

MaPSAC

Management and Professional Staff Advisory Committee

To: MaPSAC Members

From: JJ Sadler, Chair

Subject: **Agenda:** MaPSAC Meeting May 8, 2024 | 1:30pm-3:30pm | MS Teams

1. Call to Order: Chair Sadler calls the meeting to order at 1:31p
2. Adopt Agenda: Chair Sadler motions to approve the agenda as submitted. Misty Hein moves, Stephanie Winder seconds.
3. [Approve Minutes](#): Chair Sadler motions to approve the minutes. Hearing no changes, the minutes are approved.
4. Guest Visitor
 - a. Corey Guilford, School of Business
 - i. Career Advisor, joining in this meeting.
5. University Officers' Reports
 - a. Alyssa Wilcox, Chief of Staff for Office of the President (2/14, 5/8, 8/14)
 - i. Unable to attend. May join for the June full committee meeting.
 - b. Amy Boyle, Vice President for Human Resources
 - i. Units will begin to start submitting merit and HR is reviewing promotion requests, effective July 1.
 - ii. IT Organization: Looking across IT and they found that there was a gap in the number of individual contributors and currently a larger number of managers. Proposed and executed in minimizing the number of manager level (M1-M6) roles and hiring more individual contributors. Someone may move from an M category to a P category but will be dependent on their individual circumstances. This is specific to the IT unit only.
 1. If individuals do not take early retirement, is that the type of environment where individuals are able to make a good decision on weighing their options and selecting the best decision for themselves?
 - a. There were additional business partners involved to assist in this decision.
 - b. Is the M to P option available to all? Depends on the individual and would have to determine if they are interested and if they have that skillset and seeing if there are positions available in that area.
 - c. How does Purdue protect itself from age discrimination. Age discrimination is considered 40 and above. Offering an early retirement incentive is not age discrimination. Reduction of force requires to provide a 30-day notice. Please inquire with policies and regulations for more information.

- d. Can M's stay M level if they do not want to move to a P position or is it a requirement to move to P if that fits for that individual? Depends on what those role and job requirements are and if that individual fits in that role.
 - c. John Gipson, Chief of Staff and Assistant Vice Provost for Academic Operations
 - i. Unable to attend this meeting, but if you have any questions, please send to Misty Hein or JJ Sadler.
- 6. Election of MaPSAC Vice-Chair
 - a. Eric Adams
 - i. My second year has provided me the opportunity to learn what MaPSAC is and the potential to affect real and meaningful change for the employees of Purdue University. I have worked at Purdue for 23 years and I have a lot of institutional knowledge balanced with an empathetic desire to listen and validate the concerns of others. I want to be a part of the solution that helps shape the rest of the current transition that not only Purdue but the workforce in general faces in our post-COVID world. I Passionately believe that workplace culture is the key to employee satisfaction and productivity. MaPSAC is the vehicle to bring business leaders and employees together to create a better outcome than we can by operating independently.
- 7. Roll Call:
 - a. Present: Eric Adams, Brittany Cruz, Amanda Emmons, Nicole Finley, Joe Freeman, Hugh Gardner, Elizabeth Gray, Misty Hein, LaShaunda Hill, Laura Holladay, Karen Louis, Samantha Obeyesekera, Kim Pearson, Nathan Rupp, JJ Sadler, Wesley Shoop, Melissa Taylor, Jackie Thomas-Miller, Brock Turner, Amanda Ward, Stephanie Winder, Amy Boyle, Carrie Hanson, Carly Rosenberger
 - b. Absent: Alyssa Wilcox, John Gipson, Megan Brashear, Khristian Carr, Kelsey Chapman, Joseph Coates, Amy Deitrich, Kelly Dold, Stephanie Dykhuizen, Karen Gick, Leslie Martin, Katie May, Mark McNalley
- 8. Breakout rooms (10 minutes)
 - a. General introductions
 - b. What contributes to your overall involvement with MaPSAC?
- 9. Announcements
 - a. Submit subcommittee and university committee reports in the folders linked below by the Thursday before the Full MaPSAC meeting.
 - b. [Spring Fling seeking more volunteers!](#) May 23, 2024. Last day to sign up to volunteer!
 - c. RSVP for the Recognition Luncheon & New Member Orientation ASAP.
- 10. [Subcommittee Reports](#) (See full reports in MS Teams)
 - a. Compensation & Benefits Obeyesekera/Martin
 - b. Membership & Communications Adams/Freeman
 - c. Professional Development Thomas-Miller/Deitrich
 - d. Executive Sadler/Hein
- 11. [Regional Campus Reports](#) (See full reports in MS Teams)
 - a. Purdue University Fort Wayne Louis
 - b. Purdue University Northwest Hill
- 12. [University Committee Reports](#) (See full reports in MS Teams)
 - a. College of Engineering Dean's Staff Advisory Council Gray/Martin

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| b. CSSAC PEAP Committee | Holladay |
| c. Eudoxia Girard Martin Award | Taylor/Turner |
| d. Recreation and Wellness Advisory Board | Gardner/Winder |
| e. Retirement Planning Committee | Dykhuzen/Taylor |
| i. Next meeting: November 13, 2024 from 3-5pm in 2550 | |
| f. Service Recognition Programs (new ad-hoc) | Adams |
| g. Spring Fling | Dold/Emmons |
| h. Staff Memorial | Sadler/Hein |
| i. Survey Oversight Committee | May/Cruz |
| j. University Policy Committee | Turner/Ward |
| k. University Senate | Hein/Sadler |
| l. University Senate: Staff Appeal Board Traffic Regulations | Winder/May |
| m. University Senate: Sustainability Committee | McNalley/Gardner |
| n. University Senate: Equity and Diversity Standing Committee | Thomas-Miller/McNalley |
| o. University Senate: Faculty Compensation & Benefits Committee | Martin/Taylor |
| p. University Senate: Parking & Traffic | Finley/Adams |
| q. University Senate: Visual Arts and Design Committee | Deitrich/Gray |
13. Unfinished Business:
- a. [MaPSAC Campus Feedback Form](#) - Will update website and included in Sentinel
 - b. [Presidential Town Hall Meeting Q&A Document](#)
14. New Business:
- a. [MaPSAC Historical Accomplishments Document](#)
 - b. Executive Secretary for 2024-25
 - i. Please reach out to Misty Hein if interested!
15. Adjournment: Hearing no new business, Chair Sadler motions to adjourn. Elizabeth Gray motions and LaShaunda Hill seconds. Adjourned at 3:31p.
- 16. Next Event: MaPSAC Recognition Lunch & New Member Orientation May 22nd | 11:30am-2pm (length varies based on role) | 2550 Northwestern Ave.**
17. Next Meeting: June 12, 2024 | 1:30pm-3:30pm | MS Teams