When APSAC members interview candidates interested in joining our committee, we always ask them why they decided to apply. Individuals’ answers vary but typically fall into one of three categories – they want to become more engaged in University activities; they want to learn more about the way decisions are made; or they want to contribute in a lasting and meaningful way to the well-being of staff at Purdue.

I joined APSAC in 2012 with a combination of the aforementioned goals. In my three years on the committee, I have been proud to work alongside some of the most dedicated and thoughtful people I’ve met at Purdue. They are enthusiastic in their pursuit of positive change, so they volunteer an incredible amount of their time and energy toward improving University life.

This year in particular, APSAC members have forged stronger ties with our colleagues from CSSAC and the University Senate. Additionally, we have further developed our relationship with Purdue leaders, enabling staff to have important conversations on a number of matters that affect them. After the Leaves Policy change was announced, for example, APSAC served as a two-way conduit for information and discussion about the change. As a result of staff and faculty feedback, University leaders decided to delay the change for one year to allow for more engagement and transparency in the process, while still moving forward with improved leave benefits for fathers and adoptive parents. Through these types of partnerships and collaborations, we’re able to form a community that’s greater than the sum of its parts.

Because APSAC terms turn over every three years, the committee is regularly in flux. That’s a good thing – new members bring fresh ideas and renewed energy that can propel our initiatives forward. Still, I am deeply grateful to those leaving the committee and those who will stay on a year or two more. In addition to “keeping the buses running,” they’ve developed creative ways to solve problems, improve communications with our colleagues, and make Purdue a better place to work overall. Below are what I consider to be the top five achievements by APSAC this past year (in no particular order):

1. Professional Development Steering Committee: In partnership with CSSAC and Purdue’s Leadership and Organizational Development Office, APSAC has been evaluating career planning tools, structures and trainings as part of an effort to improve the professional development culture at Purdue. This group will continue to explore staff development opportunities and hopes to work with University leaders to implement new development programs and resources.

2. Engagement opportunities: APSAC’s Professional Development subcommittee organized several events where leaders – both within and outside of Purdue – were invited to speak on topics such as leadership and service. This year, the subcommittee split the annual Lovell Leadership Series into two presentations and invited Treasurer Bill Sullivan and Provost Deba Dutta to speak about their experiences and impressions related to Purdue. Both events were streamed so that staff at regional campuses could watch and ask questions.

3. Professional development grants: Twice a year, APSAC offers grants up to $750 to fund professional education; attendance at lectures, conferences and seminars; or tuition assistance for academic classes. In the spring of 2014, the committee awarded 20 grants totaling more than $13,000. In March, the committee awarded 14 more people nearly $9,000 total.

4. Service on University and ad hoc committees: APSAC members provided input on a number of different committees. These include, but are not limited to: Parking and Traffic Committee; IT Strategic Governance Committee; Advisory Committee on Equity; University Policy Committee; University Senate; and Staff Memorial.

5. Recognized staff for excellence and community spirit: Each year, APSAC recognizes one staff member who shows initiative, leads by example, shows exemplary customer service, and acts as a University ambassador. This person is given the APSAC Excellence Award, along with $1,500 (we’ll hand out the award at our upcoming May meeting). Additionally, the annual Community Spirit Award recognizes one Purdue employee’s outstanding service to the community, society and humanity.

I would like to take this final opportunity to publicly thank each and every staff member at Purdue. We may have different jobs, goals, experiences and opinions, but we are united in our missions surrounding education, research, and outreach. As Dr. Dutta stated during the recent Lovell Lecture, “Purdue should be an engine for technological innovation and social change. Through its activities – on and off campus – this University can help shape the conscience and intellect of a new generation.”

Thank you for all that you do. It cannot be overstated how much your work, on a daily basis, helps move the University forward.
A CONVERSATION WITH PURDUE CHIEF OF STAFF GINA DELSANOTO

BY KATHY DALE
APSA Member

Gina DelSanto, Chief of Staff, Office of the President, graciously accepted an invitation for a conversation about her involvement and participation in APSAC meetings. The conversation began with clarification on Purdue’s performance indicators regarding Century 21 Scholars’ successes (72.4 percent of Purdue’s scholars graduate within 6 years, or 150 percent of “on time” graduation. This is a timeframe used by the US Department of Education among its standard measures for comparing institutional outcomes). The information was originally shared in response to a question previously raised at an APSAC meeting.

This, DelSanto emphasized, is her role with APSAC: to act as a two-way conduit of information between the Office of the President and University staff. This led to the original focus of the discussion related to her regular participation in monthly APSAC meetings. She agreed to explore how her perspectives of her participation have changed over time.

DelSanto arrived at Purdue in February 2013 fully expecting to participate in APSAC. She had been actively engaged with the development of Butler University’s Staff Assembly, an elected body representing all staff. The first APSAC meeting DelSanto attended was April 10, 2013. She stated that her goal remains the same as it was then: to convey to the group information from the President’s Office about University initiatives, changes and directions. In turn, she always asks for questions, thoughts, and inputs from members. Her role is to provide answers when able and to take concerns, issues, and suggestions back to the administration.

DelSanto says APSAC input is valued and her role is to bring it back to the administration. In regards to the recent paid time off decisions, she commented on the challenge of giving and getting input within confidential dialogues and of the need for evidence of input heard. The feeling is that all can do better.

Q&A:

What do you like most about your job? I love working with President Daniels. I admire the way he thinks about higher education; the way he manages his leadership team and the many initiatives going on at Purdue; and the way he is helping to shape higher education in America. The president has a wonderful set of core values and has identified key strategic priorities for Purdue. It is impressive to see how he sticks to both, day in and day out. It sounds simple, but it is stunning how few people and organizations manage to do it. I suspect it is why Fortune just named President Daniels to its list of the world’s 50 greatest leaders. Plus, he is incredibly kind and supportive, not to mention extremely fun to work with.

What are the top challenges and opportunities facing Purdue? It is no surprise that I agree with President Daniels that higher education is at a point of transformation unlike any other since the GI Bill. Colleges and universities are called upon to be more accountable, affordable, flexible, and responsive to employers’ workforce needs than ever before. Moreover, academia is being asked to produce much of the country’s innovation in commercializable materials, products and processes; this added to its historic role in basic research. While those demands are weighing heavily on a sizable number of institutions, they are all opportunities for Purdue. By so many measures, Purdue outpaces the vast majority of institutions of higher education; and where we have competition, Purdue is in great shape to acquire the human, financial and capital resources it needs to pull ahead. Wherever I go, in Indiana and beyond, people recognize Purdue’s momentum and willingness to be held accountable—that in itself is a tremendous opportunity to seize.

What are some ways accountability and transparency in higher education can be improved? I’ll name several, and again, Purdue should be very proud of its achievements and its commitment to continued progress in accountability and transparency. Foremost, colleges and universities should be transparently accountable to their students, proving that the education they provide has value. At Purdue, we’ve launched the Gallup-Purdue Index, which has demonstrated that Purdue graduates fare better in their careers and wellbeing than graduates of other institutions. In addition, we are in the process of assessing growth in the critical thinking of our students. Other universities have the chance to do the same. Purdue has eagerly accepted accountability for the costs of tuition, board and books our students pay, while others continue a pattern of 3-4 percent year-over-year increases, with no end in sight. If an institution admits a student, it should be accountable for helping that student to graduate, on-time, with an honestly-earned degree. Here too, Purdue is admirable for holding the line on academic rigor and for the support programs it offers its students.

A few more … keeping student debt manageable; integrity in athletics programs; parity of underrepresented minorities in graduation rates and post-graduate success; and of course, good stewardship and protection of the university’s resources and taxpayer dollars.
Spring Fling will take place from 11:30 until 4 p.m. on May 21 at the Córdova Recreational Sports Center.

This annual appreciation event for faculty, staff, graduate student staff and retirees will be held in the recreation center and surrounding outside areas. It will offer many of the same activities as in years past, including the return of a talent show.

Indoor activities will include bingo, Zumba and a photo booth. Food service, eating space, volunteer check-in, and the registration table and finish line for the fitness walk also will be indoors. Specific locations can be found on the events tab of the Spring Fling website.

Outdoor activities will include a bloodmobile, a vehicle show and karaoke. CityBus also will offer tours of campus during the event.

Several APSAC members have volunteered to hand out Spring Fling cups, so be sure grab one as you’re enjoying the festivities!

**STAFF INVITED TO PUBLIC HEARING ON PROPOSED TUITION, FEES**

The Executive Committee of the Board of Trustees will meet at 4 p.m. EDT on Wednesday, May 27, in Stewart Center, Room 326 (West Lafayette campus) for the purposes of conducting a public hearing on the proposed tuition and fees, followed by a vote. There will be a video conference for individuals at Purdue’s regional campuses. Additional details will be posted on the Senate website.

**PROSTAR MASTER’S DEGREE PROGRAM WILL HOST OPEN HOUSE TUESDAY NIGHT**

ProSTAR will host an open house to highlight its various master’s degree options aimed at working professionals. Under the umbrella of the College of Technology, ProSTAR offers flexibility and options to yield a maximum experience for its participants. Equipped with more than nine programs and weekend or distance options to choose from, ProSTAR has continually proven successful in delivering high-quality classes for its individuals since its inception six years ago.

The purpose of ProSTAR’s open house will be to deconstruct questions or concerns and inform attendees wishing to learn more about the general MS program. The open house, led by program manager Larry Fischer, will cover costs, deadlines, and application tips. Those who attend will have an opportunity to ask questions at the end of the presentation.

ProSTAR’s open house will be take place beginning at 5:30 p.m. on Tuesday, May 12, in Wang Hall, Room 2501, on Northwestern Avenue. RSVP’s are not required and attendees will also have an opportunity to become familiar with the building where some of ProSTAR’s weekend classes are held.

Those who are unable to attend may call 877-801-6266 or email prostar@purdue.edu for more information.
Nine Staff Members Honored at Annual Staff Memorial

People who work at Purdue are not just employees, they’re family members. And like any family we feel it deeply when we lose one of our own. On May 4, staff gathered to honor those family members we lost in 2014. After remarks from Purdue President Mitch Daniels, the leaders of CSSAC and APSAC read the following tributes to staff, which were provided by their friends and co-workers.

Benjamin McHenry: Ben was a great co-worker, teammate, and friend. He worked on the Event Set-up team at the Purdue Memorial Union, promoting up from a level 3 to a level 6 Team Leader. He was trustworthy, dependable, friendly, and very hard-working. Ben had the respect and loyalty of his entire crew, as well as his supervisor, Richard Morgan. Richard says “After Ben passed away, it left a huge hole in the department, not just from a business standpoint, but on a personal level as well. I am honored and grateful to have called Benjamin McHenry my friend.” Richard continued on and said “I counted on Ben to help me run things and I always knew he had my back. Losing him was very difficult for me personally and professionally. He and I promoted through the ranks together and we were a great working team. I would not be where I am today without Ben and all of his help.”

Cheryl Byers: Cheryl was everyone’s friend. She was patient, kind and always smiling. Ever the encourager, she left a positive mark on everyone she met. Even in her trials and 4 year battle with cancer, she remained positive and was at work every day! She spent most every weekend traveling to see her grandchildren in whatever activity they were in. She loved scrapbooking, collecting the outdoors, and traveling. She was both a Girl Scout Leader and a Tax Professional at H and R Block for 45 years. She was a busy lady! Jane Colman says of Cheryl, “We miss her, her laugh and positive soul.”

Juliet Mills: Julie worked in the College of Science Undergraduate Education Office as a lower division Chemistry advisor. She was a trusted and committed colleague who could be called upon for her expertise and knowledge but also for her unwavering commitment to her colleagues and the success of her team. The sunflowers she loved and gave each of her colleagues are a reminder of her sunny effect on the lives of others. Julie was fiercely committed to her advisees and provided each one with the time, attention and support they needed to meet their academic, professional and personal goals. She cheered with them in their triumphs, sustained them through their challenges, taught them to dream beyond their expectations and went above and beyond her responsibilities to see that each one of them had what they needed to succeed. She was an exemplary mentor, teacher and adviser who embodied the true meaning academic advising. The space she occupied in the hearts of those who were lucky to have known her will never be filled and the love and commitment she showed her colleagues and students will be missed for a very long time.

Mary Luann Jones: LuAnn was an Office Manager at Purdue for 17 years. She was known for having well-read knowledge about many subjects, a compassionate heart, and exceptional ability to connect and work with students. She especially enjoyed working closely with those students, assisting them with conference proceedings preparation, managing the many details of student workshop activities, organizing mentorship activities between undergraduate and graduate scholars, and attending campus outreach activities. Many students and staff members have mentioned how much they will miss sharing great conversations, visits, and especially lunch with LuAnn. LuAnn was very passionate about horticulture, ornithology, culinary arts, swimming, travel blogs and reading. She loved to share her knowledge of these subjects, Says Kathy Dixon “Above all she loved her family and talked fondly of them to everyone who would listen.”

Michael Leap: Mike worked for Purdue University for 35 years in various dining halls. He was an avid Chicago Bears and Purdue Football fan. He enjoyed gardening, traveling, gummy worms and grilling. He would often be found spending time with family, friends and neighbors on the front porch. Mike touched countless lives with his selfless, caring and fun loving personality. He always had a smile.

Mona J. Jackson: Mona was recognized for 35 years of service to Purdue in 2013. She was a dedicated and loved employee of Purdue and in particular the department of Youth Development and Agricultural Education. Mona provided exceptional clerical support for staff and faculty who worked with various aspects of Indiana’s 4-H program and later in her career with the faculty, staff and students in the agricultural education undergraduate program. When needed she would work through lunch and stay late to make sure everything was done exactly right. Mona was a very creative individual who could be counted on to produce original crossword puzzles and games.

Richard “Jim” Knight: Jim was a strong reliable member of the building service team. He had amassed a lot of knowledge of both campus and his job, which he shared with his peers. Jim could be counted on to help in open areas or lead projects or scrub crews. He was a friend to many and will be remembered for his quick wit and concern for the wellbeing of others. Jim was proud of his service for his country as a Marine and shared his love of motorcycles, music, and the outdoors with his friends.

Robin Williams: Robin was the highly respected Health and Human Sciences (HHS) Educator in Madison County. Robin started her Extension career in Madison County, following her retirement from teaching Home Economics and Consumer and Family Sciences in the public school system in Mississippi. Robin’s Extension career began in 1997 as a Madison County 4-H Program Assistant. She held many positions in the Madison County extension including 4-H Youth Educator, Area Expanded Foods and Nutrition Education Program (EFNEP) Supervisor, Consumer and Family Sciences (CFS) Educator, and Family Nutrition Program (FNP) Supervisor. Robin’s high professional standards, southern charm and sophistication, personality, and her deep southern accent, made her truly a favorite of all her co-workers, colleagues, and clientele.

Thomas J. Reiter: Morgan Burke says Tom was an inspiration to everyone associated with Purdue Athletics. He was a confidant for student-athletes, coaches and staff, and was always ready to offer a kind word or share his keen sense of humor. Tom had sport administration duties for eight programs: baseball, men’s and women’s basketball, women’s soccer, men’s and women’s swimming and diving, and men’s and women’s tennis. He had two stints at Purdue, returning to serve as compliance director in 2002. Tom was named assistant athletics director in 2006, joined the office of sport administration in 2010 and was promoted to associate athletics director in 2011. He previously served as assistant men’s basketball coach under Gene Keady from 1986 to 1993. Morgan says “Our memories of Tom fuel us on a daily basis, and we continue to hold Stacie, Matt and Dan, and their entire family in our thoughts and prayers.”
MEET APSAC FACILITATOR

CARRIE HANSON

APSAC role: As the facilitator and resource member to the group, I work directly with the chair and vice chair to determine agenda and schedule guest speakers. I create their yearly meeting schedule, secure meeting spaces and equipment and I coordinate their annual recognition and orientation programs.

Current Job Title: Human Resources Training Manager

Years worked at Purdue: 10+

Primary job responsibilities: Direct and promote the activities of APSAC, CSSAC and ACE. I chair Spring Fling, the Eudoxia Girard Martin award and coordinate the University recognition and retirement programs. I update and maintain the workshops and training offered by Human Resources.

Describe yourself in three words: Altruistic, Hopeful, Hard-working

What’s the most recent book you’ve read? “I Declare,” by Joel Osteen

What’s your favorite thing about working at Purdue? I love that my job is so dynamic. The things I do keep me moving all the time, and parts of it change often. My position at Purdue allows me the opportunity to interact often with senior leadership; giving me the ability to adjust and adapt programming as needed for my customers.

What would people be surprised to learn about you? That I’m an introvert!

What do you think is the greatest invention in your lifetime, and why? The ability to fly; planes, rockets, etc. I have no idea how they fly and am completely amazed!

If you could go on a road trip with anyone, living or dead, who would you go with, and where would you go? I’d love to go on a trip with my dad (probably fishing in Wisconsin). He passed away 16 years ago at a very early age. I would love an opportunity to just be with him and talk.

Name one goal you would like to accomplish in the next year: Complete an in-depth look at ACE programming. It’s an awesome program and I want to stay ahead of the game with our curriculum.

LEGAL SERVICES OFFERED BY HYATT LEGAL

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You may also call 800-821-6400 for more information.