

STATE^{OF}_{THE}
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ADDRESS

& **Faculty and Staff Recognition**

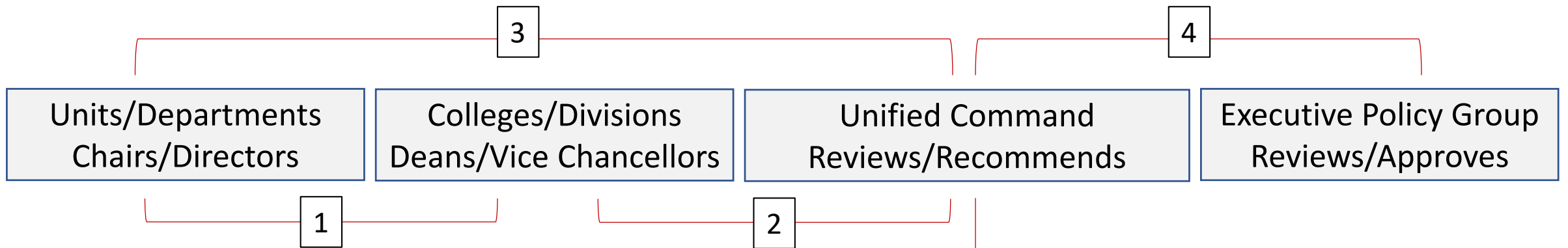
Chancellor Kristin Sobolik

September 10, 2020

UMSL faculty, staff and students responded admirably to the global pandemic in the spring

- Waived all online fees – summer and fall.
- Extended compensation to student workers after closure.
- Provided refunds to residential students leaving, maintained services for those who stayed on campus.
- Streamlined applications for Triton Summer Scholarships and Senior Degree Completion Scholarships.
- Established the Triton Emergency Fund.
- Distributed \$2.9 million in CARES Act Emergency Grants to students – the first institution in the state to release its full allotment.

UMSL began to repopulate in three phases: June 1, July 6 and August 3



- Coordinated process
- To date, 90+ plans approved

- Centers for Disease Control and Prevention
- STL County Health
- UM System

Classes began August 24 with fully online and in-person blended courses

- >60% online courses
 - All courses 30 students and above
 - Many other courses as well
- <40% blended courses
 - Face-to-face – most meet in-person less than ½ the time
 - Remote/online
- On campus student numbers
 - Fall 19 Monday morning student numbers were approx. 2,500
 - Fall 20 Monday morning student numbers are approx. 400
 - Peak is Monday afternoon with 660-975 students

COVID-19 Unified Command



Top Row (L to R)

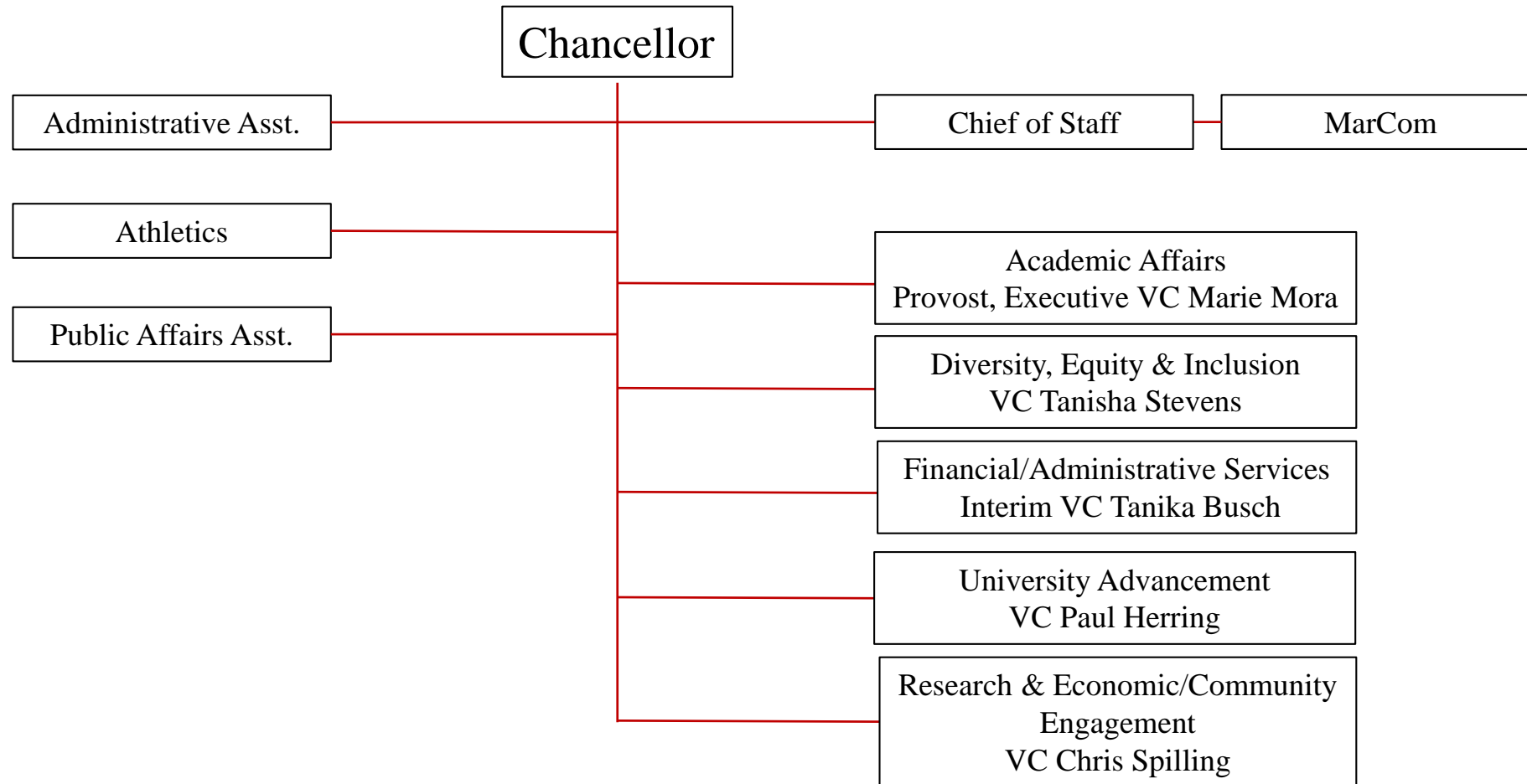
- D'Andre Braddix, Associate Vice Provost
- Dan Freet, Chief of Police
- Jim Hertel, Executive Director
- Daryl Ives, Executive Director



Bottom Row (L to R)

- Marie Mora, Provost and Executive Vice Chancellor
- Justin Roberts, Assistant Vice Chancellor
- Bob Samples, Chief of Staff
- Chris Sullivan, Campus Health Officer

Campus leadership structure supports campus-approved Strategic Plan



Diverse students choose UMSL for its quality, affordability

- 6,718 undergraduate
- 2,897 graduate/professional
- 6,046 off campus



Based on first day enrollment estimate.

Year-long enrollment planning process with RNL will be completed later this fall

- UMSL's first-ever strategic enrollment plan will guide structural, programmatic and resource decisions.
 - Focus more on adult, transfer, online and graduate students
 - Early investments in advising, admissions and web



Retention is an enrollment issue as well ...and a priority

Urban Research Institutions	First-Year Retention	Six-Year Graduation
University of Memphis	78%	53%
University of Missouri-St. Louis	77%	52%
University of Missouri-KC	76%	50%
University of Wisc-Milwaukee	76%	44%
University of Mass-Boston	75%	49%
Cleveland State University	74%	46%
Wichita State University	69%	50%
University of New Orleans	68%	42%
University of Ark-Little Rock	66%	43%
Indiana State University	65%	41%
Wright State University	62%	45%

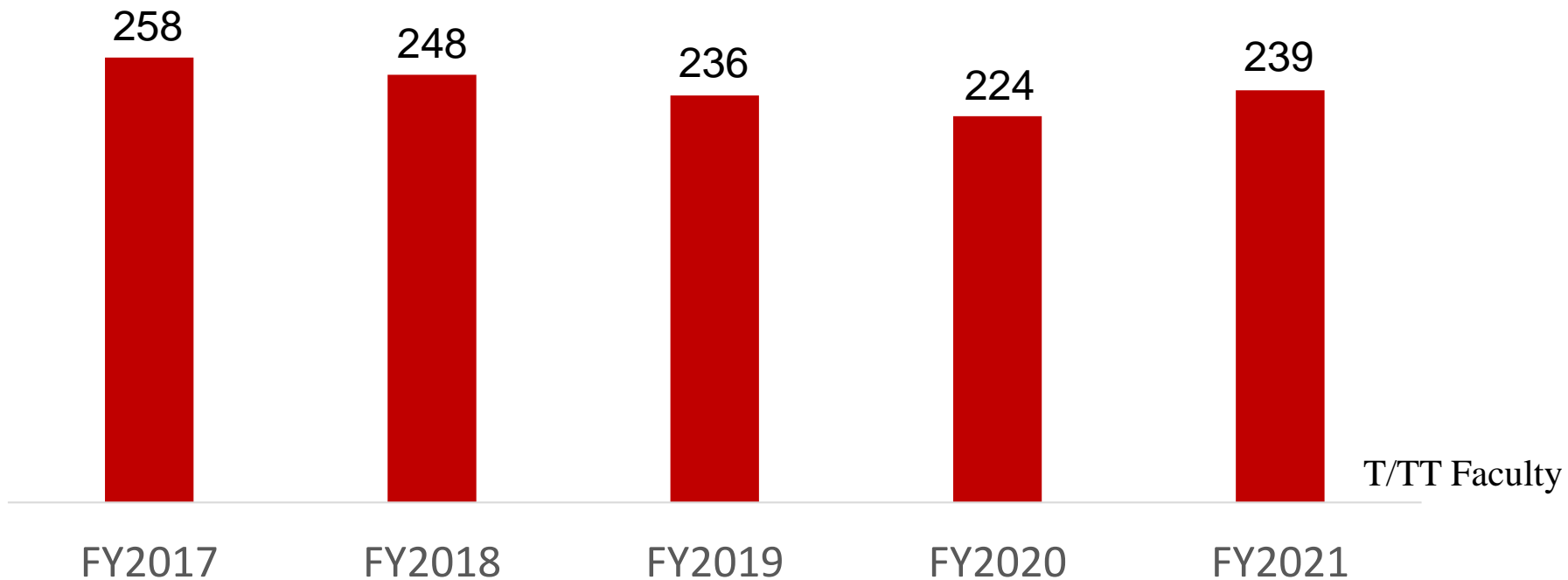
Source: National Center
For Education Statistics

TRIO SSS grant will greatly advance our efforts to retain and graduate students

- Five-year, \$1.3M student support services grant focuses on increasing retention and graduation rates of first-generation, low-income students and/or students with disabilities.
- UMSL was one of 1,131 grants selected from more than 2,000 proposals, and it received a perfect score on its proposal.
- Program will be housed in our Student Academic Support Services unit with Natissia Small serving as Principal Investigator.

Outstanding faculty critical to our mission of transforming lives

- Thirty-three new full-time faculty members, including significant increase in tenure/tenure-track faculty.



UMSL students show they are up to a challenge – graduating despite pandemic conditions

Nearly 2,900 students graduated during the 2019-2020 academic year:

- Summer: 526
- Winter: 987
- Spring: 1,372



UMSL has now awarded 118,959 degrees to more than 105,300 individuals

- UMSL graduates are succeeding around the globe, but mostly in Missouri.
 - Missouri: 87,907
 - Illinois: 5,310
 - Texas: 2,446
 - Florida: 2,177
 - California: 2,117

STL Region: 74,489



Data based on known addresses.

UMSL alumni not only dominate regional workforce – they lead it

- This year ... Ken Cella became the third consecutive UMSL graduate to serve as chair of the St. Louis Regional Chamber Board of Directors.



Ken Cella
Edward Jones



Tom Minogue
Thompson Coburn



Warner Baxter
Ameren

National rankings highlight UMSL's quality and focus on student success

- **Tier 1 national research university**, according to *U.S. News & World Report* – ranked 140 among public universities.
- **“Top Performers for Social Mobility”** ranking – meaning that the university does an outstanding job of graduating students with extreme financial need.
- **“Best Universities for Reducing Inequities”** ranking by *Times Higher Education* – 52nd in the world and 6th nationally.



UMSL excels at undergraduate, graduate online education

- 1st among Missouri universities for overall bachelor's programs – 50th nationally.
- 1st nationally for online bachelor's in nursing – only program with 100% graduate in six years or less.
- 1st among Missouri universities for master's in education – 25th nationally.



UMSL researchers continue to expand knowledge in meaningful ways

■ Research Expenditures

- FY20 - \$27.6M
- FY19 - \$27.2M
- FY18 - \$24.2M
- FY17 - \$20M
- FY16 - \$17.6M

57% increase over five years despite closing most operations during the fourth quarter of FY20

UMSL has launched a National Security and Community Policy Collaborative

- New Collaborative director will help UMSL assume a leadership role in research opportunities with the National Geospatial-Intelligence Agency.
- NGA is establishing a new \$1.75B facility in north St. Louis that will include space for information sharing and collaboration.



NGA facility to be located at the corner of Jefferson and Cass avenues – 10 minutes from UMSL.

550 faculty members have joined the Research Enabled initiative announced last year

- Online portal designed to easily connect university researchers, experts and resources with the research challenges and needs of industry.
- Partnership among University of Missouri and Southern Illinois University systems.
- Early corporate partners in Ameren, Bayer, Mallinckrodt, MilliporeSigma and Nidec.
- \$1.4M startup grant from the U.S. Economic Development Administration.



Jerome Morris receives \$1M grant from the Spencer Foundation to study educational reforms in predominantly black schools

- Community-based teams will study how prior reforms affected students in the Ferguson-Florissant, Jennings and St. Louis school districts.
- Morris hopes to create transformative communally bonded educational models to enhance student outcomes.



Jerome Morris

Des Lee Endowed Professor of Urban Education

UMSL provides community support to address COVID-19 pandemic issues

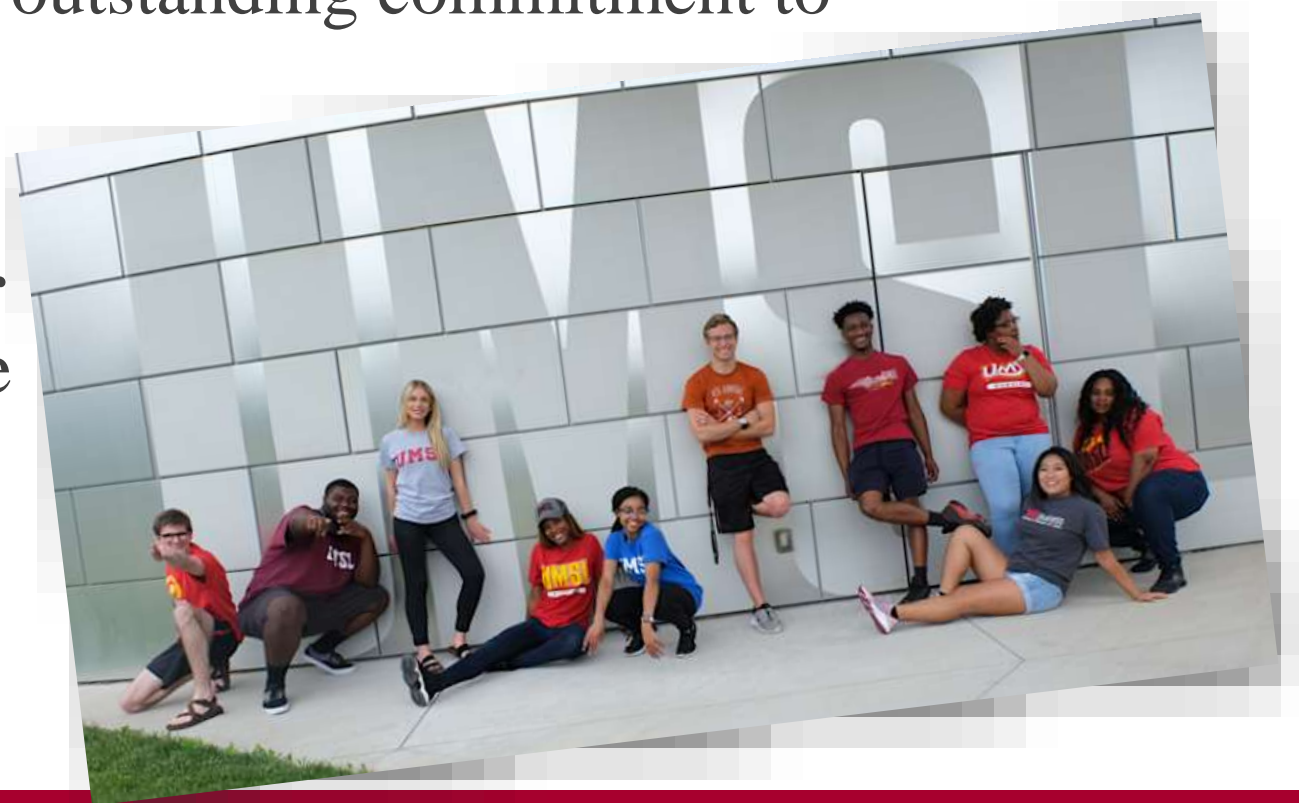
- Nursing students volunteered at health departments in St. Louis and St. Charles Counties and area businesses – assisting in testing and canvassing efforts.
- Free webinars to share expertise:
 - Aiding small businesses apply for federal relief funds
 - Helping community members to better understand the pandemic and providing coping mechanisms to individuals recovering from COVID-19
 - Providing parents/teachers with techniques to explain the pandemic to children and providing coping techniques
- Sponsored “COVID-19 Research Conversations” focusing on the pandemic’s impact on issues ranging from gun violence and prison populations to caregiver fatigue and small businesses.

Elevating ODEI's influence in UMSL's overall operations

- Formal role in hiring and position elimination decisions – including search committees for faculty and top administrative posts.
- Title IX coordinators have moved to ODEI from HR.
- More than 350 faculty and staff have participated in at least one professional development opportunity.
- Initiating the Diversity Alliance – a network faculty and staff who champion diversity and inclusion initiatives within their respective departments/units.

UMSL receives its fourth HEED Award from *Insights into Diversity* magazine

- Higher Education Excellence in Diversity Award recognizes universities that demonstrate an outstanding commitment to **diversity** and **inclusion**.
- UMSL is the **only Missouri institution** to make the list **four times** – previously receiving the honor in 2013, 2014 and 2015.



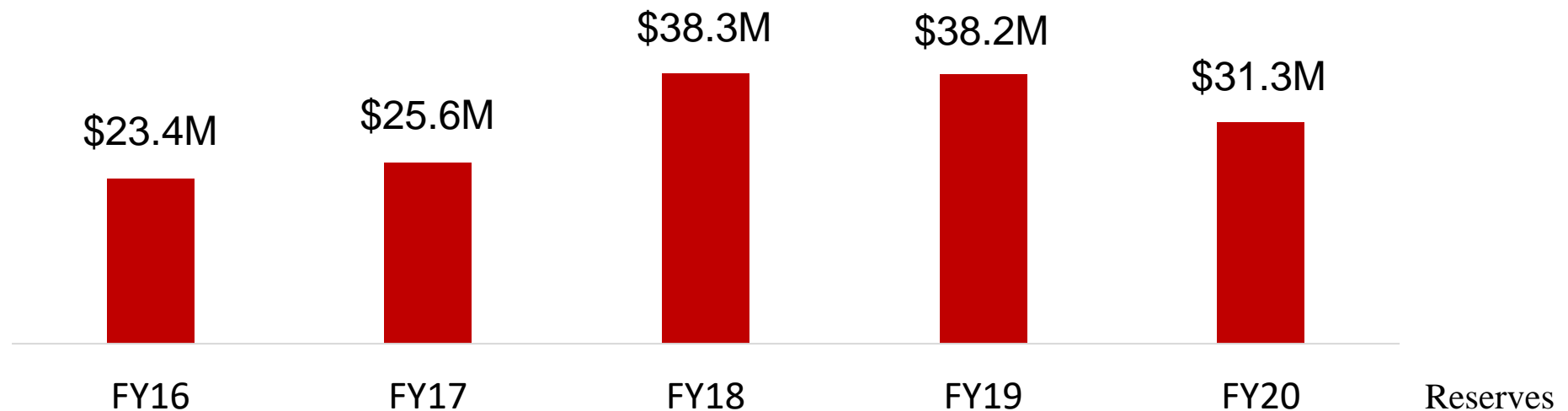
UMSL receives \$1M NSF Advance grant to foster gender equity for women faculty in STEM and social sciences

- The goal is not only to improve faculty recruitment processes but to provide women – particularly women of color – with a climate where they feel supported and can thrive.
- UMSL is placing a particular focus on advancing the careers of African American and Hispanic women faculty.



Shared sense of fiscal responsibility has helped UMSL weather financial storms – but COVID has taken a toll

- UMSL was on its way toward a fourth straight balanced budget or surplus in early spring.
- State reductions and other COVID-related revenue losses cut deeply – resulting in use of our collective reserves to cover costs.

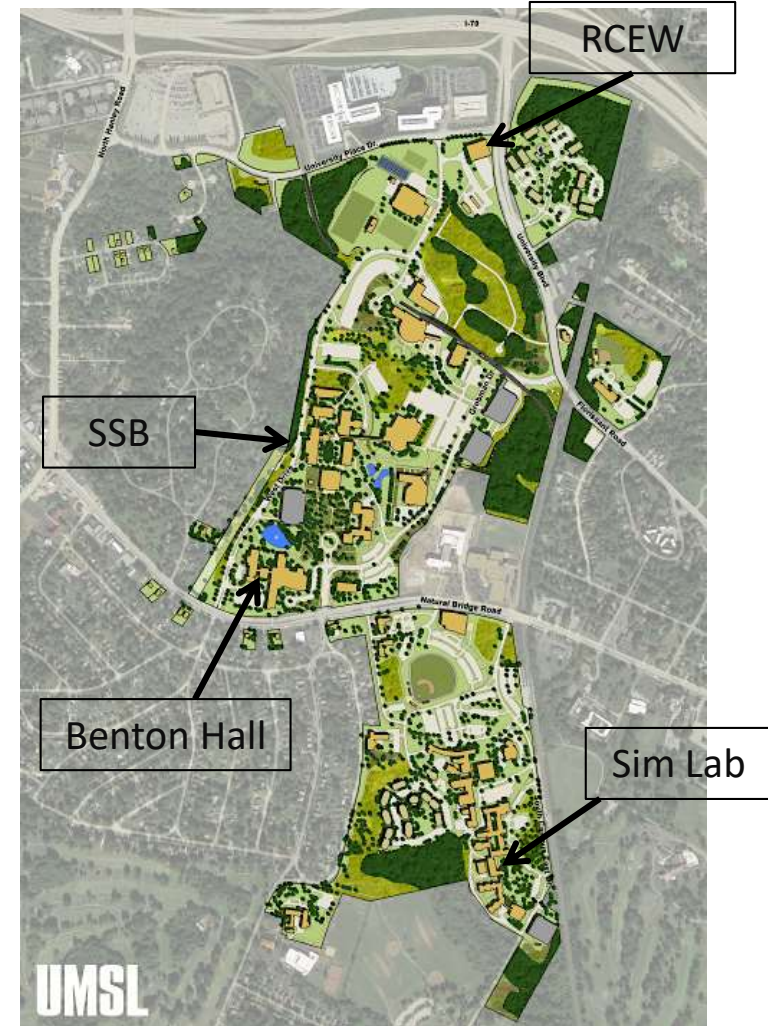


UMSL enters FY21 with tight financial restrictions, but plans to meet the challenge

- Working with faculty, staff and student leaders – created a budget reduction plan that included:
 - Travel and major purchase restrictions
 - Salary reductions affecting 52% of employees
 - Employee reductions across all general revenue supported units
 - Delaying major facility renovations and building consolidation process

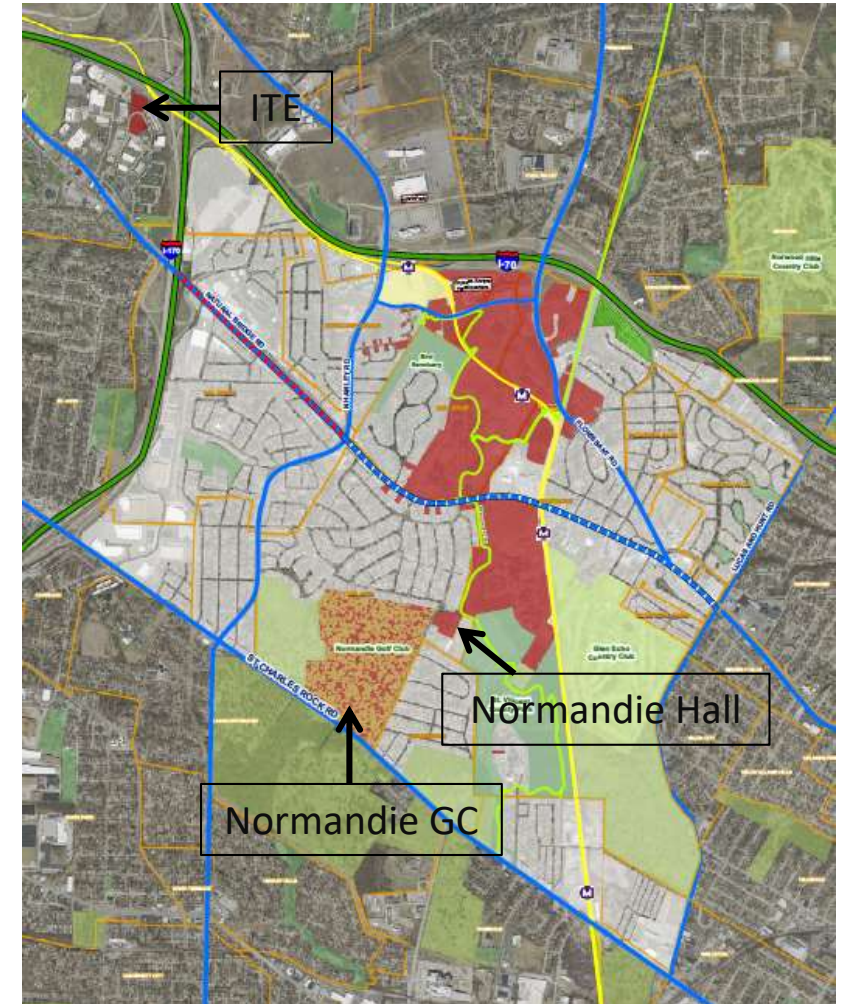
Despite restrictions, some projects are moving forward or have been completed

- MU Extension has moved to the RCEW building.
- Social Work has moved to SSB.
- Missouri Institute for Mental Health is moving into Benton Hall and RCEW.
- Fall groundbreaking for phase 1 of the Nursing Simulation Lab – a long-time campus priority. Date to be determined.



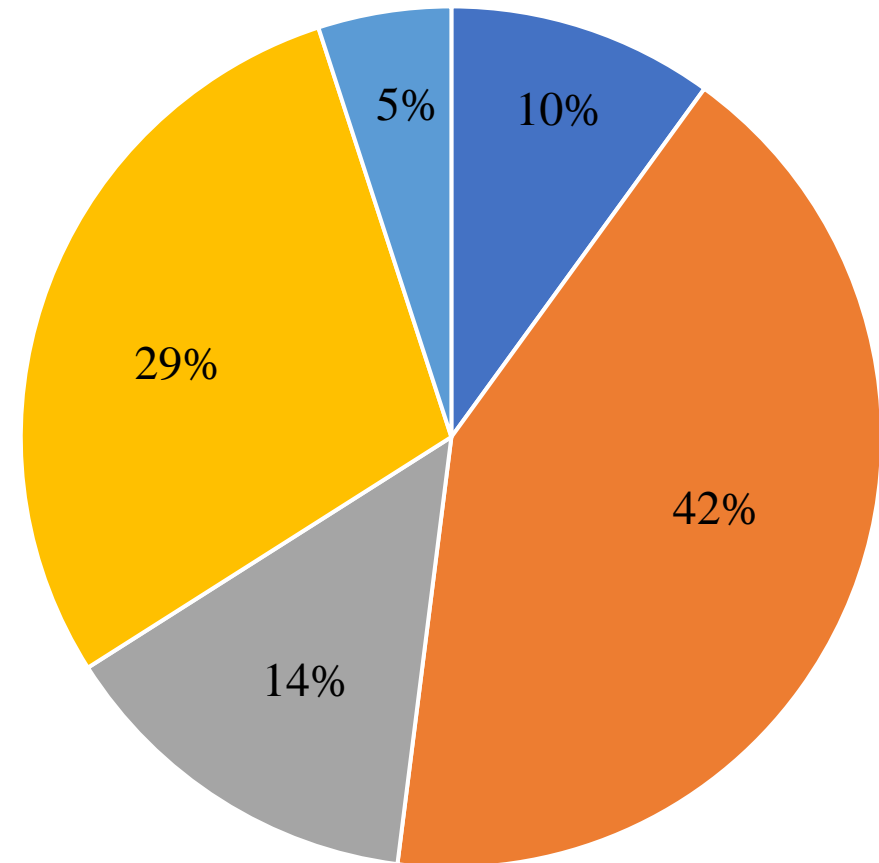
Several UMSL properties have been sold or are under purchase option

- ITE building has been sold
 - Proceeds pay off outstanding loan and campus renovations for MIMH and TJ Library collections
- Normandie Golf Course
 - Remains public course under purchase option with group led by Beyond Housing and Metropolitan Golf Association
- Normandie Hall
 - Currently negotiating a purchase option with local developer to create mixed-income senior housing



UMSL attracted more than \$21M in private gifts – a 21% increase

- \$57M raised over past three years
- \$6.3M designated for scholarships
- 31,000 donors – large and small



■ Alumni ■ Friend ■ Corporation ■ Foundation ■ Other

George and Melissa Paz make largest single philanthropic gift in UMSL's history

- \$4M to support scholarships for UMSL students.
- Couple had previously donated \$500K for scholarships.
- George Paz, current president of the Chancellor's Council, is the retired President, Chairman and CEO of Express Scripts.
- Separately, Express Scripts has contributed more than \$5M for various projects – including the Bridge Program.



Top Take-Away Points

- UMSL students are not traditional.
 - Average age is older
 - Average family income is less
 - Higher percentage of first-time college/working 20-plus hours off campus
- UMSL graduates drive the regional workforce.
- UMSL has centralized processes with strong shared governance and collaborative decision making.
- UMSL research is embedded in the community.
- UMSL is a young, emerging institution.
 - Taking our place as a workforce leader in STL
 - Growing research
 - Growing philanthropy
 - Leader nationally with graduation rates

Thank you for your outstanding work!



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& **Faculty and Staff Recognition**

Recognition of New Faculty

Welcome New Faculty

Arts & Sciences

- Tola Abraham, Asst. Prof.
- Stephen Bagwell, Asst. Prof.
- Devin Banks, Asst. Prof.
- Amanda Bequette, Asst. Teaching Prof.
- Ryan W. Carpenter, Asst. Prof.
- Robert Cote, Asst. Teaching Prof.
- Kelsey Cundiff, Asst. Prof.
- Eiji Goto, Asst. Prof.
- Elaina Johns-Wolfe, Asst. Prof.
- Samantha J. Simon, Asst. Prof.
- Robert Ubbelohde, Assoc. Research Prof.
- Sapna Varkey, Asst. Prof.
- Hannah White, Asst. Prof.
- Chelsey Wilks, Asst. Prof.

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Welcome New Faculty

Business Administration

- Tim Dombrowski, Asst. Prof.
- Shakiba Enayati, Asst. Prof.
- Trilce Encarnacion, Asst. Prof.
- Tessa Garcia-Collart, Asst. Prof.
- Dan Grossman Asst. Prof.
- James Hesford, Asst. Prof.
- Michael Kehoe, Asst. Teaching Prof.
- Hainan Sheng, Asst. Prof.

Nursing

- Debra D'Arcy, Asst. Teaching Prof.
- Cathy Koetting, Asst. Prof.
- Anne L. Thatcher, Asst. Teaching Prof.
- Jennifer Vines, Asst. Teaching Prof.
- Kim Werner, Assoc. Prof. and Assoc. Dean of Research

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Welcome New Faculty

Education

- Karen Boleska, Asst. Teaching Prof.
- So Rin Kim, Asst. Prof.

Honors

- Robert Wilson, Asst. Teaching Prof.

Optometry

- Carl Kramer, Asst. Clinical Prof.

St. Louis Mercantile Library

- Sara Hodge, Library Curator
- Alyssa Persson, Fellowship Librarian



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& **Faculty and Staff Recognition**

Promoted and Tenured Faculty

Tenure and Promotion to Associate Professor

- Adam Boessen
 - ❖ Arts and Sciences
- Amber Grace Candela
 - ❖ Education
- Billy Dunaway
 - ❖ Arts and Sciences
- Yuguo Liao
 - ❖ Arts and Sciences
- Kara Moskowitz
 - ❖ Arts and Sciences
- Lauren E. Obermark
 - ❖ Arts and Sciences
- Jianli Pan
 - ❖ Arts and Sciences
- Seemantini Pathak
 - ❖ Business Administration
- James V. Shuls
 - ❖ Education
- Jacqueline Thompson
 - ❖ Arts and Sciences
- Stephanie Van Stee
 - ❖ Arts and Sciences



Tenure Track and Promotion to Professor

- Steven E. Bruce
 - ❖ Arts and Sciences
- Anne F. Fish
 - ❖ Nursing
- Alice Hall
 - ❖ Arts and Sciences
- Minsoo Kang
 - ❖ Arts and Sciences
- Haitao Li
 - ❖ Business Administration
- Stephanie M. Merritt
 - ❖ Business Administration
- Roxanne Vandermause
 - ❖ Nursing
- Laura M. Westhoff
 - ❖ Arts and Sciences, Education
- Chung F. Wong
 - ❖ Arts and Sciences



Non-Tenure Track Promotion to Associate Teaching Professor

- Timothy Abeln
 - ❖ Arts and Sciences
- Michael Behle
 - ❖ Arts and Sciences
- Perry Drake
 - ❖ Business Administration
- Bruce C. Hamper
 - ❖ Arts and Sciences
- Courtney McDermott
 - ❖ Social Work
- Jennifer J. Nolan
 - ❖ Arts and Sciences
- Diane Beckerle O'Brien
 - ❖ Social Work
- Brian Speicher
 - ❖ Arts and Sciences
- Ann T. Torrusio
 - ❖ Honors College
- Keiko Ueda
 - ❖ Arts and Sciences



Non-Tenure Track Promotion to Associate Clinical Professor

- Steve Bourne
 - ❖ Arts and Sciences

Non-Tenure Track Promotion to Teaching Professor

- Peter J. Acsay
 - ❖ Arts and Sciences
- María T. Balogh
 - ❖ Arts and Sciences
- Linda Wells-Glover
 - ❖ Social Work



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& **Faculty and Staff Recognition**

Faculty and Staff Milestones

Faculty Milestones: 5 years

- ❖ Phyllis Balcerzak
- ❖ Theresa Coble
- ❖ Amy D'Agrosa
- ❖ Billy Dunaway
- ❖ Andrea Hupman
- ❖ Ho Kim
- ❖ Na Young Kong
- ❖ Anita Manion
- ❖ Jerome E. Morris
- ❖ Kara Moskowitz
- ❖ Lauren Olin
- ❖ Emily Oliveira
- ❖ Carissa L. Philippi
- ❖ Florian Sichling
- ❖ Roxanne Vandermause
- ❖ Violaine White

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& Faculty and Staff Recognition

Staff Milestones: 5 years

- ❖ Peggy Barnum
- ❖ Robert Barrett IV
- ❖ Cedric M. Carr
- ❖ Michelle Clark
- ❖ Rhonda Clayton
- ❖ Gregory Dahl
- ❖ Katie Harder
- ❖ Jennifer Heck
- ❖ Laura Holt
- ❖ Laura Kaehler
- ❖ Andrew Johnson Kliethermes
- ❖ Dasha Kochuk
- ❖ Kathleen Miguel
- ❖ Rochelle Robinson
- ❖ Dorothea Scott
- ❖ Mindy Stratmann-Sebol
- ❖ Jessica Swederske
- ❖ Christine Sykora
- ❖ Shannon Vondras
- ❖ Jackie Warren



Faculty Milestones: 10 years

- ❖ Natalie Bolton
- ❖ Steve Bourne
- ❖ Zachary Cairns
- ❖ Bruce C. Hamper
- ❖ Trey Kidd
- ❖ Laura Miller
- ❖ April Regester



Staff Milestones: 10 years

- ❖ Jeffrey Bewley
- ❖ Mary Bosnick
- ❖ Janelle Brimer
- ❖ Daniel Cranford
- ❖ Michele M. Davis
- ❖ Amy Escott
- ❖ Michael Landwier
- ❖ Ntshila Vicky Luabeya
- ❖ Renita S. Miller
- ❖ Carolyn Ostergaard
- ❖ Patrick Renschen
- ❖ Lisa Sturgeon
- ❖ Rachel Taube
- ❖ Rainatou Traore-Gress
- ❖ Erin Vasconcelles



Faculty Milestones: 15 years

- ❖ Michael W. Bahr
- ❖ Steven E. Bruce
- ❖ Suahn Cho
- ❖ Michael J. Costello
- ❖ John Dalton
- ❖ Matthew Davis
- ❖ Erika Gibb
- ❖ Baorong Guo
- ❖ Matthew Henry
- ❖ Rensheng Luo
- ❖ Diane Beckerle O'Brien
- ❖ Gualtiero Piccinini
- ❖ Karen M. Robinson
- ❖ Jennifer Shrensker
- ❖ Alla Voskoboynikova
- ❖ Kamila White
- ❖ Gaiyan Zhang
- ❖ Bethany Karlin Zolman

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Staff Milestones: 15 years

- ❖ Candace Alba-Marshall
- ❖ Christopher Boyce
- ❖ Aaron Byrd Sr.
- ❖ Bernadette Dalton
- ❖ Leeann Davenport
- ❖ Robert Garrison
- ❖ Michelle Haley
- ❖ Don Holmes
- ❖ Dale W. Huston
- ❖ Rachel Kryah
- ❖ Jonathan Lidgus
- ❖ Theresa Murphy
- ❖ Channon Peoples
- ❖ Johnson J. Perez III
- ❖ Timothy Preuss
- ❖ Tanisha Stevens
- ❖ Nykea Watts Edwards
- ❖ Melanie Zamachaj

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Faculty Milestones: 20 years

- ❖ Kurt Baldwin
- ❖ Jamillah Boyd
- ❖ Mimi Duncan
- ❖ Elizabeth Eckelkamp
- ❖ Alice Hall
- ❖ Alan D. Heisel
- ❖ Jon McGinnis
- ❖ John McGrosso
- ❖ Johnna Murray
- ❖ Birgit Noll
- ❖ Wendy M. Olivas
- ❖ Patricia Parker
- ❖ Eamonn Wall
- ❖ Eric Wiland



Staff Milestones: 20 years

- ❖ LaToshia Boyd-Lee
- ❖ Kelly Gregory
- ❖ Lawrence Hosea Leslie
- ❖ Trina Perry
- ❖ Kathryn Rebe
- ❖ Elizabeth Sampson
- ❖ Richard Treadway
- ❖ Scott Vosevich



Milestones: 30 years

Faculty

- ❖ Priscilla A. Dowden-White
- ❖ Michael Elliott
- ❖ Ricardo Flores
- ❖ Aaron Franzel
- ❖ Janet L. Lauritsen
- ❖ Keith Stine

Staff

- ❖ Shelley Kerley

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Milestones: 35 years

Faculty

- ❖ Joseph Carroll
- ❖ Allan Crean
- ❖ David C. Rose
- ❖ Jeanne Morgan Zarucchi

Staff

- ❖ Michael J. Ellerman Sr.
- ❖ Kate Moore



Milestones: 40 years

Faculty

❖ Vicki L. Sauter

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25 Year Faculty Milestones

25 Year Faculty Milestones



Brendolyn Bailey-Burch

- Senior Research Associate and Principal Investigator
 - ❖ Missouri Institute of Mental Health

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25 Year Faculty Milestones



Martha Caeiro

- Teaching Professor of Spanish
 - ❖ Department of Language and Cultural Studies
 - ❖ College of Arts and Sciences

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25 Year Faculty Milestones



Denise Mussman

- Teaching Professor of EAP
 - ❖ Department of Language and Cultural Studies
 - ❖ College of Arts and Sciences



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25 Year Staff Milestones

25 Year Staff Milestones



Derrick Freeman

- Director
 - ❖ Office of Multicultural Student Services



25 Year Staff Milestones



David Gellman

- Technology Resource Coordinator
 - ❖ Office of eLearning

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25 Year Staff Milestones



Anthony C. Georges

- Director
 - ❖ Student Financial Aid

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25 Year Staff Milestones



Tewania Lomax

- Senior Academic Advisor
 - ❖ Graduate Business Program,
College of Business Administration

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25 Year Staff Milestones



Natissia Small

- Assistant Provost for Access and Academic Success
 - ❖ Academic Affairs



25 Year Staff Milestones



Mary Jane Thaxton

- Executive Assistant
 - ❖ Finance & Administration and Academic Affairs

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25 Year Staff Milestones

Sherlie Shantee Wilson

- Office Manager
 - ❖ Student Financial Aid



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Retiree of the Year Award

Faculty Retiree of the Year



Sandy MacLean

- Vice Chancellor for Student Affairs Emeritus and Adjunct Professor of Education
 - ❖ Department of Educational Leadership, College of Education

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Staff Retiree of the Year



Deborah Kettler

- Director of Career Services
 - ❖ Student Affairs



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Chancellor's Awards for Excellence

Chancellor's Award for Excellence in Research and Creativity



Beth Huebner

- Professor
 - ❖ Department of Criminology and Criminal Justice, College of Arts and Sciences

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Chancellor's Award for Excellence in Teaching to a Tenured or Tenure Track Faculty Member



Alina Slapac

- Associate Professor
 - ❖ Department of Educator Preparation and Leadership, College of Education

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Chancellor's Award for Excellence in Service



Pamela Stuerke

- Associate Professor
 - ❖ Accounting Department,
College of Business
Administration



Chancellor's Award for Excellence in Teaching to a Non-Tenure Track Faculty Member



Mark Hauschild

- Assistant Teaching Professor
 - ❖ Department of Computer Science, College of Arts and Sciences

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Chancellor's Award for Excellence to a Part-Time Faculty Member



DeAnn J. Yount

- Adjunct Professor
 - ❖ School of Social Work



Chancellor's Award for Excellence in Office/Administrative



Kristopher East

- Business Support Specialist
 - ❖ Departments of Education Sciences and Professional Programs & Educator Preparation, Innovation and Research College of Education

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Chancellor's Award for Excellence in Administrative/Professional



Harry Harris

- Academic Advisor
 - ❖ College of Nursing

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Chancellor's Award for Excellence in Service/Maintenance



Dale W. Huston

- Lead Custodian
 - ❖ Maintenance Operations, Facilities



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Gerald and Deanne Gitner Excellence in Teaching Award

Gerald and Deanne Gitner Excellence in Teaching Award



Mary Edwin

- Assistant Professor
 - ❖ Department of Education Sciences and Professional Programs, College of Education



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President's Award for Cross Cultural Engagement

President's Award for Cross Cultural Engagement



Uma A. Segal

- Professor
 - ❖ School of Social Work



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