

PURDUE UNIVERSITY
MANAGEMENT AND PROFESSIONAL STAFF ADVISORY COMMITTEE MINUTES
August 11, 2021

MaPSAC MEMBERS PRESENT

Stacey Baisden	Hugh Gardner	Jaclyn Palm
Colleen Banter	Regina Gordon	JJ Sadler
Megan Brashear	Elizabeth Gray	Wesley Shoop
De Bush	David Huckleberry	Angie Sigo
Johnna Dexter-Wiens	Joseph Levell	Mike Springer
Stephanie Dykhuizen	Tony Mull	Anna Subramaniam
Amanda	Christal Musser	Jackie Thomas-Miller
Emmons	Samanthi	Kerry Ticen
Nicole Finley	Obeyesekera	Cameron Ward

MaPSAC MEMBERS ABSENT

Debbie Bachmann
Kelsey Chapman
Rachel Pollack
Andy Pruitt
Yang Yang

RESOURCE MEMBERS PRESENT

Bill Bell, Vice President for Human Resources
Carrie Hanson, Office of Vice President for Human Resources
Dan Howell, Office of Marketing and Media

Item #1 – Adoption of Agenda

Chair Cameron Ward called the meeting to order at 1:30 p.m. Chair asked for additions and/or corrections to the agenda. Hearing none, Colleen Banter motioned to adopt the August agenda as written; Angie Sigo seconded. No objections, motion carries.

Item #2– Approval of Minutes

Chair asked for additions or corrections to the July 2021 meeting minutes; hearing none Colleen Banter motioned to approve the minutes as written; Mike Springer seconded. No objections, motion carries.

Item #3 – University Officers’ Reports

Bill Bell, Vice President for Human Resources – provided written report.

If you haven’t seen it, please watch the President’s video that went out on 8/10. As a reminder masks are required indoors for everyone regardless of vaccination status.

Benefits for 2022:

Purdue University’s Board of Trustees on Friday (August 6) approved 2022 health plans, which will have no employee premium increase for the 3rd straight year. The plans for 2022 align with the university’s strategic approach to health care and the Healthy Boiler Program initiative, and were designed as part of the ongoing pursuit of improving population health and controlling overall costs for employees and the university.

Changes for the 2022 plan year will be:

- Reducing the fixed or base Purdue Health savings account contribution, while increasing the incentive dollars available to employees and spouses who complete a series of prevention screenings, including

their physical, biometrics and health risk assessment. The total amount HSA employees can earn remains the same in 2022 as the 2021 incentive year.

- Upgrading the current Healthy Boiler Portal to further promote overall wellness for employees and spouses.
- Transitioning from Anthem to Delta Dental in providing the voluntary dental plan, a move that yields a reduction in overall premiums for employees and the university.
- Continuing to educate, communicate and increase engagement for prior-year initiatives to direct members to high-quality, cost effective, preferred providers in the areas of joint replacement, imaging, physical therapy and concierge services (prescription and cancer services).
- Premium rates for early retirees will increase by 5% - affecting approximately 300 early retirees who are on medical plans.

Overall university cost increases will continue to be significantly less than the national average. According to data from PricewaterhouseCoopers, the national average for university health care has grown nearly 6% annually since 2016, while Purdue has seen only an average increase of 1% annually.

Employees will begin to receive information related to open enrollment 2022 via email the week of August 9 and will continue to receive information about enrollment, benefit changes and more throughout the next few months via mailings to their homes, emails, and virtual newsletters from Purdue Benefits and Purdue Today.

Future of Work Survey Findings:

Future of Work survey findings demonstrated continued interest in hybrid, remote work.

Over the last two months, faculty, staff, and graduate students have participated in multiple feedback opportunities, sharing information on how the University can best support its workforce going forward. Through department meetings, the workplace experience survey and focus groups, employees have shared comments, concerns and ideas.

- Over 3,500 staff, faculty, and graduate students completed the survey – a 25% response rate total. Of those who participated, 79% identified as staff, 17% faculty, and 4% graduate students.
- The majority of survey respondents see the benefits of and prefer a remote or hybrid work arrangement going forward. More than half of the respondents indicated that they would like to spend 4-8 days per week working from home or come to campus as need arise. Additionally, the majority of respondents believe they do not need to be in the office in order to be perceived as being productive by their manager.
- “As you might expect, the survey found that the biggest benefits to remote work are increased flexibility with time and the time saved on commutes,” said Bell. “In addition to those positives, we also heard about opportunities for improvement, which we value just as highly.”
- A number of respondents indicated that additional training on tools like Microsoft Teams would help with productivity. The university is partnering with Microsoft to offer a series of workshops on Microsoft Teams over the next two weeks. Additionally, employees can access a variety of Microsoft Teams training courses through LinkedIn Learning at any time. LinkedIn Learning training courses are free once employees log in and can be accessed through the OneCampus Portal.
- A portion of respondents reported that they were unaware of the process available to take select Purdue property off campus to support remote work. Information on the process can be found in the Remote Work section of the Human Resources website.
- The Future of Work Project Team and Executive Committee will use the information gathered from the various feedback opportunities to continue to move the project forward toward its end result; a flexible,

collaborative workplace strategy that supports current employees, attracts new employees and supports Purdue’s residential learning and research environments.

Item #4 – Announcements

- Written reports for all committees are due to [Carrie Hanson](#) by noon Thursday prior to the full meeting, with CC to Cameron and Amanda.
- Roll Call

Item #5 – Questions regarding written subcommittee reports

Compensation & Benefits

- No questions

Membership & Communications

- Welcome new members! Johnna Dexter-Wiens and Hugh Gardner
- If you do not have a headshot on the MaPSAC website please send a headshot to Angie Sigo or Kerry Ticen.

Professional Development

- Welcome Jaclyn Palm as our new Vice Chair
- Welcome Johnna Dexter-Wiens as a new member on our committee
- Committee hopes to send survey out to gather feedback from M/P staff on topics and speaker ideas for fall and spring speaker series

Executive Committee

- Executive Committee as met in-person for a few meetings now. We hope to continue to do so while following Protect Purdue guidelines.
- Full Committee will need to hold off meeting in-person until probably spring semester.

Item #6 – Regional Report and University Reports

Purdue University Fort Wayne	Gordon
<ul style="list-style-type: none"> • Held elections last month. Doug was elected as President. Laura Zegler elected as President-Elect. • Have not filled secondary position. 	
Purdue University Northwest	TBD
<ul style="list-style-type: none"> • Absent 	
College of Engineering Dean’s Staff Advisory Council	Ticen
<ul style="list-style-type: none"> • Meeting in September. 	
EAP Selection Committee	Springer
<ul style="list-style-type: none"> • No report. 	
Eudoxia Girard Martin Award	Musser
<ul style="list-style-type: none"> • No report. 	
Healthy Boiler Committee	Chapman/Shoop
<ul style="list-style-type: none"> • No report. 	
New Employee Experience (NEX)	Emmons
<ul style="list-style-type: none"> • No report – committee might be dissolved. Amanda will verify. 	
Recreation and Wellness Advisory Board	TBD
<ul style="list-style-type: none"> • No report. 	
Retirement Planning Committee	Banter
<ul style="list-style-type: none"> • Meeting in November. 	
Spring Fling	TBD
<ul style="list-style-type: none"> • No report. 	
Staff Memorial	Ward/Emmons

<ul style="list-style-type: none"> • No report. 	Banter
Survey Oversight Committee	
<ul style="list-style-type: none"> • Meeting next week. 	Sigo
University Policy Committee	
<ul style="list-style-type: none"> • Meeting next week. 	Emmons/Ward
University Senate	
<ul style="list-style-type: none"> • No report. 	Ward/Emmons
University Senate Advisory	
<ul style="list-style-type: none"> • No report. 	Springer
University Senate Faculty Committee: Staff Appeal Board Traffic Regulations	
<ul style="list-style-type: none"> • Meeting in September. 	Sadler
University Senate: Committee for Sustainability	
<ul style="list-style-type: none"> • No report. 	Bush
University Senate: Equity and Diversity Standing Committee	
<ul style="list-style-type: none"> • Working to get meeting scheduled. 	Obeyesekera
University Senate: Faculty Compensation & Benefits Committee	
<ul style="list-style-type: none"> • No report. 	Finley
University Senate: Parking & Traffic	
<ul style="list-style-type: none"> • No report. 	Mull
University Senate: Vision Arts and Design Committee	
<ul style="list-style-type: none"> • Meeting in September. 	

Item #7 – Guests

Jessica Robertson, Senior Director Procurement

Sabra Moulton, Assistant Director of Procurement

Janessa Martin, Manager of Procurement Services

- Reviewed travel changes to expense reports
- Email Sabra for questions and feedback

Brenda Coulson, Director Talent Acquisition

- Presented on Purdue internal career site
- The career site will have more filters – hopefully for career streams
- Include where you can go to get trainings i.e. LinkedIn learning
- Email Brenda with questions and feedback.

Item #8 – Call for Adjournment

With there being no further business, a motion to adjourn the meeting was made by Joe Lovell, seconded by Christal Musser. With no objections, chair adjourned the meeting at 2:46 pm.

Minutes taken by Stacey Baisden, Emeritus

The next regular meeting of the MaPSAC to be held September 8, 2021 via Zoom