

MaPSAC

Management and Professional Staff Advisory Committee

To: MaPSAC Members

From: Misty Hein, Chair

Subject: **Minutes:** MaPSAC Meeting November 13, 2024 | 1:30pm-3:30pm | MS Teams |

1. Call to Order: Chair Hein calls the meeting to order at 1:31p.
2. Adopt Agenda: Chair Hein moves to adopt the agenda. Leslie Martin motions Emily Jones seconds
3. [Approve Minutes:](#) Minutes are approved
4. University Officers' Reports
 - a. Ian Hyatt, Chief of Staff for Office of the President (*03/11/25- in-person, 05/14/25)
 - b. John Gipson, Associate Vice President and Chief of Staff, Office of the Provost
 - i. Not able to attend
 - c. Amy Boyle, Vice President for Human Resources
 - d. Guest: (1:45 pm) Brenda Coulson, Senior Director of Talent Acquisition – Recruiting & Candidate Experience update
 - i. Feedback form Question: How to start the hiring process sooner for planned departures (retirement, etc) for cross-training and to reduce gap coverage?
 - ii. Key Recruiting Trends
 - iii. Candidate Experience Survey Results
 - iv. Industry and Market Trends Shaping Recruitment
 - i. Demand for Hybrid/Remote roles
 - ii. Candidate Experience Focus
 - iii. Internal mobility and upskilling
 - iv. Data driven recruitment
 - v. AI and Automation – AI bot with Purdue Global, Successfactors AI tools to help identify skills that match jobs
 - vi. Job Requisition Trends by Work Arrangement
 - i. Onsite roles decreased from 80.2% in Q1 2023 to 69.7% in Q3 2024
 - ii. Hybrid roles rose to nearly 20%. Reflecting Purdue's adaptation to workforce demand
 - iii. The consistent reduction in replacement requisitions over time could indicate improved retention and reduced turnover.
 - iv. 2024 Trend – gradual shift from replacement to new roles throughout 24 aligns with organizational expansion
 - v. Time-to-accept reduced by 54%- working on consistent follow up, established timelines within colleges/departments, process efficiency, departmental

collaboration – this is only Purdue WL data and Purdue Global AI bot showed reductions of maybe 65%

- vii. Applicants 23 vs 24
 - i. Applicants per hire increased by 42%
 - i. Purdue's strong reputation
 - ii. Employer Value Proposition Push
 - iii. Broad Digital and Social Media Reach
 - iv. Economic Factors
 - ii. Withdrawal rates decreased by 11.82%
 - i. Reduced TTF
 - ii. Improved Candidate Experience
 - iii. Reasons for candidate withdrawals same accepted counter offer from 23 to 24, increase in personal reasons, decrease from accepted another offer and increase in salary to low.
 - iii. Distribution of applicants by work arrangement
 - i. Remote 75.6% of total
 - ii. Hybrid 14.6% of total
 - iii. Onsite 9.8% of total
 - iv. Source Effectiveness
 - i. Email and Career Site each contribute the highest percentage of candidate
 - ii. Top job boards are Indeed and Higher Ed Jobs
 - iii. Internals are 12% of applicant pool and top source for hires
- viii. Question from JJ- some job boards will scrap our site to post our jobs, we might have a package that uses national job board sites,
- ix. Question from Misty – are we having conversations with hiring managers about making roles fully remote vs hybrid due to the high amount applicants. Answer, Yes presentations have been delivered to managers about hybrid and remote applicant data.
- x. Enhancing Candidate Experience
 - i. Focus on transparency, engagement, and creating positive impressions
 - ii. Candidate experience survey
- xi. Key insights from candidate experience Surveys 23-24
 - i. Career growth 68%
 - ii. Collaborative culture 54%
 - iii. Pride in mission 49%
 - iv. Purdue Benefit package
 - v. Satisfactions with Interview Process
 - i. Overall interview experience up 12%
 - ii. Transparency and communication during interview rising 15%
 - iii. 82% would recommend PU to others based on interview experience
 - vi. Biggest Challenges

- i. Communication from hiring manager throughout the process
 - ii. Transparency of timeline continues to receive the highest dissatisfaction at 22% unfavorable
 - i. Ways to address is by Hiring Manager Training
 - ii. Regular Check-ins
 - iii. Develop templates in SuccessFactors
 - iv. Disposition of candidates
 - xii. How PU Compares to Industry Norms
 - i. Likelihood to reapply -82% PU above 75% industry average
 - ii. Referral Likelihood 78% vs 70%
 - iii. Satisfaction of application process 88% vs 80%
 - iv. Alignment with Core Values 74% vs 65%
 - v. Satisfaction with Pre-Employment Communication 80% vs 68%
 - ii. Question from Amanda H. – are we tracking diversity metrics? Yes, looking at the diversity of pool and who were hired and identifying data to dive deeper into
 - iii. Question from Misty – What industry are we comparing to? All industries
- 5. *SPECIAL: Welcome to our new members! Kelly Borges (Athletics) - PD, Amanda Hassenplug (IT)- MaC, Amanda Taylor (Science)- MaC, Tracey Hanton (Primary PFW), Brian Bienz (Secondary PFW)
- 6. PROFESSIONAL DEVELOPMENT ACTIVITY: Clifton Strengths – Sydney Moore
- 7. Roll Call: Misty Hein, Eric Adams, Brittany Cruz, Kelly Borges, Lynne Dahmen, Amy Deitrich, Kelly Dold, Amanda Hassenplug, Laura Holladay, Emily Jones, Mandy Limiac, Leslie Martin, Katie May, LaShaunda Mayers, Jessica Perkins, Nathan Rupp, JJ Sadler, Jen Schukraft, Amanda Taylor, Melissa Taylor, Brock Turner, Amanda Ward, Stephanie Winder, Jacquelyn Thomas-Miller, Carly Stover, Rob Schiavo, Dennis Bowling
- 8. Absent: Brian Bienz, Tracey Hanton, Mark McNalley, Samanthi Obeyesekera, Kim Pearson,
- 9. Breakout rooms (10 minutes): What professional development activity ideas do you have for our full committee spring professional development activity
 - a. Skipped due to time
- 10. Announcements
 - a. Submit subcommittee and university committee reports in the folders linked below by the Thursday before the Full MaPSAC meeting.
 - b. March Joint CSSAC/MaPSAC meeting is IN PERSON (see updated meeting invitation). We're reserving the space early (noon) if members want to bring their own lunch and visit before the 1:30 meeting.
 - c. Holiday Card Exchange for January full committee
 - d. Executive Secretary position open (Now – May 30, 2025)
 - e. November Sentinel Requests due to MaC (Amanda Hassenplug) by 11/18/2024.
- 11. [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
- 12. [Regional Campus Reports](#) (See full reports in MS Teams)
 - a. Purdue University Fort Wayne Tracey Hanton/Brian Bienz
 - b. Purdue University Northwest Mayers
- 13. [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 (new ad-hoc) Limiac/Bowling *No Longer Meeting*
 - 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 – Lynne Dahmen provided update
 - 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
- 14. Unfinished Business:
 - a. [MaPSAC Campus Feedback Form](#)
 - a. Tabled until next meeting
- 15. New Business: No new business
- 16. Next Meeting: December 11, 2024 | 1:30pm-3:30pm | MS Teams|
- 17. Leslie Martin request for meeting adjourn, Jennifer second Stephanie