APSAC Presentations
Summaries of tapes submitted to the library system

Empowering Ourselves: The Achievement of Personal and Professional Identity
Presenters: Colleen Crooker, Director, Personnel Services, and Michael OrRico, Clinical Psychologist
Call Number: VC8457 to VC8458
Date: October 6, 1994
Series: APSAC Forum

Addresses the obstacles which obstruct achieving goals and bringing one’s self, as a person, to the job at hand.

Mindset for Continuous Improvement
Call Numbers: VC4317 to 4321
Date: 3 May 1995
Series: APSAC Workshop

Continuous improvement regarding organizational quality and performance, focuses on improving customer satisfaction through continuous and incremental improvements to processes, including removing unnecessary activities and variations. This workshop provided an understanding of the basics of continuous improvement, reviews continuous improvement applications and reviewed continuous improvement efforts at Purdue University.

Tape 1: Introduction and first session
Call Number: VC4317
Presenter: Mary Bonhomme, President of APSAC (Introductions)
Presenter: Al Knight (participants, concerns and Issues; targets, process and agenda)

Mindset for Continuous Improvement
Presenter: Budd Babb, Organization and Career Development

Babb covers how mindsets (paradigms) help or hinder us to improve; provides definitions, elements and principles of continuous improvement and includes a question and answer session
Tape 2: Practices of Continuous Improvement (50” presentation, 40” discussion)
Call Number: VC4318
Presenter: Paul Tolchinsky, President, Performance Development Associates, Cleveland, OH

Tolchinsky, a professional advisor in the field of continuous improvement and total quality management covers what works and why and provides examples of continuous improvement uncovered in his work. A question and answer session concludes the tape.

Tape 3: Continuous Improvement in Higher Education (1’ presentation, 14” discussion)
Call Number: VC4319
Presenter: Michael Menefee, Head, Organizational Leadership and Supervision

Menefee covers what’s being done and where and the effect of these efforts. A question and answer session concludes the tape.

Tape 4: Realities at Purdue: Excellence 21 (38” presentation, 17” discussion)
Call Number: VC4320
Presenter: Caroline Woo, Associate Executive Vice President of Academic Affairs

Woo covers what has occurred and is occurring at Purdue and where is Purdue going with the Excellence 21 program. A discussion in small groups led by Jeff Buchanan, Organization and Career Development, on how to apply the best of continuous improvement at Purdue University concludes the workshop concludes the workshop.

Tape 5: Summary session (35”)
Call Number: VC4321

Discussion on the effects of internalizing continuous improvement followed by a discussion on the next steps to be used in participants’ areas of influence.

Staff Benefits Now and in the Future
Call Numbers VC8449 to VC8450
Date: 21 October 1996
Series: APSAC Forum

Speaker from Caterpillar on benefits trends.

FlexTime
Call Number: VC4571 or VC8456
Date: 22 May 1996
Series: APSAC Workshop
Panelists present information on the concept of flextime, examples of how flextime has been approached and answer questions on the topic. Panelists are Tom Mock, Team Specialist, Personnel, Barb Struh, Krannert School of Management, a representative from Physical Facilities, and Cindy Smith, Lilly Hall. Moderated by Bob Higerd, Manager of Owen Hall and APSAC professional development sub-committee member.

**Managing Job Stress-Balancing Work and Home**

Call Numbers VC4969 to VC4970 or VC8451  
Date: 28 January 1997  
Series: Hadley Fund APSAC Workshop

Series of speakers five on the difficulties of balancing stress from work and home, Purdue’s programs to assist, and the progress made in the workplace in general to recognize that the work and home life interact.

**Tape 1, Call Number: VC4969**  
Becky Herrnstein, director of the Women's Resource Office, reviews historical information on stress management and conflict between work and home. She covers the history of men and women in the workplace from the 1800s to the present. Herrnstein also discusses the integration of the personal and professional life. This presentation is approximately 20 minutes.

Herrnstein then introduces Steve Smith, graduate student in child development and family studies, and Dena Targ, Extension Specialist in human development and family studies to discuss gender counterpoints concerning work/home stress. They bring up the importance of supervisors and co-workers using each other for support. Targ and Smith also stress the importance of having policies and procedures in place to support workers under stress.

**Tape 2, Call Number: VC4970**  
Charlene Hayes, director of personnel services, covers work and family issues in the Purdue environment (35 minutes). Then Barbara Wintz, administrator of the Employee Assistance Program (EAP) introduces the EAP program (25 minutes). The speakers then have a joint question-and-answer session.

**Maximizing Personal Excellence**

Call Numbers VC8453 to VC8457  
Date: 5 April 1999  
Series: APSAC Forum

Jeff Buchanan and Bob Beck provide the opening information session for the “Real Colors” program. They use humor to warm up the audience while going over a handout. Some of the questions they discuss are: What are your gifts? What is your passion? How do you recover from stress? How can we make the mission of the university fun?
Dr. Will Miller is a popular culture analyst with a very humorous presentation style. In his presentation, Miller discusses the effect of television on the viewing public. Miller contends that because of television people lose contact with others. They tend to use television and the media as a means of comfort. No matter where people are television is always there. Miller feels that people need to interact and have closeness with others in their lives. He discusses these concepts and other concepts that appear in his book, *Refrigerator Rights*.

Loss can take many forms: divorce, death, amputation. One person’s loss can affect many others. The speaker covers how to deal with loss, how to help others and guidance on what and what not to do as well as how supervisors can help.

This presentation discusses the future and how it impacts us and how can prepare for it. The presenter is an editor with The Futurist magazine and the presentation is business oriented. Snyder discusses the use of forecasting and how it applies to demographics, economics and mass-marketing technology. Snyder spends a good portion of the program discussing technology and the Information Age and their impact on universities. While this is an interesting presentation with possible applications for future planning, the technology discussions are outdated.

This presentation discusses the future and how it impacts us and how can prepare for it. The presenter is an editor with The Futurist magazine and the presentation is business oriented. Snyder discusses the use of forecasting and how it applies to demographics, economics and mass-marketing technology. Snyder spends a good portion of the program discussing technology and the Information Age and their impact on universities. While this is an interesting presentation with possible applications for future planning, the technology discussions are outdated.

This presentation discusses the future and how it impacts us and how can prepare for it. The presenter is an editor with The Futurist magazine and the presentation is business oriented. Snyder discusses the use of forecasting and how it applies to demographics, economics and mass-marketing technology. Snyder spends a good portion of the program discussing technology and the Information Age and their impact on universities. While this is an interesting presentation with possible applications for future planning, the technology discussions are outdated.
Less than half of changes are successful according to Fortune 500 executives. Employees naturally tend to resist change. These audio tapes cover how to deal with change personally. Discover:

- the painful truth about change at work,
- the mystery as to why the naturally resist change,
- why it is in your personal interest to change,
- how to “whine with purpose” to your boss, and
- crucial strategies for lessoning the pain and stress that come with change.

**Listening to a Changing World**

Date: 5 October 1995  
Call Number VC4355  
Series: APSAC Workshop

Presents four different speakers discussing how the fast-changing world is effecting education in the state of Indiana. Points out that grades K-12 needs improving but higher education is doing well. Teacher education must be first priority before research etc. Talks about high tuition costs and how Purdue University should play a role in communicating with the other institutions in Indiana and to be more assertive in "selling" its programs that help incoming students and high schools. Tells about industry and business needing more literate employees and how more children need to graduate from high school in this world of technology.

**Rethinking Ourselves for Success in the 21st Century**

Presenter: Christopher S. Frings  
Date: 9 September 1996  
Call Number VC4932  
Series: APSAC Forum

Presents a motivational video by Dr. Christopher S. Frings. Frings discusses how to change/alter a person’s perspectives and paradigms to achieve success.

**Increasing Productivity through Effective Time Management**

Date: September 1996  
Call Number VC4914  
Series: APSAC Speaker

Gives fourteen practical ways to manage your time and multiple priorities that result in increased productivity. Learn how to work smarter, not harder.
Cam Marston Presents Four Generations in the Workplace
Call Number VC8598
Series: APSAC Speaker

In this video, Cam Marston provides a dynamic explanation of the four generations in the workplace today: The Matures, The Boomers, Generation X and The Millennials. Marston divides the video into 3 segments. The first segment defines each of the generations. The second segment discusses how these generations interact with each other in the workplace. Segment three discusses the common workplace conflicts that can arise because of generational differences. Marston wraps up the video with some questions and answers employers can use to address these generational conflicts. There are plenty of places to stop the tape for discussion.