

# MaPSAC

Management and Professional Staff Advisory Committee

To: MaPSAC Members

From: Misty Hein, Chair

Subject: **Full MaPSAC Committee Meeting Agenda:** May 14, 2025 | 1:30pm-3:30pm | MS Teams |

1. Call to Order: Chair Hein calls the meeting to order at 1:31 pm.
2. Adopt Agenda:
3. [Approve Minutes](#) - [March](#) and April
4. University Officers' Reports
  - a. Ian Hyatt, Chief of Staff for the President
    - i. Questions submitted to Ian week prior:
      1. Staff are facing unmet resource needs due to budgetary constraints. Will Purdue consider raising tuition to offset the financial strain departments are facing?
        - a. Tuition on hold again. Increases in fees in minor ways. Currently we have the highest headcount in recorded history.
        - b. Adding positions to help where the needs are with student load.
        - c. Delivered record increases prior to this year for the merit system.
      - ii. What is Purdue's plan to address salary, merit pool, and insurance premium increase concerns amid inflation and increased cost of living?
        1. Would Purdue consider cost of living increase?
          - a. COLA will not be a part of Purdue
        2. 2% plus the additional .5% for merit this year
        3. Since 2017 the cost of health care has increased (6%) but Purdue has only seen an increase of 1.6%
        4. Will there be increased costs in 2026?
          - a. Amy: I will not be able to comment on that now, too early. Looking at all financials at fiscal year end
          - b. No ideas until much later in the calendar
        5. Ian: From Mung - doing everything we can to stay competitive and keeping everything under control while we deliver value.
        6. Rising 1.6% over time where everyone else grew 6% in costs keeps Purdue more in line. We've stayed sturdy and stable for our staff and personnel.
      - iii. Is Ian willing to share updates from the president's office
        1. AI - Everyone wants a tool. Good news: AI has become forward leaning and capable at Purdue. AI website at Purdue talks about degree programs and how we're using technology and what tools are available.
        2. Efficient & Effective
      - iv. Dan DeLaurentis - Karen Plaut replacement effective July 1.

- v. David Reingold - Chancellor at IU. Moving back home from a decade of success at Purdue.
      - 1. Policy & Planning moved to the office of legal counsel
      - 2. Interim Dean in place
    - vi. Be sure to CC Ian on all questions/comments. He watches email closely.
  - b. John Gipson, Associate Vice President and Chief of Staff, Office of the Provost
  - c. Amy Boyle, Vice President for Human Resources
    - i. Performance conversation to be delivered by 5/23. Should happen prior to merit conversation
    - ii. Star pilot is going well. Staff training.
    - iii. Internal Career Site – previous limitations. Enhanced the navigation and search features. Features should help. More user friend
    - iv. Promotions: 170 in 28 divisions. About 20% of the workforce is being finalized.
      - 1. Turnover – posted internally for 2 weeks but needed to post externally. After 1 month, it was not approved. Can send them directly to Amy.
        - a. Administrative Assistant – these areas have significantly grown so Purdue is looking more intently here. Looking at other positions to closely align. Causing people to do more work than was previously done.
      - 2. Question: how was the mental health award concocted. What went into this award? Amy will send out details.
        - a. Question: how to get a referral? Employees were told to use Support Lync but SL pushed back. Employees left feeling not helped. What do we do?
          - i. Amy is looking into this issue.
      - 3. Question: Sick day appointments.
        - a. No – not gone. Generally consumed in first 10 minutes
        - b. Tele-health is a separate ap with \$5 per visit
- 5. Roll Call: Leslie Martin, Eric Adams, Amanda Ward, Amy Boyle, Brittany Cruz, Carly Stover, Lynne Dahmen, Amy Deitrich, Emily Jones, Amanda Hassenplug, Jessica Perkins, LaShaunda Mayers, Amanda Limiac, Mark McNalley, Misty Hein, Natalia Marulanda, Samanthi Oeyesekera, Nathan Rupp, Jennifer Schukraft, Amanda Taylor, Melissa Taylor, Jacquelin Thomas-Miller, Brock Turner, Stephanie Winder, Ian Hyatt (phone)
- 6. Absent: Lisa Schroeder, Lauren Ratcliff, Michelle Jansen, John Gipson, Emily Mishler, Carrie Hansen, Laura Holladay, Kim Pearson, Katy May, Tracey Hanton, Kelly Borges, Dennis Bowling, JJ Sadler, Kelly Dold, Brian Bienz
- 7. Announcements
  - a. [Urinetown Musical MaPSAC Event Tonight](#) – Cash bar & concessions, doors open at 7pm, show starts at 7:30 – bring your friends/family! Outside food is allowed.
  - b. Volunteers needed for [Spring Fling Bingo](#)
  - c. Wednesday, May 28<sup>th</sup>: MaPSAC Recognition Luncheon & New Member Welcome
    - i. Separate lunch and NM orientation (this will be virtually this year)
    - ii. Lunch provided. Headshots available.
  - d. Misty's last meeting as chair!
- 8. Breakout Session: What are new goals or topics to pursue for MaPSAC with the beginning of the new MaPSAC year?

- a. Room 1:
    - i. Backfill of position. Looking at numbers not true need. Admin assistants and communicators
    - ii. See MaPSAC continue to move forward with helping employees move jobs within. I.E. exit interviews internally. High turnover rates in 1 position.
    - iii. Looking back at the job shadow opportunities. Is this still an option to shadow/learn new roles for backup on bridging gap on where needed (also prof. development)
  - b. Room 2:
    - i. University guidance on remote vs. hybrid vs. in person. Being consistent and standardized. After COVID, there were several remote being hired. Now maybe not rehiring remote positions. How are we still engaging with the remote if we're not adding to that community.
    - ii. MaPSAC statement/support to university community of staff that feel less than supported in this climate of lack (or rolling back) in diversity/inclusivity around campus. There are many things that go into play with this type of statement. Support the employees who do not feel supported.
  - c. Room 3:
    - i. More buy in/partnership with HR and Chief of Staff. Doing better job of recapping concerns/movement. More joint efforts/more collaboration!
    - ii. Responsibility on MaPSAC members to be better representative. Be more active voice with co-workers. Provide greater outreach.
  - d. Room 5:
    - i. Nice to know there is no tuition rise in 14 years. But the idea of having MaPSAC poll/survey of what the constraint as lead to in work/service. Not in terms of salary and people. But what else is not getting done or being provided because of budget constraints. Great we have more students, but what is the impact?
    - ii. When positions have delays in filled or denied filling – compensation for those employees taking on more responsibilities. Make sure we were financially compensating or better supporting this activity.
9. [Subcommittee Reports](#) (See full reports in MS Teams)

a. Compensation & Benefits

Martin/Turner

- i. Employee separation & email access. What are the rules.
- ii. Revisit and reminder on Adoption Benefits.
- iii. Affirmed RX clarification.
- iv. Request for “lifestyle” spending account. More robust to include gym memberships/therapeutic massage, etc.
- v. Child Care Taskforce 2.0? Not likely...funding driven.
- vi. Comp central updates: promotions, pay band changes, data freeze upcoming
- vii. Merit policy 2.0% with 0.5% exceptional (waiting on guidance of 0.5%)
- viii. How is frozen tuition impacting future compensation and benefits?
  - 1. Unsure. But over the years, not overly impacted based on merit increases over the time period. Biggest way we've been able to keep tuition steady is due to student enrollment increases. Concern: we are reaching an infrastructure cap.

b. Membership & Communications

Holladay/Schukraft

- i. Offering for members. Completed interview. Emails out to Carrie to vet the individuals. Official notification should be coming. Announcement prior to May 28<sup>th</sup> luncheon
    - ii. New employee session joint with CCSAC. Biannual.
  - c. Professional Development Deitrich/May
    - i. Mtg cancelled. Wrapped up most of annual tasks and grant applications. Finalizing annual report.
      - 1. FY25, provided over \$21K to 35 individuals for PD grants
  - d. Executive Hein/Adams
    - i. Continue to work with HR to transition HR reps, there is a new email address for us to send emails to.
    - ii. We now have a full senate seat that passed with 80%
    - iii. Still openings for M&C – Jen to get back with Eric.
    - iv. Position description is teams folder. Be sure to use Teams folders.
    - v. Operating procedures still being reviewed. No votes.
- 10. [Regional Campus Reports](#) (See full reports in MS Teams)
  - a. Purdue University Fort Wayne Hanton/Bienz
    - i. No report
  - b. Purdue University Northwest Mayers
    - i. Tweak the welcome wagon to go out to meet new MaPSAC hires.
    - ii. Decided to send out week email for recruitment for MaPSAC.
    - iii. July end of year CCSAC/MaPSAC – fine tuning meeting
- 11. [University Committee Reports](#) (See full reports in MS Teams)
  - a. College of Engineering Dean's Staff Advisory Council Perkins/Limiac
    - i. No meeting
  - b. CSSAC PEAP Committee Holladay
    - i. No rep.
  - c. Eudoxia Girard Martin Award M. Taylor/Turner
    - i. Previously awarded.
  - d. Recreation and Wellness Advisory Board Jones/Winder
    - i. No updates from committee
  - e. Retirement Planning Committee Bowling/Thomas-Miller
    - i. No rep.
  - f. Spring Fling Rupp/Dold
    - i. Week from tomorrow. 5/22. Need more volunteers for Bingo. Respond to Nathan's survey. Moved to WALC due to the size of the event!
  - g. Staff Memorial Hein/Adams
    - i. No progression. Revisiting. Will share when available.
  - h. Survey Oversight Committee Dahmen/Perkins
    - i. No meeting. Cancelled due to illness of the chair.
  - i. University Policy Committee Turner/Ward
    - i. Potential policy for lecturer advisory committee. Present and proposed. Initial discussion involving this.
  - j. University Senate Adams/Hein
    - i. Vote to make MaPSAC senate. Minutes on website and very thorough.
    - ii. Bridge funding. Any issues. Maintain operations and people.

- iii. See website. <https://government-transition.research.purdue.edu/>
- iv. AI takes at the university. Looking for input on literacy moving forward.
- v. No additional meetings until August.
- k. University Senate: Staff Appeal Board Traffic Regulations Winder/May
  - i. Last meeting of AY. 1 person appeal = warning
  - ii. 12 other appeals = 6 warning, 6 upheld
  - iii. Decision on rules or feeling.
    - 1. Both – handicap is always upheld. It's handicap.
    - 2. Stephanie unanimously voted chair for next year!
- l. University Senate: Sustainability Committee A. Taylor/VACANT
  - i. One year project for campus. University wide student survey. Received 600 complete surveys. 1x we did the survey. It was long. Took as a win!
  - ii. Draft of a living guide for new students. Hoping to make a version for professions and administrative staff working guide.
- m. University Senate: Equity and Diversity Standing Committee Cruz/McNalley
  - i. No meeting. Eric to follow up on this committee.
- n. University Senate: Faculty Compensation & Benefits Committee Martin/Taylor
  - i. Running parallel to MaPSAC C&B. Targeting many of the same concerns.
- o. University Senate: Parking & Traffic Schukraft/Jones
  - i. Annual report – see chat for crosswalks and concerns.
- p. University Senate: Visual Arts and Design Committee Deitrich/Schukraft
  - i. Last meeting did not happen as planned. No new.
- 12. [MaPSAC Campus Feedback Form](#)
  - a. Encourage people to not submit anonymously but ask for confidentiality in the notes to not share the name. This will help us get back with the employee for responses!
- 13. Unfinished Business:
  - a. [Operating Procedure Changes](#) – Delayed due to additional HR review and suggestions
- 14. New Business:
  - a. Hearing None
- 15. Adjournment:
  - a. Motion to adjourn @ 3:05 PM
- 16. Next Meeting: June 11, 2025 | 1:30-3:30pm Meeting | MS Teams