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www.purdue.edu/insidepurdue



PHOTO BY TOM CAMPBELL

Gebisa Ejeta honored with World Food Prize

Gebisa Ejeta, Distinguished Professor of Agronomy, received the World Food Prize on Oct. 16 at the Iowa State Capitol in Des Moines.

Ejeta received the World Food Prize, considered the Nobel Prize of agriculture, for his work in developing sorghum varieties resistant to drought and Striga, a parasitic weed common on the African continent. Because of Ejeta's efforts, sorghum yields are significantly higher in many African nations.

* Additional stories, photos, video, and a journal from Ejeta's recent trip to Ethiopia at www.ag.purdue.edu/Pages/WorldFoodPrize.aspx.

Guiding residential life

University Residences' new master plan proposes increase in diversity of housing options, additional locations

University Residences has developed a new housing master plan to guide the next 20 to 30 years of development on campus.

University Residences' previous plan led to the renovations of Cary Quadrangle and Windsor Halls as well as consolidation of dining services. To create a new plan, University Residences turned to Sasaki Associates of Watertown, Mass., the consultant used for the University's campus master plan.

"With the investments we have made to date, including the addition of First Street Towers, 58 percent of our inventory has been significantly improved or added new," says John Sautter, vice president for housing and food services. "We now need a comprehensive,

long-term strategy for dealing with the next group of aging structures. We also recognized the importance of integrating this work with the University's long-range plan for the entire campus."



Sautter

■ Existing housing is not geographically integrated with the campus academic and research buildings.

■ Existing housing needs

Students gather in one of the living rooms at First Street Towers. In the new facility, students can enjoy a community atmosphere while also having their own personal space with private room and bath. Plans to allow for more common space and privacy in new and existing residential facilities are proposed in University Residences' new master plan. (Photo by Andrew Hancock)

upgrades to remain competitive in the market.

■ Existing housing offers few options if upperclass students want to stay on campus.

The housing master plan presents recommendations for these challenges as well as incorporates two of the major principles of the campus master plan: establishing State Street as a collaborative center and creating program synergies through strong mixed-use districts.

"Within the overall campus master plan, University Residences

2010 medical plans to include option with health savings account

Purdue faculty and staff will have a new medical plan option in 2010. The new option will be the Purdue Choice Fund, a medical plan that includes a health savings account.

Other offerings will be Purdue Incentive (formerly Incentive PPO) and Purdue Copay (formerly UnitedHealthcare). The Purdue 500 medical plan is being eliminated. The Board of Trustees approved the medical plans on Oct. 2.

Benefits enrollment packets for 2010 will go into campus mail on Friday, and open enrollment will begin Monday and run through Nov. 13. Because Purdue is introducing a new medical plan, employees must actively enroll to choose benefits coverage for 2010.

The Purdue Choice Fund will have a significantly lower premium than the Purdue Incentive and Purdue Copay plans will have. In addition, Purdue will contribute hundreds of dollars to the HSA of each employee enrolling in the Choice Fund option. Those enrolling in employee-only coverage will receive an \$850 contribution; those with family coverage (employee plus one or more dependents) will receive a \$1,700 contribution.

In addition to offering the new lower-premium Purdue Choice Fund, Purdue is absorbing the employee's premium increase for the 2010 Purdue Incentive and Purdue Copay plans. Employee contributions for these plans in 2010 will be the same as in 2009. The University decided to hold the line on employee medical premiums to help faculty and staff during a difficult economy and a year without raises.

More details about the Choice Fund and all benefits available during this fall's open enrollment will be included in enrollment packets.

Other changes for 2010 are:

- Minor changes to Purdue Incentive and Purdue Copay plans: A number of minor changes will be made to the coverage offered under both the Purdue Incentive and the Purdue Copay plans. Charts detailing these changes will be available in enrollment packets.

- Employee contribution change for "Purdue Spouse Coverage" op-

HSA information

More information about health saving accounts, including an FAQ and example scenarios, will be available on the Staff Benefits Web site at www.purdue.edu/benefits.

tion: If two Purdue employees are married and eligible for benefits, one may elect to opt out of medical coverage and be covered as a dependent on their spouse's medical plan.

Beginning January 2010, if one of the employees is in the higher employee contribution tier and the other is in the lower tier, the couple will need to enroll under the spouse who is in the higher contribution tier. Couples can elect separate coverage and do not need enroll together. When choosing individual coverage, each would be charged based on his or her own contribution tier.

- No grace period on flexible spending accounts: Beginning in 2010, the grace period on flexible spending accounts will be eliminated. Only expenses incurred through Dec. 31, 2010, will be eligible for reimbursement from a 2010 FSA. More details can be found on page 4.

- New debit card feature for health care flexible spending accounts: Everyone enrolled in a health care FSA in 2010 will receive a debit card. Participants can use the card to pay for eligible health care FSA expenses at the time of service or provide the card number as a form of payment when receiving a bill after the time of service. The debit card replaces the automatic reimbursement feature available in past years.

Dependent care FSAs and limited purpose FSAs don't include the debit card feature. Limited purpose FSAs are available to cover eligible dental and vision expenses for those who select the Purdue Choice Fund.

- Medco Health Solutions Inc. to manage prescription benefits: Medco Health Solutions Inc. has been chosen to provide pharmacy benefit management services for state of Indiana employees begin-

2010 medical plans: Employee annual contribution

Plans	Salary under \$40,000	Salary \$40,000 and over
Purdue Choice Fund		
Employee only	\$ 150	\$ 500
Employee & children	270	800
Employee & spouse	360	1,250
Employee & family	450	1,500
Purdue Incentive		
Employee only	\$ 262	\$ 680
Employee & children	475	1,121
Employee & spouse	691	1,632
Employee & family	835	1,972
Purdue Copay		
Employee only	\$ 501	\$ 919
Employee & children	869	1,515
Employee & spouse	1,263	2,204
Employee & family	1,526	2,663
Opt out	\$ (550)	\$ (550)

SOURCE: STAFF BENEFITS

ning in 2010, and that includes Purdue faculty and staff.

This change will not significantly affect the coverage received under the Purdue Incentive and Purdue Copay plans, but Medco does have a slightly different prescription drug formulary from Anthem, the prescription benefit provider for 2009. Visit the Medco

Web site (www.medco.com/purdueoe) to verify that your brand-name prescriptions are part of the new formulary and that your local retail pharmacy is part of the Medco network. For assistance, call Medco at (877) 845-2795.

Purdue Choice Fund participants will receive prescription drug coverage through CIGNA.

InsidePurdue

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

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Enrollment resources

■ Visit www.mycignaplans.com to compare out-of-pocket costs for the three 2010 medical plans, find a network provider, or use other valuable planning tools. Enter “Purdue2010” as the user ID and “cigna” as the password.

■ The Staff Benefits Web offers an online flip book, an interactive tool that provides an engaging and self-paced learning experience. Users use their mouse to flip the pages of the online book, which is filled with enrollment and benefit info, helpful animations, graphics, and useful links. The Staff Benefits Web site is www.purdue.edu/benefits.

■ Call the CIGNA help line at (800) 767-7141.

■ Call the Benefits Help Line at 49-42222 or call your regional campus Human Resources Office.

■ Visit a walk-in session for one-on-one assistance with benefit questions or with the completion of an enrollment form.

Sessions at the West Lafayette campus:

- Oct. 27 (Tu). 8:30 a.m.- 4:30 p.m. WorkLife Classroom, Purdue West, Suite F.

- Oct. 28 (W). 8:30 a.m.- 4:30 p.m. STEW 318.

- Oct. 29 (Th). 8:30 a.m.- 4:30 p.m. STEW 218C.

- Oct. 30 (F). 8:30 a.m.- 4:30 p.m. ONEP 136, Ross Enterprise Center.

- Nov. 3 (Tu). 8:30 a.m.- 4:30 p.m. STEW 318.

- Nov. 4 (W). 11 a.m.- 6 p.m. ONEP 136, Ross Enterprise Center.

- Nov. 5 (Th). 8:30 a.m.-4:30 p.m. ONEP 136, Ross Enterprise Center.

- Nov. 6 (F). 8:30 a.m.-4:30 p.m. ONEP 136, Ross Enterprise Center.

- Nov. 10 (Tu). 8:30 a.m.-4:30 p.m. STEW 318.

- Nov. 11 (W). 11 a.m.- 6 p.m. ONEP 136, Ross Enterprise Center.

- Nov. 12 (Th). 8:30 a.m.-4:30 p.m. STEW 318.

- Nov. 13 (F). 8 a.m.-11:30 a.m. Room 2-2, Freehafer.

Employees who work at Calumet, Fort Wayne, or North Central should contact their campus Human Resources Office for scheduling information.

2010 medical plans: Employee out-of-pocket costs

Plan features	PURDUE CHOICE FUND		PURDUE INCENTIVE PLAN		PURDUE COPAY PLAN	
	CIGNA Network	Out of network	CIGNA Network	Out of network	CIGNA Network	Out of network
Purdue health savings account contribution	<ul style="list-style-type: none"> • One-time, upfront contribution of \$200 for employee only and \$400 family (employee + one or more dependents). • Annual contribution of \$650 for employee only and \$1,300 for family (employee + one or more dependents). 		NA		NA	
Annual deductible	\$1,300 individual \$2,600 family	\$2,600 individual \$5,200 family	\$400 individual \$800 family	\$800 individual \$1,600 family	\$0	\$500 individual \$1,000 family
Annual out-of-pocket maximum (includes deductible)	\$3,300 individual \$6,600 family	\$6,600 individual \$13,200 family	\$1,800 individual \$3,600 family	\$3,600 individual \$7,200 family	\$0	\$4,000 individual \$8,000 family
Preventive care	0%, no limit	50% after deductible	0%, up to \$400/person max.	40% after deductible	0% after office visit copay (unlimited benefit)	No coverage
Primary care physician office visit	20% after deductible	50% after deductible	10%, no deductible	40% after deductible	\$15	30% after deductible
Specialist office visit	20% after deductible	50% after deductible	15% after deductible	40% after deductible	\$30	30% after deductible
Lab (at independent lab)	20% after deductible	50% after deductible	0%, no deductible	40% after deductible	0%, no deductible	No coverage
Emergency room	20% after deductible	20% after deductible ¹	15% after deductible	15% after deductible ²	\$150 per visit	\$150 per visit ³
Urgent care	20% after deductible	20% after deductible ¹	15% after deductible	15% after deductible ²	\$40 per visit	\$40 per visit ³
Hospital and outpatient	20% after deductible	50% after deductible	15% after deductible	40% after deductible	\$350, inpatient hospital \$200, outpatient surgery	30% after deductible
Prescription drugs	<ul style="list-style-type: none"> ■ Coverage provided by CIGNA. ■ Subject to annual deductible stated above (except preventive prescription drugs) • Retail: <ul style="list-style-type: none"> Generic: preventive 0%; non-preventive 20% Preferred brand: 30% Non-preferred brand: 50% • Mail order: <ul style="list-style-type: none"> Generic: preventive 0%; non-preventive 15% Preferred brand: 25% Non-preferred brand: 45% • Rx costs apply to out-of-pocket maximum 		<ul style="list-style-type: none"> ■ Coverage provided by Medco Health Solutions Inc. ■ No deductible • Retail: <ul style="list-style-type: none"> Generic: 20% Preferred brand: 30% Non-preferred brand: 50% • Mail order: <ul style="list-style-type: none"> Generic: 15% Preferred brand: 25% Non-preferred brand: 45% • Rx out-of-pocket maximum: \$1,000 person/\$2,000 family 		<ul style="list-style-type: none"> ■ Coverage provided by Medco Health Solutions Inc. ■ No deductible • Retail: <ul style="list-style-type: none"> Generic: 20% Preferred brand: 30% Non-preferred brand: 50% • Mail order: <ul style="list-style-type: none"> Generic: 15% Preferred brand: 25% Non-preferred brand: 45% • Rx out-of-pocket maximum: \$1,000 person/\$2,000 family 	

¹ If not true emergency, then 50% after deductible.

² If not true emergency, then 40% after deductible.

³ If not true emergency, then 30% after deductible.

Benefit, worklife programs rank 'above competitive' in comparison study

A study comparing Purdue's benefit and worklife programs with those of other universities and local employers shows that Purdue ranks "above competitive" overall but falls short in a couple of areas.

In conjunction with conducting the comparison study, Hewitt Associates assessed faculty and staff perceptions of the benefit and worklife programs through executive interviews, an employee survey, and focus groups.

Purdue had the study conducted in support of a key goal of the University's 2008-14 Strategic Plan: Strive for competitive compensation and flexible benefits for staff and faculty that are equitable and merit-based, and are demonstrative of Purdue's commitment to recruit and retain the very best.

Areas within the study where Purdue ranked "above competitive" when compared with the other employers in the study are:

Retirement (both PERF and TIAA-CREF programs)

PERF retirement ranked as "significantly above competitive," especially given that many organizations Purdue was compared with did not offer a retirement plan for non-exempt staff or required strong employee matching.

The TIAA-CREF plan was found to be one of the most gener-

ous retirement programs reviewed in the comparison study, and it ranked as "significantly above competitive."

Overall, faculty and staff had a favorable view of both retirement programs. Areas viewed unfavorably included the limited investment options, the three-year waiting period for administrative/professional staff, and the current level of financial education provided.

Health care

Faculty and staff viewed Purdue's health care benefits favorably in terms of cost, coverage, network, and choices, although some questioned tiered premiums and others expressed concern about access to high-quality providers. The study showed that Purdue's health care benefits ranked "slightly above competitive."

Healthy Purdue

Viewed favorably by faculty and staff, the Healthy Purdue program ranked "above competitive" when compared with other universities and local employers. Staff reported varying ability to participate in programs, depending on which part of the University they worked for. Employees expressed a general appreciation for the program's promotion of health education and awareness and a belief that it

is moving in the right direction to improve the health of faculty and staff.

Work-Life Balance

This includes areas such as child care, elder care, flexible work options, professional growth opportunities, and on-site amenities.

Viewed favorably, especially among staff, Purdue's work-life balance benefits ranked as "above competitive." The study showed that work-life balance is a struggle for both faculty and staff. Flexibility for dealing with work-life balance depended on the type of work the employee did and on his or her work area and supervisor.

Time off

This includes sick leave, vacation, holidays, and other leaves.

Time-off benefits were viewed favorably by faculty and staff and ranked "above competitive," but employees reacted unfavorably to the complexity of the time-off benefits and the differences between clerical and service staff benefits and those of the administrative/professional staff. The recent addition of paid parental leave received mixed reviews. Faculty and staff were pleased with the benefit, but supervisors and managers found it less positive as they tried to cover workloads.

The following Purdue benefits were ranked "below competitive" and were not viewed favorably by faculty and staff:

Dental

The dental program ranked "significantly below competitive" due to employees' paying the full cost for coverage and a plan design that ranked significantly below the market.

Tuition fee remission

This benefit ranked "significantly below competitive" because the tuition fee remission does not extend to sister institutions and the reimbursement level is below that provided by some other universities.

Life insurance

Life insurance ranked "below competitive" for clerical and service staff and administrative/professional staff and "above competitive" for faculty. Many employees reported that they purchased additional life insurance to supplement that offered through Purdue's plan.

NOTE: In July 2009, Purdue implemented a new life insurance program with more options and coverage available. Enrollment in the program has been very successful. The study's report is based on Purdue's former life insurance program instead of the new one.

IRS regulations prompt upcoming change in flexible spending accounts grace period

All employees with money left in their 2009 health care flexible spending accounts (FSAs) at the end of this calendar year will have their balances converted to a "limited purpose" FSA effective Jan. 1, 2010. A limited purpose FSA can be used only for dental and vision expenses. If employees want to use their FSA funds for other expenses, they must incur the expense by Dec. 31.

The conversion is necessary to comply with Internal Revenue Service regulations that limit an FSA grace period when an employer offers a health savings account as part of its benefit program. A grace period allows employees to claim ex-

penses incurred through March 15 of the following year on their health care FSA. For example, expenses through March 15, 2009, were eligible on 2008 health care FSAs.

Because Purdue's new Choice Fund medical plan with a health savings account goes into effect Jan. 1, the usual grace period on all 2009 health care FSAs is not permissible, but the IRS does allow remaining balances to be converted to a limited purpose FSA. The change applies to everyone with a 2009 health care FSA, not just to those who enroll in the Purdue Choice Fund for 2010.

"Although we're sorry to lose

Important dates for 2009 health care FSAs

- Dec. 31: Last date to incur expenses for your 2009 FSA, except for dental and vision costs.

- March 15, 2010: Last date to incur dental and vision expenses for your 2009 FSA.

- April 30, 2010: Last date to submit claims for your 2009 FSA.

the grace period on our health care FSAs, we're grateful that the IRS allows conversion to the limited purpose FSA," said Mike Hanson, medical benefits administrator in Staff

Benefits. "This will let employees use their 2009 accounts for dental and vision expenses incurred through March 15, 2010 -- and dental and vision are two of the most popular reasons people enroll in an FSA."

UMR will administer the converted 2009 accounts.

Beginning with 2010 health care FSAs, there will be no grace period and no conversion to a limited purpose FSA. Only expenses incurred through Dec. 31, 2010, will be eligible for reimbursement from 2010 FSAs. More information about the 2010 FSAs is available in the benefits enrollment packet or at www.purdue.edu/benefits.

Purdue seeks feedback on smoke-free campus proposal

Purdue is looking for feedback from faculty, staff and students regarding a proposal for a smoke-free campus.

“Purdue is considering whether the West Lafayette campus will join the more than 300 universities nationwide that are smoke-free,” said Alphonso V. Diaz, executive vice president for business and finance, treasurer. “We are considering this policy change because the health of our students, staff, faculty and visitors is a great concern. A number of health problems are linked to smoking as well as secondhand smoke, and this is why smoking cessation programs are available through the Student Wellness Office and WorkLife Programs for those who are ready to quit.”

Heart disease, cancer and respiratory problems are just some of the issues linked to smoking and secondhand smoke. Smoking by faculty and staff also leads to increased medical costs, higher insurance rates, maintenance expenses, lower productivity and higher absenteeism rates for the University, Diaz said.

Before making any policy changes, feedback from the campus community is needed. Information

about the proposed change and a place to submit feedback is available at www.purdue.edu/policies/pages/about_policies/smoking.shtml. Feedback will be gathered until Nov. 1.

The current policy at the West Lafayette campus allows smoking outdoors at a distance of at least 30 feet from University facilities and in designated areas within the Union Club Hotel. The new policy would prohibit smoking indoors and outdoors on the entire grounds of the campus as well as in all vehicles owned or leased by Purdue. If approved, the new policy would go into effect on July 1, 2010.

In the Big Ten, the University of Iowa has the same campus-wide no smoking policy that Purdue is considering. Indiana University has a similar policy, but exceptions are made near student residence facilities and the Indiana Memorial Union Conference Center with approval. Other Big Ten universities have smoking policies, but they include variances and exceptions. All Purdue regional campuses have non-smoking policies, but details of each are set by administrators at those locations.

Healthy Purdue deadline is Nov. 20

Benefit-eligible faculty and staff who complete the requirements for Healthy Purdue 2009 by Nov. 20 — a wellness screening, the HealthPath Questionnaire (HPQ), and four different colored apples — will earn the \$200 medical plan premium reduction.

Spouses/same-sex domestic partners are also eligible to earn the \$200 medical plan premium reduction.

The \$200 or \$400 will be paid incrementally throughout 2010 on the employee's paycheck. If an employee leaves the University and/or is no longer benefit-eligible during 2010, the remaining balance will not be paid.

Wellness screenings are available on all campuses, or participants may choose to see their health care provider to get the screening values.

The HPQ must be completed in order to receive the medical plan premium reduction. The questionnaire can be accessed by visiting www.purdue.edu/healthypurdue, clicking “HealthPath Questionnaire,” and then logging into StayWell's Web site.

The deadline for Healthy Purdue 2009 is nearing, so the

remaining choices of apples to complete are limited. If participants did not start the blue apple (StayWell's health coaching) by June 30, or the white apple (StayWell's online healthy living programs) by Sept. 11, there is not enough time to finish them before Nov. 20.

Campus offerings for the purple apple (behavior and lifestyle change programs) are limited due to the fact that these offerings require a minimum of six hours or six weeks of participation.

Both employees and spouses/same-sex domestic partners need to check progress toward completing Healthy Purdue 2009. Log in at www.purdue.edu/worklife, click “Check My Apples,” then select “2009” on the left navigation bar. Employees are required to complete the spouse verification information on this listing.

More information:

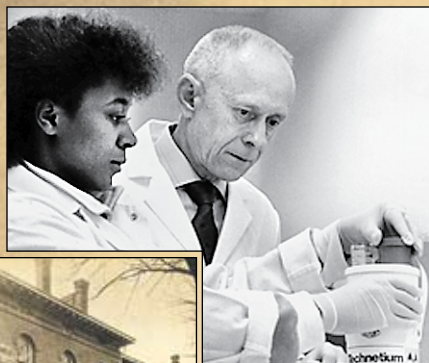
■ West Lafayette: (765) 494-5461, worklife@purdue.edu.

■ Calumet: (219) 989-2709, lowry@calumet.purdue.edu.

■ Fort Wayne: (260) 481-6647, tillapau@ipfw.edu.

■ North Central: (219) 785-5519, tlaux@pnc.edu.

HistoryCorner



Scenes from 125 years of Pharmacy

The upper photo shows Stan Shaw, now professor emeritus of nuclear pharmacy, at work in the lab in 1972 with an assistant. Nuclear pharmacy is one of many areas in which what is now called the School of Pharmacy and Pharmaceutical Sciences has been an educational pioneer. Others include pharmaceutical processing and manufacturing, hospital X-ray imaging, physical pharmacy, clinical pharmacy, and use of externships.

The lower photo shows Science Hall, also called Building No. 2, built in the 1870s along

University Street north of where Matthews Hall now sits. Science Hall was the school's home from its creation until 1930. That year, Pharmacy moved into what is now Schleman Hall, the first building constructed specifically for the school. The school moved to its current Pharmacy Building in 1970, and the name became Robert E. Heine Hall in 1985 to honor a trustee, alumnus and benefactor.

A comprehensive 125-year Web site with many highlights, photos and special features is at www.pharmacy.purdue.edu.



New director striving to stay true to founder's vision for Ismail Center

The Ismail Center has a new director, and he's on a mission.

For the past 22 years, Lane Yahiro has been faced with the challenges presented to him from various cardiac rehabilitation clinics. Now, he is faced with the challenge of reviving the three-step approach of Purdue's health and fitness research center.

Tucked away in Lambert Fieldhouse sits a small but cozy health and fitness clinic known as the Ismail Center. Named after the late A.H. Ismail, a pioneer in the field of exercise for health prevention and maintenance, the center has been under the direction of several individuals since its opening in 1999.

The center was built as an intersection for the health and kinesiology and food and nutrition programs. It provides faculty and students a living laboratory to conduct multidisciplinary research and hold adult fitness programs.

Yahiro doesn't want to deviate from Ismail's original vision.

Ismail always said "exercise is nature's medicine."

"I think he was well ahead of the time," Yahiro says of Ismail. "I think in terms of prevention — people are always looking for a pill to take — so if you can exercise and keep healthy, I think that's the best medicine."

Yahiro, who has been married for 22 years and has three children, enjoys staying fit himself. He is training for his seventh marathon, which he will run in the middle of October



PHOTO BY MARK SIMONS

As the new director of the Ismail Center, Lane Yahiro is focused on directing the exercise facility, facilitating research and teaching. Yahiro started at the center on July 1.

in Indianapolis. Yahiro says his training regimen uses the same skills he is trying to teach his students.

"That's the whole key — just prevent from injuring yourself," he says. "I think a lot of people end up with small injuries that end up becoming major injuries. They just aren't aware of their bodies. If you're training right and keeping your muscle strength in balance, you are less likely to injure yourself."

Yahiro earned a bachelor's degree in both biology and psychology from the University of Illinois at Chicago, his hometown. He received a master's degree in exercise physiology from George Williams College in Wisconsin and has spent the last

17 years as an exercise physiologist for the Cardiac Rehabilitation Program, serving both St. Elizabeth Medical Center and Home Hospital.

Before that, Yahiro worked for five years as the coordinator of the Cardiac Rehabilitation Program at Rush-Presbyterian-St. Luke's Medical Center in Chicago.

His new job as director of the Ismail Center, which he began July 1, has presented some different challenges.

"I was hired for basically three things: direct the exercise center, facilitate research and teaching," Yahiro says. "Over the past few years, the emphasis on the research and teaching was lost."

Yahiro is trying to emphasize these three components of the Ismail Center, and the first step was to reconstruct the curriculum for the health and kinesiology students.

"Before I arrived, Tarra Hodge, clinical assistant professor for Health and Kinesiology, integrated a new health and fitness concentration degree. The education component is now in place," says Yahiro. "We work closely together to make sure that what the students are learning in class, they are applying here. In terms of the assessments and interacting with our members, they are getting their first exposure to what this experience would be."

The Ismail Center is a health, exercise and nutrition research center that current and retired Purdue faculty and staff and community members may join. The students gain valuable experience in designing and applying individual exercise programs to members.

"Exercise is a prescription," Yahiro says. "You are prescribing an exercise. You have to know your member well."

This is the first year with the new curriculum, and according to Yahiro, it is being received well by faculty members who want to see the center "revive and be able to utilize it for research."

"From a student standpoint, I think they are excited about the opportunities that they'll have along the way," he says. "By the end of their second year they will be certified personal trainers. They will be able to do the assessments on our members and do the personal training sessions as well."

"My vision for the center is to expand our present services to include a clinical exercise research lab. This would allow us to provide quality services and programs for the prevention of low back pain, vascular disease, depression and anxiety, as well as an exercise program for breast cancer survivors. This also would open up a wonderful opportunity for our students to gain valuable experience working with these special populations. Researchers will be able to tap into this living laboratory."

Daylight saving time to affect some work shifts

When Indiana clocks fall back an hour at 2 a.m. Sunday, Nov. 1, the time change will affect the work schedule of some University employees.

For any employees working on the third shift on this date, including police and firefighters, the time change will mean that their shift will last one hour longer than normally scheduled. For example, for that shift only, employees typically working eight-hour shifts will work nine hours; and those used to a 12-hour shift will work 13 hours.

The University has determined that employees must be paid overtime for this extra hour, and the workweek may not be modified to avoid overtime payment. If an employee requests the option of flexing the schedule, it is permissible as long as it is done within the same workweek, it is at the employee's request, and the supervisor approves the request.

For more information, contact:

■ West Lafayette:

Human Resource Services, Employment and Compensation,

49-40097.

Housing and Food Services
Human Resources Team, 49-49418.
Physical Facilities Human
Resources Team, 49-41421.

■ Calumet:

Human Resources Department,
(219) 989-2254.

■ Fort Wayne:

Human Resources Department,
(260) 481-6677.

■ North Central:

Human Resources Department,
(219) 785-5300.

Purdue community encouraged to comment on accreditation self-study

Faculty, staff and students are invited to comment as the University prepares for its accreditation review.

The University's self-study document is now open for comment by the University community at www.purdue.edu/accreditation.

Once every 10 years, Purdue gets a chance to take a comprehensive look at itself — to assess its programs and operations in preparation for a review for reaccreditation by the Higher Learning Commission of the North Central Association of Colleges and Schools.

Purdue, which has been accredited continually since 1913, was last reviewed and fully accredited during 1999-2000.

A site-review team will be

on the West Lafayette campus in March to complete the accreditation review. The self-study document, which is now online and available for comment, is a key part of the review.

"We urge all faculty, staff and students to take part in this process," says Mark Pagano, co-chair of the accreditation review steering committee. "More than 100 faculty and staff have taken part in putting this document together. Now, we need the rest of the University community to take a good look and offer their input as we move to complete our final document."

More information about the accreditation process is available at www.purdue.edu/accreditation.

Activities help support United Way campaign

Support for Purdue's United Way Campaign comes in many forms, including individual pledges, volunteers' time and special events across campus.

In the School of Engineering Education, graduate student Michele Strutz has committed to making a donation for each of the school's United Way cards that is returned with a zero pledge.

"In the past, an inability to make a pledge has been the biggest reason envelopes were not returned," says Bob Davis, UW senior chair for the College of Engineering and assistant head of the School of Engineering Education. "Michele's pledge changes all that!"

Campaign volunteers do not see whether a returned pledge form contains a dollar figure or a zero. As pledge envelopes from the school are sent to Dauch Alumni Center for processing, the school's UW team captain will be notified how many envelopes qualify for a pledge from Strutz.

"I believe in a community that supports its members, and I hope that my pledge will spur participation to 100 percent," Strutz says. "Every pledge, small or large, can make a difference in the life of another."

Other special activities and events include:

- Purdue's United Way student chairs are sponsoring an online auction through Nov. 7 at <https://www.cmarket.com/auction/AuctionHome.action?auctionId=87346088>.

- Team captains within Discovery Park held a bake sale in September, and will hold a white elephant sale and bake sale on Oct. 27. In addition, the volunteers are raising funds through a drawing for donated restaurant gift cards on Oct. 30.

- Purdue University Continuing Education and Conferences raised funds by distributing used books, CDs, and DVDs. In addition, CEC departments are engaged in a penny wars competition.

- A White Elephant Sale and Silent Auction organized by team captains across the College of Engineering raised more than \$1,200 for the campaign.

- The College of Technology raised more than \$1,200 by holding its own penny wars.

Purdue's campaign intends to celebrate success on Nov. 17. Information and updates on the campaign can be found at www.purdue.edu/UnitedWay.

PURDUE
UNIVERSITY

THE 2009-10 PURDUE SERIES ON

Corporate Citizenship and Ethics

PRESENTS

**Blake
Mycoskie**

Founder and Chief
Shoe Giver
TOMS Shoes



Loeb Playhouse (Stewart Center)

128 Memorial Mall,
West Lafayette, Indiana

October 29, 2009 • 7:00 p.m.

An entrepreneur who has created five businesses since college, Blake Mycoskie founded TOMS Shoes with the promise of giving a pair of new shoes to children in need around the world with every pair sold. The One for One business model provided more than 140,000 pairs of new shoes in just three years.

Hosted by the Krannert School of Management and the College of Education's James F. Ackerman Center for Democratic Citizenship, with sponsorship provided by Purdue Employees Federal Credit Union, the Chrysler Foundation, and Karl and Kathy Krapek.

Housing —

Continued from page 1

are a significant component in surrounding Purdue's daytime life with active, round-the-clock student life," Sautter says. "The campus plan proposes the creation of several major new residential districts along with enhancements to existing districts. These districts are envisioned as mixed-use anchors for each of the campus's four quadrants."

The quadrants are the academic core in the northeast, the academic campus in the southeast, Discovery Park and Purdue Village in the southwest and the residential and recreational zone in the northwest.

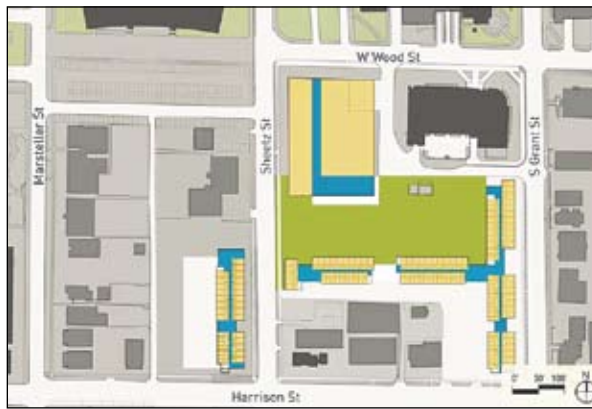
The new plan recommends establishing a major new residential zone in the southeast bordered by Wood, Marsteller, Harrison and Grant streets.

"Hawkins Residence Hall is the only residential facility in this area, and although it is close to academic and research areas, from a community perspective it lacks a sense of belonging to a residential neighborhood," Sautter says. "The addition of a new mixed-use center with a residential facilities, dining court and recreational open space would not only create a sense of community but would also offer options for the many students and staff who live and work in the area as well."

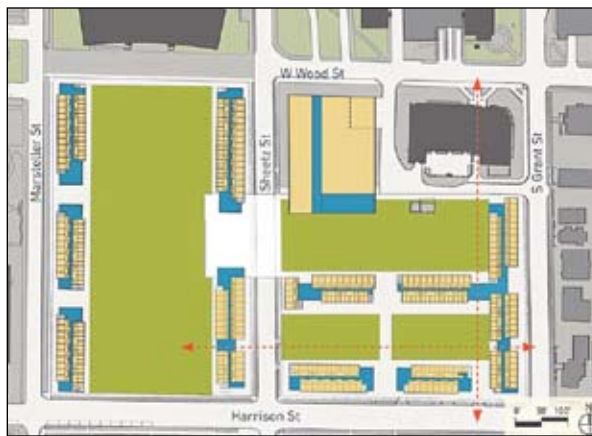
To add housing in the northeast, the plan proposes building graduate housing in the Hayes Triangle, which is on the east side of Northwestern Avenue adjacent to the northeast academic campus.

Proposals for Purdue Village in the southwest would help realize the goal of turning State Street into a collaborative center. New housing could be created along the south side of State between McCutcheon and MacArthur drives to reinforce activity along the corridor. The buildings would offer another mix of residential, retail and communal spaces, and Squirrel Park would be preserved as recreational space.

Another mixed-use area is proposed at Vawter Field. Lying between Third Street and Wiley Dining Court, the area is close to dining and recreational facilities, which will



Phase 1 of the proposed southeast community includes the construction of a dining court on Wood Street and 520 beds in suites, all built on land already belonging to Purdue or Purdue Research Foundation.



Phase 2 would introduce housing in the district's western block with 600 additional beds, creating a new green space south of Pao Hall.

IMAGES PROVIDED BY SASAKI ASSOCIATES

soon undergo a major renovation.

Proposed renovations

In addition to new construction, the new housing master plan identifies strategies for the renovation of existing housing to meet future needs. These include the renovation of seven existing H-buildings: Tarkington, Owen, Wiley, McCutcheon, Harrison, Earhart and Shreve halls.

"These buildings are well-maintained, work effectively to build community and are well-supported by dining facilities and recreational needs, but they show signs of aging one would expect with older facilities," Sautter says. "The plan outlines several potential strategies for enhancing these buildings, including upgrading infrastructure, renovating bathrooms to allow for more privacy, and remodeling corner doubles into suites."

At Hilltop Apartments, one strategy focuses on renovation — replacing interior finishes and fenestration, and upgrading mechanical, electrical and plumbing systems. Another possibility focuses

on densification. As part of this alternate plan, buildings would be phased out, a four-story apartment building with a ground community center would be added, and new terraces would step down to Tower Drive to provide a connection to the residential areas.

"A major point for the housing master plan is financial realism," Sautter says. "Significant capital investment will be necessary for each of the potential intervention strategies. Implementation strategies reflect this requirement, and several projects have been presented in phases, which is an approach that has proved extremely successful in the past. This plan is a road map that can keep University Residences moving forward and ensures that we can fulfill our mission."

Next steps

The housing master plan will now serve as guide for future proposals that will be presented to the Board of Trustees for approval.

Sautter sees three steps coming in the near future: adding a third building to First Street Towers,

continuing the renovation work in Windsor Halls and looking for potential developer partnerships for projects outlined in the plan.

Sautter will bring a request to the Board of Trustees in December to finance and construct the third tower. The first two towers are fully occupied and further demand exists, he says.

"When we started planning this facility five years ago, we knew we needed a unique offering for upperclassmen — a facility that would provide private rooms and baths but still offer a sense of community," Sautter says. "Just as students living off campus would move someplace nicer from their sophomore to their junior and senior years, students who would like to stay on campus are looking for move-up options with more space and more privacy. These options became available with the addition of Hillenbrand Hall, renovations to Cary Quadrangle, and now the opening of First Street Towers. We strive to offer more with the third tower and upgrades in existing facilities."

In Windsor, the third of five buildings is undergoing renovation, and the fourth is expected to be bid this spring. Sautter says the first two halls, now air-conditioned with upgraded infrastructure, are extremely popular among students.

University Residences will explore developer partnerships for three development areas: the southeast community, Hayes Triangle and Purdue Village area along State Street. Sautter says one source of information on these partnerships will be Purdue's Fort Wayne campus, which works with a development company for management of student housing.

"Purdue enjoys one of the nation's most successful campus housing programs," Sautter says. "It is successful in the financial sense as our facilities are fully occupied, maintained to a high standard and self-supporting; in the customer sense with students who are satisfied with their choice and retained at a high level; and from an educational sense with students who achieve a higher level of success in the classroom aided by programs. Our new master plan will help us to continue on this path of excellence."

Intramural sports draw those looking for fun, friends and competition

The chance to compete in a beloved sport, to meet people on a new campus, to be active and de-stress during a hectic academic week.

There are many reasons why faculty, staff and graduate students decide to participate in the intramural sports offered through the Recreational Sports Center, but one aspect keeps them all there: It's fun.

"Graduate school can be pretty busy and stressful, so it's great to have this form of social support and something to do to relieve some stress and laugh a little bit," says J.D. DeFreese, graduate research assistant in the Department of Health and Kinesiology. "It's good exercise and it's fun — that's the main thing."

In his third year of participating in intramural sports at Purdue, DeFreese plays flag football as part of the HK Crushers and basketball as a member of the Lambert Leapers. Both teams primarily consist of people from Health and Kinesiology.

Teammate Anna Piazza says that playing in intramurals gives her a chance to interact with people from different areas within Health and Kinesiology as well as those new to the department.

"For anyone who's new, it's an easy way to meet people and do something outside of school," she says. "It's tough coming to a new place, and having an outlet to be active and meet people is important."

Adam Barry, an assistant professor who joined the department in 2008, agrees. He has played for the Crushers and Leapers.

"I think the benefits to participating on the team are threefold," Barry says. "I get a good workout from doing something I enjoy, while exercising my competitive spirit. Also, as a new faculty member it gave me an opportunity to further integrate into the department."

Participation even fosters a sense of community with those who don't play. Humorous accounts of the teams' games are included in the Health and Kinesiol-



PHOTO BY ANDREW HANCOCK

Steve Howell, a member of the HK Crushers, runs with the ball during a flag football game at the gold intramural fields. Howell has participated in intramural sports at Purdue for two years. Faculty, staff and graduate students can participate in the 35 different intramural sports offered through the Recreational Sports Center.

ogy weekly newsletter, and faculty and staff come to watch the games, especially during playoff time.

In the spring, the players hold an end-of-the-year banquet/roast. Faculty often attend, sometimes writing jokes or making a funny video to add to the festivities.

"We sort of include faculty members as our director of basketball operations or CEO of this or that," DeFreese says. "They play along. It's an exercise in getting a good laugh."

Rec Sports offers 35 different intramural sports throughout the year. Teams play within one of 11 divisions, which include leagues for graduate students, faculty and staff; residence halls; sororities and fraternities; cooperatives; men's and women's open; and Co-Rec, a co-ed option open to any member of Rec Sports. The number of divisions offered per sport is based on past interest.

Tyler Ford, assistant director of intramural sports, says the mix of players in some divisions leads to matchups between faculty and staff and students — a situation he encountered playing intramural softball as an undergraduate at Ball State.

"The faculty and students

have fun and enjoy it," Ford says. "Students get to see faculty in a different environment, and it's like, Wow, I didn't know that side of the professor. It's pretty neat."

Bruce Applegate, associate professor of food science, hasn't played against one of his students, but they do know about his participation in flag football and come to see playoff games.

Applegate has participated in intramural football for more than 20 years, starting as an undergrad-

uate at the University of Tennessee. He enjoys the sport and the rivalries, and hopes his teammates will remember the fun times for years to come.

"Last year my wife helped me make shirts for the team," he says. "Ten years from now, one of those kids who played with me is going to come across that shirt and think about me and playing, and they're going to smile."

David Williams, director of development for the College of Engineering, says he's impressed with the effort that goes into the Intramural Sports Program.

"It's not easy to schedule the games, coordinate the referees and prepare the fields," he says. "I know we are very appreciative of the students and staff members who make it possible for us to play."

This fall, Williams was part of a team new to intramural flag football, and he enjoyed playing despite the team's losing its first two games by a combined score of 71-0.

"We have never done this before and didn't realize there would be so many more experienced teams," he says. "I definitely think the experience has fostered a lot of camaraderie. We know we're all in this together, and we also enjoy being around each other. We may not be overly talented, but I have great teammates."

How to get involved in intramural sports

The Recreational Sports Center offers intramural programs in sports including soccer, softball, basketball, sand volleyball, flag football and dodgeball.

Programs last between five and eight weeks, and some have a registration fee.

The intramural sports schedule can be found at www.purdue.edu/RecSports/programs/imdeadlines.html.

Faculty and staff members who are members of the Recreational Sports Center are eligible to participate in the Intramural Sports Program.

Members also are entitled to the full benefits of the Colby Fitness Center, pickup games of basketball, racquetball, squash, and use of the Boilermaker Aquatic Center.

For membership information, registration procedures, sport-specific rules, and the current season's intramural information, visit the Rec Sports Web site at www.purdue.edu/RecSports.

More information also is available on Facebook at www.facebook.com/group.php?gid=4151099874.

Campus Digest

Colts sales official to speak on 'Championship Thinking'

Purdue Extension and the Administrative and Professional Staff Advisory Committee are co-sponsoring a talk by Tom Zupancic, senior vice president of sales and marketing for the Indianapolis Colts, on Nov. 19.

Zupancic will present "Championship Thinking" from 1:45 to 3 p.m. in Loeb Playhouse, Stewart Center. The event is open to all Purdue employees. Zupancic's talk will focus on setting goals, planning for the future, working hard to achieve, accountability, and greeting each day with a fresh outlook.

Questions about the event may be directed to Pam Phegley at phegleyp@purdue.edu or 49-66809.

Basketball tickets discount to help CSSAC grants

Intercollegiate Athletics and the Clerical and Service Staff Advisory

Committee are teaming up again to offer Purdue employees a special price on basketball tickets.

The discount applies to two men's games and two women's games. Not only is the ticket price lowered, but also a portion of the cost goes to the CSSAC Grant Program, which supports course fee grants for West Lafayette clerical and service staff and their dependents. The games are:

■ Men: Nov. 28 vs. Central Michigan; Dec. 22 vs. Southern Illinois Edwardsville. Discount price is \$12, of which \$1 goes to CSSAC. (Original price: \$22.)

■ Women: Jan. 4 vs. Notre Dame; Feb. 14 vs. Penn State. Discount price is \$5, of which \$0.50 goes to CSSAC. (Original price: \$12.)

An order coupon is available as a PDF file at http://news.uns.purdue.edu/insidepurdue/2009/CSSAC_BBtix_2009-10.pdf.

Purchase can be made via campus mail or in person.

Purdue's fall celebration



PHOTO BY ANDREW HANCOCK

Mary and Wayne Hockmeyer (at left) and President France A. Córdoba (far right) look over a portrait of the Hockmeyers that was unveiled Oct. 2 at the dedication of the Wayne T. and Mary T. Hockmeyer Hall of Structural Biology during Purdue's fall celebration. The portrait, being held by Purdue Foundation Student Board members Matt Bartlett and Sheila Miller, will hang in the facility. Purdue's fall celebration also included a series of events highlighting Homecoming, the announcement of a \$10 million gift for the Department of Speech, Language, and Hearing Sciences, and the dedication of the Niswonger Aviation Technology Building.

The Spirit of the Season

Purdue Christmas Show
December 12 • 13

Tickets are now on sale!

Visit any Purdue
Box Office location
or call 494.3933 today!



Tickets also available through: [ticketmaster](http://www.ticketmaster.com)

www.purdue.edu/pmo

WorkLife ambassadors named

WorkLife Programs is welcoming its 2009-10 WorkLife Programs ambassadors.

WorkLife Programs ambassadors are faculty, staff, and retiree volunteers who represent 19 areas across campus. Their main responsibilities include sharing information about WorkLife Programs with their colleagues, participating in committee meetings, and assisting WorkLife Programs staff with campus events.

New ambassadors are selected in an application process each spring.

The ambassadors and their areas of representation are:

■ Jennifer Biehl and Danica Kirkpatrick: College of Agriculture.

■ Amy Becknell: College of Consumer and Family Sciences.

■ Tonya Agnew and Kimberly Deardorff: College of Education.

■ Allene Manning and Sarah Vaughn: College of Engineering.

■ Barb Cicholski and Jennifer Simpson: College of Liberal Arts.

■ Mary Grable and Tristan Kirby: College of Pharmacy, Nursing, and Health Sciences.

■ Michelle Liratni and Michelle

Miller: College of Science.

■ Deanna Sheron Griggs and Bob Herrick: College of Technology.

■ Darren Cooper and Krista Hixson: Senior Vice President for Advancement, Vice President for Ethics and Compliance, Associate Vice President for Governmental Relations, Dean of Graduate School, and Office of Institutional Research.

■ Marta Foth and Amanda Goodnight: Executive Vice President for Business and Finance, Treasurer.

■ Jane Blin and Kathy O'Brien: Intercollegiate Athletics.

■ Robin Cunningham and Andrea Gregory-Kreps: Office of the President, Office of the Provost, Vice Provost for Engagement, and Vice President for Research.

■ David Caldwell: Purdue retirees.

■ Jane McLaughlin Anderson and Theresa Klassen: School of Management.

■ Brenda Russell: School of Veterinary Medicine.

■ Stuart Dye and Joanna Grama: Vice President for Informa-



PHOTO BY MARK SIMONS

The WorkLife Programs ambassadors for 2009-2010 are (front row, left to right) Sarah Vaughn, Theresa Klassen, Michelle Liratni, Michelle Miller, Amy Becknell, Deanna Sheron Griggs, Brenda Russell, Krista Hixson, (second row) Andrea Gregory-Kreps, Joanna Grama, Jane McLaughlin Anderson, Darren Cooper, Mary Grable, Barb Cicholski, Allene Manning, Jennifer Biehl, (third row) Marta Foth, Kimberly Deardorff, David Caldwell, Douglas Bennett, Jane Blin, Kathy O'Brien, Stuart Dye, Amanda Goodnight, (fourth row) Dave Burford, Tim Snider, Kenneth Field, Tristan Kirby, Robin Cunningham. Not pictured: Annette Brown, Bob Herrick, Danica Kirkpatrick, Jennifer Simpson, Susan Deno, Tonya Agnew.

tion Technology.

■ Dave Burford and Tim Snider: Vice President for Physical Facilities.

■ Annette Brown and Kenneth Field: Vice President for Housing and Food Services.

■ Douglas Bennett and Susan

Deno: Vice President for Student Services.

WorkLife Programs ambassadors can be contacted through the "Members" page at www.purdue.edu/hr/WorkLife/Wellness_Ambassadors/wellnessMembers.htm.

Deaths

Edward G. Barton, 72, died Aug. 2 in Lafayette. Materials Engineering.

Mary E. Dewey, 91, died Aug. 2 in Mulberry. Housing and Food Services.

Doris A. Hatton, 83, died Aug. 2 in Lafayette. Housing and Food Services.

Donald E. Waller, 85, died Aug. 6 in West Lafayette. Purdue Physical Plant.

Battis Manzini, 89, died Aug. 7

in Lafayette. School of Veterinary Medicine.

Constance D. Wann, 87, died Aug. 9 in West Lafayette. Civil Engineering.

William H. Hamilton, 89, died Aug. 9 in Fort Wayne. Professor emeritus of curriculum and instruction.

Betty J. Switzer, 74, died Aug. 9 in Lafayette. Purdue Memorial Union.

C. Carl Westfall, 71, died Aug. 11 in Lafayette. Elliott Hall of Music.

James R. Bosler, 76, died Aug. 23. Purchasing and Food Stores.

Mary E. Kiger, 76, died Aug. 22 in Lafayette. Purdue Memorial Union.

Gary L. Taylor, 61, died Sept. 6 in Lafayette. Physical Facilities.

Grace M. Doremire, 82, died Sept. 9 in Lafayette. Purdue Memorial Union.

Karen A. Slater, 67, died Sept. 20 in Mulberry. Information Technology.

Donald R. Coughanowr, 81, died

Sept. 20 in Kennett Square, Pa. Professor in chemical engineering.

Donald K. Crouch, 69, died Sept. 21. Physical Facilities.

Linda L. Staley, 56, died Sept. 21 in Lafayette. School of Technology.

Andrew R. Hannas, 58, died Sept. 24 in Lafayette. Professor in foreign languages and literature.

Ella L. Odle, 85, died Oct. 8 in Lafayette. Housing and Food Services.

PURDUE UNIVERSITY CONGRATULATES

Distinguished Professor of Agronomy

GEBISA EJETA

World Food Prize Winner, 2009

Leaders for a *Changing World*

Gebisa Ejeta grew up in a one-room thatched hut in a rural Ethiopian village and walked 20 kilometers each way to school. His dedication proved fruitful — in 2009, the Distinguished Professor of Agronomy at Purdue was awarded the World Food Prize for his work on sorghum hybrids that have enhanced the food supply of hundreds of millions of people in sub-Saharan Africa.

BINDLEY BIOSCIENCE CENTER

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