

MaPSAC

Management and Professional Staff Advisory Committee

To: MaPSAC Members
From: Amanda Emmons, Chair
Subject: Agenda for July 13, 2022 via Hybrid

1:30p.m.

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

Amanda Emmons, Chair

Chair Emmons called the meeting to order at 1:31pm.

JJ Sadler stated that he would like to add Executive Operating Procedures and Guest Speaker to New Business.

Amanda asked for a motion to approve the June minutes. Hugh Gardner motioned to approve the minutes as written, Stephanie Dykhuizen seconded. Motion carried.

Item #2 – Announcements

- Written reports for all committees are due to [Kristen Miller](#) by noon Thursday prior to the full meeting
- Please consider turning on your camera at the start of our meetings.
- Roll Call / Ice Breaker

Item #3 – University Officers' Reports

Mr. Bill Bell, Vice President for Human Resources

- Performance Management is complete and merit increases are loaded, effective July 1. Log onto SuccessFactors, scroll down to the bottom of the page and you will find your 2021 and 2022 compensation statements.
- Hourly minimum raised to \$15 for those not already at that pay
- Promoted just under 300 staff this round
- Candace and her staff are formulating recommendations for 2023 plans
 - Currently reviewing 2021 plan performance, updates on 2022 plan performance
 - Conversation in August with President Daniels
 - Seek approval from BOT in early August
 - Will have an update at next meeting
 - Plans are performing well
 - Less expenditures on screenings etc.
 - HR encourages staff engagement to participate in all suggested screenings regarding their personal healthcare

Q&A for VP Bell

Q: Regarding recent pay band adjustments was there a letter or communication from HR? **A:** No major communication regarding the adjustment; staff can find their pay band in SuccessFactors, click on your profile, then *Job Info* details. Find your position code and place that code in the [Career Path Maker Tool](#). Click on the Job Code to see the pay band range.

Q: Update on Patty Jischke opening? **A:** Project is still on track to open mid to late August.

Q: Staff received a promotion July 1 and her vacation time has been reset! **A:** This does not appear to be campus-wide; please contact HR to get resolution.

2:00p.m.

Guest Speaker – Juan Robles, Assistant Director Latino Cultural Center

Juan provided a PowerPoint presentation regarding the Center's 20-year existence at Purdue including all amenities, workshops, pop-up events, recurring events, and more!

Item #4 –Subcommittee Reports (see attached reports for reference)

- Compensation & Benefits Chapman/Hein
- New medical facility on campus; we are eager to learn more about whether that facility will be a tier 1.
 - **Bill:** Not Purdue-owned or operated. They are in network and a part of Health Sync. Relocation for CHL...current location to go away at some point. Will be having discussions about possible further services that may be available there.
- Membership & Communications Gray/Dykhuzen
 - Sentinel change discussion
 - Community Spirit Award nominations open through September 2
- Professional Development Palm/Thomas-Miller
 - Brainstorming Lovell speakers, roles within the committee
- Executive Committee Emmons/Sadler
 - Discussed potential Parliamentarian/Exec Secretary
 - CSSAC collaboration
 - MaPSAC member terms/vacancies
 - Budget discussions
 - Executive Committee meeting date/time

Item #5 – Tentative Regional campus reports and university committee written reports

- Purdue University Fort Wayne Egbert
- Purdue University Northwest Bachmann
- College of Engineering Dean's Staff Advisory Council Ticen/Gray
 - June 14, received apps from about 20 for professional development Prime grants. The committee chose 10 applicants and submitted those to the Dean for approval. These grants will be used throughout the year.
- CSSAC PEAP Subcommittee Thomas-Miller/XXXX
- EAP Selection Committee Springer/XXXX
 - Believes committee is disbanded and can be removed
- Eudoxia Girard Martin Award Musser/XXXX
- Healthy Boiler Committee Hein/Chapman
- New Employee Experience (NEX) Emmons/Sadler
- Recreation and Wellness Advisory Board Gardner/XXXX
- Retirement Planning Committee Banter/Hein
 - Met in April – project updates, completion of merger. HR & payroll accomplished transitioning with Purdue Global. HR benefits worked with consultant for retirement benefits – retirement contribution guide to come
 - Building operational guide for HR
 - Legacy retirement plans being reviewed; i.e. TIAA Cref
 - Some employees may have legacy accounts and may want to consolidate those
 - Communication partnered with fidelity for financial wellness
 - Road to retirement in March 775 attended over 3 days.
 - More articles about retirement to come
 - Beneficiary campaign – how to update your beneficiaries
 - Fidelity is discussing how often to plan events and communications?

Spring Fling	Springer/XXXX
Staff Memorial	Emmons/Sadler
Survey Oversight Committee	Dykhuisen/Finley
University Policy Committee	Freeman/Gardner
University Senate	Sadler/Emmons
University Senate Advisory	Emmons/Sadler
University Senate Faculty Committee: Staff Appeal Board Traffic Regulations	Shoop/Sigo
University Senate: Committee for Sustainability	McNalley/Subramaniam
University Senate: Equity and Diversity Standing Committee	Chapman/Thomas-Miller
University Senate: Faculty Compensation & Benefits Committee	Obeyesekera
University Senate: Parking & Traffic	Finley/Ickert
University Senate: Visual Arts and Design Committee	Mull/Deitrich

Item #6 – Unfinished Business

None

Item #7 – New Business

- New Employee Lunch
 - CSSAC and MaPSAC joining to offer informational session “lunches” to new employees
 - CSSAC has scheduled their first lunch, MaPSAC will schedule one soon
- New Committee Assignments
 - JJ Sadler discussed the tentative assignments; please contact him directly if there are any issues.
- Membership Spotlight
 - Elizabeth – trying a new monthly article for the Sentinel. Please reach out to her to volunteer for an article
- Executive operating procedures
 - JJ Sadler stated that the Executive Committee heard a motion today to regarding an update to operating procedures, specifically, Article 5 section 1.3, “The Executive Committee of MaPSAC will meet once per month, prior to and on the same day as the general meeting, to consider or act on committee business and the overall leadership of MaPSAC”. Having both executive and full (and some subcommittee) meetings on the same day makes it difficult to turn reports around in a short time. During the meeting, JJ made a motion to strike “prior to and on the same day”. After initial discussion, it was decided to bring the matter before full committee for more discussion. Mike Springer questioned striking the words “prior to” as the executive meeting should occur before each full meeting. A motion was made to change the wording to “The Executive Committee of MaPSAC will meet once per month, prior to the general meeting, to consider or act on committee business and the overall leadership of MaPSAC”.

2:30p.m.

Item #8 – Guest Speaker

Brenda Coulson / Linda Bear/ Cindy Moscrip – NEX (New Employee Experience)

Presentation and discussion regarding the new employee orientation at Purdue. They spoke extensively about the four core objectives when creating this new experience:

1. Connection
2. Culture
3. Community
4. Clarity

Item #9 – Adjournment

The next meeting of MaPSAC will be Wednesday, August 10, 2022 – Teams. With there being no further business, the meeting adjourned at 3:27 p.m.