As open enrollment has now begun, here is an update on some of the new benefits for 2016 from the HR Benefits area. This may be information that you have seen in one form or another, but when it comes to choosing the best options to fit you and/or your family situation, my thought is that you can never have too much information to help you make those decisions. The choices Purdue employees are making in terms of our health seem to be having a positive effect on our benefits, so continue to keep yourself informed, keep up the good work, and don’t forget your flu shot!

When open enrollment begins on Monday (Oct. 26), the addition of preventive dental to all three 2016 medical plans is among the many enhancements employees will see.

Beginning Jan. 1, 2016, all benefits-eligible employees and dependents who elect medical coverage will automatically receive preventive dental coverage -- two cleanings, one fluoride treatment and standard X-rays up to a $500 per person maximum -- through Delta Dental. There will be no additional cost to employees. As part of the preventive coverage, all benefits-eligible employees covered on a Purdue medical plan, as well as their covered dependents, will receive Delta Dental discounts, which average 30 to 35 percent, for all procedures done by an in-network dentist. Two buy-up options are available if coverage beyond preventive care is desired. Information on Purdue’s dental coverage, including how to find participating dentists, is easily accessible on the Benefits website.

“This speaks volumes about what we’ve been able to do as educated health care consumers,” said Eva Nodine, director of benefits in Human Resources. “Purdue employees have done an excellent job of shopping for health coverage using the Castlight tool. This smart consumerism, in conjunction with the change to Anthem as our medical vendor in 2014, has saved employees money and allowed the University to maintain stable premiums for three years in a row. Being able to add preventive dental – along with the other improvements to the plans this year – is quite an accomplishment and we should be proud of ourselves.”

As an additional resource for employees regarding dental coverage for 2016, there will be a representative from Delta Dental on-site for the following walk-in enrollment sessions and labs:

- **Thursday, Oct. 29, 8:30 a.m. – 4:30 p.m., FREH 1-5 (lab), 2-3:30 p.m., STEW 279 (presentation)**
- **Monday, Nov. 2, 9 a.m. – 5 p.m., PHYS 026 (lab)**
- **Tuesday, Nov. 10, 8 a.m. – 5 p.m., FREH 1-5 (lab)**
- **Wednesday, Nov. 11, 8 a.m. – 5 p.m., FREH 1-5 (lab)**

According to Nodine, doing the best to stay healthy and making good health care choices are important when it comes to helping the University and employees keep costs low while still offering excellent benefits that meet the needs of employees and their families.
With the 2011 implementation of the retirement plan investment platform administered by Fidelity, the Retirement Plan Committee was formed. The committee is made up of the assistant treasurer, the vice president for human resources, representatives from the Purdue Research Foundation (PRF), the University’s chief investment officer, a regional campus vice chancellor, and representatives from the Faculty Senate, APSAC, CSSAC and the Purdue University Retirees Association.

The committee's goals include looking for opportunities to reduce costs, leveraging the purchasing power of the invested funds, having a best-in-class investment fund manager, ensuring a technology-enabled process for plan participants and separating investment guidance from the plan administration.

The committee has worked diligently on your behalf. Some of the group's main achievements save you money because of their focus on fees, which generally fall into three major categories:

Administrative fees are sometimes called “recordkeeping fees” because they relate to the systems, processes, communication and reporting. The initial fee that each participant pays for Fidelity’s administration was $87 annually; this year, that administrative fee was reduced to $76 annually.

Investment management fees are based on the size of your accumulation in a particular fund and support the expenses associated with overseeing that fund. Funds vary in how much they charge, and one key goal of the committee has been to watch expense ratios carefully. Some funds offer a lower management fee when a plan like Purdue’s reaches a higher dollar accumulation and becomes eligible for a lower cost share class. The committee has adjusted the platform of funds available to Purdue investors to take advantage of institutional share class rates to save Purdue faculty and staff money. For example, the move this spring to the Vanguard Target Date institutional share class was estimated to save approximately $500,000 per year.

Individual service fees may apply for some specific transactions. While the recordkeeping fees cover most activities associated with your account, there are nominal expenses passed along to participants initiating more specialized transactions such as a loan or a qualified domestic relations order.

“Implementing the vision of the Retirement Task Force in 2011 was an important milestone for the University, but our work did not end there,” said Jim Almond, senior vice president and assistant treasurer. “The Retirement Plan Committee meets regularly to review operating opportunities, investment performance analysis, market trends and reports of fund manager activity, as well as participant educational efforts underway at Purdue. With the assistance of the PRF Office of Investments, we take the responsibility of reviewing and adjusting our fund lineup and other aspects of managing our program seriously.”

Almond also noted that Human Resources will make the committee’s meeting minutes available on the retirement website in the near future. If you have questions about the work of the Retirement Plan Committee or about the lineup of funds offered as part of the Purdue’s defined contribution programs, email RetirementPlanCommittee@purdue.edu.
**NOMINATIONS OPEN FOR EUDOXIA GIRARD MARTIN MEMORIAL STAFF RECOGNITION AWARD**

**Nomination Deadline:**  
**Friday, November 6, 2015**

It is again time to accept nominations for the Eudoxia Girard Martin Memorial Staff Recognition Award. The award was established in 2001 through an endowment funded by her sons, Dr. Leslie L. Martin and Colonel Carlton J. Martin. Mrs. Martin was a valued member of the Engineering Administration staff. She served as the executive secretary to Dr. Andrey Abraham Potter, Dean of the Schools of Engineering (1920-1953) and Dr. Willard A. Knapp, Associate Dean of the Schools of Engineering (1943-1955).

This annual award recognizes a staff member, preferably a woman, who is a full-time administrative assistant or level five secretary. It consists of a medallion, a framed description of the life of Eudoxia Girard Martin and a $1,000 honorarium (this award is subject to withholding taxes). The 12th-annual award will be presented at the Clerical and Service Staff Recognition Program on Thursday, December 10, 2015.

Selection will be based on the degree to which the recipient, in service to the University community, demonstrates those qualities of heart, mind and spirit that evince a love for and helpfulness to students, faculty and staff. The nominee must have completed five (5) years of continuous service with the University.

Please publicize to your faculty and staff the availability of this award and encourage the submission of nominations by Friday, November 6, 2015. Forward nominations to Carrie Hanson, Human Resources, FREH or carrie@purdue.edu. Any member of the University community, except current members of the selection committee, may nominate staff for this award.

Nominations must include:

1. A concise letter of nomination (two pages or less) outlining the nominee’s qualities of “heart, mind and spirit that evince a love for and helpfulness to students, faculty and staff.”
2. A letter of support (one page or less) from the nominee’s immediate supervisor, unless the supervisor is the nominator.
3. Any additional supporting information that the nominator would like the committee to consider. Please do not include more than two additional letters of support; each only one page in length.

Please take this opportunity to express your appreciation of an outstanding staff member. If you have any questions regarding this award or the nomination process, please contact Carrie Hanson at 765.494-7397 or carrie@purdue.edu.

Freehafer Hall of Administrative Services - 401 S. Grant Street-West Lafayette, IN 47907-2024 - [www.purdue.edu/hr](http://www.purdue.edu/hr)

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**APSAC BUSINESS**

**Compensation and Benefits**

Record attendance for the Resource Fair with over 400 attendees. Plans for next year are now in the works.

**Professional Development**

Lovell Lecture was live streamed. The Hadley lecture is scheduled for the first week of March.

**Membership and Communication**

Community Spirit Award given to Dan Carpenter for his dedication to the disabled and foster communities. See page 6 for the full story.

**Purdue Employees Activity Program (organized by CSSAC)**

**Chicago Trip**

Next trip is scheduled for December 5th. Cost of the trip is $28. Must register by November 20th. [More information at PEAP website](http://peap.purdue.edu). Recent trip was cancelled due to low attendance; participants are being refunded.
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The Center for Healthy Living continues hosting free flu shot events at various West Lafayette campus locations, but only three more days remain to get flu shots on campus.

Flu shots will be provided at no charge to all benefits-eligible Purdue faculty and staff -- including those who have opted out of the Purdue medical plans -- attending these events.

Spouses, same-sex domestic partners (SSDPs) and adult dependents over age 18 covered on a Purdue medical plan are also eligible to attend these events and get a flu shot at no charge.

No appointment is needed at the on-campus events. Flu shots will be provided on a walk-in basis at the following times and places:
- Oct. 28 (W) -- 8 a.m.-4:30 p.m. Córdova Recreational Sports Center, Feature Gym (east entrance to center).
- Oct. 29 (Th) -- 8 a.m.-4:30 p.m. Lynn Hall of Veterinary Medicine, Room 1192 East & West.
- Nov. 2 (M) -- 8 a.m.-4:30 p.m. Stewart Center, Room 218.

The Center for Healthy Living will be administering the Flucelvax, pre-filled syringe, trivalent. Those needing an alternative vaccine should see their provider.

Everyone coming for a flu shot should bring their Purdue University ID (PUID) card or their Anthem medical plan ID card.

Two additional ways to get a flu shot at no charge

If the on-campus events don’t work out, there are other options.

Employees, spouses/SSDPs and children who are covered on a Purdue medical plan have the option of getting a free flu shot through either of the following ways:
- Go to their health care provider: All Purdue medical plans cover seasonal flu shots for covered employees and family members covered on a Purdue medical plan.
- Go to a participating retail pharmacy: Those getting a flu shot through a retail location will need to show their Anthem ID card to ensure that all flu shots are billed through their Anthem medical plan.

Employees who have questions about flu shot coverage may contact Human Resources at 49-42222 or hr@purdue.edu.

Questions? Comments? Find your APSAC member on our website!
Dan Carpenter, director of Student Success at Purdue, received the 2015 Community Spirit Award on Oct. 13 during the annual joint meeting of APSAC and CSSAC.

Carpenter received the award for his volunteer work with The Arc of Tippecanoe County, Special Olympics, the National Organization on Fetal Alcohol Syndrome and the Tippy Stars, members of the committees said. A joint creation of the Administrative and Professional Staff Advisory Committee and the Clerical and Service Staff Advisory Committee (CSSAC), the award is given to those who set a high standard for service, who encourage a sustained commitment to civic participation and who inspire others to make service a central part of their lives. It was established in 2011.

Carpenter serves on the board of directors and the education committee of The Arc of Tippecanoe County. The Arc works with individuals with developmental disabilities to help them learn, live, work and play in the community. Carpenter and his wife, Cari, help host and plan social events for The Arc’s Superstar Social Club, including hosting an annual Halloween party and haunted woods at their home.

He also has served as advisor for the student organization Special Olympics at Purdue.

The Carpenters have fostered multiple children, many of whom had special needs, have adopted two children and are in the process of adopting another. Dan Carpenter has also mentored others who are interested in fostering or adopting.

He also serves as a board member for the Central Indiana division of NOFAS, the National Organization on Fetal Alcohol Syndrome, a group that works to prevent fetal alcohol spectrum disorders. Finally, he also supports Tippy Stars, through his children’s participation and occasionally helping coaches, a baseball organization that his wife founded. It is for children of all abilities and gives those with disabilities the opportunity to play sports.

“What I do is inspired by the two most important women in my life, my mom and my wife, Cari,” Carpenter says. “My mom, who has passed, inspired me not so much by what she said but what she did. And my wife inspires me by what she does and says.”

This year, Carol Weaver, one of the award’s nominees, received an honorable mention for her work for several local service organizations, the committees said. Weaver is alumni relations and communications coordinator for the Department of Agricultural and Biological Engineering. She has given approximately 28 gallons of blood to the Indiana Blood Center and also coordinates several blood drives on campus, making arrangements, recruiting donors, setting up tables and chairs before the drive and returning them to their original locations after, and addressing other issues that arise.

She also worked with Professor Chad Jafvert of Purdue’s Global Engineering Program and coordinated a volunteer group that traveled to India, implementing Jafvert’s two-bucket water filtration system. She spent thousands of dollars of her money in the effort, which successfully brought the clean-water systems to 30 villages.