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Nurses, counselors and coaches will be available to help through Purdue-CIGNA partnership.

6 Service honors

The list of clerical and service staff honored for their years of service is given on pages 6-7.

www.purdue.edu/insidepurdue



Purdue to dedicate week to wellness

A new Purdue initiative will promote healthy and balanced lifestyles for members of the campus community as well as showcase the important lines of health-relevant research and other scholarly activity going on at the University.

The initiative, Healthy Planet 2010, will be held Feb. 1-5. Taking advantage of the resources already in place at Purdue, Healthy Planet 2010 will explore topics of the head, heart, body, wallet and soul through events throughout the week.

One such event will be "Walk to the Moon," which will span the entire week. Purdue will challenge everyone to track their steps with pedometers in order to accumulate the number of steps needed to reach the approximately 238,800 miles from the Earth to the moon.

More information on Healthy Planet 2010 will be available at www.purdue.edu/healthyplanet.



Students, professors find value

Learning communities have built a 10-year record of fulfilling their mission to increase stu-

dent learning and retention, says Andrew Koch, director of Student Access, Transition and Success Programs (SATS).

The program has grown from two communities to 50 with almost 1,400 students.

"Learning communities are one of several programs that help entering students succeed," says Jim Pukrop, senior assistant director and coordinator of learning communities in SATS. "Being in a learning community gives a new student a source of immediate help in both the academic and social realms."

In addition to learning communities, SATS-coordinated programs include the Boiler Gold Rush and STAR orientation programs, the Common Reading program, and Purdue Promise, a mentor-

Students in the Engineering Honors learning community work on a team project to design and build a roller coaster using K'NEX pieces. Team members are (from left) Bryan Haring, Jessica Wade, Graham Rose, Thomas Pansino and Mark Tubergen. The activity, combining academic concepts, team building, fun and pizza, took place Nov. 21 in the Jade Room of Shreve Hall. (Page 1 photos by Mark Simons)

ing and financial aid program for Twenty-first Century Scholars.

This comprehensive set of programs combined with other efforts conducted by Purdue colleges, schools and units to bring the first-year-to-second-year retention rate at the West Lafayette campus to 87.2 percent this fall, the highest ever. The rate is even higher, at 92.7 percent, for those who were in fall 2008 learning communities, Koch reports.



ABOVE: Renu Ramesh. BELOW: Patrick Skelton and Christopher Trickle.



Purdue to focus on sustainable solutions as state faces declining revenue

Purdue officials on Friday (Dec. 4) told the governor that the University will support his call for further belt-tightening in the face of declining state revenue.

Gov. Mitch Daniels said that because revenue is falling, the state will cut funding for higher education by \$150 million over the remainder of the biennium. This amount represents 6 percent of state general fund support of operating expenses. The Indiana Commission for Higher Education will work with each state-supported institution to determine its share of the cut.

"We understand the challenges facing our state," said Purdue President France A. Córdova. "We already have started to take steps to decrease expenditures in a strategic way that will maintain the value of our Purdue degree. This new challenge will be added to those efforts."

In November, based on an assumption of flat state appropriations for the biennium that begins in 2011, Purdue announced that it would look to cut \$30 million

in recurring expenditures from the West Lafayette campus general fund, an operating budget that for this academic year is \$873 million.

"If we exclude instructional costs and mandatory costs such as utilities, debt service and benefits, the \$30 million amounts to an 8 to 10 percent cut in the remainder of that operating account," said Al Diaz, executive vice president for business and finance, treasurer.

The general fund is the portion of the budget that supports the University's academic activities. Its funding comes primarily from state operating appropriations and student fees. Reductions would not be made in the remainder of the budget for the West Lafayette campus, Diaz said, because it includes sponsored research funding and self-supporting enterprises such as University Residences and Intercollegiate Athletics.

Earlier in 2009, as the state of Indiana faced declining revenues, Purdue made across-the-board cuts, cut positions, curtailed hiring and travel, and withheld pay increases.

Purdue names review steering committee

Purdue announced Tuesday (Dec. 8) the members of a steering committee that will lay groundwork for a plan to meet the University's strategic goals while reducing expenditures in light of declining state revenues.

The committee includes:

■ Co-chair: Al Diaz, executive vice president for business and finance, treasurer.

■ Co-chair: Randy Woodson, executive vice president for academic affairs and provost.

■ Cherry Delaney, chair, Administrative and Professional Staff Advisory Committee.

■ Nicholas Howell, vice chair, Administrative and Professional Staff Advisory Committee.

■ Matthew Marks, chair, Clerical and Service Staff Advisory Committee.

■ Deborah Luedtke, vice chair, Clerical and Service Staff Advisory Committee.

■ Howard Zelaznik, chair, University Senate.

■ Adam Kline, president, Purdue Student Government.

■ Kristin Shrack, vice president, Purdue Student Government.

■ Richard Sévère, president, Graduate Student Government.

■ James Almond, senior vice president for business services and assistant treasurer.

■ Ken Sandel, managing director, Office of the Executive Vice President for Business and Finance, Treasurer.

■ Jay Akridge, the Glenn W. Sample Dean of Agriculture.

■ Dan Hirleman, the William E. and Florence E. Perry Head of Mechanical Engineering.

■ Rebecca Doerge, professor of statistics and agronomy.

■ Rab Mukerjea, executive director of strategic planning and assessment.

"These steps helped us in the short run, but they cannot be sustained on a recurring basis if we are to maintain the quality of our academic programs and the progress toward our strategic plan goals," Diaz said. "We will now look for more systemic, long-term actions. We will examine all aspects of the University's operations, including academic programs, administrative operations and employee total compensation. We will explore all possible ways to ensure that our processes, practices, organizational structure and systems are both efficient and effective."

A Web site at www.purdue.edu/sustaining includes reports and updates and provides a way for members of the University community to offer suggestions.

Diaz said a detailed plan and criteria for meeting these challenges will be developed by mid-January, and any actions that would require Board of Trustees approval must be ready in time for its February meeting.

Some decisions will take effect in the coming months. All will be factored into budget planning for the next biennium.

How you can help

Each person and department at Purdue can make a difference by conserving in ways big and small. Some ideas include:

■ Avoid using personal heaters. Instead, dress to stay warm, be active enough to help stay warm and drink or eat something warm.

■ Turn off the light whenever you leave a room.

■ Leave lights off in hallways and in vacant offices.

■ Reduce travel, both ground

and air.

■ Reduce supply purchases.

■ Look for the bargains.

■ Plan for conference calls and teleconferences.

■ Follow tips for conserving energy used by computers, including turning off computers and/or monitors and using sleep mode.

■ Do with less.

■ Reconsider the need to serve refreshments at meetings.

■ Print only when necessary and use duplex printing.

InsidePurdue

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Physical Facilities vision, strategic plan at forefront in VP's first years

McMains wants everyone to have a say, then buy in

Nearly 1,400 voices are being incorporated into future plans for Purdue's Physical Facilities department, and its vice president, Robert McMains, wouldn't have it any other way.

By early 2010, Physical Facilities will have a new vision as well as a new strategic plan focused on stewardship, sustainability and customer service.

"We've been keeping everyone involved with the visioning process as well as the development of the strategic plan," McMains says. "We gathered ideas from all areas within Physical Facilities and from all three shifts. This made the process for developing the vision and strategic plan longer, but this ensures

that not only will we have a better product but also that everyone within Physical

Facilities will have ownership of that product."

McMains joined Physical Facilities in October 2008, having served previously as associate vice president of facilities management at Emory University.

From the start, McMains was interested in hearing from staff within the department. He became involved in an employee survey that had been initiated before his arrival, and was excited that more than 1,200 of the department's nearly 1,400 employees participated.

"Their feedback has led to the development of about 200 action plans that will help to improve the department," McMains says. "The plans range from ways to improve communication to reviewing policies for consistency, to developing different types of training programs for all Physical Facilities employees."

Employee feedback and ideas also have proved critical to the development of a strategic plan as well as the area's visioning process, which is expected to be complete in early 2010.

"I feel that everyone needs

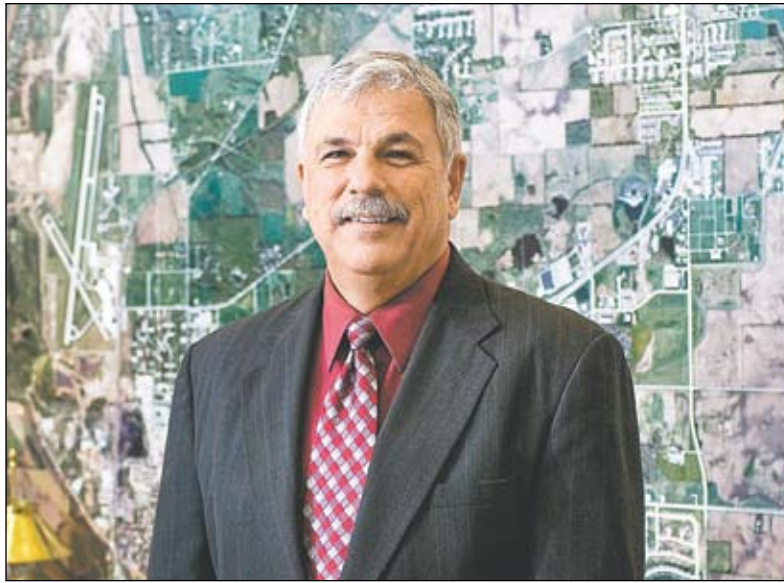


PHOTO BY MARK SIMONS

Robert McMains, vice president for physical facilities, stands in his office in front of an enlargement of an aerial view of the campus and area. McMains came to Purdue 14 months ago with a strong record on sustainability at Emory University in Atlanta.

The three themes of the Physical Facilities strategic plan will be stewardship, sustainability and customer service.

to have a vision as far as where they're going as a department or university, which is something that President Córdoba has done for Purdue as a whole," he says. "When we have established our vision, it will be shared through a pictorial or graphic depiction. Instead of having a lot of words that people memorize and then put on a shelf, everyone will have the opportunity to put our vision in their own words."

Physical Facilities' new strategic plan is expected to be finished in early 2010 as well. The plan will cover three main themes: stewardship, sustainability and customer service.

"Stewardship is why Physical Facilities was created," McMains says. "The University was created to teach students, and Physical Facilities ensures that from heating and cooling to snow removal to safety, the campus is fit to meet its educational mission.

"Sustainability also is a wonderful goal. You can talk about it and teach it, but if we're going to do sustainability initiatives on campus, Physical Facilities needs to be included. We're the ones who can save energy, promote recycling, and tackle other green efforts across campus."

At Emory, McMains was involved in the Leadership in Energy and Environmental Design, or LEED, certification process that resulted in recognition of Emory as the nation's top university in square feet of LEED-certified facilities. He also helped formulate and implement sustainability plans addressing stormwater management, recycling, and utility and energy conservation, as well as the establishment of no net loss tree canopy preservation and replacement and green cleaning programs.

McMains would like to position Purdue as a LEED leader as well as raise the University's rating on the College Sustainability Report Card.

In addition, Physical Facilities is involved with the creation of both a campus sustainability plan and an energy management plan, which are slated to be complete in the spring.

McMains says the third strate-

gic plan theme, customer service, increases Physical Facilities' ties to the academic part of campus.

"This is something we've been involved with before, but we really have so many more opportunities to be part of the academic mission," he says. "We have some staff who teach classes and some who do guest speaking. We hire interns, and we have work-study. We also can have classes do projects for us, and that allows us to benefit from the expertise of students while providing them with practical experience in project development and presentations.

"We want to be the service provider of choice, to be such a collaborative partner with academia that they will say, 'why wouldn't we ask Physical Facilities about participating?'"

Also during his first year at Purdue, McMains has reorganized the project management area to create one point of contact for clients. Master plans for all four campuses have been completed and presented and a transportation demand management study is nearing completion.

Responsibilities in Physical Facilities

As Purdue's vice president for physical facilities, Robert McMains is responsible for planning and construction of campus lands and facilities on all four Purdue campuses.

The vice president also oversees buildings and grounds, custodial services, operations and maintenance, utility production and distribution, sustainability, facilities planning and construction, the police and fire departments, radiological and environmental management, emergency preparedness and planning, parking, transportation, the Purdue Airport, central machine shop, printing services, central stores, material receiving and distribution, the university warehouse, and campus mail.

New personal health team to assist with wellness, medical matters

A new Choose Well, Live Well Personal Health Team will be available to help Purdue faculty, staff, and their families through medical and wellness matters in 2010, bringing an enhanced level of service to those who take advantage of the team's offerings.

Staff Benefits and WorkLife Programs are partnering with CIGNA, Purdue's 2010 health plan administrator, to bring innovative worklife, wellness, and employee assistance program (EAP) services to Purdue through the new team.

"The Choose Well, Live Well Personal Health Team will allow employees to dial one phone number for all kinds of support," says John Beelke, director of Staff Benefits and WorkLife Programs.

The number, which will be active in January, is (800) 767-7141. Participation in any programs offered by the health team will be voluntary and confidential.

"Information shared with the team won't affect the employee's benefits or premium rates," Beelke says.

CIGNA will make automated welcome calls to employee homes in early January. The caller ID will be "PurdueLiveWell."

The team of nurses, counselors, and coaches — known as Live Well advocates — will be dedicated to helping employees and their families with health care concerns.

"You can get to know your Live Well advocate, a health care professional who will listen, understand, and guide you," said Beelke.

Information on the Live Well advocates is available on page 5.

As the four-year Healthy Purdue program transitions, the personal health team approach is the next phase in Purdue's culture of health. The team will replace the services that StayWell has provided in recent years, including the online health assessment, and will bring new features for Purdue employees and their families. See article at right for a list of services the Choose Well, Live Well Personal Health Team will offer.

"Don't be confused — Staff Benefits is still here, and WorkLife Programs is still here," Beelke says. "We'll continue to provide our important services to the University, as will the wellness programs and human resources offices at the Calumet, Fort Wayne, and North Central campuses."

Beelke says "Choose Well, Live Well" is the new shared branding that Staff Benefits and WorkLife Programs began using this year for joint projects, such as their new quarterly newsletter and Web site that promotes wellness and good consumerism (www.purdue.edu/cwlv).

"We lent our new Choose Well, Live Well branding to the CIGNA

Health team to offer variety of support

The new Choose Well, Live Well Personal Health Team will help Purdue employees and their families accomplish the following, beginning Jan. 1:

Get the most from the benefit plans

- Use the health care plan to its best potential.
- Find the best value health care services.
- Successfully navigate through the health care system.

Improve and manage health

- Address general questions or concerns.
- Understand what to expect before or after a doctor or hospital appointment.
- Manage chronic medical conditions.
- Find a counselor (individual, marriage, etc.).
- Address alcohol, drug issues.
- Work through a particularly difficult time.

Make healthy choices

- Quit tobacco use.

- Eat healthy and manage weight.

- Cope with and reduce stress.

Find local resources

- Find trusted child care information.
- Locate elder or senior care services.
- Identify pet boarding locations.

Support for more in-depth medical needs

When Purdue medical plan participants are in need of care through outpatient or inpatient hospital services, through rehabilitation facilities, or at home, a dedicated case manager, experienced in both medicine and medical insurance, will provide these services:

- Coordinate access to care.
- Explore service alternatives.
- Monitor progress.
- Assist with discharge planning and follow-up.
- Help ensure participant gets the most from the benefit plans.

personal health team to show the connections and partnership between the team, Staff Benefits, and WorkLife Programs," Beelke

says. "Choose Well, Live Well is all about partnerships, including our partnership with Purdue faculty and staff."

End of year brings holidays, deadlines

Some end-of-the-year reminders for faculty and staff:

■ **Holidays:** Remaining 2009 holidays are Dec. 24, 25, and 31. The first holiday of 2010 is Jan. 1.

■ **Paydays:** The last 2009 payday for both biweekly paid and monthly paid employees is Dec. 30.

■ **Vacation days:** The last day biweekly paid staff can use for vacation in 2009 is Dec. 30. The current vacation policy for regular clerical and service staff allows each staff member to carry for-

ward up to 320 hours of accrued vacation into the 2010 calendar year. Vacation hours in excess of 320 hours will be forfeited if not used on or before Dec. 30.

■ **Flexible spending accounts:** Participants will have until April 30, 2010, to turn in claims against a 2009 FSA. Any qualified expenses incurred during the 2009 calendar year are eligible for reimbursement, as are vision and dental expenses incurred through March 15, 2010.

Medical plan ID cards to be sent in December

All employees who are participating in a Purdue medical plan for 2010 will get new ID cards in December.

Purdue Incentive and Purdue Copay participants will get a card from CIGNA for their medical plan and a card from Medco for prescription drugs.

Purdue Choice Fund participants will use their CIGNA ID card for both medical services and prescription drugs. In addition, Choice Fund participants will receive a debit card to use for their health savings account (HSA).

Those who enrolled in the Pur-

due Choice Fund should also watch for a welcome kit from CIGNA. The kit will provide important information about activating their health savings account and steps to follow when using the plan in 2010.

Employees who elected a health care flexible spending account (FSA) for 2010 will receive an FSA debit card before Jan. 1. The debit card replaces the automatic reimbursement feature available in past years. Limited purpose FSAs (available to people who enrolled in the Purdue Choice Fund) and dependent day care FSAs do not include a debit card.

Live Well advocates bring wide range of expertise

A team of nurses, counselors, and coaches — known as Live Well advocates — will be dedicated to helping Purdue employees and their families with health care concerns.

Purdue's Live Well advocates are:

■ **Zac Manuszak** will work mainly with programs for stress management, weight management, and tobacco cessation. He earned his bachelor of arts degree in health and sport studies from the University of Iowa. He is also a certified personal trainer through the National Academy of Sports Medicine and a certified nutritionist.

■ **Bob Gyekis** has worked in a variety of settings with diverse populations in the roles of therapist, case manager, and supervisor. His educational background includes a bachelor of arts degree in education and a master's degree in counseling psychology.

■ **Chet Mulholland** will focus on coaching individuals to make better health choices and to manage their medical conditions. He earned a master's degree in counseling psychology from California Baptist University and is a licensed professional counselor.

■ Before joining the Choose Well, Live Well Personal Health Team, Cynthia White Meyer was in the private practice of psychotherapy, where she used her skills and training as a licensed independent clinical social worker. She has more than 25 years of experience work-

ing in the mental health field.

■ **Erin Karst** will be responsible for providing wellness coaching through telephonic assessment, education, support, and referrals to various health and wellness programs. She has three years of experience in health and wellness education and promotion in the business setting, as well as a year-and-a-half of experience with coaching on behavioral change.

■ By providing case management and health coaching to Purdue employees and their families, Heidi Dodge will assist them in maximizing their health and well-being by helping identify health and wellness goals and barriers. She received her bachelor of science in nursing from the College of Saint Benedict in St. Joseph, Minnesota.

■ **Jessica Soebbing** will be responsible for representing the Choose Well, Live Well Personal Health Team on all inbound calls and for educating Purdue participants about available programs and services. She earned her bachelor of science degree in psychology and women's studies from Minnesota State University, Mankato.

■ **Joan Laska** will be coaching healthy and at-risk individuals about their health concerns and health improvement goals. She has been a nurse for more than 12 years.

■ **Melissa Grèce** will engage Purdue employees and their families in medical and behavioral issues. She earned her bachelor

of science degree in social work from Minnesota State University, Mankato.

■ By providing case management and health coaching to Purdue employees and families, Nancy Coates will assist them in maximizing their health and well-being by helping identify health and wellness goals and barriers. She has 28 years of experience as a registered nurse, working in the area of physical medicine and rehabilitation.

■ **Sally Johnson** will be responsible for telephonic coaching to provide wellness and lifestyle management, medical decision support, and discussion on potential gaps in care. Before joining the Choose Well, Live Well Personal Health Team, she worked as a telephonic chronic disease management coach for four years.

■ Through the case management process, Theresa Parks will promote the improvement of health outcomes and assist with the burdens of illness and injury. Before joining the Choose Well, Live Well Personal Health Team, she most recently worked as a telephonic health and wellness nurse.

■ **Tiffany Goodnough** will provide coaching in lifestyle management programs. She will work with stress management, weight management, and tobacco cessation. She earned her bachelor of science degree in exercise science and a master's degree in community health from Minnesota State University, Mankato.

New offerings from CIGNA to become available in January

Nov. 20 marked the end of Healthy Purdue 2009 and the beginning of a transition to new offerings from CIGNA.

StayWell Health Management will no longer be a vendor for Purdue. Instead, CIGNA will provide a health assessment, coaching and other services. Each campus will continue to have offerings in worklife, wellness, and employee assistance services.

CIGNA's Choose Well, Live Well Personal Health Team will

have new offerings available at www.mycigna.com beginning Jan. 1. If you are interested in CIGNA offerings, call CIGNA's Choose Well, Live Well Team at (800) 767-7141 or e-mail PurdueLiveWell@CIGNA.com after Jan. 1.

StayWell's offerings for Purdue — including employee access to StayWell's Web site and any coaching programs employees are currently enrolled in — will end Dec. 15.

Those who want to keep a re-

cord of their HealthPath Questionnaire results should:

■ Go to the StayWell Web site at <https://purdueuniversity.online.staywell.com/includes/login/index.aspx> and log in.

■ On the gray navigation bar across the top, select "HealthPath Questionnaire."

■ Select "Your Results Summary" from the drop-down list.

■ Scroll to the bottom of the page and click on "Print Page."

Healthy Purdue

The Purdue Health Initiative

Healthy Purdue 2009 ends; premium reduction to be paid in 2010

Healthy Purdue 2009 is complete. Benefit-eligible employees and their spouses/same-sex domestic partners who completed a wellness screening, the HealthPath Questionnaire, and four of six differently colored apples by Nov. 20 earned a \$200 medical plan premium reduction, or \$400 if both the employee and the spouse/same-sex domestic partner participated.

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

To check status regarding Healthy Purdue 2009, go to www.purdue.edu/healthypurdue, click "Check My Apples," log in with career account and password, then select "2009" on the left navigation bar. The text at the bottom of the checklist will provide details regarding the payment of the medical plan premium reduction.

For those who have completed an apple that does not yet show in the online tracking system, contact StayWell at (800) 926-5455 to verify completion of the blue or white apple, or the red apple if a participant completed three online education centers through StayWell.

For questions regarding completion of a purple or red apple on campus, or about Healthy Purdue, contact your campus program:

■ 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.

Employment milestones of clerical, service staff to be recognized

More than 400 members of the clerical and service staff were honored Dec. 1 at the annual recognition luncheon in the North and South Ballrooms, Purdue Memorial Union.

40 years: Darrell Burton, operations and maintenance; Diana Cable-Whitworth, communication; Larry Campbell, chemical engineering; Maureen Earhart, alumni association; Coleen Flanagan, physics; Richard Jones, grounds; Linda Keegan, IT teaching and learning technologies; Carol Sprague, Office of the Indiana State Chemist; Edwin Young, operations and maintenance.

35 years: Cynthia Boone, agronomy; Karen Clymer, agronomy; John Erwin, building services; Virginia Ewing, earth and atmospheric sciences; Hugh Fultz, operations and maintenance; Anica Gullivan, biological sciences; Robert Haines, IT teaching and learning technologies; Rebecca Harshman, child development and family studies; Karen Heide, chemical engineering; Susan Honey, marketing and media; Joannie Laster, Earhart Residence Hall; Marilyn McCammack, foods and nutrition; Ellin McFall, Office of the Indiana State Chemist; Janice Meharry, Purdue University Student Health Center; Mark Melvin, operations and maintenance; Michael Poling, horticulture and landscape architecture; Nancy Rockstroh, Center for Career Opportunities; Esther Sharp, Harrison Residence Hall; Tracey Simmerman, forestry and natural resources; Geraldine Thompson, Center for Instructional Excellence; Mary Wise, agriculture administration.

30 years: Richard Bixler, Purdue Memorial Union; Kathy Brickler, alumni association; Ruth Brown, veterinary med-

icine administration; Douglas Burton, building services; Keith Cain, operations and maintenance; Cheryl Chapple, Animal Disease Diagnostic Laboratory; Jean Clithero, forestry and natural resources; Julie Clugh, Earhart Residence Hall; Mark Cochran, operations and maintenance; Micheal Collins, Davis - Purdue Agricultural Center; Lillian Conarroe, libraries; Keith Coopman, First Street Towers Residence Hall; Cynthia Crystal, mechanical engineering; Cathy Decamp, construction inspectors; Betty Dexter, chemistry; Diana Dexter, electrical and computer engineering; Robert Fagan, chemistry; Debra Felix, Diversity Resource Office; Lisa Ford, building services; Sandy Formica, physics; William Garner, agronomy farm; Betty Gick, mathematics; Jennifer Hewitt, Animal Disease Diagnostic Laboratory; Jimmy Holbrook, Cary Quadrangle; Kevin Jackson, operations and maintenance; Thomas Jaskal, operations and maintenance; Jack Johnson, operations and maintenance; Audrey Jones, building services; Joan Jones, business office Purdue Memorial Union; Thomas Jonker, operations and maintenance; Kathy Kincade, earth and atmospheric sciences; Marilyn Kretzmeier, accounts payable and travel; Michael Leap, Windsor Residence Halls; Dennis Linder, Animal Sciences Research Farms; Joe Mahoney, materials management distribution; William Maschino, Southeast-Purdue Agricultural Center; Mark Needham, building services; Bonnie Payne, Harrison Residence Hall; Kimdiep Pham-Ly, biological sciences; James Pierce, high voltage; Barbara Probasco, animal sciences; Catherine Ralston, civil engineering; Juanita Robertson, agriculture administration; Paul Rose, utilities distribution; Debbie Roudebush, Wiley Residence Hall; Robin Roudebush, building services; Barbara Schafer, Pur-

due Memorial Union; Michael Shirley, materials management distribution; Michael Shively, chemistry; Marilyn Silver, Windsor Residence Halls; Glenda Smith, bursar; Mary Snowberger, Earhart Residence Hall; Michael Solomon, libraries; Donna Sturm, admissions; Lonnie Swartz, aviation technology; Delbert Thurston, building services; Michele Van Allen, business services computing; Vicky Walker, purchasing; Lisa Wright, basic medical sciences; Judith Yost, industrial and physical pharmacy; Ethel Ziemer, Cary Quadrangle.

25 years: Diana Akers, mechanical engineering; Marilyn Barefoot, health sciences; Elizabeth Baronowsky, psychological sciences; Cherie Barr, Purdue University Student Health Center; Kimberly Barrett, business office Purdue Memorial Union; Charla Benner, pharmacy practice; Susan Benner, building services; Linda Boggs, Meredith Residence Hall; Kimberly Burke, Cary Quadrangle; Lance Campbell, operations and maintenance; Letitia Casebourn, Center for Instructional Excellence; Philip Cederquist, food stores; Randall Chase, Purdue Memorial Union; Richard Coffman, Graduate School administration; Jerry Cote, operations and maintenance; Dale Deyoung, fire department; Suzanne Evans, Windsor Residence Halls; Sandra Ewing, mechanical engineering technology; Robert Gregory, materials management distribution; Dawn Haan, foods and nutrition; James L. Hahn, Purdue Memorial Union; James J. Hahn, Purdue Memorial Union; Michael Hale, grounds; John Hardesty, operations and maintenance; Lisa Hartman, English; Nancy Hughes, liberal arts administration; Judy Johnson, accounts payable and travel; Susan Kesler, IT enterprise applications; Louella Ladd, Wiley Residence Hall; Carlene Linn, veterinary

medicine administration; Karen Long, libraries; Jeffrey Lynch, central machine shop; Gary McDaniel, operations and maintenance; David Miller, IT teaching and learning technologies; Mark Newhart, operations and maintenance; Kathy O'Brien, intercollegiate athletics administration; Nancy Oswalt, financial aid; Linda Pedigo, Purdue Village; Stephen Purtzer, Cary Quadrangle; Jill Quirk, English; Paula Ratcliff, admissions; Ken Roswarski, operations and maintenance; Robert Ruch, marketing and media; Nick Rucker, Earhart Residence Hall; Virginia Sanders, Purdue Village; Gail Schrader, industrial technology; Mary Sego, libraries; Kevin Spiers, chemistry; Patricia Steele, visual and performing arts; Angela Tatman, collections office; Gary Waters, animal sciences.

20 years: Catherine Alkire, grounds; Glenda Allinder, office of international students and scholars; Matthew Barbee, materials management distribution; Fay Bell, Hillenbrand Residence Hall; Pamela Bowsler, Purdue Memorial Union; John Bridge, Hillenbrand Residence Hall; Brad Brooks, printing services; Geraldine Brown, collections office; Linda Bucy, Purdue Memorial Union; Wyatt Carmony, grounds; Anna Carter, Wiley Residence Hall; Sabina Castaneda, Wiley Residence Hall; Nancy Deaton, sponsored program services; Brenda Fisher, consumer and family sciences; Jerry Funk, building services; Joan Gardner, management administration and instruction; Janis Gosewehr, forestry and natural resources; Sue Grant, speech, language, and hearing sciences; Susan Gurley, printing services; Steven Hahn, mechanical engineering technology; Ramona Harden, Harrison Residence Hall; Elizabeth Hartman, political science; Sherry Holdman, basic medical sciences; Sheryl Hunter, confer-

HistoryCorner



Holiday tradition at the Union

This 1954 photo shows a classic scene of children telling Santa Claus what they want for Christmas. The occasion was a Sunday party at Purdue Memorial Union that about 15,000 people attended. This event combined elements that continue at Purdue in other forms — Santa's visit and Christmas Around the World with exhibits from 20 countries. Hours were 4 p.m. to 10 p.m., and Santa Claus persevered for four steadily busy hours in the Ballroom, information with the photo says.

These days, the Purdue Student Union Board takes the lead on December holiday activities at the Union. Still to come on the Holidays at the Union calendar are 11 a.m.-1:30 p.m. live music in the Great Hall through Friday (Dec. 11), Breakfast with Santa at 8-10:30 a.m. Saturday, and Holiday Crafts at 9 a.m.-noon Saturday in Room 118, next to the Great Hall.

ence division; Michael Hurych, Meredith Residence Hall; Martha Jennings, Hawkins Hall; Clydene Johnson, heat and power administration; Yolanda Jonker, psychological sciences; Sue Kincade, Earhart Residence Hall; Wanda Larsen, pharmacy, nursing and health sciences administration; Richard Lofland, housing and food services; Margie Longfellow, Hawkins Hall; Craig MacDonald, chemistry; Jo Ann Mahlke, registrar; David McCoskey, grounds; Bridget McDaniel, Wiley Residence Hall; Brenda McDonald, Center for Instructional Excellence; Fran Memmer, radiological and environmental management; Robert Meredith, Purdue Memorial Union; Sharon Merkel, alumni association; Gloria Mullins, accounts payable and travel; James Muthig, Cary Quadrangle; Liuying Ni, comparative pathobiology; Sheila Niccum, chemistry; Karen Nipple, comparative pathobiology; Cheryl Oliver, libraries; Richard Pierson, libraries; Daniel Plantenga, fire department; Mary Presley, Animal Disease Diagnostic Laboratory; Kathryn Ragheb, basic medical sciences; Cecil Ray, heat and power administration; Shellie Rodarmel, Animal Disease Diagnostic Laboratory; Keith Rothenberger, transportation services; Vickie Sanders, philosophy; Karen Schneider, forestry and natural resources; Candace Scott, libraries; Marilynn Shonkwiler, libraries; Eva Skrzypczak, Harrison Residence Hall; Barbara Snyder, pharmacy, nursing and health sciences administration; Mary Speakman, Cary Quadrangle; Edwin Stephenson, intercollegiate athletics administration; Lynn Stocksick, conference division; Shelly Stockton, Hillenbrand Residence Hall; Sue Stutler, Earhart Residence Hall; Rosalee Swanson, Hilltop Apartments; Brenda Thomas, IT customer relations; Marci Trippett, building services; Brian Ullrich, operations and maintenance; Terrence Vanhoosier, radiological and environmental management; James Vetzal, radiological and environmental management; David Wagoner, operations and maintenance; Cecelia Walter, vice president for student services; Aggie Ward, curriculum and instruction; Barbara Watkins, building services; Janet Whaley, botany and plant pathology; Garry Williams, agricultural and biological engineering; Lula Wortman, Purdue Memorial Union; Scott Wright, Hillenbrand Residence Hall.

15 years: Christine Adams, building services; Anna Anderson, Discovery Park administration; Peggy Ashley, printing services; Kenneth Baker, Hall of Music operating; Daniel Bauerle, Southeast-Purdue Agricultural Center; James Bower, operations and maintenance; Alonzo Branson, printing services; J. Max Bryan, grounds; Susan Burge, marketing and media; Steven Carney, Owen Residence Hall; Ruthie Chesnut, consumer and family sciences; Frances Christman, libraries; Maria Conde, building services; Charlene Darnell, business office housing and food service; Mark Douglas, intercollegiate athletics administration; Alan Farrester, grounds; Carlos Flores, grounds; Rosa Flores, Cary Quadrangle;

Jean Foust, liberal arts administration; Ethel Fultz, Windsor Residence Halls; Charles Gardner, grounds; Judith Haan, civil engineering; Walter Halsema, Hawkins Hall; Eddie Hands, Cary Quadrangle; Shelley Hawk, Purdue University Student Health Center; Elizabeth Hayes, sociology; Barbara Henson, admissions; Linda Hines, youth development and agricultural education; Diane Hoffman, Animal Sciences Research Farms; Kevin Howard, physics; Kirk Justus, Purdue Village; Phillip Katter, building services; Jane Klinkhamer, admissions; Charline Koning, construction inspectors; Frances Laguire, IT networks and security; Frank Lambert, aviation technology; Xingya Liu, Laboratory of Renewable Resources Engineering; Darin Lowery, operations and maintenance; Randall Luff, Hawkins Hall; Sara Magallanes, Wiley Residence Hall; William Martin, grounds; Kimberly McIntosh, printing services; Sharilyn Mikesell, development office; Bryan Musser, operations and maintenance; Eric Myers, building services; Stephanie Rainey, radiological and environmental management; Violet Rainwater, operations and maintenance; Mary Russell, dean of students; Diane Sawyer, printing services; Michael Scantlin, operations and maintenance; Julie Sharp, parking facilities; RoseAnn Shirar, Hillenbrand Residence Hall; Carl Snowberger, building services; John Stock, Cary Quadrangle; Karen Studebaker, Regenstrief Center for Healthcare Engineering; Edward Sutton, heat and power administration; James Taylor, high voltage; Gloras Traylor, business office housing and food services; Otlie Webb, institutional research; Douglas White, operations and maintenance; Steven Yeaman, printing services; Mike Zeltwanger, Animal Sciences Research Farms.

10 years: Cynthia Allen, Windsor Residence Halls; Judy Aulby, management administration and instruction; Jill Begley, libraries; Sara Behnke, purchasing; Charlotte Bell, mechanical engineering; Jane Bline, intercollegiate athletics administration; Lynn Bowers, chemistry; Dave Brooks, building services; Charlotte Brown, Harrison Residence Hall; Monica Burke, Hilltop Apartments; Patricia Burkhalter, consumer and family sciences; Veronica Carmony, veterinary medical teaching hospital; Brenda Carton, grounds; Fay Chan, history; Christina Cheng, Earhart Residence Hall; Scott Cochran, operations and maintenance; Catherine Connor, Purdue Memorial Union; Jennifer Cornell, construction inspectors; Diane Craig, foreign languages and literatures; Dianna Deputy, libraries; Lena Dispennett, development office; Bonnie Douglas, libraries; Randy Drake, grounds; Donna Dutton, chemistry; Kelly Ellis, operations and maintenance; Cheryl Farrar, Hall of Music operating; Misty Farrar, English; Jason Fink, operations and maintenance; Richard Gallatin, materials management distribution; Gregory Gick, building services; Linda Gilmore, intercollegiate athletics administration; Geraldine Hanthorne, Windsor Residence

United Way victory celebration



PHOTO BY MARK SIMONS

Dennis Depew, 2009 Purdue United Way Campaign chair, passes an informal symbol of office to Christine Ladisch, 2009 vice chair and 2010 chair. They were at the UW celebration Nov. 17 in Purdue Memorial Union. This year, Purdue faculty, staff and students surpassed the University's goal of \$730,000, raising \$767,842 for the United Way Campaign.

Halls; Yvonne Hardebeck, agricultural and biological engineering; Ann Hathaway, consumer and family sciences; Mark Hickman, office of university architect; Michael Hicks, IT teaching and learning technologies; Marsha Hill, libraries; Michael Humphrey, visual and performing arts; Nick Humphrey, central machine shop; Sara Hunley, student access, transition, success programs; Joan Jackson, aeronautics and astronautics; Donna Janssen, senior director for buildings and grounds; Terry Jenkins, operations and maintenance; Debra Johnson, university residences directors office; Mary Kendall, business office housing and food services; Cathleen, Layden, development office; Susan Linn, chemistry; Lewis Louderback, building services; Sandra Luff, Hawkins Hall; Eileen Mallery, agronomy; Cheryl Manny, Purdue University Student Health Center; Michael Manzini, Tarkington Residence Hall; Dana Mason, Purdue Memorial Union; Jennifer Maxson, office of vice president for information technology; John McCormick, building services; Melissa McCurley, psychological sciences; Gregory McKinney, heat and power administration; Lamona McMullen, Hawkins Hall; Lee Meadows, office of international students and scholars; Charlotte Miller, IT networks and security; Ali Miloudi, Purdue Memorial Union; Fran Misch, building construction management technology; John Moore, police department; Sharon Morphew, admissions; Arleen Mullikin, biological sciences; Daniel Munoz, Hillenbrand Residence Hall; Mercedes Munoz, Hillenbrand Residence Hall; Dennis Murray, operations and maintenance; Lisa Newton, Windsor Residence Halls; Patrick Osborn, operations and maintenance; Joanna

Osterling, Hall of Music operating; Steven Pattison, operations and maintenance; Melissa Paxton, Harrison Residence Hall; Linda Peters, Hawkins Hall; Thomas Phelps, materials management distribution; Julianne Pierson, HTM food service; Thomas Plunkett, operations and maintenance; Angela Prather, Cary Quadrangle; John Prather, Cary Quadrangle; Janeen Redman, English; Janet Reed, bursar; Beth Robertson, University Press; Edelize Robinos, IT networks and security; Jane Rodgers, printing services; Janice Runner, chemistry; Vincent Schutz, operations and maintenance; Elacia Seem, bursar; Jo Seidler, registrar; Nancy Shaw, veterinary clinical sciences; Leslie Shepperd, Purdue Village; Deborah Shockey, Purdue Memorial Union; Richard Sieber, biomedical engineering; Janet Siefers, admissions; Janice Sigman, Hall of Music operating; Mary Smith, consumer and family sciences; Kelly Stingle, libraries; Debra Sweet, operations and maintenance; Robert Tilley, building services; Marilyn Timmons, vice president for student services; Dennis Van Court, food stores; Mary Van Dyke, Hillenbrand Residence Hall; Aaron Veach, transportation services; Terry Wade, libraries; Sherry Wagner, management administration and instruction; Tina Warrick, Purdue Memorial Union; Larry Watkins, Windsor Residence Halls; Thomas Wetli, operations and maintenance; Eric Whitehead, horticulture and landscape architecture; Patricia Wiers, consumer and family sciences; Lesley Wiete, police department; Teresa Wilson, business office Purdue Memorial Union; Patricia Winter, operations and maintenance; Barbara Wise, Earhart Residence Hall; Melanie Woods, operations and maintenance.

Comprehensive policy on vehicle use being finalized

Faculty, staff, students and volunteers who drive on University business will be affected by a new policy currently under review and set to go into effect in 2010.

The policy is intended to manage the risks associated with the use of vehicles, minimize the potential for accidents and losses, and provide a guide for departments in managing vehicles under their control.

According to the "Use of Vehicles for University Business" policy, individuals who operate a vehicle on Purdue business — whether the vehicle is personal, University-owned, or leased or rented by the University or individual — will either self-evaluate their qualification to drive or be certified through a motor vehicle record (MVR) check.

Employees who operate a University vehicle, on average, five or more times a week on University-related business or whose job description requires them to possess a

valid driver's license will be subject to an MVR check, which will be conducted by the University's risk management department.

All other employees will self-evaluate and must then certify their qualifications when they complete appropriate travel request and transportation services forms.

Students and volunteers who need to operate a University vehicle on University business will be subject to an MVR check under conditions outlined in the policy.

The University's risk management department will oversee the administration of the policy, including MVR checks, to confirm that drivers meet the University's minimum driver qualifications. To help streamline the implementation of the policy, risk management will work with departments to formalize the process of identifying those drivers subject to review.

In addition to the driver certification requirements, the policy also

provides rules for driving short and long distances; use of carts, vans and rental vehicles; University fleet inspection and maintenance; fleet insurance and registration; and guidelines for reporting accidents.

The policy, which has been under development for the past two years, was developed with participation by many areas of the University as well as benchmark data from peer institutions. It reflects a compilation of best practices for universities with a fleet of vehicles.

The policy will be published online and will include links to an online training course, vehicle operation training, related policies, documents, forms and tools.

In addition, an FAQ (frequently asked questions) page soon will be available online. Additional details will be published before policy implementation.

Questions about the policy should be directed to riskmgmt@purdue.edu.

New policy sets process for creating systemwide policies

A new policy that outlines the new process for developing system-wide policies is now in effect.

Formulation and Issuance of Purdue University System-Wide Policies (III.1.1) includes proposal, drafting, and approval phases with a requirement that policies be reviewed at least every five years. The new requirements will promote consistency, accuracy, and relevance in University policies. Policies for the West Lafayette campus will follow this process.

The policy, which went into effect on Oct. 30, is available at www.purdue.edu/policies/pages/governance/iii_1_1.shtml.

More is at http://news.uns.purdue.edu/insidepurdue/2009/091030_PolicyProcess.html.

PURDUE CHRISTMAS SHOW

The Spirit of the Season

THIS WEEKEND!
December 12 • Noon 4pm & 8pm
December 13 • 2pm

Great seats are still available!

Tickets can be purchased at the door or by visiting any Purdue Box Office location

Purdue Musical Organizations

Tickets also available through: **ticketmaster** www.purdue.edu/pmo

LCs — Group experience aids student success

Continued from page 1

“We’re pleased that SATS programs are contributing to student success, which is a focus of the strategic plan,” Koch says. “We continue to seek other ways to increase retention and success.”

Others besides prospective students are noticing. In August, Purdue made U.S. News & World Report’s list of 24 U.S. public universities with the most outstanding first-year experience programming.

In November, Koch was asked to join the national advisory board for the National Resource Center for the First-Year Experience and Students in Transition. His term begins Jan. 1.

Students find support

A learning community has 20-30 students with a common academic interest, and Emily Simison understands how that design softens the transition into a huge university.

Now a sophomore, she says she might never have reached her second year without her learning community.

“Without it, I would have been more alone on campus,” she says. “I was concerned about being just a number, and I was homesick. But in our LC, if somebody had a problem, we talked about it.”

She was in the Explorers LC for those in the Undergraduate Studies Program, whose academic commonality is being undecided about a major.

Members would go together to callouts that they might have been uncomfortable attending alone, and they shared what they learned about campus resources and opportunities.

“It gave us more confidence, and many of us found out things that helped us choose our majors,” she says.

Now an LC ambassador — a sort of “big sister” to this year’s cohort — studying toward work in athletic training, Simison sees this year’s new students taking the same sorts of steps toward success.

“It’s been really cool to see them progress this year,” she says. “At first everybody was really nervous. But a few weeks ago we had a toasting dinner. It was cool to see these people standing up in Ford Dining Court and giving a toast loudly. One stood on a chair, asked the whole room for attention, and toasted her LC instructors.”

LC members take at least two courses together in their first semester.

In some LCs, the students also live near each other in a residence hall. That proximity continues in spring semester, ensuring that

study groups and relationships remain intact.

Each learning community also has out-of-class activities that may include social, service, and co-curricular activities.

These features served Michael Knabel well last year as a student in a tough discipline, pre-pharmacy.



STAFF PHOTO

Cynthia Fortner, teacher for the Nursing Nexus learning community, comments as a Sunday afternoon film showing begins. About half of the group’s members came downstairs from their floor in Harrison Hall for the optional “unwinding” event after a week of tests and deadlines. Fortner is a limited term lecturer in English.

Retention rates for fall 2008 learning communities

Below are first-year-to-second-year retention rates comparing rates of participants in fall 2008 learning communities with other new students in fall 2008 who did not participate in a learning community. Retention means continuation in spring 2009 and fall 2009.

About 20 percent of LC participants in fall 2008 were members of racial minorities. About 53 percent were women, who make up 44 percent of the overall student body.

Demographic Group	Learning community students	Student not in learning communities	Percentage point difference for LC students
All	92.77%	85.46%	+ 7.31
Women	92.71%	85.18%	+ 7.53
Minorities	90.34%	83.05%	+ 7.29

SOURCE: STUDENT ACCESS, TRANSITION AND SUCCESS PROGRAMS

“I made tons of friends and stand a good chance of getting into pharmacy school partly because of them and all the support I was able to give and get,” he says.

He and some others chose to reside on the same floor again this year as sophomores.

Professors see better learning

Among the professors teaching in learning communities is William Oakes, director of EPICS, or Engineering Projects in Community Service. He leads four EPICS LCs and another called IDEAS, or Introducing Diversity through Engagement and Service.

The EPICS LCs are in their third year, and Oakes has seen patterns emerge — deeper learning, enhanced skills and stronger friendships yielding retention gains.

“Some of the skills tie to professional readiness,” says Oakes, associate professor of engineering education. “We incorporate leadership experiences. Students set up timelines and work breakdowns. We teach them the roles a person plays on a team, conflict resolution skills, project planning skills, agenda setting. We have what we call a code of cooperation, with rewards and sanctions for members.”

He points to a recent IDEAS event with Science Bound high schoolers from Indianapolis as an activity that epitomized LCs.

“Our students had to design the activities. They worked hard, had fun, had a sense of pride, and made

an impact on the IPS students,” he says.

Thus academic, service and team building goals were met.

“Learning communities are some of the most rewarding things that I do,” Oakes says. “They are important. As a faculty member, I enjoy getting to know students outside class.

“I appreciate the centralized staff that provides support for logistics and structure. They make it easy for faculty to participate.”

Angelica Duran, associate professor of English, says belief in the purposes of learning communities led her to accept leading the Liberal Arts residential LC “Coming-of-Age in the U.S.”

“This one is designed for all, but especially for students in the first generation in their family to go to college,” she says. “I’m aware that retention issues are greater with this population. I encourage joining organizations, trying activities, being involved and learning.”

Duran works hard to incorporate relevant campus activities into the academic content. “Coming-of-Age” students read “Stealing Buddha’s Dinner,” attended Purdue Theatre’s production of “A Streetcar Named Desire” and took part in Old Masters. Off campus, they have had meals in ethnic restaurants.

“We take advantage of Purdue’s and Greater Lafayette’s diversity so students know they can interact with other cultures,” she says, “and that is part of the U.S. experience and our global context today.”

Policies outline status on work, pay during winter weather situations

When serious winter weather hits, the West Lafayette campus relies mainly on two documents to guide decisions about being at work and getting paid.

Knowing the basics of the policy and procedures can be helpful. Only the Purdue president — or in her absence, the provost and the executive vice president and treasurer jointly — can declare a winter weather situation that puts the policies into practice. Statements by other Purdue employees including supervisors, or by civil authorities, do not count.

Normal work procedures continue unless Purdue declares a “snow recess.”

When a snow recess is declared, most staff will be asked to leave the University or not report for work until further notice. Some essential personnel, as designated by their departments, will be required to stay on campus for all or part of the snow recess to ensure the continuing operation of the University. Employees who are unsure if they are designated as essential personnel should confirm their status with their supervisor.

In a snow recess, regular clerical and service and operations/ technical assistants who do not report for work will receive regular pay for all normally scheduled hours not worked due to the recess. Employees required to work are paid at the regular rate plus time and one-half for all hours worked during the recess.

For other weather situations, Purdue may declare a weather



PHOTO BY MARK SIMONS

Faculty, staff and students need to be aware of the weather policies and procedures that can go into effect as winter weather arrives on campus.

status called “severe weather emergency” — suspending classes to protect students from extended walks in existing or predicted low temperatures and wind chills.

However, a severe weather emergency does not change work schedules of employees. Those who can report to work safely should do so. Those who do not report to work will be required to use vacation, personal holiday or leave without pay for time missed.

After an unusually heavy snowfall, severe drifting, or when either of the foregoing is certain and imminent, Purdue may declare a “snow emergency.” An employee who is absent from work, arrives late, or leaves early during a snow emergency may use vacation, unpaid leave, or the personal holiday day, with approval from his or her supervisor.

Channel 5, Boiler TV, and by Webcast at mms://video.dis.purdue.edu/graduation using Windows Media Player.

Commencement DVDs will be available for \$30. More is at www.purdue.edu/newsroom/events/2009/091119PassCommencement.html.

Purdue Calumet will graduate about 505 students in a ceremony at 6 p.m. Dec. 15 in the Star Plaza Theatre in Merrillville. Chancellor Howard Cohen will speak.

Important terms, resources

Key terms to remember

■ **Snow recess:** Classes will be suspended, and most staff will be requested to leave the campus or not report for work until further notice. Some essential personnel will be required to stay on campus.

■ **Severe weather emergency:** Classes will be suspended; employee work schedules do not change.

■ **Snow emergency:** Declared by Purdue after unusually heavy snowfall, severe drifting, or when the conditions are certain and imminent.

Employees who are absent from work, arrive late, or leave early during a snow emergency or severe weather emergency may use vacation, unpaid leave, or the personal holiday day, with approval from his or her supervisor.

More information

■ Purdue home page for information on closings or weather emergencies: www.purdue.edu.

■ The Purdue weather page provides links to a wind chill chart, maps of campus tunnels, CityBus

routes and more. The weather page can be found at <http://news.uns.purdue.edu/weather.html> or through a link on the Purdue home page.

■ The “Policy Relating to Adverse Weather Conditions — West Lafayette” (C-35) is at www.purdue.edu/policies; click on Human Resources and then go to the Health and Safety section. This policy defines terms for various described weather conditions.

■ The procedure for “Pay Practice for Adverse Weather Conditions” is at www.purdue.edu/hr/BPM/HR_Index/weather.html.

Where to ask (West Lafayette)

■ Human Resource Services: Compensation and Classification, 49-47410.

■ Advancement: Human Resources Manager, 49-40542.

■ ITaP: General information line, 49-62266.

■ Housing and Food Services: Human Resources Team, 49-49418.

■ Physical Facilities: Human Resources Team, 49-41421.

If a snow recess, snow emergency, or severe weather emergency is declared, pertinent information will be sent to the Purdue e-mail accounts of faculty, staff, and students and also will be posted on the University’s home page and to the “Purdue Emergency Notification” Facebook group. In addition, all local media will be informed.

During adverse weather conditions, civil authorities may call a snow emergency, which limits travel to emergency personnel. Employees who live outside Tippecanoe County and cannot travel to work due to a snow emergency in their county of residence will be required to use vacation, personal holiday or leave without pay for time missed.

Commencements set at WL, Calumet campuses

Winter commencement ceremonies at West Lafayette are set for 9:30 a.m. and 2:30 p.m. Dec. 20 in Elliott Hall of Music.

President France A. Córdova will address a combined 2,803 graduates at the two ceremonies. That total includes 440 doctoral students.

Elliott Hall will have two large video screens above the stage. The events will be viewable on Comcast

ITaP to offer expanded lecture-capture service

ITaP plans to offer a multimedia lecture capture service some Purdue faculty members have been testing during a pilot study in 275 classrooms for the spring semester of 2010.

Faculty members interested in trying the Echo360 system, a significant advance in the technology from the old audio-only BoilerCast system, can contact Dave Eisert,

ITaP’s manager of instructional media and emerging technologies, at 49-44209.

BoilerCast captures lectures and makes them available to students only as audio files through iTunes University. The Echo360 system can capture audio, video and computer-generated content such as PowerPoint presentations.

More is at www.itap.purdue.edu/newsroom/detail.cfm?NewsId=2052.

Water matters indoors, out at Gatewood

The Roger B. Gatewood Wing addition to the Mechanical Engineering Building is expected to reach the gold certification level due to careful planning and consideration of the Leadership in Energy and Environmental Design (LEED) program's standards for new construction. One of the six standards establishes support for the ecosystem in the category of Water Efficiency.

Campus buildings consume a great deal of the University's domestic water supply — a supply that originates from nine on-campus wells. The purpose of the Water Efficiency credit category is to be good stewards of water resources both inside and outside the building. Water reduction may be achieved through more efficient fixtures inside and water-conservation landscaping outside.

"As campus density increases, so will demand for potable water," says Don Staley, a LEED-accredited senior landscape architect in the Office of the University Architect. "Using less potable water for irrigation will reduce the demand for additional utility infrastructure to deliver potable water to campus."

The Gatewood building has features that earn LEED points in the category of Water Efficiency:

- **Water Efficient Landscaping:** Reduce potable water consumption for irrigation by 50 percent from a calculated mid-summer baseline. The goal of this category is to limit or eliminate the use of potable water, or other natural surface or subsurface water resources available on or near the project site, for landscape irrigation.

High-efficiency irrigation technology will be used in combination with native and drought-tolerant plant species that reduce the need for irrigation. A mixture of plant material including trees, shrubs, ornamental grasses, perennials, and groundcovers will be planted.



PHOTO BY MARK SIMONS

This panoramic-lens view of the construction of the Roger B. Gatewood Wing of the Mechanical Engineering Building shows how progress is rapidly moving upward after about six months of excavation and foundation-related work. In design, materials and procedures, the project is aiming for LEED certification for "green" building — and now, not just at the silver level, but gold.

Energy offers biggest chance to build for sustainability

Energy and Atmosphere is one of six Leadership in Energy and Environmental Design (LEED) categories used for rating the Roger B. Gatewood Wing addition to the Mechanical Engineering Building; which has targeted achieving a gold certification level.

According to the U.S. Department of Energy, buildings use approximately 40 percent of the energy and 70 percent of the electricity produced each year in the United States. The Energy and Atmosphere category calls for the reduction in the amount of energy required to operate the building, lower operational costs and energy consumption monitoring and measurements throughout the life of the building.

"Energy efficiency is the aspect

of a sustainable building with the greatest impact on the environment and return on investment over the life cycle of the building," says Luci Keazer, a LEED-accredited engineer in the Office of the University Architect.

The Gatewood building has features that earn LEED credits in the category of Energy and Atmosphere:

- **Optimize Energy Performance:** Energy-efficient strategies to improve performance include: occupancy sensors, lower ambient lighting by using task lighting, dimming controls, reduced lighting power load, reclaiming energy between the exhaust and the outside ventilation air, demand controlled ventilation, variable air volume laboratories, high-performance

fume hoods, and an optimal building envelope.

- **Enhanced Commissioning:** Fundamental commissioning by an independent commissioning agent to verify that the project's energy-related systems are installed and perform as intended is a prerequisite of the LEED rating system. Enhanced commissioning goes beyond this, through adding an early design review, review of contractor submittals, developing a training program for building maintenance personnel, and developing a comprehensive systems manual for operations and maintenance staff.

- **Measurement and Verification:** Metering equipment to measure energy use and provide for the ongoing accountability of building energy consumption over time.

- **Water Use Reduction:** 20-30 percent reduction over calculated baseline. The goal of this category is to maximize water efficiency inside the building and to reduce the burden on wastewater systems.

Physical Facilities staff expect to receive an innovation in design credit (an extra credit) for exemplary performance in reducing water use by 40 percent more than baseline requirements. The Gate-

wood building will have low-flow plumbing fixtures including toilets and urinals with hands-free flush sensors, sensor faucets, and low-flow shower heads to be used in the men's and women's shower rooms.

WL campus to limit smoking to specific areas

Purdue's West Lafayette campus will become smoke-free except in limited areas beginning July 1.

The campus-wide policy was announced Nov. 19 following input from faculty, staff and students. The announcement coincided with the 33rd annual Great American Smokeout.

The new policy will confine smoking to limited designated campus areas and will prohibit smoking in all vehicles owned or leased by Purdue.

"Following feedback from a campus-wide survey as well as meetings with several campus groups, we modified the proposed policy from one that called for a total ban to one that will allow smoking in a few areas," said Al Diaz, executive vice president for business and finance, treasurer. The responsibility for choosing those areas will fall to Diaz.

A number of health problems, such as heart disease, cancer and respiratory problems, have been linked to smoking as well as to secondhand smoke. Smoking by faculty and staff also leads to in-

creased medical costs, higher insurance rates, maintenance expenses, lower productivity and higher absenteeism, Diaz said.

"We set the start date as July 1 to give everyone ample opportunity to take advantage of our smoking cessation programs," Diaz said.

The programs are available through the Student Wellness Office and WorkLife Programs.

"We are counting on cooperation from our smokers," Diaz said. "Initially, we hope that peer-to-peer reminders will be effective. The new policy will be enforced in the same way as other university rules, and violators can be subject to appropriate discipline by supervisors and the Office of the Dean of Students. Individuals can report violations using the Smoke Free Campus Concern Form that will be provided on the Web.

Until the new policy takes effect, smoking on the West Lafayette campus will be allowed outdoors at a distance of at least 30 feet from university buildings and in designated areas within the Union Club Hotel.

Dancing and singing in December



PHOTOS BY MARK SIMONS

December brings two seasonal favorites to campus: the Purdue Contemporary Dance Company's Winter Works 2009 Concert on Dec. 11-12 (above) and Purdue Musical Organization's 76th annual Purdue Christmas Show "The Spirit of the Season" on Dec. 12-13. More information on these events is at www.cla.purdue.edu/vpa/dance/calendar and www.purdue.edu/pmo, respectively.



Deaths

Robert B. Leatherman, 90, died Oct. 12 in West Lafayette. Physics.

Aletha Slade, 98, died Oct. 12 in Buck Creek. Housing and Food Services.

Leonard D. Berkovitz, 85, died Oct. 13. Professor emeritus of mathematics.

Phyllis A. Ostendorf, 84, died Oct. 13. Elliott Hall of Music.

Richard L. McIntyre, 66, died Oct. 14 in Lafayette. Libraries.

Donna R. Berry, 91, died Oct. 16 in Lafayette. Computing Center.

Jean G. Naughton, 87, died Oct. 20 in West Lafayette. Nuclear Engineering.

Donald E. Johnson, 63, died Oct. 24 in Lafayette. Buildings and Grounds.

Miriam E. Jaffe, 87, died Oct. 26 in Falmouth, Mass. Geosciences.

Helen V. Schroyer, 85, died Oct. 28 in Williamsport. Libraries.

Lewis Freed, 96, died Nov. 2 in Lafayette. Professor emeritus of English.

Joanne R. Spaker, 83, died Nov. 3 in Lafayette. Office of Indiana State

Chemist.

Norma J. Scheufler, 81, died Nov. 4 in Lafayette. Office of the Registrar.

Jean L. Bush, 82, died Nov. 8 in Chicago. Agricultural Economics.

Rodric Coapstick, 60, died Nov. 9 in West Lafayette. Physical Facilities.

Daniel J. Machin, 68, died Nov. 12 in North Fort Myers, Fla. Physical Facilities.

William E. Collins, 87, died Nov. 13 in Delphi. Purdue Memorial Union.

Madonna J. Vollmer, 83, died Nov.

15 in Lafayette. Center for Instructional Services.

Raymond Morter, 89, died Nov. 19 in Lafayette. School of Veterinary Medicine.

Leslie C. Ake, 56, died Nov. 20 in Monticello. Fire Department.

Don C. Weaver, 75, died Nov. 23 in Upland. Physical Facilities.

Ruth V. Hartwick, 91, died Nov. 24 in West Lafayette. Data Processing Center.

Bernice Cloutier, 100, died Nov. 25 in West Lafayette. Libraries.