

# MaPSAC

Management and Professional Staff Advisory Committee

To: MaPSAC Members

From: Misty Hein, Chair

Subject: **Full MaPSAC Committee Meeting Agenda:** February 12, 2025 | 1:30pm-3:30pm | MS Teams |

1. Call to Order: Chair Hein calls the meeting to order at 1:30 – motion Leslie Martin, Laura Holladay
2. Adopt Agenda: Amanda Ward to adopt Laura Holladay seconds
3. Approve Minutes – No objections, minutes are approved
4. University Officers' Reports
  - a. John Gipson, Associate Vice President and Chief of Staff, Office of the Provost
- a. Updates on Indianapolis
  - a. Seeing high bus use, faculty and staff, last shuttles drop off in front of Lux apartments. Article on new programs available at Indianapolis. Demand looks strong from those two new programs. Expanding the Certificate in entrepreneurship in Indianapolis. Additional programs in radiopharmaceutical and sports management housed in HHS and in Daniels school of business. Relying on some courses will be taught by IUI for the next couple of years until our new academic success building is complete. 15 story building being built in Indy to house living, business space, and classroom space. Expanding connections to student life activities. Several using a bus to come up and participate. There is a club hockey team in Indianapolis.
  - b. Amy Boyle, Vice President for Human Resources
  - c. Adedayo team is working on succession planning to be rolled out to Purdue under talent management and the framework. Talent profiles are a piece. You can add your experience on your own in Successfactors and the intent on Talent Profile and how it can help the university. We are conducting this week on a benefits benchmark with peers. The last one was in 2021 expect information back in late March/Early April. We are hoping to adjust the pay band to be in line with Merit increases. No current conversations on what that might be.
  - d. Question by Misty – Benchmark study, would it be beneficial to have method shared with MaPSAC? – Response – We would need to look at the data and how it can be presented. Not sure the method of data collection and how it could be valuable for MaPSAC. Might look into what that can be done.
  - e. Question by JJ – Regarding succession planning and talent development – it states we should be doing talent profiling now. Has that been communicated to campus? Response Carrie – We worked with administrators on how to utilize this tool for talent management and succession planning.
    - a. JJ does not recall seeing communications. And wonders why it wouldn't be in Purdue Today. Response – no it is typically being utilized by leadership and they can pass information to their organizations as needed.

- c. Ian Hyatt, Chief of Staff for Office of the President (03/11/25- in-person, 05/14/25)
2. Guest Speaker: Tadd Colver, SCS Manager/Senior Lecturer - Statistical Counseling Services
  1. Bruce Craig doing the bulk of the presentation. Do not do much advertising but function on word of mouth for their services. Web page is [www.stat.purdue.edu/scs/](http://www.stat.purdue.edu/scs/) What we are? :Free of charge service for faculty, students, and staff. Provide walk in and appointment-based consulting on software consulting. Hybrid service – (open 10-4 M-F) – We address issues with data management/data processing, running specific statistical analyses/software, debugging code, interpreting various software output. Design /Analysis Consulting, Appointment required, Goal one week turnaround, work with client till mission complete. They expect clients to lead the statistical analysis. We provide advice and guidance, but this is a hands on learning environment. Often helpful to just talk through the planned procedure. Different mindsets... different views. The majority of projects are Analysis, but also design. 100+ projects per year.
  2. Amanda Hassenplug – Do you give guidance for IRB implications for surveys – Response We have looked into creating videos to help in that area. There are others who can help across the university in that space. They enjoy providing advice.
5. Roll Call: Lisa Schroeder, Carrie Hanson, John Gibson, Amy Boyle, Bruce Craig, Tadd Clover, Eric Adams, Dennis Bowling, Brittany Cruz, Lynne Dahmen, Amy Deitrich, Kelly Dold, Amanda Hassenplug, Misty Hein, Laura Holladay, Amanda Limiac, Leslie Martin, Katharine May, Mark McNalley, Jessica Perkins, Nathan Rupp, JJ Sadler, Jennifer Schukraft, Carly Stover, Amanda Taylor, Jacquelyn Thomas-Miller, Brock Turner, Amanda Ward, Melissa Taylor
6. Absent: Brian Bienz, Kelly Borges, Tracey Hanton, Emily Jones, LaShaunda Meyers, Samantha Obeysekera, Kim Pearson, Stephanie Winder
7. Breakout rooms (**10** minutes): What questions do we have for Ian Hyatt, CoS for the President at our March meeting?
  1. Room 1 –How do you intend to sustain and attract top-quality staff in light of federal cuts, frozen tuition, and large admission classes?
  2. Amanda would like to create a shared doc to add to during committee meetings of they come up.
  3. Room 2 – Amanda: Return to office? Is there any pressure to move to this to be in line? (Amy response – no word on this) Tuition freeze: What does the data say how it is helping the university? Hiring limits based on FTE snapshots, and should those be reviewed based on potential increase work loads? IT support, not having the support “home departments” in the similar fashion due to centralized IT?
  4. Room 3 – Laura – DEI questions on how it might affect student, staff, etc.? What is your golf score or what is your bowling score?
  5. Room 4 – Lynne – similar questions but – What is the strategy if there are impacts on the incentive package based on government for Sky Hynix?
  6. Room 5 – Amy – What are his main goals and focus from his perspective and how might those impact staff?
8. Announcements

- a. Need RSVPs for the March Joint CSSAC/MaPSAC In-Person meeting, HR is buying lunch (pizza).
- a. Please RSVP by Friday
  - b. Submit subcommittee and university committee reports in the folders linked below by the Thursday before the Full MaPSAC meeting.
- 9. Subcommittee Reports (See full reports in MS Teams)
  - a. Compensation & Benefits      Martin/Turner
  - b. Membership & Communications      Holladay/Schukraft
  - c. Professional Development      Deitrich/May
  - d. Executive      Hein/Adams
- 10. Regional Campus Reports (See full reports in MS Teams)
  - a. Purdue University Fort Wayne      Hanton/Bienz
  - b. Purdue University Northwest      Mayers
- 11. University Committee Reports (See full reports in MS Teams)
  - a. College of Engineering Dean's Staff Advisory Council      Perkins/Limiac
  - b. CSSAC PEAP Committee Holladay
  - c. Eudoxia Girard Martin Award      Taylor/Turner
  - d. Recreation and Wellness Advisory Board      Jones/Winder
  - e. Retirement Planning Committee      Bowling/Thomas-Miller
  - f. Service Recognition Programs (Ad-hoc)      Limiac/Bowling
  - g. Spring Fling (Starts in January)      Rupp/Dold
  - h. Staff Memorial (starts in January)      Hein/Adams
  - i. Survey Oversight Committee      Dahmen/Perkins
  - j. University Policy Committee      Turner/Ward
  - k. University Senate      Adams/Hein
  - l. University Senate: Staff Appeal Board Traffic Regulations      Winder/May
  - m. University Senate: Sustainability Committee      A. Taylor/VACANT
  - n. University Senate: Equity and Diversity Standing Committee      Cruz/McNalley
  - o. University Senate: Faculty Compensation & Benefits Committee      Martin/Taylor
  - p. University Senate: Parking & Traffic      Schukraft/Jones
  - q. University Senate: Visual Arts and Design Committee      Deitrich/Schukraft
- 12. MaPSAC Campus Feedback Form
  - i. Affirmed Rx Issues – C&B will follow up
  - ii. Fidelity's Website – C&B will follow up
  - iii. Volunteer Hours – Misty will respond
  - iv. Costs of Student Housing, Food, & COA/Rent Control – Sent to Bursar
  - v. Salaries vs Cost of Living and increasing workload – Save for Ian Hyatt in March?
- 13. Unfinished Business:
  - a. Ombudsperson proposal denied by Amy Boyle, VPHR
  - b. Employee Internal Job Transfer Guidance - VPHR has agreed to update some of the language on the HR website to address this situation. In process.
- 14. New Business: The feeling of being heard as an official policy created organization to Purdue University Leadership.
- 15. Adjournment: 3:24 – Eric Adams, Amanda Ward
- 16. Next Meeting: March 11, 2025 | 12-1:30pm Optional Lunch, 1:30-3:30pm Meeting | In-Person