



## APSAC CHAIR'S CORNER

Many of you received the news on Dec. 6 that both Provost Tim Sands and Executive Vice President and Treasurer Al Diaz would be leaving Purdue University to take on new roles at different institutions. I would like to take this opportunity to thank both of them for their many contributions to Purdue. I can honestly say that I'm surprised it took this long for Provost Sands to be named the president of a major research university, but Virginia Tech is getting a remarkable and compassionate leader and human being. Although Al's departure came sooner than planned, I am excited for him to have the opportunity to help Marymount University reach their goals. I consider myself lucky to have had several interactions with both of these individuals and I have come away from each of those encounters with a greater sense of understanding and direction. It will be difficult to replace these exceptional people, but I am confident that Purdue will attract only the best and brightest to fill their shoes.

Just as the University has the task of replacing two key positions, APSAC will be doing the same starting in January. Each year in May, several APSAC members complete their three-year tenure on the committee and a group of newcomers takes their place. In order to fill these vacancies, APSAC's Membership and Staff Relations Subcommittee initiates a recruitment period in January, beginning with the application process. The application is open to any administrative/professional staff member in the areas needing new representation.

In the coming year, it is with mixed feelings that I will be ending my term on APSAC in May. It seems like only yesterday that I had my first committee meeting, during which we discussed what has now become Purdue's performance review policy. I have



BEAU MOORE

been very fortunate to meet and have discussions with many of the top University leaders, including Al and Tim, and those are experiences I will cherish for the rest of my life. In addition to interacting with all of you and many of Purdue's leaders, the most rewarding part of serving on APSAC is the opportunity I have been awarded to help shape the direction of this University.

This year we will be looking for A/P staff members in the following areas to join our ranks and help make a difference.

- College of Agriculture and Cooperative Extension Service, School of Veterinary Medicine
- College of Engineering, College of Technology
- Office of the President and Areas Reporting Directly to the Provost, Board of Trustees, Vice President of Media and Marketing, WBAA
- College of Pharmacy, College of Health and Human Sciences
- Sr. Vice President for Business Services, Internal Audit, Executive Vice President and Treasurer, Vice President for Human Resources
- Associate Vice President for Housing and Food Services (2-year term)

If you are interested in learning more about APSAC and how you can get involved, or if you would like to attend a future APSAC meeting, please feel to reach out to me at [moore254@purdue.edu](mailto:moore254@purdue.edu) or 765-494-8638.

Thank you for your continued work to make Purdue University a premier research institution for higher education, and Hail Purdue!

## ABOUT APSAC

### WHAT WE DO:

APSAC serves as a two-way conduit between A/P staff and the senior administration. As such, APSAC serves two distinct constituencies, each with the need to hear the other and to be heard by the other. In its role as a communications facilitator APSAC offers A/P staff a mechanism to voice their interests and concerns as they relate to campus affairs.

### WHY WE DO IT:

The purpose of APSAC is to foster the welfare of A/P staff.

### WHAT WE HOPE TO ACCOMPLISH:

APSAC's goal is to improve the University system as a whole through engagement and dialogue, as well as by providing professional and personal development opportunities for A/P staff.

### HOW WE DO IT:

Contribute to the professional distinction of administrative and professional staff by providing professional development opportunities and supporting individual professional development. Regularly re-evaluate APSAC's effectiveness and frame the next steps needed to move forward to new levels of engagement, innovation and creativity. Serve as a sounding board for the University administration, helping campus leaders to better identify and understand staff interests by serving as an advisory group on important issues.

# UPDATE ON COST-SAVINGS AT PURDUE

Since President Mitch Daniels' call for faculty, staff and students to submit their ideas for cost savings in March 2013, ideas have been pouring in to the University's digital suggestion box, [savings@purdue.edu](mailto:savings@purdue.edu).

Tara Lannan, program coordinator in the Office of the Executive Vice President of Business and Finance, and Treasurer, is responsible for reviewing and responding to individuals' email suggestions, as well as reaching out to various departments to investigate additional cost-saving opportunities.

"There were hundreds of emails when I came into this position and I've been vetting each one carefully for its potential savings," Lannan says. "Some of the suggestions are ideas that have already been put in place or are in the process of being implemented, such as hand dryers to save on the expense of paper towels or sensors that turn off the lights after people exit a room, which lead to energy savings."

Although a blitz of cost-savings suggestions arrived shortly after Daniels' March 1 announcement regarding a two-year tuition freeze, Lannan says ideas are still trickling in.

"I have 185 different suggestions in my inbox right now, and many center on things like benefits, paid time off, light switches and things like that," she says. "There are some different committees in place to look at various initiatives."

Lannan wants individuals to know that their suggestions are being read and taken seriously.

"In addition to my regular job responsibilities, I review a few emails each day," she says. "I would encourage people to continue to send their ideas, big or small. Everyone can play a part in helping Purdue address student affordability."



Clockwise from left, a pile of broken desks, chairs, and a giant magnet left over from an old research project fill storage compartments. Eliminating abandoned storage spaces has saved the University \$162,000. (Photos provided)

During November's University Senate meeting, Daniels outlined some of the cost-saving initiatives that have helped the University identify more than \$40 million in savings. Below is a breakdown of some of those initiatives:

- \$262,000 a year by consolidating data centers
- \$254,000 a year by consolidating desktop support
- \$106,628 through ITAP review of IT purchases
- \$118,635 through increased ITAP/Calumet collaboration
- \$102,399 through new computer

- lab replacement strategy
- \$125,000 a year through e-transcripts
- \$51,000 a year in new revenue to backup data for City of Indianapolis
- \$100,000+ saved through negotiation and aggregate purchasing (CityBus contract, diesel costs, parking enforcement)
- \$100,000 saved by eliminating unneeded University vehicles
- \$162,000 a year saved by eliminating unnecessary storage
- \$2.6 million in savings through changes to room and board

# APSAC LENDS FORMAL SUPPORT TO SENATE DOCUMENT

The Administration and Professional Staff Advisory Committee (APSAC) voiced its opposition to a proposed state constitutional amendment that would ban gay marriage at its Dec. 11 meeting.

APSAC suspended its rules during the meeting to discuss and vote to support a University Senate resolution that expresses opposition to House Joint Resolution 6 (HJR-6), which proposes amending Indiana's constitution to ban gay marriage and any identical or similar legal statuses for unmarried individuals. The APSAC vote to support the Senate resolution was unanimous.

Normally, APSAC must hear a proposal at one meeting and vote on it at its next meeting. However, Beau Moore, APSAC chair, said he wanted the committee to discuss and vote on this matter this month because the Senate document passed at a Nov. 18 meeting.

State lawmakers are expected to vote on the constitutional amendment in 2014. If it passes in each house, the amendment would be placed on the ballot as a referendum next November.

## WHAT IS HJR-6?

HJR-6 stands for House Joint Resolution 6. The exact wording of the proposed amendment is: "Only marriage between one (1) man and one (1) woman will be valid or recognized as a marriage in Indiana. A legal status identical or substantially similar to that of marriage for unmarried individuals shall not be valid or recognized." If enacted, this would change the Indiana state constitution (amend it) to do two things: (1) prohibit any future legislatures from passing a law that would allow same-sex couples to legally marry and (2) prohibit any future legislatures from enacting a law that would allow any legal protections for any unmarried relationship that are similar to marriage (civil unions, domestic partnerships, for example).

## WHAT DOES PURDUE'S SENATE DOCUMENT 13-3 SAY?

The Purdue University Senate Expresses Public Opposition to the Amendment to the Indiana Constitution Concerning Marriage (HJR-6).

WHEREAS: "Purdue University is committed to maintaining a community which recognizes and values the inherent worth and dignity of every

person; fosters tolerance, sensitivity, understanding, and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, the University seeks to develop and nurture diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas, and enriches campus life;" (Purdue University Faculty & Staff Handbook Equal Opportunity Policies) and

WHEREAS: "Purdue University does not condone and will not tolerate discrimination against any individual on the basis of ... sexual orientation, gender identity or gender expression;" (Purdue University Faculty & Staff Handbook Equal Opportunity Policies) and

WHEREAS: Purdue University has extended benefits to same-sex domestic partners of University employees and their eligible children since 2003; and

WHEREAS: The amendment to Article 1 of the Indiana Constitution concerning marriage (referred to as HJR-6) is contrary to the values and policies of Purdue University and will harm employee recruitment and retention.

# APSAC PROFESSIONAL DEVELOPMENT GRANTS AWARDED TO 22 EMPLOYEES

APSAC has awarded individual professional development grants to 20 administrative and professional staff members.

Grants up to \$750 are awarded twice a year. APSAC awarded a total of \$12,960 for its fall 2013 grants. APSAC's Professional Development Subcommittee chose the winners from 52 applicants.

Spring applications are due on March 1. The online application will be available in late January on the APSAC website. Information about the process is at [www.purdue.edu/apsac/grants/index.html](http://www.purdue.edu/apsac/grants/index.html). Grant re-

ipients, and the areas in which they work, are:

- Adrienne Albrecht, Krannert School of Management.
- Sheryl Bower, Administrative Computing.
- James Britton, Office of the Vice President for Student Affairs.
- Barbara Brown, Speech, Language, and Hearing Sciences.
- Tammy Conard-Salvo, English.
- Amanda Emmons, Business Office, Health and Human Sciences.
- Lucina Fluellen, Physics.
- Tyler Ford, Division of Recreational Sports.

- Lindsay Ann Haugland, Electrical and Computer Engineering Technology.
- Jamie Humbarger, Business Office, Office of the Vice President for Research/Discovery Park.
- Lynn Hunt, Purdue University Student Health Center.
- Katy Kopp Miller, Purdue University Student Health Center.
- Tamara Lynch, Electrical and Computer Engineering Technology.
- Angelia Martinez, Office of the Dean of Students.
- Brianne Rogers, Office of the Dean of Students.

# 12 LEADERSHIP QUOTES FOR THE NEW YEAR

*In the spirit of reflecting upon the past year, anticipating the new year and list-making in general, APSAC's Professional Development Subcommittee presents 12 leadership quotes for your contemplation. Have a happy holiday season, and a joyful new year!*

**12.** “Leadership and learning are indispensable to each other.”

—John F. Kennedy

**11.** “Example is not the main thing in influencing others; it is the only thing.”

—Albert Schweitzer

**10.** “No man is good enough to govern another man without that other's consent.”

—Abraham Lincoln

**9.** “The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint enough to keep from meddling with them while they do it.” —Theodore Roosevelt

**8.** “If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

—John Quincy Adams

**7.** “The function of leadership is to produce more leaders, not more followers.” —Ralph Nader

**6.** “No man will make a good leader who wants to do it all himself, or to get all the credit for doing it.” —Andrew Carnegie

**5.** “A leader is a dealer in hope.”

—Napoleon Bonaparte

**4.** “Outstanding leaders go out of their way to boost the self-esteem of their personnel. If people believe in themselves, it's amazing what they can accomplish.” —Sam Walton

**3.** “The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant.”

—Max DePree

**2.** “Never tell people how to do things. Tell them what to do and they will surprise you with their ingenuity.”

—Gen. George Patton

**1.** “A real leader uses every issue, no matter how serious and sensitive, to ensure that at the end of the debate we should emerge stronger and more united than ever before.”

—Nelson Mandela

# APSAC QUESTION OF THE MONTH

## WHAT TOPICS WOULD YOU LIKE TO HEAR DISCUSSED DURING UPCOMING APSAC TOWN HALL MEETINGS?

Email your response to your APSAC representative and your answer may be featured in January's issue of The Sentinel.

## DECEMBER'S QUESTION: WHAT IDEAS DO YOU HAVE THAT MIGHT HELP IMPROVE THE UNIVERSITY'S ABILITY TO COMMUNICATE TO FACULTY, STAFF AND STUDENTS?

"I would suggest regular Town Hall meetings both on campus and at venues close to where employees who do not work on campus are located so everyone gets a chance to participate." — **Lisa Ellison, office manager at Center for Medication Safety Advancement**

## PURDUE TODAY CALL FOR NOMINATIONS

Purdue Today is in need of nominations for its Momentum Makers and Purdue Profiles series. Please send nominations for both series to Amanda Hamon at [ahamon@purdue.edu](mailto:ahamon@purdue.edu).

### MOMENTUM MAKERS

- Quarterly series that features A/P and C/S staff.
- Nominees should be staff members whose excellent work helps move the University forward.
- Nominees should have at least one year of service in their current positions.
- Purdue Today staff members reserve the right to choose Momentum Makers subjects from a list of all nominees.
- In spring 2014, Momentum Makers will publish at the end of January and March.
- Examples of Momentum Makers profiles can be found at [www.purdue.edu/momentummakers](http://www.purdue.edu/momentummakers).

### PURDUE PROFILES

- Weekly series that features Purdue faculty and staff on all campuses.
- Nominees should be employees whose work or charitable endeavors are newsworthy or who consistently perform a fascinating job at high levels.
- Nominees should have at least one year of service in their current positions.
- Purdue Profiles publishes every Tuesday during the fall and spring.
- Purdue Today staff members reserve the right to choose Purdue Profiles subjects from a list of all nominees.
- Examples of Purdue Profiles can be found at <http://www.purdue.edu/newsroom/purduetoday/purdue-profiles/index.html>.

"Bring information/people to us. Those of us not on campus do not have much opportunity to interact with other staff or take advantage of campus offerings. It would be great, if you could bring some of the 'perks' out to us. I am not able to think of specifics as I don't really know what those offerings may be. But one example is for leadership to visit to share news, etc." — **Kathy Dale, managing advisor, Lean Six Sigma**

# MEET APSAC REP DOROTHY HUGHES

**Area of APSAC representation:** Vice President for Student Affairs

**Current Job Title:** Assistant Dean of Students, Director of Span Plan Adult Student Services

**Years worked at Purdue:** 14

**Primary job responsibilities:** Develop and coordinate services and programs for the adult student population at Purdue

**Describe yourself in three words:**

Helpful, empathetic, responsible

**What's the most recent book**

**you've read?** "Serving with Grace" in preparation for my church's board retreat. I also read international fiction extensively, most recently "Birth of Venus" and "Teaspoon of Earth and Sea." I mix in a contemporary detective novel every now and then.

**What's the best piece of professional advice you've received, and who gave it to you?**

The former director of Span Plan, Peggy Sullivan, who hired me as a graduate student in 2000, advised me to, "Always take time for fun." Her advice led me to

refocus and take time for dancing again. This seemingly simple advice led to more weekly fun than you could possibly imagine and reintroduced balance into my life.

**What's your favorite thing about working at Purdue?** I cannot limit myself to one favorite thing!

- Helping students and feeling like I am making a difference.
- I am a professional development enthusiast and appreciate the wide variety of personal and professional development opportunities.
- Colleagues in the department and across campus

**What would people be surprised to learn about you?** I love to play board games, especially Scrabble.

**What do you think is the greatest invention in your lifetime, and why?**

The microwave oven has saved me so much time. It allows me eat healthy by preparing meals in advance, and reheating them quickly and easily.



**If you could go on a road trip with anyone, living or dead, who would you go with, and where would you go.**

I would welcome the opportunity for my brother, who passed away four years before my daughter was born, to join us to talk, share and have fun together. The "where" just does not matter, it's all about the "being together."

**Name one goal you would like to accomplish in the next year:** Reduce my working hours so I have more time for family and volunteer activities in the community.

## BEWARE OF INCREASED ONLINE SCAMS DURING BUSY HOLIDAY SEASON

Individuals who shop online during the busy holiday season may save time and money, but they also are at risk of falling victim to a higher number of cyber scams.

David Shaw, Purdue's chief information security officer, says security and law enforcement officers usually see a rise in malicious online activity this time of year as consumers are inundated with Web specials and email offers.

"With so many things going on during the holidays, more people are shopping online for gifts, but scammers know this, too," Shaw says. "Phishing, too-good-to-be-true prod-

uct giveaways and fake e-commerce sites are some typical issues to watch out for. Many of these scams also have shown up on social media sites such as Facebook."



Although it's always a good idea to monitor credit reports on an annual basis and review account statements each month, the FBI advises consumers to keep a particularly watchful eye on their personal credit information this time of year. Bank transactions and correspondence from financial institutions should be reviewed as well, as bank accounts often serve as a target for criminals to commit identify theft by creating new accounts in victims' names.

Additional cybersecurity tips from the FBI that can help individuals protect their personal information are available on the [ITaP website](#). **PAGE 6**