CHAIRMAN’S CORNER

PARTICIPATION CAN LEAD TO BETTER REPRESENTATION

APSAC was formed in May of 1988 to serve the University as a representative committee of A/P staff. In order for us to serve in this capacity we rely on input from Administrative and Professional staff so that we can provide suggestions and advice in matters relating to the terms and conditions of employment. On June 20, APSAC held a brown-bag lunch and had an open conversation with a group of A/P staff members about several issues on campus. I feel that the topics and discussions that took place were very helpful and will provide me and the committee good direction on where to go during the next 12 months. I would like to share with you some highlights from the discussions that took place.

**Student affordability/Savings:** As everyone knows, the need for being fiscally responsible in our spending is very important, especially now that tuition has been frozen for the next two years, causing a need to cut $40 million in spending from the University’s general budget. The discussion started with the recommendation to look at printing and the number of mailings that are sent to all employees. The group wondered whether there could be better and less costly means to send communication, stating that many individuals who get those postcards immediately put them in the recycle bin. Comments were also made on the purchasing of office supplies. One person suggested that it might be beneficial to have a small list of items that can be ordered and thus provide Purdue’s purchasing/strategic sourcing department with the opportunity to negotiate better prices with vendors.

**Health/Wellness:** There was a suggestion to provide free use of the Recreational Sports Center and/or Ismail Center for employees as an incentive for being physically active and potentially lowering health care claims. Along those same lines would be to have more cooking classes to help show employees how to make and prepare healthier food choices.

**Compensation/Benefits:** There was a suggestion that we move from defined increase amounts to pay increases dependent on an individual’s personal performance. We talked about tuition reimbursement and allowing flexible work schedules to enable employees to get an advanced degree. There was also a suggestion to look at increasing the number of paid days off/holidays in lieu of pay increases.

**Parking and Traffic:** It was suggested that the bus system look at the loop cycles, as some individuals are unable to use loops that take too long to get through campus. We also talked about how the price employees pay for parking would give the expectation that you could find parking near your work location. However, we are now seeing more surface lots removed, and parking moving farther away with more people searching for limited spots.

It is my intention to pass these suggestions on to the appropriate APSAC subcommittees and Purdue ad hoc committees to investigate further and provide informed suggestions and advice for appropriate leadership. One final suggestion from the meeting was that someone should take the lead to stick up for A/P staff and show the administration that we should be treated as equals to other University employees. To that suggestion, I want to let you all know that APSAC has done so recently and will continue to be your voice.

If you would like to add additional comments on what was discussed or have other ideas that could improve employment conditions at Purdue, please send those to either me or your APSAC representative.

Boiler Up and Hail Purdue.

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**FUNDAMENTALS OF LEADERSHIP**

**Purpose:** To enhance the supervisor’s awareness of his/her unit needs. This is a highly interactive course designed to assess the unit needs from the perspective of the participant’s supervisor, peers, and direct reports. During the workshop, the supervisor will align his/her leadership skills to support the current needs of the unit. Click here to register for the three-hour workshop. APSAC encourages all supervisors to take full advantage of this development opportunity. Questions concerning the Fundamentals of Leadership course should be forwarded to Charlyce Patterson at cpatter@purdue.edu or lod@purdue.edu.
A study last year conducted by Next Generation Consulting found that 50 percent of Greater Lafayette’s under-40 residents (non-students) surveyed reported that they plan to leave the region within the next four years. The firm estimated the economic impact on the region would be a loss of $13 million. The “Community of Choice Report” that Next Generation authored for Greater Lafayette Commerce states: “Compared to other towns studied, Greater Lafayette lags in several quality of life areas that are important to young talent.”

The report points to Tippy Connect as a way to engage the area’s young professionals— including those working at Purdue. Executive officers of Tippy Connect are eager to welcome new members from the University. The following Q&A about Tippy Connect provides information for young professionals on campus.

How would you describe Tippy Connect?
“Tippy Connect is a dynamic, energetic group of young professionals certain to become the community’s future leaders,” says Sarah Hill, the organization’s vice president. “Tippy Connect encourages members to get involved and make a difference by becoming active participants in the professional, civic and social aspects of their community.”

Tippy Connect President Angela Tamer adds that the group “is an avenue for young professionals in Tippecanoe County to engage in a way that can improve their life and the community at large. I have made phenomenal connections through Tippy Connect Young Professionals Organization.”

Who is involved in Tippy Connect?
“Tippy Connect has members between the ages of 21 and 39 who are at varying stages in their career and life. Our members also have varying interests, but they do like to meet other young professionals and are pro-active in wanting to make a positive impact in our community in the best way they see fit,” Tamer says.

What are some of the group’s events?
Marci Morin, events chair, says the organization holds its annual Gala & Silent Auction each January as a kickoff to the year. “It is our fundraiser to sustain the organization for the year. We have a wide variety of silent auction items, dinner and a keynote speaker. In February we host our annual Executive Roundtable, which features community and business leaders in a panel discussion. Our audience is able to ask these leaders how they got where they are today, opinions and suggestions for their own career. Tippy Connect’s ‘Top 10 Under 40’ recognizes the top outstanding young professionals in Greater Lafayette. This award is given to young professionals who stand out as an active leader in the community, both professionally and philanthropically.

“Each year, we hold workshops and other events for our members. Past events include: Lunch with Lawyers, Three Part Etiquette Series (Networking, Dining and social media etiquette), and a canoe and kayaking trip. We are working with other organizations to host events together. This allows our members to get to know other young professionals who may not be affiliated with Tippy Connect and vice versa.”

York Pollert, chair of the organization’s Community Involvement Committee, says his committee also puts on a kickball tournament each spring called the Kickball Classic, as well as a 5k/10k and 15k in the fall known as the Tippy Connect Tri-N-Run Training Series. “In 2013, Kickball Classic had 14 teams with more than 140 participants that raised more than $3,700 for Food Finders, our organization’s benefiting charity,” Pollert says. “The Training Series is the largest community involvement fundraiser that we have. The series serves as the official training series for the Home of Purdue Half Marathon in October. As such, our events are placed in August and September for the 5k/10k and 15k, respectively. This year’s event dates are Aug. 24 for the 5k/10k and Sept. 21 for the 15k (register here). The Community Involvement Committee also puts on several great non-fundraising events per year, such as the Food Finders Mobile Pantries and Bowling with the Wabash Center. These events allow us to use our time to help great not-for-profit organizations achieve their goals and serve the community.”

What does membership involve or require?
“All young professionals between the ages of 21 and 39 are eligible for membership with Tippy Connect. Please keep in mind that many of our events are open to the public regardless of age, but membership, as one of the benefits, gives a reduction in cost to attend those events,” Tamer says. “When you become a member of Tippy Connect, you can be as involved as you like to be. The more

<<CONTINUED ON PAGE 3

HELPING YOUNG PROFESSIONALS
time you put into it by attending our events or volunteering for our committees, the more you get out of it. To become a member, you must register (visit the online application to join) and pay a minimal membership fee, so we encourage attendance at any of our events; however, it is not required. There are lots of opportunities to volunteer on a Tippy Connect committee and we encourage your participation. You can help make a difference by joining our committees! Please email President@TippyConnect.com if you are interested in volunteering on a committee.

**How can I learn more?**

“There is always an opportunity to learn more about our organizations. Whether it’s reaching out to a committee chair to learn more and have some one-on-one time, or attending our monthly events – learning more about the organization is fairly easy. Our monthly after hours are a great time to meet other members in a relaxed environment,” Morin says.

“We also have a website, which we are updating,” says Sarah May, who chairs the group’s Public Relations & Advertising Committee. “Our new website launch is expected by fall of 2013. Our facebook page has the latest and most up-to-date information about all of our events.”

**APSCA RESOURCES**

There are resources on campus for Purdue staff, too. APSAC’s Professional Development sub-committee organizes two specific events each year — the Lovell Leadership Lecture Series and the Richard A. Hadley Professional Development Series. In addition, A/P staff members seeking to further their skills have the option of applying for a professional development grant through APSAC. Those generally fund professional education; attendance at lectures, conferences and seminars; or tuition assistance for academic classes.

**HAVE YOU SIGNED UP FOR CASTLIGHT?**

You may have heard the expression “you get what you pay for,” which means the more you pay, the better the product. While this saying may be true for some things, it certainly isn’t for health care. Castlight is a free service for Purdue employees, their spouses/same-sex domestic partners and adult dependents who are covered on the Purdue Choice Fund, Purdue Incentive or Purdue Copay medical plans.

With Castlight you can: COMPARE NEARBY DOCTORS and medical facilities based on the price you’ll pay and quality of care. See demo. SEE PERSONALIZED COST ESTIMATES based on your location, health plan, and whether you’ve paid your deductible. See demo. REVIEW STEP-BY-STEP EXPLANATIONS of past medical spending so you know how much you paid and why. See demo. (Visit Purdue’s Castlight website to learn more.) By signing up for Castlight, you can learn about the importance of health care quality information and how you can use it to make better, safer health care decisions that may even save you money. Why should you use Castlight? The primary benefit is that Castlight gets information from a variety of organizations committed to rating hospitals fairly and accurately and presents it clearly and concisely. The following are frequently asked questions about the tool’s approach to presenting quality information:

**How does Castlight define the “quality” of health care?** Castlight evaluates the “quality” of health care both in terms of how well patients are cared for and whether they have appropriate health outcomes. Castlight defines “high-quality” care as the right medical care, at the right time, from the right provider.

**Why is high-quality care important?** High-quality medical care can improve not only your physical health, but also your quality of life, while poor medical care can cause harm and even death. According to the Institute of Medicine, poor medical care and medical errors claim the lives of more than 98,000 people each year.

**Does a higher price mean better care?** No. It’s very important to know that higher price does not necessarily mean better care.

For example, many hospitals have lowered costs by making sure that their doctors give surgical patients the drugs they need to prevent infections and blood clots. Patients at these hospitals pay less for better care.

However, the opposite is also true: medical care that costs a lot can also be of poor quality. For example, some hospitals do not follow national guidelines for medical care. The surgical patients at these hospitals have higher rates of complications from surgery. These patients may end up paying more for care that’s worse than what they could have received at a different hospital.

**What type of quality information does Castlight display?** Castlight displays unbiased quality information from trusted regional and nationally recognized sources. These data sources are experts in quality measurement and reporting. The goal is to make very complicated data easier to understand. Castlight is constantly adding new sources of information. A list of Castlight’s current quality data sources can be found on the Castlight website.

**Does Castlight rank doctors or hospitals on overall quality?** Organizations that measure quality do not agree on how to evaluate if one hospital or doctor is better overall than others. This is why lists of “top doctors” and “top hospitals in the US” can be contradictory and very confusing.

The quality of a hospital’s medical care can vary based on the type of care it provides. Some hospitals may have expertise in one area, such as joint surgeries, but may not perform as well in another area, such as cancer care. Just as there are differences in quality between hospitals and doctors, there may also be differences in the quality of the different types of care provided within a hospital or by a doctor.

Because there is no nationally recognized standard of overall medical quality, Castlight does not rank doctors or hospitals.
MEET APSAC REPRESENTATIVE

KELLY DELP

Area of APSAC representation: College of Agriculture, Cooperative Extension Services, and the School of Veterinary Medicine

Current Job Title: Stewardship Coordinator for the College of Agriculture

Number of years worked at Purdue: 9 (8 years in Agronomy and 1 year in Ag Development)

Primary job responsibilities: Work with donors, alumni, and friends of the College of Agriculture acknowledging their very generous gifts to the College of Agriculture through letters, events, research, visits, and much more.

Describe yourself in three words: Opinionated, dependable, and happy

What’s the best piece of professional advice you’ve received, and who gave it to you? Something I live by and I think was told to me by a high school teacher. “Do what you say you are going to do.”

What’s your favorite thing about working at Purdue? I love interacting with Purdue students; they always impress me and are always fun to be around.

What would people be surprised to learn about you? I love to golf. I’m not great, but I’m not bad either. I’m a little obsessed with the Hank Haney Show on the Golf Channel and my favorite two weekends of the summer are the Masters and the US Open weekends.

What do you think is the greatest invention in your lifetime, and why? Electronic word processing, I can’t imagine working as a professional when word processing meant using a typewriter.

If you could go on a road trip with anyone, living or dead, who would you go with, and where would you go? I prefer non road trips because I usually have to do the driving and sometimes I just want someone else to drive, so my “road trip” is a “plane trip.” My plane trip is with the two most incredible people I know, my two sisters. We would go anywhere, we just like being together. One of our future trips we are dreaming up is a trip to Europe when my youngest sister graduates from Purdue. Cross your fingers we will get to go!

Name one goal you would like to accomplish in the next year: I have recently checked a few goals off the list, so new goals aren’t quite as lofty right now. Spending more time with my Grandma is on the list.
“What’s the best key to professional success? Email your response to your APSAC representative, and your answer may be featured in August’s issue of The Sentinel. Please include your name and job title.

Last month’s question: If you could give a college student one piece of advice, what would it be?

“When he/she graduates, other than perhaps student loans, do not go any deeper into debt. Be very modest on living arrangements (i.e. house/apartment, car/truck, credit cards, etc.). Do not go overboard in thinking you need to have something right now. Take your time. Add things in moderation. Use public transportation, or buy used vehicles. Vacations can wait. I know by painful years of experience that it takes a long time in recovering from debt, and it has many side effects. It affects one’s joy, relationships, purchasing power, among other things. Again, I had to learn this the very hard way.” — Nathan B. Thomas, academic advisor, first-year engineering

“Bring a health kit containing antibiotic ointment, Band-Aids, acetaminophen or ibuprofen, Benadryl for allergy and nausea. Add your insurance and pharmacy cards.” — Sarah Sayger, medical director at PUSH

“Get involved in a club sport while you’re at Purdue. Take in more than the academic life while you are in college. You can do both! It’s the experiences and friendships in college that stay with you forever.” — Holly Alexander, Parking Manager and staff advisor to the Men’s and Women’s Rugby teams

“STUDY!” — Marianne Gupta, senior academic advisor, School of Languages and Cultures and Asian Studies, Comparative Literature, Linguistics Purdue University

“Learn to be your own best advocate.” — Jean Akers, extension educator

“There is no substitution for daily preparation. What this means is read before you go to class so you just might know what they are lecturing about. This quote is also a great one for life.” — Mary Ann Lienhart Cross, County Extension director, Extension educator, Health and Human Sciences

“My one piece of advice: Try to arrange for a lighter academic load in the Spring Semester; you’ll be more successful. By the time April comes around and you’ve been in class for eight months you are OVER it! By April you are tired of snow and cold, and are READY for some sunshine. Don’t burden yourself with an ultra-heavy load in the spring … get out and enjoy the sunshine.” — Kelly Murray, NRS 88, Women’s Health NP, PUSH

“To reply to the question of the month, I have to do a little self-promotion. I would recommend that the students read my book, ‘Things you ought to know by now, but probably don’t.’” — Mike Hurni, clerk IV at the Purdue University Student Health Center

“I would tell them to do everything you can to find scholarships and grants, minimize their loans. Utilize campus positions that will offset their school related costs.” — Phyllis Harris, 4-H Extension educator

“I would give every incoming student the following advice: Work on three things which will contribute greatly to your future success: Discover your purpose in life, learn to manage your time effectively, and grow in intra-personal skills. These three will serve you well all of your life!!” — Fred Douglas, College of Veterinary Medicine

“Time management. Do not get behind on homework and always stay up-to-date on your reading. You can’t wait until the day before finals to study for a class.” — Joan Younce, Extension educator
“Join at least one small student organization on campus. Large organizations are great, but small organizations give you a great sense of ‘family’ and pride. It is a great way to meet people with similar interests in a more intimate setting. Small organizations also provide excellent opportunities to rise to the occasion and be a leader. Even if you don't think you would be a good leader, a small organization is a great way to reach outside your comfort zone in a low-risk environment and build up confidence. Lastly, smaller groups tend to have great Staff/Faculty advisors who end up being a wealth of knowledge about the University as well as the topic of the organization in which they advise. All of these outside interactions and experiences are great for building yourself up as well as your resume at the same time.” — Corey Seliger, manager of database administration

“Choose a career you will love and learn to live with the salary it provides. Don’t choose a career based on the salary it provides.” — Scott Culver, application administrator

“Read ahead, start on everything the day it is assigned and finish early, get eight hours of sleep a night, don’t cram for exams.” — Mark Senn, systems programmer for Engineering Computer Network, Bachelor of Science in Engineering with distinction from Purdue North Central

“Notice what you’re doing when you lose track of time ... that holds a clue to what you should be doing with your life.” — Leslie Plesac, director of the Porter County center at Purdue North Central

“Make smart choices while you are here. You have your whole life ahead of you. College can be a lot of fun, but there are a lot of activities that some college students engage in that may seem fun at the time, but can pose serious dangers to you. Resist peer pressure and think about the possible consequences of your actions before you get caught up in the moment.” — Dann VanHoosier, Purdue risk analyst

A new study from Lumosity, a company that offers online brain-training games, has ranked Lafayette/West Lafayette third in a list of America's Smartest Cities! The study includes data from more than 3 million people in the U.S. ages 18-75 who played Lumosity brain-training games measuring performance across memory, processing speed, flexibility, attention, and problem solving. (Read more)

Olympic gold medalist diver David Boudia will be the latest former Purdue student-athlete to have a sandwich named in his honor on the menu at the Triple XXX Restaurant. "The Boudia" is a three-cheese sandwich — American, Swiss & cream cheese — featuring two strips of applewood-smoked bacon and sliced tomato on grilled sesame seed bun. The sandwich is partnered with hash browns topped with sausage gravy.
Purdue Calumet Honors Top Employees For 2012-13

Five Purdue University Calumet employees have received 2012-13 awards for outstanding service to the university. Award recipients are:

- **Outstanding Administrative Leader:** Assistant Vice Chancellor for Educational Opportunity Programs ROY L. HAMILTON of Gary; provides oversight for programs relating to military veterans, 21st Century Scholars, students with disabilities, underrepresented students and academic progression of student athletes. Last year, his campus unit secured a $100,000 grant to support a student program for military veterans that is considered a model in Indiana. He also conceived, established and implemented the university’s Academic Athletic Monitoring Program that assists student-athletes in their academic progression. Additionally, he leads the university’s annual Martin Luther King Day Convocation program and observance.

- **Outstanding Administrator:** Senior Career Services Coordinator DEBORAH BLADES of Hebron; in her Career Services role, she coordinates on-campus recruiting, employee development and student and alumni job fairs that have exceeded employer participation goals by 20 percent. She also has collaborated in developing a specific job fair for military veterans. Additionally, she has developed mobile applications and used social media to connect jobs via non-traditional methods. Campus peers have applauded her innovation, work ethic and attention to detail.

- **Outstanding Operations Technical Employee:** School of Technology Administrative Assistant LAURA DORSCH of St. John; among her numerous contributions, she has created spreadsheets and maneuvered databases that have allowed seamless delivery to School of Technology clients. Colleagues have applauded her efforts to effectively prioritize multiple client requests, as well as her knack for turning stressful situations into a working environment of collaboration.

- **Outstanding Clerical Employee:** University Village-Housing Clerk ILA MULLER of Hammond; this recipient has been praised for working tirelessly to enable efficient organization of her operation. Involved in decision-making, meticulous to detail, engaging and personable, she is considered an ambassador for her unit in assisting students and staff. Beyond her direct responsibilities, she has served as co-coordinator of Purdue Calumet’s Lake Area United Way campaign, and assisted with campus participation at the Lake County Fair and with Black History Month.

- **Outstanding Service Employee:** Physical Facilities Maintenance Worker TOM SANCHEZ of Merrillville; for 28 years, he, diligently, has helped maintain campus buildings and offices by fixing the broken and installing the new. His job runs the gamut of securing doors to helping students change their flat tire. His campus peers applaud his skill and efficiency in responding to countless last minute requests.

The Purdue University Calumet Outstanding Service Award recipients (l to r) Roy Hamilton, Laura Dorsch, Chancellor Thomas Keon, Deborah Blades, Ila Muller and Tomas Sanchez

PNC Invites Community To Nancy Dworkin Born Learning Trail

The Purdue University North Central Nancy Dworkin Born Learning Trail is open to the public and parents, teachers, grandparents and caregivers are invited to bring children out to enjoy the trail.

The Born Learning Trail, located on the southeast side of the PNC Library-Student-Faculty Building, bears the name of the First Lady of Purdue North Central, who suggested having a Born Learning Trail at PNC and played an instrumental role in its creation. This was the first Born Learning Trail on a university campus in Indiana.

The trail presents a fun, casual way to engage children in learning. It features 10 interactive, playful outdoor games that will help adults create learning opportunities for a young child. As adults walk through the trail with a youngster, they will encounter various signs that will ask questions, suggest activities and encourage interaction between the adult, the child and their natural surroundings.

Register Now For IPFW Tapestry Walk The Talk Fort4Fitness

FORT WAYNE, Ind.—Take the next step in improving your health. Join 2013 Tapestry Walk the Talk weekly walking group for men, women, and families to connect and socialize through fitness. It is a 12-week program designed to help individuals and families create positive, healthy habits and prepare for the Fort4Fitness four-miler or 10km on September 28.

Details: July 9–Sept. 26 with two available meeting times: Tuesdays at 8:30 a.m. at Parkview Family YMCA and Thursdays at 6 p.m. at Indiana University–Purdue University Fort Wayne (IPFW) Walb Student Union. Sign up today by visiting the Tapestry website and click on Tapestry Walk the Talk to access the registration form. Register for Fort4Fitness at the F4F website.