Help still available as benefits enrollment nears end

Provider groups for UnitedHealthcare

Staff Benefits has received some questions about which area physician groups are participating in the provider network for the UnitedHealthcare plan (formerly Amnett Managed Care).

Currently, the UnitedHealthcare network includes Clarian Amnett, Unity Healthcare, and Sigma provider groups.

To access UnitedHealthcare’s complete nationwide list of providers, visit www.purdue.edu/hr/Benefits/2008W.html#CheckProviders.

For mental health providers for UnitedHealthcare, visit www.unitedbehavioralhealth.com

Questions may be directed to Staff Benefits at 49-4222. Benefit and enrollment information is also available at www.purdue.edu/benefits.

Drive poised on brink of victory

Six areas have exceeded their goals for the 2007 Purdue United Way Campaign. And with a week to go, the campaign stands at nearly 96 percent of the $720,000 goal.

“We really need that last four percent,” says Anne Washburn, Purdue United Way director. “We have lots of units that have made their goals, and we are so thankful to everyone for what they’ve contributed this year.

“We know that, as our theme says, ‘We matter,’ to this entire community and all of these gifts will go to worthy programs and agencies across our area.”

Special events this year have raised $3,203 so far, Washburn says. And a few more are planned.

All who have not turned in a pledge form and want to contribute may do so by Nov. 8.

“Our victory celebration is Nov. 14, and we want to make sure we count everyone who wants to donate in that celebration,” Washburn says.

Areas that exceeded their campaign goals as of Oct. 31 are:

- Consumer and Family Sciences: 104 percent.
- Continuing Education and Management, State and University streets: $12 million; completion of fundraising.
- Oct. 31 — Beck Agricultural Center at the Purdue Agronomy Center for Research and Education, 4540 U.S. 22 West. $5.2 million; dedication.

In addition to these events, Krannert School of Management marked its 50th anniversary Oct. 25-26 with events including its Leadership Speakers Series.

Neil Armstrong Hall stars in days of celebrations

A gathering of 16 astronaut alumni for the dedication of Neil Armstrong Hall of Engineering highlighted two October weeks of special events plus Homecoming.

In engineering, biology, aviation, hospitality, human development and agriculture, Purdue celebrated facilities that will help maintain the University’s leadership in those disciplines.

At the Oct. 27 dedication of Neil Armstrong Hall, President France A. Córdova said, “It’s the cornerstone of Purdue’s commitment to remaining at the forefront of engineering research and education.”

Armstrong told the gathering, “And so we dedicate this magnificent new building, but by itself it cannot impart knowledge. It requires people to provide that function — innovative faculty, skilled staff, curious and determined students.”

An 8-foot statue of Armstrong outside the aircraft wing-like building was unveiled the previous morning.

The $1.2 billion Campaign for Purdue provided funds toward the $53 million building and these others recently celebrated:

- Oct. 19 — Wayne T. and Mary T. Hockmeyer Hall of Structural Biology, near Harrison Street and Martin Jischke Drive. $30 million; groundbreaking.
- Oct. 24 — Niswonger Aviation Technology Building, at Purdue Airport. $6.6 million; completion of fundraising.
- Oct. 25 — Roger B. Gatewood Mechanical Engineering Wing for the ME building. $33 million; completion of fundraising.
- Oct. 29 — Bill and Sally Hanley Hall, to house the Human Development Institute, west of Fowler House. $11.5 million; completion of fundraising.
- Oct. 30 — Marriott Hall, to house the Department of Hospitality and Tourism Management, State and University streets. $12 million; completion of fundraising.
- Oct. 31 — Beck Agricultural Center at the Purdue Agronomy Center for Research and Education, 4540 U.S. 22 West. $5.2 million; dedication.

In addition to these events, Krannert School of Management marked its 50th anniversary Oct. 25-26 with events including its Leadership Speakers Series.

Blood donors needed in IU challenge

The Purdue vs. IU Blood Donor Challenge ends Friday, and the Purdue Alumni Association is encouraging Boilermaker participation to break IU’s two-year winning streak — and to provide the gift of life.

Participating blood agencies include the American Red Cross, Heartland Blood Center and Indiana Blood Center. Others are listed at www.purduealum.org.

Purdue leads the series 6-4. This year’s winner will be announced at halftime of the Old Oaken Bucket game Nov. 17 at IU. Arnette Tiller, wife of Coach Joe Tiller, will introduce the co-chair.

To learn more, contact Brandi Nichols at bnichols@purdue.edu or 49-45180.

Inside this issue

- Generosity, loyalty
  - The final year of the Campaign for Purdue again broke the record for amount given, which came from 108,191 gifts. Page 2.
- Viva volunteering
  - The Boiler Volunteer Network matches volunteer spirit to needs, and two big seasonal efforts are at hand. Page 3.
- Virtual exercise plan
  - Purdue’s Ismail Center has a new pilot program that offers expert guidance on fitness with a click on the Web. Page 4.
- Faculty and staff still have only a few days left to sign up for benefits for 2008.
- All enrollment forms are due by Nov. 9.
- Walk-in help sessions are still available for one-on-one assistance. Representatives from Staff Benefits, Fiserv Health, UnitedHealthcare, Delta Dental, and Liberty Mutual will answer questions.
- No appointment is necessary. Sessions will held in Stewart Center at the following times:
  - Today
    - Fiserv Health and Staff Benefits. Noon-5 p.m. Rooms 214CD.
    - UnitedHealthcare. Noon-5 p.m. Rooms 218AB.
  - Wednesday, Nov. 7
    - UnitedHealthcare. 8 a.m.-1 p.m. Rooms 214AB.
  - Thursday, Nov. 8
    - Staff Benefits. 1-5 p.m. Room 107.
    - UnitedHealthcare. 8 a.m.-noon. Room 307.
    - Delta Dental. 1-5 p.m. Room 313.
  - Friday, Nov. 9
    - Staff Benefits. 8 a.m.-noon. Room 107.
    - Liberty Mutual. 1-5 p.m. Room 107.

See Benefits, page 2

See Drive, page 2
Gifts to Purdue reach record $320 million

A record $320 million in gifts to Purdue in 2006-07 helped lift the total of private fundraising and non-government sponsored research grants to nearly $394 million. The end of the fiscal year coincided with the completion of the Campaign for Purdue, and the year was the second to surpass $300 million.

President France A. Córdova said the continued support of Purdue into the spotlight throughout Indiana and the country.

“The generosity of our alumni, campus community, friends and corporate partners has been critical to Purdue’s success with our just-completed strategic plan,” Córdova says.

“The University’s facilities, programs and engagement efforts all benefit because of their support.

“Now we are working to craft our next plan, which will include an emphasis on funding the student experience and require an emphasis on fundraising and related programming.”

Murray Blackwelder, senior vice president for advancement, says the fundraising success to date amounts to a vote of confidence for Purdue.

“The Campaign for Purdue reinforces pride that our alumni and friends believe in this university,” Blackwelder says. “Our successes allowed us to raise our goal from $1.3 billion to $1.5 billion in 2004. In total, the campaign brought in $1.7 billion.”

Policy on discrimination, harassment complaints revised

Purdue has revised its procedures for resolving complaints of discrimination and harassment.

The changes to the procedures went into effect Oct. 19, are part of a routine update.

Among the changes are:

• On the West Lafayette campus, the director of affirmative

tion now will determine if a violation of University policy has occurred. Previously, the vice president for human relations made this decision.

• The appeal of a determination will be decided by the vice president for human relations instead of the president.

The current procedures can be found at www.purdue.edu/humanrel/vp/

revised_procedure.shtml

Questions or comments may be directed to Alysia Christmas Rollock, vice president for human relations, at (765) 494-5803 or acrollock@purdue.edu.

Continuing Education and Conferences held a United Way 2007 “Deal or No Deal” game that was based on the TV game show. Pictured are (from left) Lisa Peters, Sandy Oswalt, Stephanie Benezbrake, Jeff Buchanan and Shail Beam. Buchanan, training coordinator for Sponsored Program Services, is Purdue’s 2007 loaned campaign representative in the United Way Campaign. The others are all employees in CEC, who as of Oct. 30 was at 112 percent of its goal, having raised $2,383.

Owalt is CEC senior chair. The “Deal or No Deal” event was a thank-you to CEC staff because of their campaign success.

Drive – Areas exceed goals

Continued from page 1

Conferences: 112 percent.
Continued from page 1

Department of Electrical and Computer Engineering.
Continued from page 1

A $2 million planned unrestricted gift from Richard A. and Cheryl A. Kosdrosky to the School of Technology and Engineering.
Continued from page 1

A $2.5 million gift-in-kind from Jim E. Riviere and Nancy A. Moteiro-Riviere to the School of Veterinary Medicine.

Benefits – Deadline is Nov. 9

Continued from page 1

Summary of current core and flexible benefits in their enrollment packets.

Staff Benefits is reminding employees that anyone who makes changes to flexible benefits — medical, short-term disability, or personal accident insurance — or who contributes to a flexible spending account for 2008 will receive a new confirmation statement in late November.

If a discrepancy is found in the new statement, Staff Benefits should be contacted immediately at 49-4222.

Employees who maintain their current benefits exactly and have no flexible spending account in 2008 will not get a new confirmation statement.

Inside Purdue is published 18 times a year by the Office of University Periodicals for the faculty, administrative/professional and clerical/staff staffs of Purdue University. Send news correspondence to the editor at the addresses below.

Inside Purdue can be read on the World Wide Web at www.purdue.edu/insidepurdue.

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Telephone 49-4222 or 49-4208.

E-mail address: inside@purdue.edu.

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Purdue University is an equal opportunity / affirmative action employer.

Vol. 17, No. 6

Staff Benefits responds to feedback in new feature

In this new feature, Staff Benefits at Human Resource Services responds to questions and comments selected from those submitted online at www.purdue.edu/benefits.

Continued from page 1

Answer: One of the good things about our online feedback Web site at www.purdue.edu/benefits is that we hear the concerns of our employees.

We have a limited number of people working in Staff Benefits, so we depend on our vendors — such as Firev — to provide customer service and correct problems.

However, if you don’t get answers, contact me, Brent Bowditch, at bowditch@purdue.edu. We don’t want you to be frustrated as this writer is.

Comment: I want to say that I had a $300,000 surgery last year that cost me $600. I think the benefits are great. My husband has the same benefits where he works, but pays three times as much for the coverage. Yeah rah Purdue.

Answer: It’s always nice to hear from someone with a positive experience. We appreciate it. Whenever I give a talk to employees, some of my best advocates are new hires who know how good the benefits are. Some of my best advocates are new hires who know how good the benefits are.

— Answers provided by Brent Bowditch, assistant director at Human Resource Services.
Boiler Volunteer Network connects campus to community service

In a revamped storage room on the ground floor of Stewart Center, the Boiler Volunteer Network strives to make connections. Bulletin boards hold colorful papers advertising new volunteer opportunities, and a long table provides a workspace for folding fliers for one of BVN’s special events.

Students step in to ask how they can help and to discuss their volunteer interests. The interactions illustrate what director Harry Brown says BVN is all about: matching the campus community with service opportunities.

“Our primary role is to promote community service and to facilitate student, faculty and staff involvement in community service,” says Brown, assistant dean of students. “We’re the catalyst that helps students make this community service happen.”

Founded in 2000, BVN is part of the Dean of Students Office. The network provides a gateway to local volunteer opportunities, from building a home with Habitat for Humanity to assisting with the after-school program at Hanna Community Center. In addition, BVN helps students, faculty and staff develop and promote community service experiences.

Throughout the year, BVN also coordinates six Community Action Days, which send out students to work on four-to-six-hour projects with local nonprofit agencies.

“The idea is to provide an opportunity for students to experience community service in a short-term commitment while serving the needs of local agencies,” says Brown. “We try to structure the projects so that some students will be moved out of their comfort zone and do something they never considered doing. We help them learn about themselves, their community and the importance of community service.”

BVN also organizes special programs such as the Fall Harvest Food Drive, which is now in progress. The drive benefits Food Finders Food Bank, and a contest is held to see which student, faculty and staff groups collect the most donations.

The drive raised more than 14,500 pounds of food in 2006. “Food Finders serves pantries and nonprofits that provide food assistance to the poor in 16 counties,” Brown says. “That means Purdue contributed almost 1,000 pounds per county, which is quite significant. This is the time of year when the greatest pressure is put on food banks and food pantries, so it’s very critical that they get these large donations.”

Students carry boxes of food for Boiler Volunteer Network’s 2006 Fall Harvest Food Drive, which benefits Food Finders Food Bank. The drive raised more than 14,500 pounds of food. This year’s Fall Harvest Food Drive runs through Nov. 16. Nonperishable donations will be accepted Nov. 15 and 16 at the Food Finders truck outside Stewart Center.

How to help

The Fall Harvest Food Drive runs through Nov. 16. Individuals and groups may drop off nonperishable goods from noon to 7 p.m. Nov. 15 and 16 at the Food Finders truck outside Stewart Center. Volunteers also are needed to weigh and check in food, and to load the truck.

Season of Sharing starts Nov. 26. The holiday tree will be in the Boiler Volunteer Network office, Room 64, Stewart Center. Those who select an ornament should bring the unwrapped gift to BVN by Dec. 11.

For more information on Fall Harvest, Season of Sharing or other volunteer opportunities, call 49-62,450 or visit the BVN office. The BVN Web site is www.purdue.edu/odos/sao/bvn.

Starting Nov. 26, BVN will promote its Season of Sharing event, which provides holiday gifts for low-income children and families.

During the event, a holiday tree in the BVN office will hold ornaments from the Community and Family Resource Center, Salvation Army and YWCA’s women’s shelter. Faculty, staff and students purchase the gifts listed on the ornaments. The campus provided gifts for 567 requests in 2006.

“We get people whose children are grown, and they have fun buying toys that they otherwise wouldn’t be out shopping for,” Brown says. “It’s incredible how much fun people have while shopping for someone else during the event.”

Last year, BVN helped 695 Purdue students find volunteer opportunities in the community, and 1,165 students participated in a Community Action Day or a special event.

BVN also had 364 faculty and staff contacts, which involved volunteer opportunities, presentations, questions about service learning, and community service project development.

Brown says that students are BVN’s primary clients, but the office is eager to serve faculty and staff as well.

“It’d be great to see more faculty and staff come through and use us as a way of finding places to serve in the community,” he says. “Students are a valuable resource, but there are nonprofits in the area that could use the expertise and the skills that faculty and staff have.”

Second flu shot session scheduled for Nov. 12

WorkLife Programs and Purdue University Student Health Center have scheduled an additional flu shot session from 8:30 a.m. to 4:30 p.m. Monday, Nov. 12, in Room 214, Stewart Center.

The session is open to faculty, staff, graduate students, retirees, spouses and same-sex domestic partners. The previous session took place Nov. 2.

Flu shots are free and will be given on a first-come, first-served basis. No appointments are needed, and faculty and staff are asked to bring along their PUIDs. A short wait is likely.

Starting Nov. 13, walk-in flu shots will be given based on vaccine availability from 8:30 a.m. to 4:30 p.m. Monday through Friday in the urgent care area of PUISE.

If you have questions or need more information, call 49-45,461 or e-mail worklife@purdue.edu.

Sessions on the regional campuses:
- Calumet: Nov. 13. For more information, call Martha Lowery at (219) 989-2709.
- Fort Wayne: Nov. 6 and Nov. 14. For more details, visit www.ipfw.edu/health, or call Judy Tillapaugh at (260) 481-6647.
- North Central: Scheduled events are complete. Call Todd Laux at (219) 785-5519 with any questions.

Deadline for Healthy Purdue incentive is Nov. 9

Nov. 9 marks the deadline for Healthy Purdue’s Wellness Achievement Incentive.

Participants must complete five of the eight wellness criteria appies by the deadline to earn the $250 incentive. The exact date of this payment has not been determined.

Participants can check the status of their applications by logging in to WorkLife’s registration system at www.purdue.edu/worklife.

Anyone with questions about the appies they have completed or about the Wellness Achievement Incentive may contact their campus wellness program:
- West Lafayette: 49-45,461, worklife@purdue.edu
- Calumet: (219) 989-2709, lowery@calumet.purdue.edu
- Fort Wayne: (260) 481-57,48, tillapaugh@ipfw.edu
- North Central: (219) 785-5519, laux@pnc.edu

For more information, visit www.purdue.edu/worklife or e-mail worklife@purdue.edu.

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Former CIA director to be first of four speakers in Sears Lecture Series

A former director of the U.S. Central Intelligence Agency is the first of four speakers in the 2007-08 Sears Lecture Series. R. James Woolsey, CIA chief in 1993-95, will present “Energy, Security and the Long War of the 21st Century” at 8 p.m. Nov. 12 in Loeb Playhouse, Stewart Center.

This year’s series, sponsored by the Department of Political Science, is titled “U.S. Security in an Insecure World.” All talks are free and open to the public.

In the 1980s, Woolsey served in key positions of both conventional armed forces and strategic and nuclear weapons. Today he is vice president at Booz Allen Hamilton, a consulting firm in Virginia.

Future Sears Lecture Series speakers, topics and dates include:
- Jan. 24: Shibley Telhami, a nonresident senior fellow at the Brookings Institution’s Saban Center for Middle East Policy.
- Feb. 18: Tom Ricks, Washington Post military correspondent.
- March 26: Robert Pape, professor of political science at the University of Chicago.

Director Harry Brown (right) and the Boiler Volunteer Network help facilitate student, faculty and staff involvement in community service.
**Athletics reorganizes external relations area**

Eying some “challenging opportunities” in the near future, Purdue director of intercollegiate athletics Morgan Burke has announced the reassignment of duties for two members of his senior administrative staff. Nancy Cross will re-assume leadership of the development area, overseeing the John Purdue Club. She previously oversaw marketing and development from 1999 to 2004 after serving as John Purdue Club director from 1993 to 1999.

Cross will continue as the department’s Senior Woman Administrator while also remaining at the sport administrator for men’s basketball, men’s and women’s golf, and men’s and women’s tennis. She will serve as the assistant athletic director and sport administrator liaison on facility projects, as well. Her new title will be senior associate athletic director for athletic development and sports.

Joe Muller, who had overseen the John Purdue Club since coming to the department in August of 2006, will continue to lead the remaining functions within external relations.

He will lead the department’s efforts in ticket sales, promotions and advertising, and the Big Ten Network. His title now is senior associate athletics director for external relations and marketing.

Cross will forgo her sport administrator duties for soccer and men’s and women’s swimming and diving, and those will be handled on an interim basis by Terry Kis, who will continue in her position of supervisor of women’s basketball operations.

Cross will continue working with soccer until the end of the 2007 season.

“Given the amount of anticipated activity in such a relatively short time, we feel splitting external relations is necessary and desirable at this time,” Burke said. “We have a lot of work to do in the coming years relating to growing our marketing, advertising and promotion plans; selling more tickets; growing the John Purdue Club membership base and our endowment; planning and executing the capital campaign for the Mackey Arena complex and Northwest Site; and maximizing the Big Ten Network’s value to Purdue and the conference.

The department’s future success will require that resources be available to support our sport programs and all who work with them, as they strive to improve performance.”

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**Notables**

**Engineering again ranked high for Hispanics**

The College of Engineering has repeated its No. 2 ranking of “best schools for Hispanics” by Hispanic Business magazine. In 2006, the report said, 13 percent of the college’s faculty members were Latinos, and graduate program applications and admissions rose.

Purdue, which was second a year ago, ranked behind only the University of Texas at El Paso.

This fall, the college has 56 Hispanic freshmen.

Also in its September issue, the magazine featured President France A. Córdova on its cover and in a profile story.

**NanoTech center honored by industry magazine**

Berk The new NanoTech program in Discovery Park has been named Facility of the Year by Controlled Environments, a monthly magazine that focuses on the cleanroom industry.

The magazine cited the $58 million center’s laboratories and its role in recruiting 166 faculty members.

It also cited the creation of 25,000 square feet of cleanroom space in Bricks, a $10 million Science Nanofabrication Laboratory. The center, directed by Timothy Sands, became fully operational in October 2006. Also recently, Small Times magazine rated Purdue’s nano-related facilities eighth, up from 10th among all U.S. universities in the magazine’s survey.

**Research park leaders talk, take office at AURP**

Two Purdue Research Park officials were at an Oct. 17-18 conference for the Association of University Research Parks, and one of them has been elected AURP first vice president.

Gregory Deason, PRP director and AURP electee, has served in several elected posts. He spoke on “Incubation as a Key Strategy for Research Park Growth.”

Steven Gerrish, director of business development at the Purdue Research Foundation and Purdue Research Park, was a panelist in a discussion on venture capital and “spinouts.”

**Honors**

John Staver, professor of science education and co-director of Center for Research and Engagement in Science and Mathematics Education, and Lynn Bryan, associate professor in the departments of curriculum and instruction and physics, are co-editors of the Journal of Science Teacher Education. The journal, having been selected by the Association for Science Teacher Education board in 2008, will work with newly submitted manuscripts; as of 2009, they will be responsible for all duties as editors and the journal will be housed at Purdue.
A newly revised policy changes the password expiration period for many faculty, staff and students to at least every 120 days instead of every 30 days. The Authentication and Authorization Policy (V.1.2) was signed by President France A. Córdova on Sept. 25 and went into effect Oct. 11.

The policy was extensively revised earlier this year with input from the University Security Officer’s Working Group, IT Executive Steering Committee, the OnePurdue project, and centralized and departmental IT groups.

The Authentication and Authorization policy is the first revised information security policy to be brought into uniform with a format approved by the University Security Officer’s Working Group. Under the previous version of the Authentication and Authorization policy, all passwords to University IT Resources were required to be changed every 30 days or sooner for each user’s affiliation with the University.

Under the new standard, all University passwords must be changed at least every 120 days unless a staff person’s assigned role requires 30-day changes.

Most students will be required to change their passwords every 120 days, rather than every 30 days.

Roles determine duration

Faculty, staff, student employees, and other affiliates have access beyond the “Employee Self Service” and “Traveler” roles in the new OnePurdue system will be assigned a 30-day password expiration cycle in the OnePurdue system based upon those roles. This change, put into place Oct. 11, affects only the OnePurdue system at this time.

In addition, passwords may need to be changed more frequently if a University academic or business department determines that there are special departmental circumstances that require a shorter password expiration cycle. The new format divides policies and supporting documents into a hierarchy of general statements of principle (policies), mandatory activities (standards), recommended actions (guidelines), and step-by-step tasks (procedures). The purpose of this new format allows information security policies to remain independent of technology and focuses more on principles recognized as best for information security. The supporting documents can be more technically specific and changed in response to emerging technologies and practices.

The revised Authentication and Authorization policy is a standardized mechanism for identification, authentication, and authorization to access University resources.

User credentials

The policy states that the University will assign a Purdue University identifier (PUID), and user credentials for identification and authentication purposes to each individual that has a business, research, or educational need to access University IT Resources. The policy also states that passwords, “user credentials” are the items used to access University IT Resources, such as usernames, passwords, tokens, smartcards, biometric data, and digital certificates.

The policy states that users of University IT Resources must comply with the revised policy and any standards and expiration periods issued by the University in support of the policy. The revised Authentication and Authorization policy is at www.purdue.edu/policies/pages/information_technology/v_1.2_2.html. Issued simultaneously with the revised policy is a supporting standard called the “User Credentials Standard.” The User Credentials Standard is intended to explain the different types of credentials that may be issued to a member of the Purdue community and how they should be used to protect University resources.

At this time, the standard primarily addresses the use of passwords; however, it is conceivable that the standard could be revised in the future to include guidance on the use of based authentication as well.

The new User Credentials Standard also discusses the password expiration period for University passwords and employs a new process for determining the length of time a password remains valid.

In addition to the new password expiration requirements, the User Credentials Standard states the requirements needed for password strength.


Rob Stanfield, director of the Identity and Access Management Office, is pleased with the revisions to the Authentication and Authorization policy and with the new User Credentials Standard.

“The IT resources are among Purdue’s most valuable assets,” Stanfield says. “The revisions to the policy and the new standard document really go a long way in refining the authentication and authorization process at the University and taking a critical look at password expiration periods, in particular, expiration periods based upon the type of data that end users access.”

The Purdue “All-American” Marching Band and band alumni work together to form the world’s largest Block P at Homecoming on Oct. 27. The halftime event was part of the 120th anniversary celebration. The band raised funds for a trip to perform in the Meet in Beijing International Arts and Music Festival.

Band’s fundraising efforts surpass halfway point

The Purdue “All-American” Marching Band has surpassed the halfway point in its goal of raising $100,000 for a spring trip to China.

Donations totaling $53,400 have been collected so far to help finance the band’s trip to perform in the Meet in Beijing International Arts and Music Festival in late May. The event is a lead-up to the 2008 Olympics in Beijing.

“The China Performing Arts Agency, a division of the Ministry of Culture of the People’s Republic of China, extended the invitation to the “All-American” Marching Band. Approximately 230 members of the 343-member marching band — including the solo twirlers and several members of the twirling line — are planning to go on the trip, which is expected to cost around $685,000. The goal is to raise $100,000 of that amount during the fund drive. The participating band members are expected to make up the difference.

“Excitement among the band members is really beginning to spread,” says Jay Gephart, director of bands. “In the past, we’ve performed on cruises and in places such as Canada, South America, Europe and Japan, but this is our first invitation to China. A chance to perform in the festival is a huge honor.”

Gift to support update to Krannert Building

Alumni contributions, rankings signal continued excellence

Krannert School of Management has announced a $2 million gift from alumnus Steve Webster that will help with building and classroom improvements.

“With the support of alumni like Steve Webster, Purdue has raised $3.8 million of the $4.2 million needed to upgrade the 42-year-old Krannert Building,” said President France A. Córdova. “We at Purdue appreciate this generous support.”

Steve Webster, who lives in Houston, boasts served on the school’s advisory council since 1998. He also gave $2 million in 2000 to the $55 million Krannert Center at the Frontier campaign, which provided funding for the school’s newest building, Rawls Hall.

“Steve Webster has come to bat for Krannert time and again, both monetarily and by serving on our advisory board. To say we’re grateful is an understatement,” said Richard A. Cosier, Krannert School dean and Leeds Professor of Management. Plans for the upgrade include moving advisers and counselors from the basement to the third floor, which will afford students better accessibility and privacy, Cosier said. The Management and Economics Library on the second floor also will be renovated.

Webster received his bachelor’s degree from Krannert in 1973.

Rankings news

This fall the Krannert again ranked high in the Wall Street Journal’s list of top regional M.B.A. programs. Krannert was No. 12 of 51 schools in the category, which indicates schools that draw recruiters primarily from their own region. The WSJ ranking uses only surveys of and interviews with corporate recruiters.

The Financial Times has ranked Krannert’s international executive M.B.A. program 11th worldwide among 90 schools. The program, a partnership with three European institutions, has placed in the top 20 consistently.

In a separate ranking, the London financial publication again ranked Krannert’s international master’s programs No. 1 in international course experience, which evaluates the global content of the learning experience.

The program, in which students spend time in other countries, this year added a two-week session in China.

Krannert also offers a highly respected Weekend M.B.A. program, plus nondegree programs.

OnePurdue schedules down time for maintenance

All OnePurdue applications will be unavailable from 6 p.m. Thursday, Nov. 8, to 8 a.m. Monday, Nov. 12, during which time the system software will be updated and tested while the production system is temporarily “frozen.”

This required maintenance must be performed now so Purdue can run year-end payroll and related employee W-2 forms in January.

Although OnePurdue plans to have everything back in operation by Monday morning, Nov. 12, any changes or updates to this schedule will be posted on the OnePurdue home page and portal as they become available. For updated information, see www.purdue.edu/onepurdue.

OnePurdue town hall to address student systems

Faculty and staff are invited to attend a OnePurdue Town Hall meeting to learn how OnePurdue will affect the financial aid, bursar/student accounts, admission, and registrar business processes and systems. One town hall meeting was held yesterday. The final meeting

New policy addresses password expiration, access to IT resources

November 6, 2007 InsidePurdue
PEAP offering day trip to Chicago on Dec. 1

The Purdue Employees Activity Program, a subcommittee of the Clerical and Service Staff Advisory Committee, has planned a bus trip to Chicago in December just in time for some holiday shopping.

The trip, scheduled for Saturday, Dec. 1, is open to all Purdue staff, faculty, students and friends. The bus is scheduled to leave the parking lot at Freehafer Hall at 8 a.m. Dec. 1. It will drop off travelers in downtown Chicago, where they will be free to shop, eat and sightsee as they please throughout the day. The bus will leave Chicago at 5 p.m. Chicago time for the return trip.

To register, simply fill out the form below and send it, along with payment, to the address indicated. Deadline for registration is Nov. 20.

MovingUp

— Moving Up recognizes clerical and service staff who recently moved to positions with a higher classification or whose positions were reclassified.

David Ackman, building services
Todd Balmer, operations and maintenance
Julie Budzik, continuing and distance education
Lisa Crain, aeronautics and astronautics
Dennis Hamilton, Purdue Village
Debra Haynes, Windsor Halls
Tawna Hodson, human resource services
Alan Jeffries, operations and maintenance
Jennifer Johnson, building services
Greg LaOrange, operations and maintenance
Dennis Lindley, building services
Donna Mann, Purdue Memorial Union
Sophia McKinsey, nuclear engineering
Daniel Myers, building services
Karen Parkinson, library, Indiana University-Purdue University Fort Wayne
Lakmini Perera, Earhart Hall
Angela Pickett, intercollegiate athletics administration
Lori Sandell, building services
Russell Sriver, student union, Indiana University-Purdue University Fort Wayne
Christina Serna, human resource services
Gerald Syness, parking facilities
Michelle Tendam, Purdue Memorial Union
David Tanner, operations and maintenance

CFS Money Smart Week

Tara Hodges, assistant director of fitness/wellness in the Division of Recreation and Sports, examines the difference between wants and needs during a “Where Does Your Money Go?” budgeting workshop by Purdue Extension as part of CFS Money Smart Week. CFS Extension partnered with the Federal Reserve Bank of Chicago and other organizations to hold the second annual Indiana Money Smart Week on Oct. 13-20. The workshop was offered twice on the West Lafayette campus, and those offerings qualified for a Healthy Purdue apple.

Also in October, CFS teamed with the Indiana State Department of Health to bring the 2007 INShape Indiana Health Summit to Purdue. The summit, “Live Healthy, Work Healthy,” focused on promoting a healthy workforce.

Sessions for supervisors to bolster hiring skills

Three new sessions to be presented Wednesday (Nov. 7) are designed to help supervisors refine skills for hiring and retaining workers. The sessions, offered by the Affirmative Action Office and Human Resource Services, will be in Room 311, Stewart Center:

■ Conducting Quality Interviews.
■ Planning, interviewing, deciding, 9-9:50 a.m.
■ Diversity in Employment. Ten suggestions for recruiting and retaining, 11:11-11:50 a.m.

To reserve a space at a session, for more information, or to request a reasonable accommodation, contact the Affirmative Action Office at 49-47253 or 49-10996 purdue.edu.

Agronomy to celebrate 100 years of achievement

The Department of Agronomy will have its Centennial Celebration on Nov. 16-17 at the West Lafayette campus.

“The Department of Agronomy has a rich history of outstanding students, faculty, alumni and friends,” says department head Craig Breyouty. The weekend will focus on the contributions of such people. The main event will be the Centennial Gala reunion and dinner at 6-11 p.m. Nov. 17. At the gala, the department will initiate a new honor called Legends of Agronomy.

Other highlights:
■ Nov. 16 (F): Lunch including Agronomic Achievement Award. 11:30 a.m. - 1 p.m. Buchanan Club, Ross-Ade Pavilion.
■ Nov. 17 (Sa): Old Oaken Bucket Tailgate. Noon-4 p.m. Big screen viewing of football game at Indiana, quarterback toss, prairie walks. Beck Agricultural Center at the Agronomy Center for Research and Education.
■ Advance registration is required for all events. Also, some hotel rooms have been set aside for those interested. For more information or to register, go to www.agri.purdue.edu/100/ or contact Kelly Delph at 49-46586 or kdelph@purdue.edu.

Youngsters invited to enter black history competition

A historical essay contest for grades K-12 is being sponsored by the library of the Black Cultural Center.

The theme is “Writing Indiana History: Blacks in Tippecanoe County.” Contestants must be enrolled in a school or homeschooled in Tippecanoe County.

Grades K-2 create a story-board; grades 3-5, a one-page essay; grades 6-8, a two-page essay; grades 9-12, a three-page essay. Deadline is Jan. 4. Prizes include participation with a parent or guardian in an in-state BCC historical tour Feb. 29-March 1, books and event admissions.

For details, contact Dorothy Ann Washington at 49-43093 or dwashin2@purdue.edu or Juanita Crider at 49-43097 or jcrider@purdue.edu.

Nominations sought for PACADA advisor awards

PACADA annually honors an Outstanding Academic Advisor and an Outstanding New Professional Advisor.

Award criteria include professional skills, attitude and development. Full information on criteria, procedures and supporting documents may be found on the nomination forms. To obtain either nomination form, visit the PACADA Web site at www.purdue.edu/advisors/ pacada, or contact PACADA Membership Committee chairs Rita Baker, baker@purdue.edu, or Jennifer Fether, jfecher@purdue.edu.

Nominations may be submitted to: Academic Success Center, BRNG 3268. The deadline is noon Friday, Nov. 30.

Forms may be submitted electronically to bsoodek@purdue.edu or may be sent by campus mail.
Analysis helps find genetic ills

Purdue researchers, working with the Indiana University School of Medicine, have established a technique that provides a new approach for detecting a number of genetic disorders found in infants and young children.

Daniel Raftery, professor of analytical and physical chemistry, and his collaborators used a simple chemical reaction to improve the ability to detect important molecules in complex fluids like blood and urine.

The technique makes the markers for some genetically caused metabolic disorders up to 100 times more visible, Raftery says.

“This technique allows us to profile a class of biomarkers — molecules that indicate disease — that would otherwise be very difficult to detect,” he said. “The increased sensitivity could allow doctors to diagnose a range of diseases at very early stages.

“We examined genetically based metabolic disorders, or inborn errors of metabolism, because it is especially important that they be treated early in a child’s life in order to prevent tragic effects such as brain damage. The technique also could catch borderline cases that may have otherwise gone undiagnosed until serious symptoms arose.”

Bryan Hainline, director of the clinical division of the Department of Medical and Molecular Genetics and clinical associate professor in the metabolism division of the Department of Pediatrics at Indiana University School of Medicine, provided access to clinical samples and insight into the markers of metabolic disorders.

The IU team was critical to the success of this work, Raftery says.

This method of analysis, called metabolomics, involves the simultaneous analysis of multiple small molecules, or metabolites, which occur in fluids and tissues in the body.

“The metabolic profile in biofluids, such as blood and urine, provides a snapshot of ongoing biological processes in the human body,” Raftery says.

Raftery and his team used nuclear magnetic resonance spectroscopy, a cousin of magnetic resonance imaging.

“The standard use of nuclear magnetic resonance is to detect carbon and hydrogen, but there are problems with weak and overlapping signals, he says.

His team enhanced the visibility of a certain type of metabolites, amino acids, by chemically tagging the molecules of interest so that they are more easily visible.

“We added a chemical that reacts with the amino acids and similar metabolites and forms a tag that can be seen through nuclear magnetic resonance,” he says. The tag is a carbon isotope.

In addition to Raftery and Hainline, Narasimhakumthry Shanaiha, M. Aruni Desilva, G. A. Nagana Gowda and Michael A. Raftery, all from Purdue’s Department of Chemistry, co-authored a paper published in the July 10 issue of the Proceedings of the National Academy of Sciences.

In addition to its increased sensitivity, the new testing method requires little pretreatment of the sample and roughly 0.5 milliliters of blood to perform the test. The entire test can be performed in about half an hour, Raftery says.

Raftery says he plans to continue to work with the IU School of Medicine to perform additional tests on clinical samples, to look at more samples from borderline cases and to examine other diseases.

The National Institutes of Health funded this research in addition to a collaborative biomedical research grant from Purdue’s Discovery Park and IUSM.

NIH workshop on Nano Health Initiative scheduled for Dec. 6

The Office of the Vice President for Research will host a workshop on the Nano Health Initiative of the National Institutes of Health on Thursday, Dec. 6.

The Nano Health Initiative workshop will feature program officers from NIH, who will make presentations and be available for individual and group discussion.

The schedule is:

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■ 9 a.m.: Registration.
■ 9:30 a.m.: Belinda Seto, deputy director, National Institute of Biomedical Imaging and Bioengineering (NIBIB).
■ 10:30 a.m.: Break; with refreshments.
■ 11 a.m.: David Balshaw, program administrator, Center for Risk and Integrated Sciences at the National Institute of Environmental Health Sciences.
■ Working lunch: Focus on NIH involvement for trainees and young investigators. Reservation needed.
■ Afternoon: Individual and group discussions by appointment.

To participate in lunch, schedule a discussion time with either Seto or Balshaw, or ask about workshop content, contact Perry Kirkham at pkirkham@purdue.edu.

To register for the workshop, go to www.purdue.edu/research/vpr/events/shnmt.

Creator of PalmPilot to speak about intelligent computing

Jeff Hawkins, the architect of the PalmPilot and founder of three technology companies, will speak at 10:30 a.m. Nov. 13 at Loeb Playhouse, Stewart Center.

Hawkins, author of the 2004 book “On Intelligence,” will talk about his new theory on the brain and how it could lead to the building of intelligent machines.

His talk, which is free and open to the public, is part of the Philip F. Bagwell Lecture Series organized by the School of Electrical and Computer Engineering and co-sponsored by 12 additional colleges, schools and departments and 11 student organizations.

Hawkins, who lives in the San Francisco Bay area, founded the technology companies Palm Inc., Handspring Inc., and Numenta Inc., as well as the nonprofit Redwood Center for Theoretical Neuroscience. His newest company, Numenta, based in Menlo Park, Calif., is building a computer architecture modeled on the brain’s neocortex.

In 2003 he was elected to the National Academy of Engineering, a peer-elected group that advises the federal government on important engineering and technology topics and conducts independent studies.

Hawkins co-founded Numenta in 2005 in an effort to jump-start an industry based on his theory of the brain and technology. His research has focused on neuroscience.

The first Bagwell Lecture was held in 2004 in honor of Philip F. Bagwell, an associate professor in the School of Electrical and Computer Engineering who died of cancer in 2002. He joined the faculty of the School of Electrical and Computer Engineering in 1991.

MEMS sensors tell story from within jet engines

Researchers at Purdue, working with the U.S. Air Force, have developed tiny wireless sensors resistant enough to survive the harsh conditions inside jet engines to detect when critical bearings are close to failing and prevent breakdowns.

The devices are an example of an emerging technology known as “micro electromechanical systems,” or MEMS, which are machines that combine electronic and mechanical components on a microscopic scale.

“The MEMS technology is critical because it needs to be small enough that it doesn’t interfere with the performance of the bearing itself,” said Farshid Sadeghi, professor of mechanical engineering. “And the other issue is that it needs to be able to withstand extreme heat.”

The engine bearings must function amid temperatures of about 300 degrees Celsius, or 572 degrees Fahrenheit.

The researchers have shown that the new sensors can detect impending temperature-induced bearing failure significantly earlier than conventional sensors do.

“This kind of advance warning is critical so that you can shut down the engine before it fails,” said Dimitrios Peroulis, assistant professor of electrical and computer engineering.

Findings are detailed in a research paper that was presented on Oct. 30 during the IEEE Sensors 2007 conference in Atlanta, sponsored by the Institute of Electrical and Electronics Engineers. The paper was written by electrical and computer engineering graduate student Andrew Kovacs, Peroulis and Sadeghi.

The sensors could be in use in a few years in military aircraft such as fighter jets and helicopters. The technology also has potential applications in commercial products, including aircraft and cars.

“Anything that has an engine could benefit through MEMS sensors by keeping track of vital bearings,” Peroulis said. “This is going to be the first time that a MEMS component will be made to work in such a harsh environment. It is high temperature, messy, oil is everywhere, and you have high rotational speeds.”

The work is an extension of Sadeghi’s previous research aimed at developing electronic sensors to measure the temperature inside critical bearings in communications satellites.
Security awareness presentations online

Sessions address crime, risks to data, social networking, music downloading

Archived, streaming video versions of the October Cyber Security Awareness Month presentations hosted by IT Networks and Security are now available for online viewing.

The theme for this year’s presentations was “The Internet: Your Ticket to Ride.” The presentations featured speakers with knowledge of cyber security issues and use of the Internet.

A recurring theme of the presentations was that Internet and computer crime is profitable, the alleged perpetrators are hard to catch, and that it is often difficult to enforce traditional laws in the cyber world.

Speakers from both CISCO and McAfee emphasized that the risks to an individual’s personal data, as well as the data and intellectual property of business and organizations like Purdue, are greater than ever.

The presentations also touched on issues affecting Purdue students.

The first presentation of the month focused on the use of social networking sites on the Internet. Pablo Malavenda, associate dean of students, discussed Facebook and other social networking sites. Those are being used, he said, by potential employers and colleges and universities to investigate job and academic applicants, as well as to investigate crimes and violations of school honor and academic codes.

“Think about what you are saying and think of it being placed on a billboard,” Malavenda said. “If you aren’t comfortable posting this message on a billboard, don’t put the message on Facebook.”

During the Oct. 17 session, Amber, a student from Purdue who was sued by the RIAA, talked about her experiences with downloading music over the Internet. Amber has created a public service announcement for Purdue students warning them about the dangers of illegal music downloading.

The presentations from October Cyber Security Awareness Month, as well as general information regarding computer security, are available on the SecurePurdue Web site, www.purdue.edu/securepurdue. For the presentations, click on “Training.”

Input sought on draft policy for Web accessibility

A policy focused on Web accessibility is being drafted, and faculty and staff are invited to provide comment on the language of the proposed policy.

The policy will address Web accessibility for individuals with disabilities. It establishes minimum standards for the accessibility of Purdue’s Web-based information and services to ensure equal access to information for all its constituents and to ensure compliance with applicable state and federal regulations.

The policy is available for public review. Go to www.purdue.edu/securepurdue. Click on Best Practices, then Draft IT policies.

Comments regarding the policy should be sent to securepurdue@purdue.edu by Nov. 10. The committee drafting the proposed policy will review and discuss all comments received by the due date.

VIC offers new scene for annual holiday portraits

A new Boilermaker-themed scene will be available for holiday photos at the Visitor Information Center.

The revamped scene will feature a Christmas tree made of gold gift boxes, two stools and a black backdrop designed to look like a holiday package.

There is no cost to use the backdrop, but those interested must bring their own camera and take their own pictures. A tripod will be available.

Light-colored clothing is recommended since the backdrop is black. Pets are welcome.

End of year brings reminders for supervisors and c/s staff

Human Resource Services is reminding supervisors and clerical and service staff about the vacation cut-off date and holiday pay policy.

The current vacation policy for regular clerical and service staff allows each staff member to carry forward up to 320 hours of accrued vacation into the 2008 calendar year. Vacation hours in excess of 320 hours will be forfeited if not used on or before Dec. 30.

Any regular clerical and service staff member in layoff status for 30 days or less during the end-of-the-year holiday season will receive pay for University-designated holidays.

This year’s designated holidays are Dec. 24, Dec. 25, Dec. 31 and Jan. 1.

If a staff member who is not an official retiree is terminating after a holiday, that person must be physically at work the day after the holiday to receive holiday pay.

Terminal vacation may not be used to bridge a holiday in order to receive pay for the holiday. Questions may be directed to Employment and Compensation at 49-40907.

Deaths


Vivian Marie Buntin, 82, died Oct. 21. She was a payroll clerk in the School of Electrical Engineering for 26 years, retiring in 1987. Memorial: American Diabetes Association.

Nicholas Coburn Jr., 77, died Oct. 22 in Lafayette. He was on the professional staff in the School of Civil Engineering, retiring in 1994.

Deaths
Alcoholism may be defined as a disease, an addiction, or dependency, but the symptoms are the same:

- An overwhelming desire to drink
- Ever-increasing tolerance for alcohol

The hard task of winning against alcohol or drug dependency calls for supportive, confidential help.

On all Purdue campuses, the Employee Assistance Program offers help to faculty and staff and their families who experience hardships because of substance abuse and addiction.

“The stereotyped picture of the alcoholic as a drunken, skid-row bum is a myth,” says Jolene Robertson, EAP manager on the West Lafayette campus. “Statistics show that 95 percent of all alcoholics are employed, 45 percent of them hold management positions and 50 percent have college degrees.”

Alcoholism can be devastating. Generally is the first depressant, generally is the first

Robertson, EAP manager on the Employee Assistance Program of

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Policy – Provisions help guard against misuse of alcohol, drugs

Continued from page 1

B. Controlled Substances. Using, selling, manufacturing, distributing, possessing, or otherwise acquiring controlled substances on University premises, as part of any University-related activities, or in the workplace, except as authorized under University Regulations or otherwise by the University.

C. Employee Treatment Programs. Failing to meet the requirements of a drug or alcohol treatment program that the University requires an employee to complete as a condition of employment.

D. Workplace Inspection. Interfering with a workplace inspection under this policy.

E. Impaired Job Performance or Attendance. Alcohol misuse or controlled substance use, even though not during working hours or in the workplace, which impairs job performance or attendance.

F. Testing Procedures. Failing any drug or alcohol test or engaging in any conduct prohibited under the University’s drug or alcohol testing procedures.

G. Prescription Drug Use. Being under the influence of legally prescribed drugs in the workplace that prevent an individual from performing the essential functions of his or her job or where that individual poses a direct threat while using those drugs.

2. Required to complete successfully

B. Report to authorities for criminal prosecution or other appropriate action.

C. Invitee. Any invitee who engages in prohibited conduct may be barred from further work for the University or from participating in other University-related activities as may be permitted by law. Further, they may be reported to authorities for criminal prosecution or other appropriate action.

D. Student. Any student who engages in prohibited conduct may be:

1. Referred to appropriate University personnel for assistance.

2. Required to complete successfully a drug or alcohol abuse treatment program as a condition of enrollment.

3. Disciplined, up to and including termination of employment.

4. Subject to disciplinary action by the University.

V. Consequences of Engaging in Prohibited Conduct

A. Factors Relevant to Sanction or Corrective Action. The University will evaluate violations of this policy on a case-by-case basis. In determining the appropriate sanction or corrective action, the University may consider an individual’s work or academic record, the seriousness of the violation, the safety-sensitivity of the individual’s position, whether the individual’s behavior violated the University’s Violence in the Workplace Policy, whether a sanctions or corrective action is permissible under law including, without limitation, the Americans With Disabilities Act of 1990, and any other relevant factors.

B. Employee. Any employee who engages in prohibited conduct may be:

1. Required to complete successfully an alcohol or drug abuse treatment program as a condition of employment.

2. Referred to the Employee Assistance Program.

3. Required to complete successfully an alcohol or drug abuse treatment program as a condition of employment.

4. Required to complete successfully a drug or alcohol abuse treatment program as a condition of enrollment.

5. Disciplined, up to and including termination of employment.

6. Subject to any other appropriate action by the University.

C. Invitee. Any invitee who engages in prohibited conduct may be barred from further work for the University or from participating in other University-related activities as may be permitted by law. Further, they may be reported to authorities for criminal prosecution or other appropriate action.

D. Student. Any student who engages in prohibited conduct may be:

1. Referred to appropriate University personnel for assistance.

2. Required to complete successfully a drug or alcohol abuse treatment program as a condition of enrollment.

3. Disciplined, up to and including termination of employment.

4. Subject to disciplinary action by the University.

VI. Workplace Inspections

A. The University reserves the right to inspect the workplace for alcohol, controlled substances, or any other drug or alcohol or controlled substances and to question any employee when it reasonably suspects that this policy or any procedure under this policy has been violated.

B. The University will prominently post the following notice in conspicuous places on the campus:

Purdue University reserves the right to inspect the workplace for alcohol, controlled substances, or any other drug or alcohol or controlled substances and to question any employee when it reasonably suspects that his or her workplace premises, as part of any University-related activities, or in the workplace, except as authorized under University Regulations or otherwise by the University.

C. Invitee. Any invitee who engages in prohibited conduct may be barred from further work for the University or from participating in other University-related activities as may be permitted by law. Further, they may be reported to authorities for criminal prosecution or other appropriate action.

D. Student. Any student who engages in prohibited conduct may be:

1. Referred to appropriate University personnel for assistance.

2. Required to complete successfully a drug or alcohol abuse treatment program as a condition of enrollment.

3. Disciplined, up to and including termination of employment.

4. Subject to disciplinary action by the University.

VII. Controlled Substance and Alcohol Testing

A. Commercial Motor Vehicle Drivers. Persons employed as commercial motor vehicle operators who are governed by Department of Transportation regulations are subject to drug and alcohol testing under procedures developed by the Department of Personnel Services.

B. Defense Contracts. Department of Defense regulations require the University to establish programs to test employees and final applicants for illegal drug use if they will work in sensitive positions on Defense Department contracts. The University will determine appropriate tests based on the nature of the work being performed. The employee’s duties, the efficient use of University resources, and the risks to public health and safety and national security that could result if the employee fails to perform the duties of the position adequately.

C. Intercollegiate Athletics. Student athletes who participate in intercollegiate athletics sports will be subject to drug and alcohol testing under National Collegiate Athletic Association regulations or testing programs developed by the University’s Department of Intercollegiate Athletics.

D. Employee Reasonable SUSP. Drug and Alcohol Testing. All employees of the University may be subject to reasonable suspicion drug and alcohol testing under procedures developed by the Department of Personnel Services and approved by the president of the University or his or her designee. These procedures must, at a minimum, provide that the decision to conduct reasonable suspicion drug and alcohol testing must be made jointly by a supervisor who believes reasonable suspicion exists and a representative of the human resource service team. Further, in all cases, reasonable suspicion testing must be authorized by an appropriate University employee or other individual designated by the University who has been trained to recognize physical or behavioral symptoms commonly attributed to the use of drugs or alcohol.

E. Public Safety Employees. Employers performing public safety duties may be subject to drug and alcohol testing procedures as authorized by the president of the University or his or her designee. This testing may include, but is not limited to, pre-employment testing, post-accident testing, return-to-duty testing, and follow-up testing.

VIII. Employee Self-Referral Employee Assistance Program

A. Self-Referral. Employees with alcohol or drug problems are strongly encouraged to voluntarily contact their family physicians or the University’s Employee Assistance Program for assistance. Employees may seek help without their supervisor’s knowledge. Although voluntarily seeking assistance will not bar the University from treating the employee like other employees under this policy, the University will consider voluntary requests for help in determining any discipline to be imposed on the employee. The University will not assume any financial or other responsibility for drug or alcohol treatment except as may be provided by University benefits.

B. Employee Assistance Program. The University’s Employee Assistance Program offers free, confidential services to employees with alcohol or drug problems, including:

1. Information about the dangers of alcohol and drug use and the University’s Alcohol- and Drug-Free Campus and Workplace Policy;

2. Assessment and evaluation;

3. Referral to and information regarding public and private treatment programs;

4. Services to families of employees with drug or alcohol problems; and

5. Assistance with questions concerning insurance coverage.

IX. Federal Contract or Grant Employees

Under the Drug-Free Workplace Act of 1988 and the Federal Acquisition Regulations System, in addition to the other requirements of this policy, employees engaged in the performance of (1) a federal agency contract for procurement of property or services in excess of $25,000 or more, or (2) a federal agency grant will notify his or her supervisor or department head if he or she is convicted under a criminal drug statute for conduct in the workplace no later than five calendar days after the conviction. The University will notify the federal contracting or granting agency within 10 calendar days after receiving notice of the conviction or otherwise receiving actual notice of the conviction.

X. Grievance Procedures

Any student or employee with a complaint relating to the application of this policy may seek redress through applicable University grievance policies and procedures. However, employee complaints challenging drug or alcohol test results must be resolved in accordance with the applicable testing procedure.

XI. Confidentiality

The University will take reasonable measures to ensure individual privacy of those who receive drug and alcohol testing, but not limited to, keeping all drug and alcohol test results confidential to the maximum extent possible.

XII. Administrative Responsibility

Campus personnel departments will share responsibility for administering this policy and its associated procedures as they relate to employees and invites. The Office of the Dean of Students will administer policy and procedures related to students. Intercollegiate Athletics will be responsible for policy and associated procedures described in Section VII, paragraph C.

Glossary (with 3 p.3 graph)

Physical dependence occurs with the prolonged use of certain drugs in high enough doses to induce adaptive alterations in the body. When drug use is stopped, the user experiences withdrawal symptoms that are known to be associated with the drug.

Psychological dependence occurs when the user develops a craving for the pleasurable mental effects (euphoria, stimulation, sedation, hallucinations) produced by the drug. Users also feel a need to re-experience the drug-induced state in preference to a normal state.

Tolerance is the need for higher doses of alcohol or drugs to experience the desirable effects formerly experienced with lower doses.

Schedule indicates how drugs are classified according to their medical use and abuse potential in the Controlled Substances Act.
Problems with law can affect all parts of life

Anyone who is engaged in the abusive or illegal use of alcohol or controlled substances faces the risk of becoming wasted and charged with violating state or federal laws. Even if no conviction results, the situation can be inconvenient, embarrassing and costly. Should you be convicted for even a minor violation, the impact on your life can be devastating. The consequences include:

- Loss of employment,
- Loss of educational opportunities,
- Loss of credentials,
- Loss of personal freedom through imprisonment.

The following is a summary of federal and Indiana laws in relation to unlawful manufacture, distribution, sale, or use of alcohol or controlled substances. This summary is not all-inclusive. The state legislature regularly adds new laws and amends present laws.

Definitions

Infractions are punishable by a fine. Misdemeanor offenses are punishable by imprisonment for a maximum of one year and a fine. Felony offenses are punishable by imprisonment for more than a year and a fine.

Alcohol offenses

IC 9-30-5-1 Blood alcohol content over 0.08 — A person who operates a vehicle with a blood alcohol content of 0.08 or more, by weight of alcohol, in his blood commits a Class C misdemeanor. For drivers under 21, driving with a blood alcohol content of 0.02 to 0.07 is a Class C misdemeanor, punishable by a $500 fine or loss of driver’s license for up to a year. IC 9-30-5-2 DWI

— A person who operates a vehicle while intoxicated commits a Class A misdemeanor.

IC 9-30-5-3 Felony OWI

— A person who operates a vehicle while intoxicated, having a prior conviction for the same offense within five years, Class D felony.

IC 9-30-5-3 OWI, serious bodily injury — Violating section (1) or (2) and causing serious bodily injury to another person, Class D felony.

IC 9-30-5-5 OWI, death — Violating section (1) or (2) and causing death of another person, Class C felony.

IC 7-1-5-3 Public intoxication — A person in a public place in a state of intoxication, Class B misdemeanor.

IC 7-1-5-7-1 False statement of age — Making false statements of a minor’s age, Class C infraction.

IC 7-1-5-7-2 Furnishing false identification — To sell, give or furnish false identification to a minor, Class C misdemeanor.

IC 7-1-5-7-3 Possession of false identification — Minor having false identification in possession, Class C infraction.

IC 7-1-5-7-10 Minors in taverns — (a) It is a Class C misdemeanor for a minor to recklessly be in a tavern, bar, or other public place where alcoholic beverages are sold, bartered, exchanged, given away, provided, or furnished. In addition to other penalties under this subsection, the minor’s driver’s license shall be revoked for up to one (1) year in accordance with IC 9-24-18-8 and IC 9-30-4-9. (b) It is a Class C misdemeanor for a person to recklessly sell, barter, exchange, provide, or furnish an alcoholic beverage to a minor. (b) This section shall not be construed to impose civil liability upon any education institution of higher learning, including but not limited to public and private universities and colleges, business schools, vocational schools, and schools for continuing education or its agents for injury to any person or property sustained in consequence of a violation of this section unless such institution or its agent sells, barters, exchanges, provides, or furnishes an alcoholic beverage to a minor.

IC 7-1-5-7-10 Minors in taverns — (c) It is a Class B misdemeanor for any person to knowingly sell, furnish, or give an alcoholic beverage to a person under 18 years of age, if the person consuming the alcoholic beverage has a detectable quantity of alcohol in his blood.

IC 9-24-4-1 Deal in cocaine or narcotic drug — Deliver or possess with intent to deliver a narcotic drug or cocaine. Class B felony.

IC 9-24-4-17 Except as provided in IC 16-42-29-21 of this chapter, a person may not possess or use an anabolic steroid without a valid prescription or drug order issued by a practitioner acting in the ordinary course of the practitioner’s professional practice.

Class D felony.

IC 35-48-4-1 Dealing in cocaine or narcotic drug — Deliver or possess with intent to deliver a narcotic drug or cocaine. Class B felony. Class A felony if 3 grams or more, or minor on or school property.

IC 35-48-4-2 Dealing in controlled substance — Deliver or possess with intent to deliver a controlled substance. Class B felony.

IC 35-48-4-4 Deliver or possess with intent to deliver a controlled substance. Class B felony. Class C felony if 3 grams or more, or minor on or school property.

IC 35-48-4-6 Get-like drugs — Deliver a substance expressly or impliedly represented to be a controlled substance. Class D felony.

IC 35-48-4-8 Counterfeit substance — Deliver or possess with intent to deliver a counterfeit substance. Class D felony.

IC 35-48-4-8 Possession of cocaine or narcotic drug — Possession of cocaine or narcotic drug. Class D felony.

IC 35-48-4-7 Possession of controlled substance — Possession of schedule I, II, III or IV controlled substance. Class D felony.

IC 35-48-4-3 Class B felony if 3 grams or more, or minor on or school property.

IC 35-48-4-3 Dealing in schedule IV controlled substance — Deliver or possess with intent to deliver a schedule IV controlled drug.

Federal Trafficking Penalties — Marijuana

<table>
<thead>
<tr>
<th>Quantity</th>
<th>Description</th>
<th>First Offense</th>
<th>Second Offense</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 10 grams, not more than 1/2 ounce</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $100, not more than $250</td>
<td>Not less than $1,000, not more than $2,500</td>
</tr>
<tr>
<td>1/2 ounce or 10 grams, not more than 1 ounce</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $250, not more than $500</td>
<td>Not less than $5,000, not more than $10,000</td>
</tr>
<tr>
<td>1 ounce or 20 grams, not more than 2 ounces</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $500, not more than $1,000</td>
<td>Not less than $10,000, not more than $20,000</td>
</tr>
<tr>
<td>2 ounces or 40 grams, not more than 4 ounces</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $1,000, not more than $2,000</td>
<td>Not less than $20,000, not more than $40,000</td>
</tr>
<tr>
<td>4 ounces or 80 grams, not more than 8 ounces</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $2,000, not more than $4,000</td>
<td>Not less than $40,000, not more than $80,000</td>
</tr>
<tr>
<td>More than 8 ounces, not more than 1 pound</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $4,000, not more than $8,000</td>
<td>Not less than $80,000, not more than $160,000</td>
</tr>
<tr>
<td>1 pound or more, not more than 10 pounds</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $8,000, not more than $16,000</td>
<td>Not less than $160,000, not more than $320,000</td>
</tr>
<tr>
<td>10 pounds, not more than 100 pounds</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $16,000, not more than $32,000</td>
<td>Not less than $320,000, not more than $640,000</td>
</tr>
<tr>
<td>100 pounds, not more than 1,000 pounds</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $32,000, not more than $64,000</td>
<td>Not less than $640,000, not more than $1,280,000</td>
</tr>
<tr>
<td>1,000 pounds, not more than 10,000 pounds</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $64,000, not more than $128,000</td>
<td>Not less than $1,280,000, not more than $2,560,000</td>
</tr>
<tr>
<td>More than 10,000 pounds</td>
<td>Marijuana, for which no intent to deliver</td>
<td>Not less than $128,000, not more than $256,000</td>
<td>Not less than $2,560,000, not more than $5,120,000</td>
</tr>
</tbody>
</table>

Cannabis

The following drugs are derived from Cannabis sativa:...