

APSAC Meeting Minutes
November 20, 2007

Members Present:

Juan C. Casas (Chair), Hal Lusk, Donna Weidenfeller, Kara Griffin, Mary Haynie, and James Rogers

Members Absent:

Terri Chance, Michelle Gilhooly, Larry Steffel, Melissa Gonzalez, Mary Beth Rincon

Meeting called to order at 9:30 a.m.

I. Officer Reports:

a. Juan C. Casas, Chair – did not attend last meeting at PWL, but

Director of H.R. sent updates regarding parental leave benefit for next year.

1. Purdue policy might change by July, 2008;
2. Does not require the use of sick time or vacation time;
3. Includes a minimum of 6 weeks paid leave;
4. Is available to both mothers and fathers;
5. Includes provisions to protect employees who are in provisional employment periods or are seeking tenure; and
6. Is available to parents upon the birth or adoption of their child.

b. Holistic review of benefit

APSAC recommends that HR hire a consultant now to assist them with the following:

1. Examine Purdue's benefits structures;
2. Compare Purdue's benefits to peer institutions;
3. Survey Purdue employees to determine which benefits are most valuable to them;
4. Develop a comprehensive benefits plan that will serve both the University and its employees.

Leave benefits

1. Provide parental leave benefits (if not done by the time we make recommendation);
2. Paid shutdown between Christmas and New Year's holidays (include holiday premium pay for essential staff);
3. Increase flexibility for using sick time for family illness;
4. Allow donation of vacation or sick leave to employees in times of need;
5. Restructure leave benefits to reduce complexity – consider Paid Time Off (PTO).

Retirement benefits

1. Eliminate 3 year waiting period before Purdue TIAA-CREF contributions begin;
2. Provide alternatives to TIAA-CREF;
3. Provide TIAA-CREF (or alternative) benefits to all A/P staff;
4. Allow loans from retirement package for financial hardships.

Medical benefits

1. Restructure medical premium fee structure to eliminate times when employee pay raises are effectively eliminated because of crossing the pay tier for medical premiums;
2. High deductible insurance w/health Savings Account that includes a Purdue contribution;
3. Provide dental insurance to all employees.

Other benefits

Change tuition remission to include fees that have been tacked on.

c. Student Service Fees

Student service fees – more money remaining - Mindy to use reserve for Student Voice
John Friend will be paid out of SS fees. He is raising money for the University.

- d. Pre-planning Committee met on October 23, 2007 and Purdue wants to have the reputation of being the University of Choice.**
1. Known for quality of its programs.
 2. Known for excellence of its students.
 3. Recognized for its faculty excellence in teaching and scholarship.
 4. Viewed as positive force in improving the region's quality of life.
 5. Proud of it's highly diverse workforce and student body.
 6. Most admired for a robust student life.

II. Subcommittee Reports:

a. Fundraising (Kara Griffin)

- i. Survey ready and waiting for approval from Mary Beth Rincon.

b. Communication (Terri Chance) No report

c. Engagement (Michelle Gilhooly)

- i. Convocation is set for Friday, January 25th at 8:00 a.m.
- ii. Chancellor Cohen will provide funds for convocation.

d. Membership - New committee person soon.

e. Professional Development – Melissa Gonzalez – No Report

f. Director of Human Resources – Mary Beth Rincon – No Report

III. University Committees

a. AQIP – Juan C. Casas – No report

b. Advisory Committee on Equity – No report

c. Bookstore Advisory – James Rogers – No report –

d. Campus Security Advisory Committee – Larry Steffel – No report

e. Food Service Advisory Committee – Terri Chance – No report

f. Multicultural Campus Council – Michelle Gilhooly – No report

g. Parking Policy Advisory Committee – Mary Haynie – No report

h. Recycling Steering Committee – Open

i. Student Services Fees - Juan C. Casas – No report

j. Traffic Appeals Board – Mary Haynie - Donna Weidenfeller alternate – Very busy with tickets.

The meeting was adjourned at 11:00 p.m.

The next APSAC meeting is scheduled for December 17, 2007, at 9:30-11:00 a.m. in SUL 307.

Minutes recorded and respectfully submitted by:

Donna Weidenfeller, APSAC Secretary