MaPSAC Major Accomplishments

- **Microsoft Co-Pilot**: During a discussion about AI in the workforce, MaPSAC members recommended including MS CoPilot in our license with Microsoft. This was reviewed by Purdue IT and has been implemented across campus.

- **Internal Job Change Salary Negotiations**: Internal job changes for employees used to have a 5% salary increase maximum included for compensation discussions. This has been removed from the website. The Purdue compensation team was reminded that unit leaders have the final say in the compensation of an individual if they are still within the budget and that compensation team members only provide recommendations.

- **Supervisor Performance Evaluation Consistency Support**: With inconsistent performance evaluation beliefs among managers across Purdue (*e.g.,* what a "3" means, "anything less than a 5 makes my team feel bad"), it is important for supervisors to watch the provided training videos. Although they cannot be required, there is automatic checklist items added to watch the videos prior to conducting the performance evaluation of their supervisees.

- **Pay Band Transparency in Job Postings**: Discussion with HR indicated that the salary bands were not visible to external candidates requiring them to have an "in" at Purdue to see the band or to ask the hiring manager. Now, most (not all…) can be seen externally if it is available internally.

- **Professional Development Grants**: Since 2003, MaPSAC Professional Development subcommittee has distributed over $450,000 to 797 management and professional staff through professional development grants.