing on discover park district
 - Raise visibility of engagement mission
 - Integration with teaching/research
 - Focus on (Indiana issues:
 - Enhancing PK-12 educational outcomes
 - Rural economic development
 - Health
 - ...
 - VP for Diversity and Inclusion – Dr. John Gates
 - more focus on student, staff, and faculty success initiatives
 - changing trajectory of recruitment

- development of a more effective organizational structure/accountability
- sharing best practices across units
- Purdue staff and our future
 - Enhancing a climate of excellence and innovation
 - Career ladders and coaching/mentoring
 - Education, professional development and training
 - Rewards and recognitions
 - Purdue is and will be a great university because of outstanding students, outstanding faculty and outstanding staff
- Record time at Purdue!
 - Largest entering class
 - Largest number of Indiana residents students in a decade
 - Largest number of underrepresented minorities
 - Largest undergrad enrollment
 - Largest grad enrollment
 - Record graduation rates
 - Record sponsored research funding \$454.5M
 - Record giving – 150th Anniversary ever true campaign

Item #4 – University Officers’ Updates

Ms. Gina DeSanto, Chief of Staff

Questions received from Brittany

- Data on appeals?
 - 513 reviews 6% of total positions
 - 75% of them resulted in a change
 - 68% changed went up 1 level
 - 6% up 2 levels
 - 2% went down 1
 - 17% other change (title, placement etc.)
- 29% at FW were reviewed
- 1% at PNW were reviewed
- Staff unable to find job class in Successfactors - will they be able to?
 - Ultimately yes in job profile
- Papa Johns receiving free tuition?
 - Signed a contract with Purdue Global to purchase education – but not sure what the structure is for Papa Johns employees (tuition free? Fee free?)
- Are there any additional details regarding \$500
 - What funds are being used?
 - General funds – not from any particular budget, not a draw on endowment
 - Raise pool remains at 2.5%
 - Biweekly paid on 3/27
 - Monthly paid on 3/29
- APSAC CSSAC and Senate began work on climate survey
 - What is the status?
 - No plans to do a campus-wide survey; just finished Coache survey for faculty which is periodically administered to all faculty (2 times in 6 years)
 - Survey available on Provost website
 - Also survey students every other year (Gina will send SERU survey)
 - Mitch says we have room for a staff survey – worthwhile and fruitful opportunity to survey the staff

- VP Bell said late 2019 – 2020 to look at survey for staff

Mr. Bill Bell, Vice President for Human Resources

Mr. Adedayo Adeniyi, Director of Leadership & Organizational Development

- Performance Management

- Working with all campuses
- 5 steps available to help with performance evaluations
 1. Entering future development activities for the current period by March 31, 2019
 2. Entering key performance objectives for the current period by March 31, 2019
 3. Entering the annual employee self-assessment
 4. Entering the annual supervisor review by April 30, 2019
 5. Conducting the annual review discussion recommended by May 31, 2019
- Some concern:
 - Managers/professionals/executives now are measured by goals and competencies. Clerical and service not required to complete this part.
- Exception reports will be completed at the end of each reporting period above.

AOA would like to partner with APSAC and CSSAC to work on next year goals with staff groups.

Next year's goal plan and development plans will be available May 1, 2019. Evaluation not till later. Development plan available at all times, just keep adding to it. Goal plan is an annual plan.

2:45 p.m. Item #6 –Subcommittee Updates

Mandy asked for updates from each district:

District I – no report

District II – no report

District III – no report

District IV –

- CSSAC volunteers are needed for Spring Fling, Mykesha passed around a sign-up sheet and asked all members to volunteer for one time slot. May 22 is the date this year.

District V – no report

Subcommittee Reports

Brittany asked if there were any questions regarding the submitted APSAC reports; there were none.

Regional and University Committee Reports

Brittany asked if there were any questions regarding the submitted Regional & University reports; there were none

With there being no further business, the meeting adjourned at 3:15

3:30 p.m. Item #9 – Call for Adjournment

The next regular meeting of the CSSAC will be held on April 9, 2019 in STEW 204

The next regular meeting of the APSAC will be held on April 10, 2019 in STEW 311