

CHAIR'S CORNER



THOMAS

One of the best things about working at a university is that you're surrounded by brilliant people who have important lessons to impart. I recently had an opportunity to meet with several bright women on

the West Lafayette campus, and we had a lengthy discussion about our professional goals and fears. I shared with the group some of my personal challenges, such as trying to balance my time and energy across multiple personal and professional responsibilities. That includes working and going to graduate school full-time while figuring out how to be the best mom to my three-month-old (who, by the way, just started teething).

I told these ladies that my biggest fear is failing at the work/life balance tightrope act. I'm not alone in feeling this way.

Then one person posed two questions: "Define failure? Who do you know in your life who's a complete failure?"

Her questions were met with silence. I couldn't think of anyone who I'd define as a failure. I couldn't even define it, other than to say it's the opposite of success, but I'm not sure I can define what success means for me either. Luckily, the same person who asked us to define failure offered Winston Churchill's definition of success for our consideration:

"Success consists of going from failure to failure without loss of enthusiasm."

When APSAC distributes its [annual survey](#), it's clear from some of the responses we receive that there are individuals out there who are losing enthusiasm. We have heard frustrations about salary and healthcare

costs and other University benefits. On the plus side, Purdue's health insurance is not increasing at all for the next benefits period, and few people in the country can say that about their employer-based insurance. There is much to be grateful for as employees at Purdue, and we want you to know that APSAC will continue making positive change where we can. Our members are engaged in numerous conversations and committees across the Purdue system and are working diligently to develop a stronger partnership with CSSAC, the University Senate and other campus entities to advocate on your behalf.

At October's joint APSAC-CSSAC meeting, for example, members from both groups had a chance to hear about some of the items on Purdue's new treasurer's to-do list. It was a great opportunity for these committees to provide feedback on important financial initiatives taking place in the next several months. Those of you who would like to know more about these initiatives are encouraged to attend the upcoming Lovell Lecture Series, in which Treasurer Bill Sullivan will discuss Applied Leadership Principles in Business and Higher Education, as well as his impressions of Purdue so far. The event is from 3-5 p.m. Dec. 4 in Lynn Hall, Room 1136. Got a question for Bill? Send it to your APSAC representative by Nov. 21 or include it when you register.

Despite the challenges you may be facing in your career or your personal life, I want to encourage you to wake up each day with a renewed sense of optimism and enthusiasm. As Ralph Waldo Emerson advised, "Write it on your heart that every day is the best day in the year." Know that your contribution to this great organization is important and meaningful. And if you see an issue that APSAC may be able to address, please let us know.

WHAT TO WATCH

In the TED talk "[Lead like the great conductors](#)," Itay Talgam illustrates several leadership lessons using videos of great 20th-century conductors. Some conductors are rigid and commanding in their movements, while others are happy to relinquish control to the musicians. The final conductor in the video, Leonard Bernstein, demonstrates "doing without doing," empowering his orchestra to create beautiful music while he guides with the subtlest of facial cues. What type of conductor are you?

If you don't have 20 minutes to watch the TED talk mentioned above, check out this 6-minute talk by Drew Dudley titled "[Everyday Leadership](#)." Dudley's primary argument is that leadership is not a characteristic reserved for the extraordinary. The little things you do every day can and do make a difference.

WHAT TO READ

[Six ways to show your value without being a jerk](#). "There is a BIG difference between people who solve problems and people who try not to create them. The problem solvers stand out. And when they include others in the solution, all the better, because they are showing me that they are leaders who can activate others to join the cause of solving the big problems we're facing."

WHAT TO DO

A/P staff members who are interested in joining the Administrative and Professional Staff Advisory Committee are invited to a meeting on Friday (Nov. 21) to learn more about the group. The meeting will take place at noon-1 p.m. in Stewart Center, Room 311. Areas with vacancies are listed on Page 3 of this newsletter.

Also, please join us for the annual Lovell Lecture Series on Dec. 4. Register [here](#).

2014 COMMUNITY SPIRIT AWARD WINNER DELIVERS SURPLUS PRODUCE TO SERVICE AGENCIES, FOOD PANTRIES



Luis Lewin, vice president for human resources, presents Molly Cripe Birt, a large animal surgery technologist in Purdue's Veterinary Teaching Hospital, with the 2014 Community Spirit Award on Tuesday during the annual joint meeting of APSAC and CSSAC. (Purdue University photo/Matt Thomas)

Molly Cripe Birt, a large animal surgery technologist in Purdue's Veterinary Teaching Hospital, received the 2014 Community Spirit Award on Tuesday during the annual joint meeting of APSAC and CSSAC.

Cripe Birt received the award because she works as a volunteer for a host of local nonprofit organizations, members of the committee said. A joint creation of the Administrative and Professional Staff Advisory Committee (APSAC) and the Clerical and Service Staff Advisory Committee (CSSAC), the award is given to those who set a high standard for service, who encourage a sustained commitment to civic participation and who inspire others to make service a central part of their lives. It was established in 2011.

Much of Cripe Birt's community service involves projects dealing with

food insecurity in Tippecanoe County.

For instance, she is a leader of Veggie Drop, a nonprofit that collects surplus produce from local farmers' markets and delivers it to service agencies, including food pantries and shelters. The organization also organizes weekly "drops," in which volunteers deliver produce to local subsidized housing units. Last year, the nonprofit gathered and distributed 20,166 pounds of produce, according to a Journal and Courier article.

Cripe Birt dedicates much of her free time to coordinating the nonprofit's volunteers and activities, her nominators wrote. To further help those who receive food through Veggie Drop, Cripe Birt also has helped collect recipes for an upcoming cookbook tailored specifically for them. The cookbook is being edited and will be made available in the coming months.

Her other volunteer activities include participating the Subaru CASA Cycling Challenge, which raises funds for the Tippecanoe County Court Appointed Special Advocate (CASA) program's efforts to enrich the lives of abused and neglected children; and tutoring through the area's after-school Heads Up program.

"Growing up, my sister and I learned from our family to be fair and kind to our neighbors," Cripe Birt said.

"We understood that simple acts of service could make a positive impact in our community. I believe that everyone should not just hope for but work toward the community's greater good. I hope that the work my friends and I have done not only inspires conversation but also elicits action in our city; seeing the results of that is the best reward."

This year, Sandra Oswalt, one of the award's nominees, received an honorable mention for her work for several local service organizations. Oswalt also helps her family organize a softball tournament called Bub's Softball Benefit, in honor of her nephew, who died in 1987 from a rare form of cancer.



OSWALT

The tournament has been held for 22 consecutive years, and all proceeds are given to the Ronald McDonald House that her nephew's parents stayed in while he was receiving treatment in New York City.

ANNUAL APSAC SURVEY

The Administrative and Professional Staff Advisory Committee is asking A/P staff to fill out a short online survey intended to gauge the group's effectiveness in communicating with colleagues and meeting colleagues' needs. The survey will be available through 5 p.m. Dec. 12.

[**CLICK HERE TO TAKE SURVEY**](#)

STAFF ATTEND 2014 RESOURCE FAIR IN RECORD NUMBERS



44

VENDORS

242

ATTENDEES

LEARN MORE ABOUT JOINING APSAC AT UPCOMING CALLOUT

A/P staff members who are interested in joining the Administrative and Professional Staff Advisory Committee are invited to a meeting on Friday (Nov. 21) to learn more about the group.

The meeting will take place at noon-1 p.m. in Stewart Center, Room 311. Information about APSAC and well as a question-and-answer session with current members will take place.

This spring, APSAC will be filling vacancies in the following areas:

- College of Agriculture and Cooperative Extension Service; School of Veterinary Medicine
- College of Engineering and College of Technology
- Office of the President and areas reporting directly to the provost; Board of Trustees; vice president for public affairs
- College of Science
- Areas reporting to the vice president for information technology
- Areas reporting to the vice president for physical facilities
- Areas reporting to the vice president for student affairs
- Areas reporting to the vice president for research; Discovery Park

EMPLOYEES RANK PURDUE AS ONE OF TOP UNIVERSITIES TO WORK FOR IN 2014

Purdue was ranked one of the best universities to work for in 2014-15 by a job and career website.

In its fourth annual report, Glassdoor, a website that reviews jobs and companies based on employee feedback, Purdue was ranked 25th among "Top 25 Universities to Work for (2014)."

The ranking was based on "employer ratings on Glassdoor between Sept. 1, 2013, and Aug. 31, 2014, and at least 50 reviews shared on Glassdoor per

college/university during this time period."

Employees ranked their employers on a scale of one to five, with one being least satisfied and five being the most, according to Glassdoor. The website said common themes shared by employees at the top 25 universities included strong research programs, a sense of making a positive impact on the world and in others' lives, and flexible work schedules.

Over the past two surveys, Purdue has continued to climb, from a 3.8 rating in 2012 to 4.0 in 2013 and this year's 4.1. This year's top 25 was close, with No. 1 Brigham Young University earning a 4.4 score to Purdue's 4.1.

No other universities or colleges in Indiana ranked in the top 25. Other Big Ten universities in the list included the University of Wisconsin, University of Illinois and University of Michigan.

APSAC TALK WILL FEATURE PURDUE'S TREASURER AND CHIEF FINANCIAL OFFICER

The Administrative and Professional Staff Advisory Committee will offer a presentation from Bill Sullivan, Purdue's treasurer and chief financial officer, on Dec. 4 as part of its Lovell Leadership Series.



SULLIVAN

Seating is limited, but a live stream will be available.

The talk, titled "Applied Leadership Principles in Business and Higher Education," will take place at 3-5 p.m. in Lynn Hall, Room 1136. Registration is required and seating is limited, but a live stream will be available at <http://www.kaltura.com/tiny/ld3ad>.

The live stream will not be archived, so those interested in watching the workshop must watch it in real time.

During the talk, Sullivan will share his professional experiences, discuss what brought him to Purdue and share his perspective since arriving on campus.

Participants are invited to submit questions during registration, and Sullivan will structure his talk around three or four themes taken from the questions. An interactive discussion will follow the talk.

Those interested in registering should do so [here](#). Those who register may submit questions to Sullivan via the registration page.

The annual Lovell Leadership Series lecture is possible thanks to a generous gift from C.W. "Bill" Lovell, who died on June 15, 2013, at the age of 90.

MEET APSAC REP SAM GUFFEY



Area of APSAC representation: College of Ag, Vet, and Extension

Current Job Title: Fisheries and Aquatic Sciences Lab Manager

Number of years worked at Purdue: 1

Primary job responsibilities: I manage the operation of a group of academic research labs focused on aquatic biology, and my varied duties

include maintaining inventory and equipment; coordinating scheduling of shared space, equipment, and personnel; conducting research; teaching technical skills; and advising and supervising technicians and undergraduate and graduate students.

Describe yourself in three words: strategic, tactical, joyful

What's the most recent book you've read? This Old Boat, by Don Casey

What's the best piece of professional advice you've received, and who gave it to you? As my father told me, be motivated from within, not by external factors. Do what you truly want to do, and you will surely do it well and feel satisfied.

What's your favorite thing about working at Purdue? The many opportunities for learning and professional development.

What would people be surprised to learn about you? I'm from Michigan, but I have lived in the southernmost major city in the US, Miami, and then the northernmost major city in Canada, Edmonton, before coming to Purdue.

What do you think is the greatest invention in your lifetime, and why? I would say that the compact nuclear fusion power plant under development by Lockheed-Martin could be the best invention because it could provide vast quantities of clean energy, which is the main technical gap separating us from the next great age of humanity. I find this so important that I wish I could help in any way that I can.

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 go visit state and national parks with Teddy Roosevelt. He would be a fun and enlightening companion. It would be even better if we could go via train.

Name one goal you would like to accomplish in the next year. To attend one regional and one international scientific conference.

ANNUAL PURDUE POSTER EXCHANGE: GONE FOR GOOD?



The tunnel that connects the Purdue Memorial Union to the Grant Street parking garage is lined with 18 prints that depict an assortment of images—a steel-gray wolf in winter, a snowy tree captured by Ansel Adams, a baseball player parting the dirt as he slides into base, among others.

You may not know that these and other images have adorned the tunnel walls since 1973, which is the year Barbara Becker received a grant to purchase prints as part of an effort to spread art around campus. Becker, a retired Purdue librarian, was chair of



the University's Visual Arts Committee at the time and remembers hanging the first 18 pictures. The next year, she had enough money to purchase another 18 posters, so she made the original prints available for loan.

Thus began the Annual Lending Collection Poster Exchange, which allowed faculty and staff to borrow from thousands of posters in Purdue's collection. Up until recently, that is. This year, the 40-year-old tradition was suspended due to a shortage of space and manpower.

Marian Delp, another Purdue retiree who ran the project after Becker until it was suspended, says she has heard from several individuals who are disappointed that the program won't continue in the foreseeable future.

"In the last couple of years, we had about 800 pictures exchanged annually," Delp says. "We've seen several instances in which individuals from

different departments will come to the exchange and have conversations with each other about a particular print that once hung on their wall. We've also heard from several international students who love the Disney prints in the Electrical Engineering Building. Students around the world grew up with these characters, so the prints are familiar and comforting.

"Those are just a few examples of how the program enabled a mode of communication between people in different areas and proved how small our campus can be despite how large it seems. I think it was very beneficial for the University."

Delp says there's hope for the exchange to continue in 2015, however.

"We need to locate a room that is 10 by 10 feet (or more), dry and secure with a locked door," she says. "It doesn't have to be pretty, just available for infrequent access. Pictures currently hanging in offices will remain on campus walls until the program resumes."

Becker says the original intent of the program was for art to hang in public places, and she hopes to see the initiative continue.

"I hate to see these posters become orphans and end up in a closet somewhere covered in dust when someone might enjoy them," she says.

Individuals or groups who might be interested in contributing space or volunteering to help with bringing back the project may send an email to marian@ecn.purdue.edu.

“I hate to see these posters become orphans and end up in a closet somewhere covered in dust when someone might enjoy them.” —*Print Exchange Founder Barbara Becker*