Have you ever been interested in APSAC and becoming an active member? Being given the opportunity to serve on APSAC, and ultimately, becoming the Chair of the committee has been a truly rewarding experience for me. The issues the committee has tackled, the conversations I have been a part of, and the relationships I have been able to develop are invaluable.

This month, the Administrative and Professional Staff Advisory Committee will begin the process to fill three committee seats that will become vacant in May. While the three seats to be filled in May are limited to the three areas listed below, if one is not available in your area at this time, I would highly encourage you to follow APSAC and consider applying for a committee seat in the future. APSAC is full of individuals like you, no matter your background – men/women, Republican/Democrat, introvert/extrovert (I think you get my point), all are welcome. APSAC, as part of Purdue University, believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas, and enriches campus life.

Thirty members serve on APSAC and represent administrative and professional staff from all areas of the Purdue campus community, including regional campuses. The mission of APSAC is to serve as a two-way conduit between A/P staff and the administration. As such, APSAC serves two distinct parts of campus, each with the need to hear the other and to be heard by the other. In its role as a communication facilitator, APSAC offers A/P staff a mechanism to voice their interests and concerns as they relate to campus affairs. As an advisory committee, APSAC members discuss and make recommendations on issues affecting administrative and professional staff at Purdue. The University central administration consults with the committee on many issues, and relies upon APSAC for input and active involvement.

Meetings are held the second Wednesday of each month from 1:30 to 3:30 pm. In addition to the full committee, all committee members serve on at least one of three subcommittees – Membership & Communications, Professional Development, or Compensation & Benefits. Members of APSAC also have the opportunity to represent A/P staff on various University committees.

The following is expected of all APSAC members:

- Attend the full committee meeting the second Wednesday of each month, 1:30 p.m. - 3:30 p.m.
- Serve on an APSAC subcommittee (often meets monthly, times and dates vary by subcommittee)
- Communicate appropriate information to A/P staff in their areas on a regular basis.

In addition to these activities, some APSAC representatives will have an opportunity to represent A/P staff on various University committees.

At this time, APSAC is encouraging A/P staff from offices and departments within the following units to apply for upcoming openings in their specific areas. The term of service is three years (June 1, 2016 until May 31, 2019):

1. College of Agriculture and Cooperative Extension Service, College of Veterinary Medicine
2. Sr. Vice President and Assistant Treasurer, Internal Audit, Treasurer and Chief Financial Officer and Vice President for Human Resources
3. Intercollegiate Athletics

The membership application and instructions may be accessed online at www.purdue.edu/apsac beginning January 16, 2015 with an application deadline of March 4, 2016. If you would like additional information, or have questions, you may direct them to Kelly Delp at kdelp@purdue.edu.
APPLY NOW FOR INDIVIDUAL PROFESSIONAL DEVELOPMENT GRANTS

APSAC is now accepting applications for its individual professional development grants.

Examples of funded grant applications include but are not limited to professional education or certification; attendance at lectures, conferences and seminars; or tuition assistance for academic classes. The maximum award amount is $750.

Applications for spring grants will be considered for activities occurring from January 1, 2016 to December 31, 2016. The application process will be completed online, and the deadline is March 1, 2016 at 11:59pm for this grant period.

More information and a link to the online application are available at www.purdue.edu/apsac. Questions may be directed to the Professional Development Subcommittee at APSAC-PD@purdue.edu.

REGISTER NOW:
HADLEY LECTURE AT 2 PM ON MARCH 1, 2016

Each spring, the Professional Development subcommittee in APSAC organizes the Richard A. Hadley APSAC Professional Development Series presentation.

This year it will be on March 1, 2016 from 2-4 pm in STEW 302-306. Michelle Gladieux, Purdue alum and Executive Coach, will present on “Presence and Productivity: Pursuing ‘Work-Life Balance’”.

She will discuss how you can be highly effective at work and at the same time live your days with more enjoyment.

How does less worrying, smart risk-taking, and communicating with less fear sound? This workshop will help you understand your unique purpose in three main relationships: the one you have with yourself, with others, and with your work.

Join us at her presentation in March! Create space to get clear about your passions and plan logical next steps.

Registration is available online at: https://www.eventreg.purdue.edu/training/Course-Listing.aspx?master_id=3555&master_version=1&course_area=HR&course_number=114&course_subtitle=00

CSSAC: PURDUE EMPLOYEE DISCOUNT SURVEY

CSSAC has asked A/P staff to share their feedback regarding the Purdue Employee Discount program:

The CSSAC discount subcommittee needs your feedback. This annual survey is intended to collect feedback on the employee discount program here at Purdue University.

The survey consists of five short questions and should only take 5-10 minutes of your time.

The survey is available for your response at: https://purdue.qualtrics.com/SE/?SID=SV_3mwdzoHijU4Ti9v

Information about the 2016 Employee Discount Program is available online here: http://www.purdue.edu/cssac/Employee_Discounts/

SUBMIT IDEAS FOR IMPROVEMENTS IN 2017 HEALTH PLAN

Purdue Human Resources is currently looking at what improvements might be made to our 2017 health insurance plan. Suggestions are due before March 1.

Is there something different you’d like to see? The recent addition of preventive dental is a good example. They can’t grant every wish, of course, but all suggestions are considered.

Please share your ideas with your APSAC representative. Find your representative in our online directory: http://www.purdue.edu/apsac/Members/index.html
Voluntary Retirement Plan Savings Limits Announced by IRS for Calendar Year 2016

The IRS annually sets limits on the amount that employees can set aside in tax-favored retirement accounts.

For 2016, the payroll system is set to monitor the voluntary 403(b) and 457(b) plans so that contributions to those plans, in the aggregate, do not exceed $18,000.

The $18,000 per year limit is increased for employees who are at least 50 years old. Employees who are at least 50 years old at any point during the calendar year may contribute an additional $6,000 to those plans in 2016.

Purdue’s local Fidelity office is available to help staff interested in establishing or adjusting the amount they contribute to their retirement accounts. Call 800-544-6868 to set up an appointment.

Review the IRS limits for 2016

The IRS has announced the 2016 contribution limits for retirement savings accounts, including contribution limits for 401(k), 403(b), and most 457 plans, as well as income limits for IRA contribution deductibility. Please review an overview of the limits below.

### 401(k), 403(b), and most 457 plans

<table>
<thead>
<tr>
<th>Age Group</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age 49 and under</td>
<td>$18,000</td>
<td>$18,000</td>
</tr>
<tr>
<td>Age 50 and older</td>
<td>Additional $6,000</td>
<td>Additional $6,000</td>
</tr>
</tbody>
</table>

### Roth and Traditional IRA contribution limits

<table>
<thead>
<tr>
<th>Age Group</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age 49 and under</td>
<td>Up to $5,500 (must have employment compensation)</td>
<td>Up to $5,500 (must have employment compensation)</td>
</tr>
<tr>
<td>Age 50 and older</td>
<td>Additional $1,000</td>
<td>Additional $1,000</td>
</tr>
</tbody>
</table>

### Traditional IRA modified adjusted gross income limit for partial deductibility

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$61,000-$71,000</td>
<td>$61,000-$71,000</td>
</tr>
<tr>
<td>Married—Filing joint returns</td>
<td>$98,000-$118,000</td>
<td>$98,000-$118,000</td>
</tr>
<tr>
<td>Married—Filing separately</td>
<td>$0-$10,000</td>
<td>$0-$10,000</td>
</tr>
<tr>
<td>Non-active participant spouse</td>
<td>$183,000-$193,000</td>
<td>$184,000-$194,000</td>
</tr>
</tbody>
</table>

### Roth IRA modified adjusted gross income phase-out ranges*

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$116,000 - $131,000</td>
<td>$117,000 - $132,000</td>
</tr>
<tr>
<td>Married—Filing joint returns</td>
<td>$183,000 - $193,000</td>
<td>$184,000 - $194,000</td>
</tr>
<tr>
<td>Married—Filing separately</td>
<td>$0-$10,000</td>
<td>$0-$10,000</td>
</tr>
</tbody>
</table>

* As of 2010, there is no income limit for taxpayers who wish to convert a traditional IRA to a Roth IRA.

Next Steps

If you are not saving to the max in your workplace savings plan today, consider increasing your contribution in 2016 to the IRS limit of $18,000 to help reach your retirement savings goals.

Source: [https://401k.fidelity.com/public/content/401k/Home/VPContributionLimits](https://401k.fidelity.com/public/content/401k/Home/VPContributionLimits)

Questions? Comments? Find your APSACAC on our website!
Purdue University is investing more than $250 million in the life sciences over the next five years to advance research that both improves lives and supports Indiana’s critical life sciences business sector.

The investment will enable high-impact, leading faculty hires as well as dozens of new positions across six colleges, advanced instrumentation purchases and shared research facilities that enhance the life sciences.

The funding includes Purdue’s recently announced Pillars of Excellence in the Life Sciences Initiative, with a $60 million investment as part of Purdue’s $2 billion “Ever True” capital campaign. The initiative established the Integrative Neuroscience Center and Institute for Inflammation, Immunology and Infectious Disease, which complement the Purdue Moves’ Drug Discovery and Plant Sciences initiatives.

“Just as in the 2013 choice of two focused research projects, the selection of the two new ‘pillars’ was the result of a careful and deliberative process led by faculty at each step,” said Purdue President Mitch Daniels. “A first-stage review concluded that the life sciences was the sector where Purdue has the greatest unexploited research potential. A second-level inquiry chose the two areas for major investments.

“We are already seeing important results. Forty Purdue-developed drugs are in the pipeline, the university achieved a record $401 million in sponsored research funding this past year, and many strategic partnerships with national labs and private-sector companies have been forged.”

David L. Johnson, president and CEO of BioCrossroads, Indiana’s initiative for life sciences collaboration and growth, said, “Indiana has a major stake in the 21st century life sciences sector, which delivers a $59 billion impact and makes an outsized contribution to our economy. Purdue University’s research excellence and economic engagement have always forged a critical component of that success, and with this exciting new commitment from Purdue, we are far better placed to win in the global competition for life sciences talent, innovation and investment.”

The investment will support the immediate hiring of a director for Purdue’s new Center for Integrative Neuroscience, as well as a leading faculty hire in the area of drug discovery. The additional faculty in the Pillars program and the Center for Drug Discovery will range from assistant professors to distinguished professors across six colleges, and a full list is available here.

The new faculty hires will support Purdue’s major effort to coalesce faculty from different disciplines and colleges who are working in Purdue’s focus areas of neuroscience, immunological sciences, drug discovery and plant sciences.

“If we’re going to make further strides against disease in the 21st century - and I’m convinced that we can - then progress will depend on deep collaboration between academic research centers and industry,” said John C. Lechleiter, Ph.D., chairman, president and CEO of Eli Lilly and Company, the Indianapolis-based global pharmaceuticals firm. “Purdue University’s major investments point the way. They will make Purdue an even more important player in drug discovery and applied life sciences research - attracting industry partners, stimulating innovation-based growth in Indiana, and above all turning scientific leads into potential new treatments. This is truly great news.”

Read the full story online: http://www.purdue.edu/newsroom/releases/2016/Q1/purdue-to-invest-more-than-250-million-in-life-sciences-over-next-5-years.html