

All Staff Meeting

February 2025



Your Staff Council

2024-2025

Britne Bacca-Haupt (Chair)

bbacca@umsl.edu

Matthew Becker

Yuan Chen

Bob Ell

Katie Fraizer

Mogan Garvey

Sarah Goskie

Adrienne Groves (Secretary/Treasurer)

grovesa@umsl.edu

Kelly Hogenmiller

Keri Jupka

Stephanie Kaimann

Jenny Martin (Vice Chair)

jennymartin@umsl.edu

Jennifer McEwen

Blain McVey

Lauren Pflug

Aaron Poelker

Betsy Sampson

Mindy Stratmann-Sebol

Sophie Theiss

Rachel Thompson

Olivia Mendez-Alm (Past Chair)



contact
us

Staff Council Executive Team

Britne Bacca-Haupt, Chair
bbacca@umsl.edu

Jenny Martin, Vice Chair
jennymartin@umsl.edu

Adrienne Groves, Secretary/Treasurer
grovesa@umsl.edu

Olivia Mendez-Alm, Past Chair
mendezalmo@umsl.edu

University Assembly Committees Staff Council Representatives

- **University Assembly** (Britne Bacca-Haupt, Blain McVey)
- **Budget & Planning** (Britne Bacca-Haupt & Keri Jupka)
- **Physical Facilities, Space & General Services** (Bob Ell)
- **Student Affairs** (Sarah Goskie, Kelly Hogenmiller, & Aaron Poelker)
- **Administrator Evaluation** (TBD)
- **Information Technology** (Jenny Martin & Sophie Theiss)
- **Recruitment, Admissions, Retention & Student Financial Aid [RARSFA]**
(Katie Fraizer & Rachel Thompson)

Ways to Attend Meetings

- Budget & Planning Meeting
 - Next Meeting is today – February 27, 2025 @ 1:00 PM
 - <https://umsystem.zoom.us/j/95562133899>
 - Zoom Meeting ID: 955 6213 3899
 - Please email senate@umsl.edu for information
- University Assembly Meetings
 - April 29, 2025
 - 3:00 PM
 - Meetings will be held in person
- Staff Council Meetings
 - 3rd Thursday of the month; 10:00 – 11:30 AM
 - Zoom; email staffassoc@umsl.edu for Zoom link

QR code to Staff Council Website with Meeting information



UNIVERSITY OF
MISSOURI-ST. LOUIS

Staff Community Groups

<https://www.umsl.edu/services/sassoc/community-groups.html>



MORE IS WHAT MOVES US

Upcoming Staff Council Events

- **Drop in Massages for Staff**

- Stop by and unwind with a relaxing massage
- Tuesday, March 25th | 11:00 am – 1:00 pm
- MSC Room 316 (3rd Floor)



- **Staff Networking and Resource Fair**

- In collaboration with Black Faculty & Staff Association and HR
- Wednesday, April 9th | 9:00 am – 11:00 am
- MSC 3rd Floor Rotunda



- **Mirthweek Carnival Booth**

- Date & time TBD
- Will give out meal vouchers for staff members



Staff Appreciation Week

June 2nd – June 6th (change from 5.19-5.23)

▪ Staff Council Meet and Greet

- Meet the current Staff Council and get to know the new nominees
- Monday, June 2nd | 9:30 am – 11:30 am
- MSC 3rd Floor Rotunda



▪ Staff Mocktail Hour

- Come hang and unwind with other staff members during a fun mocktail hour
- Wednesday, June 4th | 3:30 pm – 4:30 pm
- SLB Patio North Campus



▪ Duo Dogs (therapy dogs)

- Soak in the sun and serotonin with touch therapy dogs provided by Duo Dogs
 - Tuesday, June 3rd | 10:00 am – 12:00 pm
 - MSC Patio



▪ Outdoor Yoga for Staff

- Join fellow staff in a relaxing outdoor yoga session under the sun
 - Thursday, June 5th | 1:30 pm – 2:30 pm
 - East RWC Lawn

2025 Chancellor's Retiree of the Year Awards

<https://www.umsl.edu/retirees/retiree-of-the-year.html>

- Two awards will be given
 - one to a faculty member
 - one to a staff member
- Nominees must be an UMSL retiree and have been retired from UMSL for at least five years
- The deadline to submit is April 1st

UMSL
Retiree Association

UMSL Excellence in Civic Engagement Award

Nominations Open!

2025

University of Missouri – St. Louis



The UMSL Excellence in Civic Engagement Award honors three individuals (one UMSL Student, one UMSL Staff member, and one UMSL Faculty member) who demonstrate sustained commitment to civic engagement, both on and off campus. Model characteristics for the award MAY include, but not limited to:

- Actively participates in the democratic process (e.g., votes in elections)
- Participates or maintains membership in civic organizations or activities
- Holds leadership roles within such organizations
- Actively encourages others to be engaged in civic opportunities such as advisory boards, local/regional government committees, etc.
- Collaborates with others to create and implement new opportunities for civic engagement, both at UMSL and in the surrounding community
- Engages in scholarly pursuit of civic engagement, such as analyzing election data for use in strategic planning

Any member of the UMSL Community is eligible for this award. Individuals may nominate themselves or be nominated by a peer. Nominations should include a brief description detailing what qualities make the nominee the ideal candidate, a copy of the nominee's resume, and any additional evidence to support the nominee's qualifications.

<https://forms.gle/SGgfpxmvtq6Eicu37>

For questions about this award or the nomination process, email communityengagement@umsl.edu.

UMSL

We transform
LIVES

UNIVERSITY OF MISSOURI-ST. LOUIS

SSB / North Campus Electrical Distribution

Planning, Design, and Construction

Scope of Work

- High voltage electrical upgrades
- New duct banks instead of buried cable
- New manholes
- Repair/replace redundant feeder lines



Key Highlights

- Sidewalks disrupted (Feb 3 – March 30)
- Disruptions will be phased so some paths can remain open
- Contractor will replace sidewalks as they complete work
- Shutdown #1 (March 22 – March 30)
- Shutdown #2 (May 19 – May 30)



SSB NC Electrical Distribution

Timeline

Item	Task	Description	Impact	Start	End
1	Infrastructure / Wayfinding Disruption	GC will disrupt walkways, construct new duct banks, manholes, pull cable, etc.	Sidewalks & wayfinding	Feb. 3 rd	March 30 th
2	Shutdown #1 Note* this is high voltage work and requires power shutdown for crews to work inside manholes	Outages will occur throughout the day during work hours. Power will be back on before GC leaves for the day or completes the cable pull for that day	Lines: 1, 2 Buildings: SSB, Express Scripts, Lucas Hall, ABH	March 22 nd	March 30 th
3	Paths reopened	After the infrastructure and Shutdown #1 are complete, sidewalks can be opened back up for public use	Paths reopened for foot traffic	March 30 th	March 30 th
4	Shutdown #2 Note* this is high voltage work and requires power shutdown for crews to work inside manholes	12 day long-long term shutdown for switchover	Lines: 1,2,3,4,6,7 Buildings: SSB, Express Scripts, Anheuser Busch, Lucas, Clark, TJ Library, West Garage, JC Penney, MSC Garage, MSC, Performing Arts Center, AAB	May 19 th	May 30 th

SSB NC Electrical Distribution

Other Items:

- **Construction Impact**

- Facilities is coordinating with contractors across all active capital projects where power will be lost. Shutdowns will impact project schedule

- **Science Complex – lines 4 & 5**

- Line 4 will be included in the May shutdown
- Line 5 will not be impacted

- **Substation**

- Confirmed there is work at the substation to tie in new feeders 1&2 to existing breakers

West Drive

- West Drive needs to be crossed in one location to take ductbank from MH 7 to the substation.
- The previous disruption on West Drive was for the Science Complex feeder lines

- **Generators**

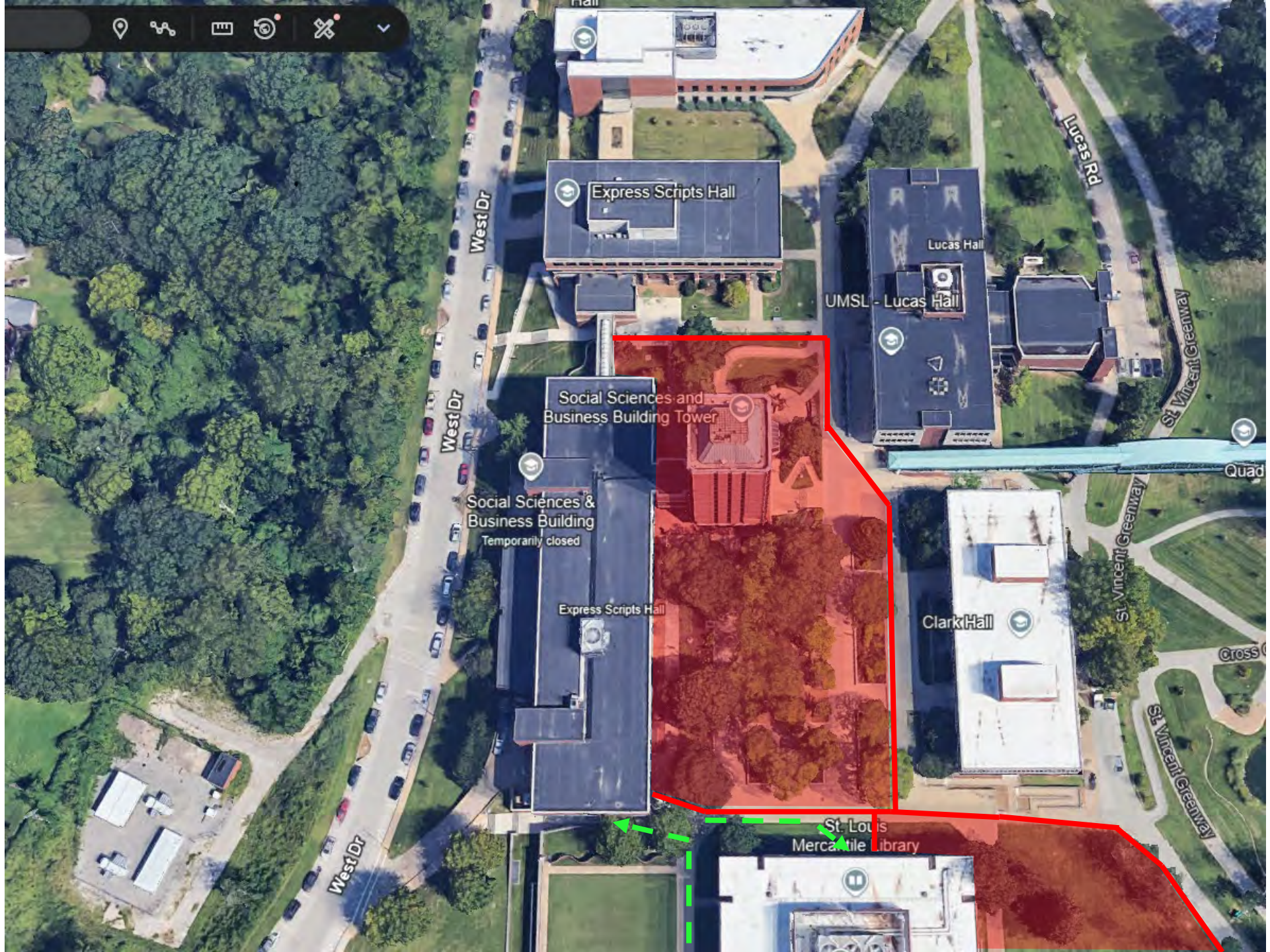
- Generators will be tested prior to shutdown

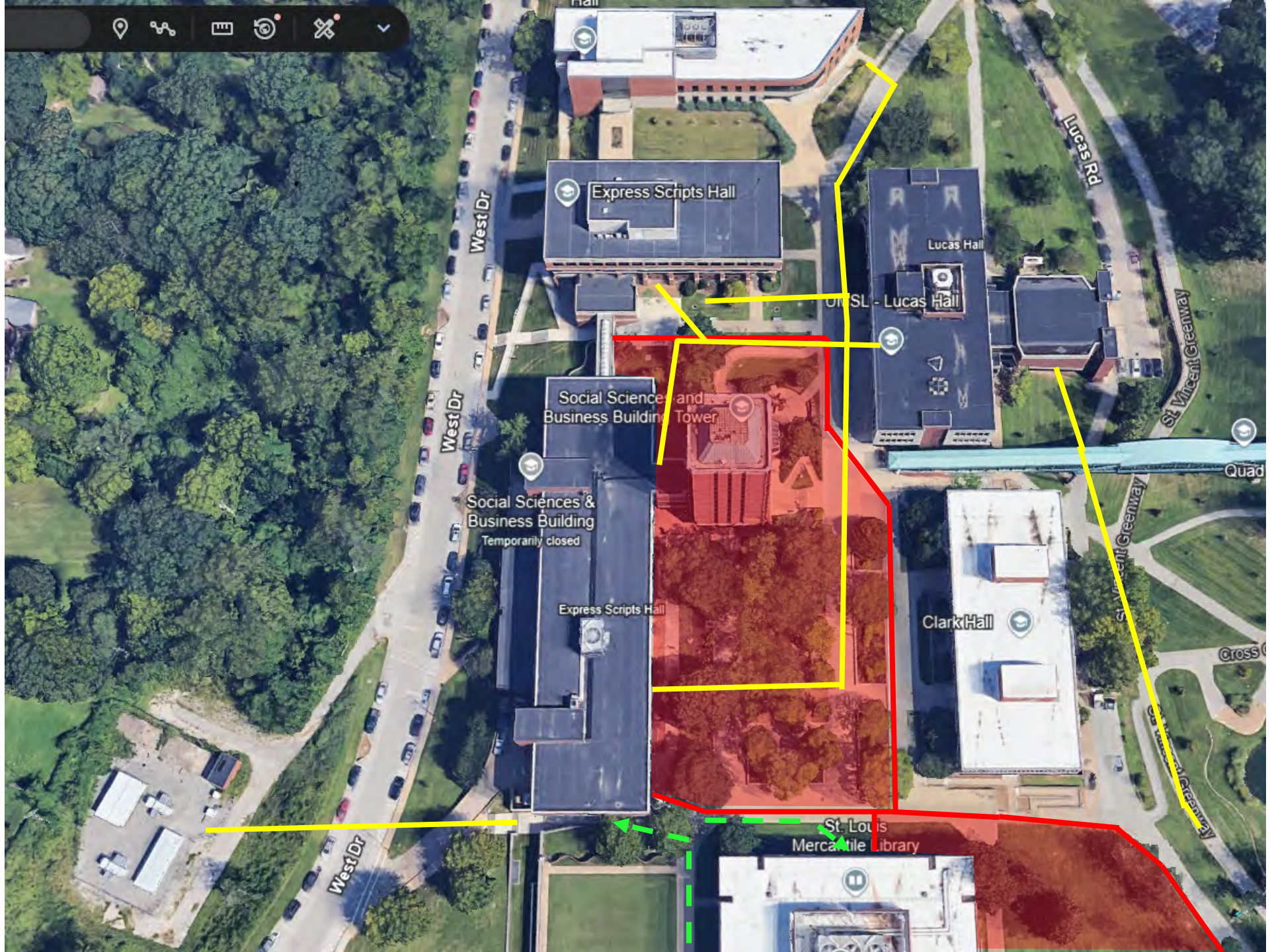
Project Route

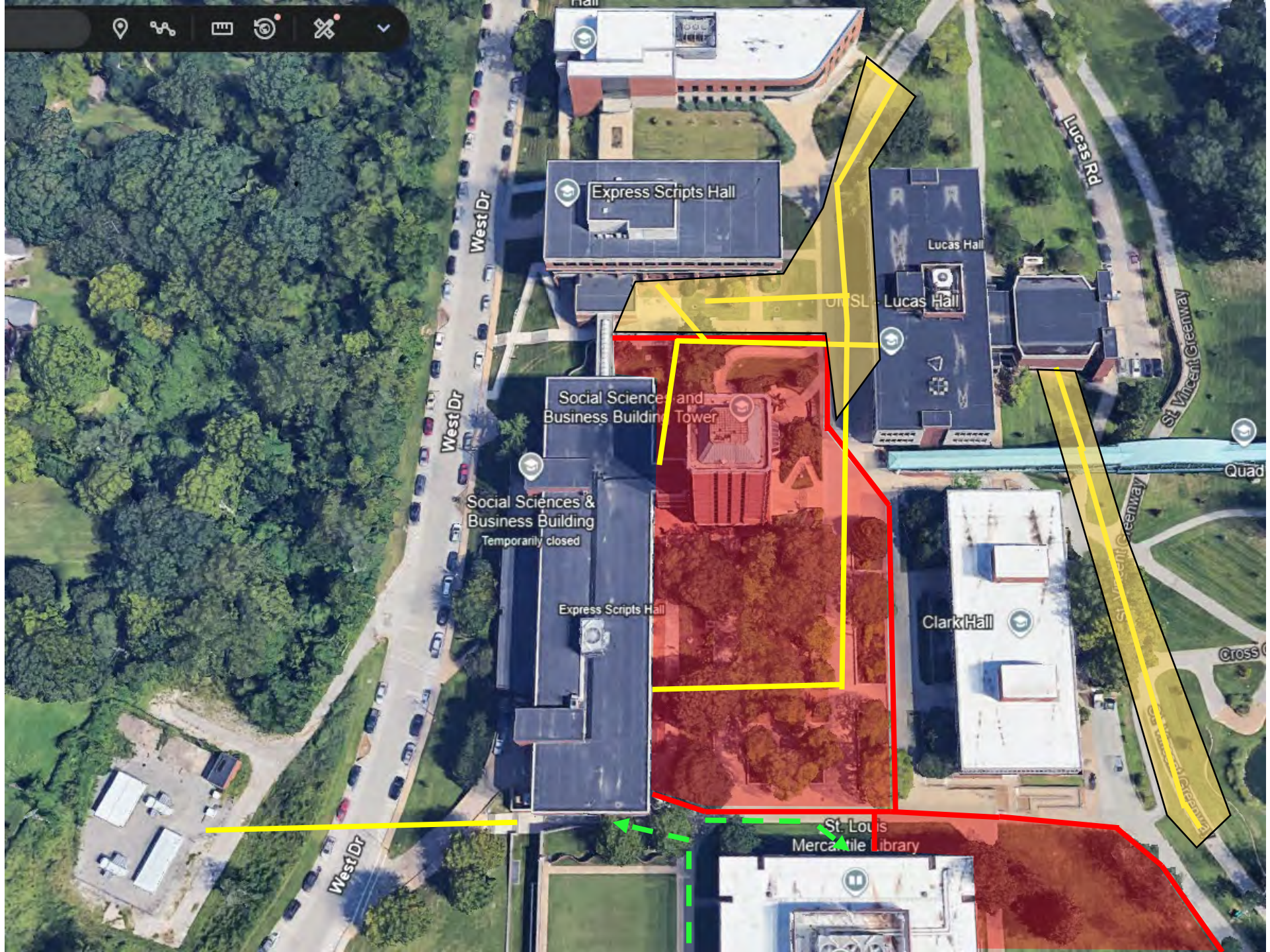
UMSL MH Relocation

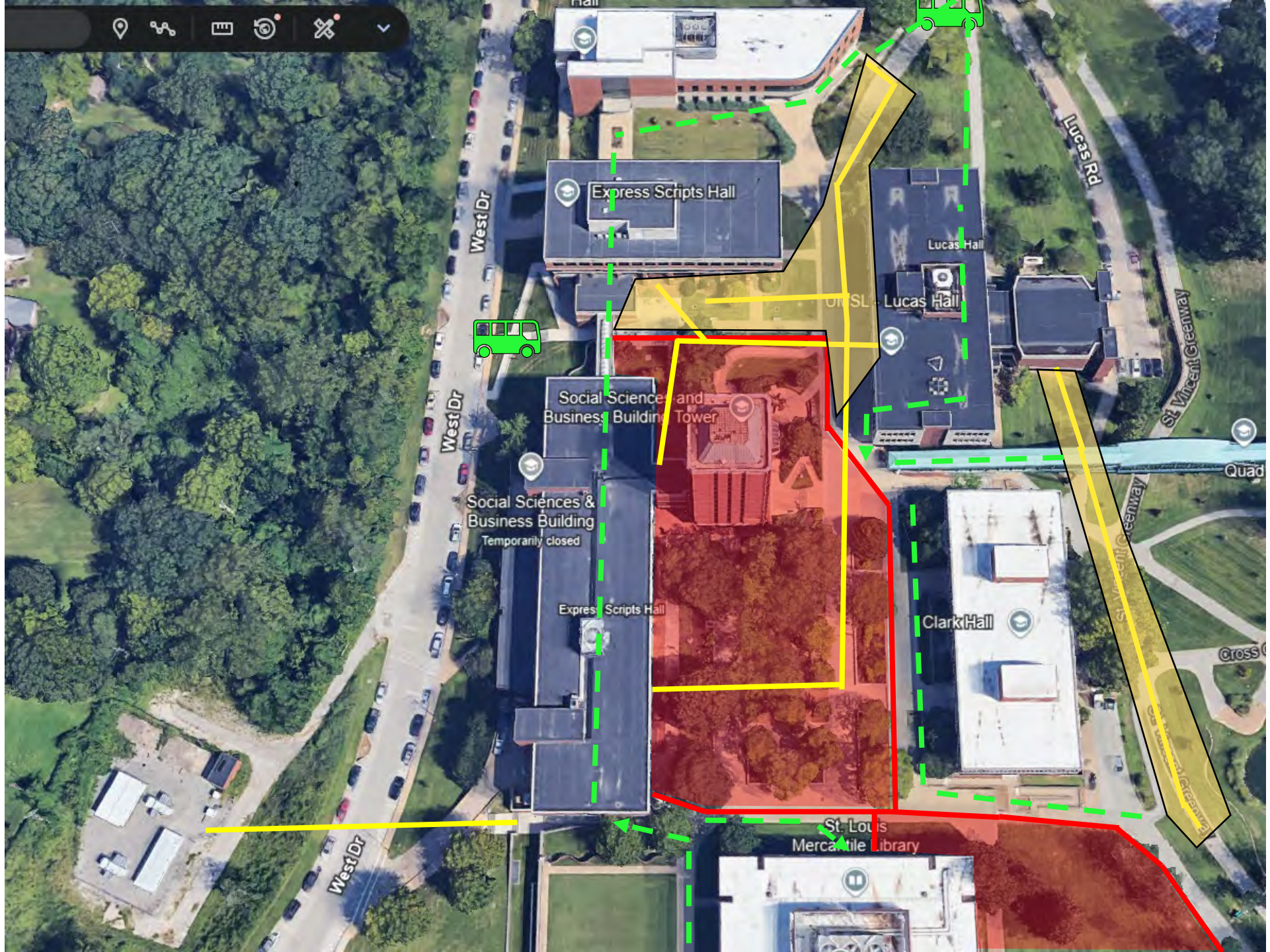
New Ductbank and Cable	—
New Cable in Existing DB	—
New Data DB	—
New Manholes	●
Existing Manholes	●

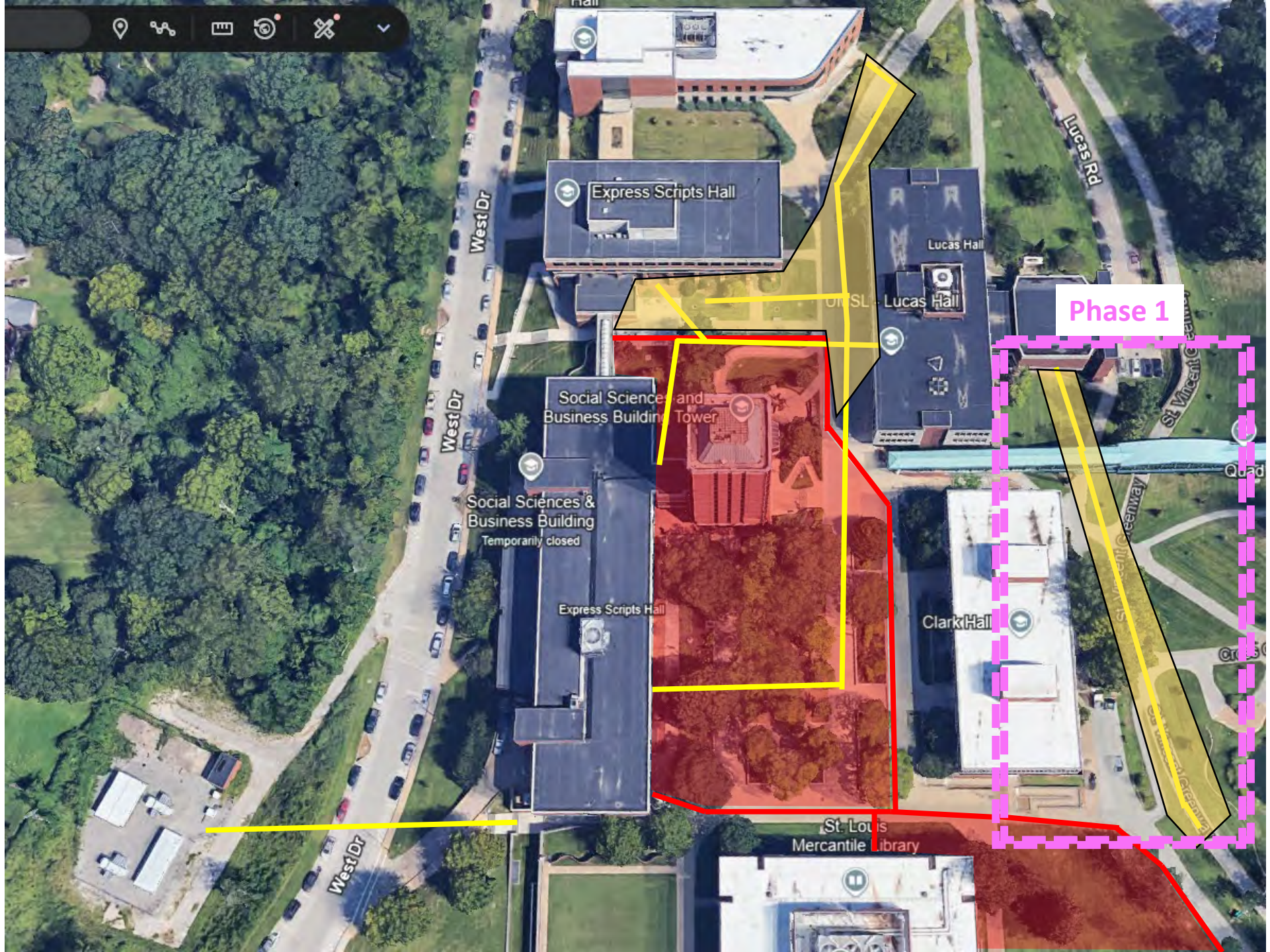












Phase 1

Express Scripts Hall

Social Sciences and Business Building Tower

Social Sciences & Business Building
Temporarily closed

Express Scripts Hall

Lucas Hall

Lucas Hall

Clark Hall

St. Louis Mercantile Library

West Dr

West Dr

West Dr

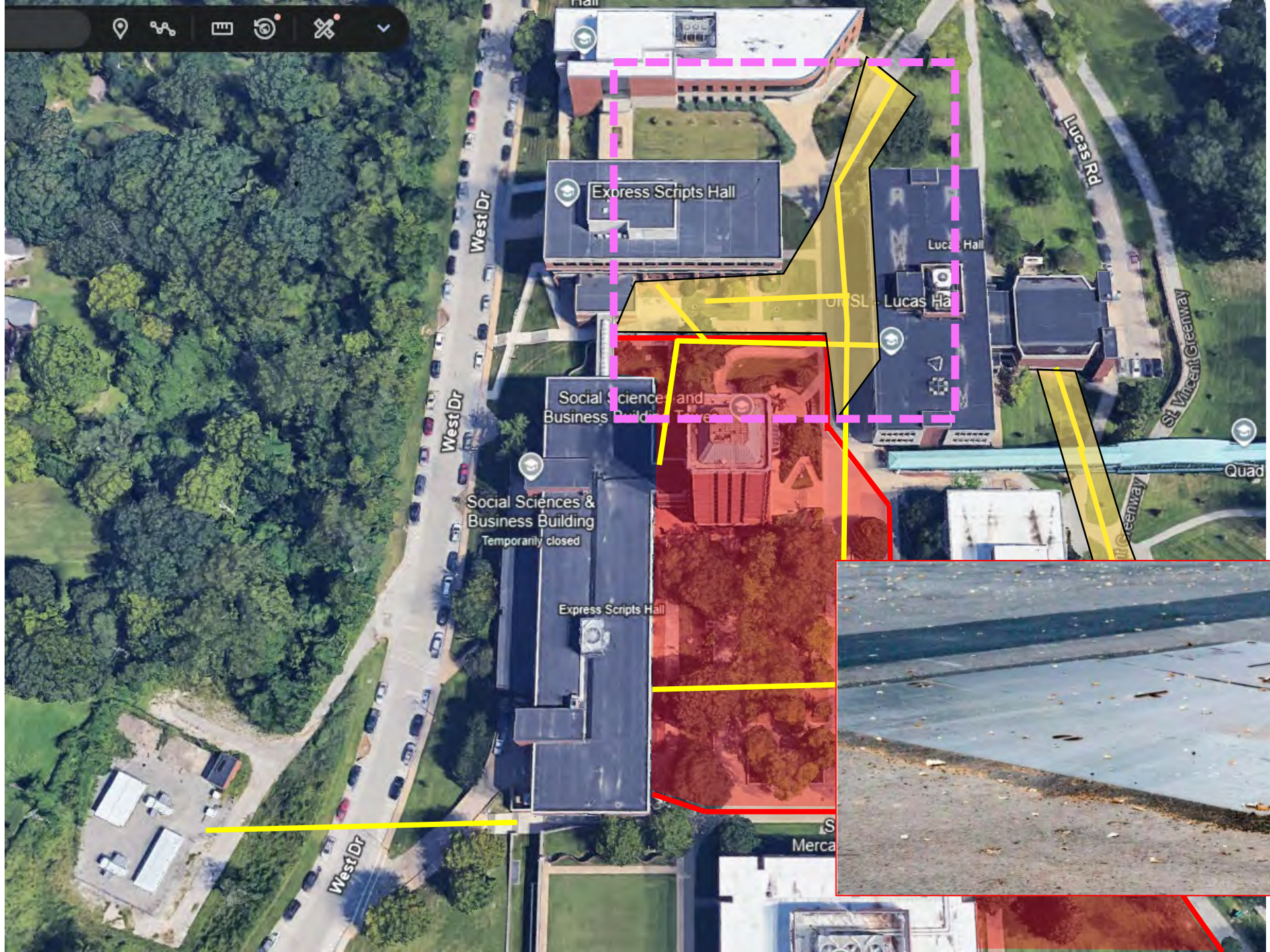
Lucas Rd

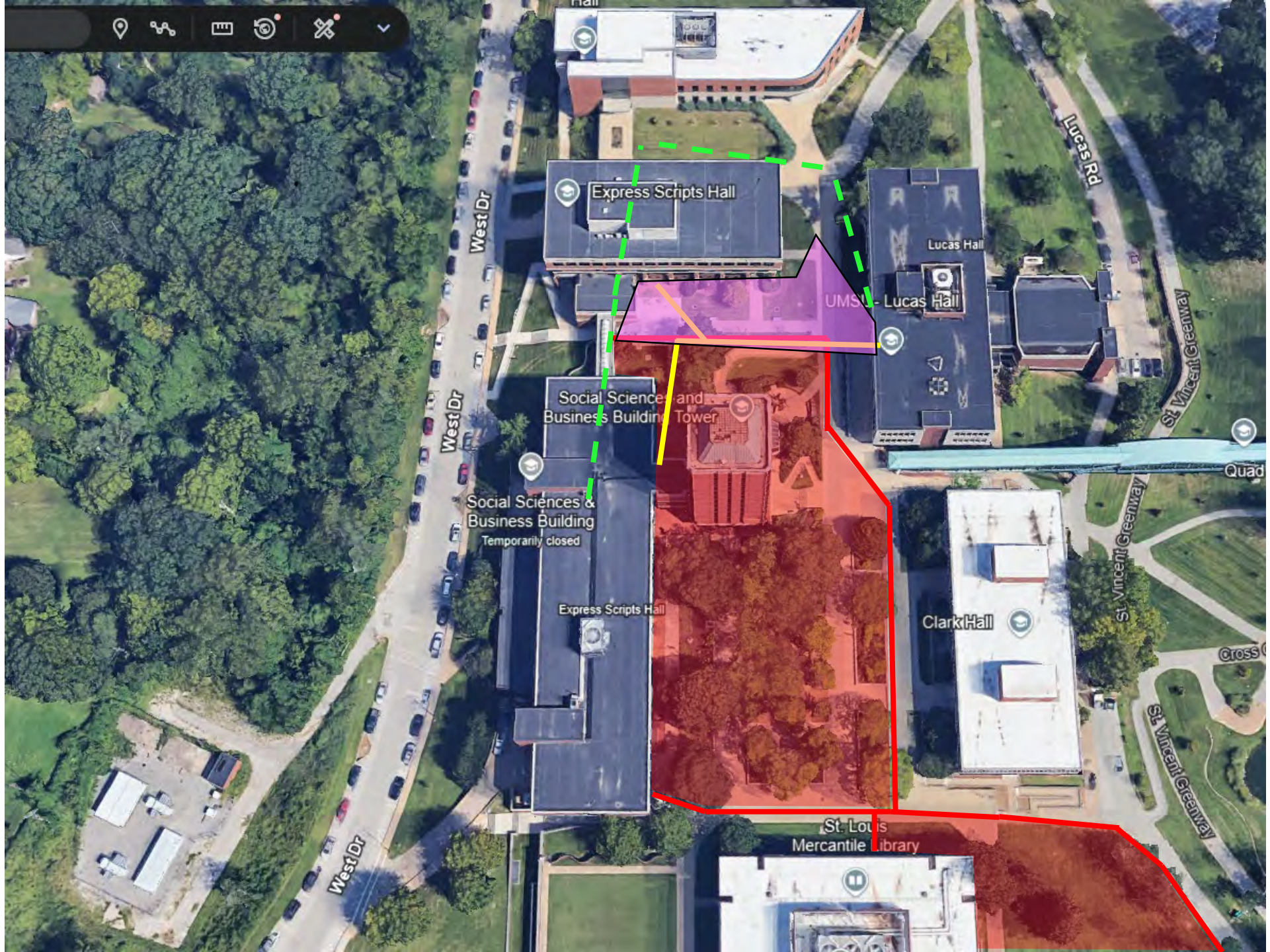
St. Vincent Greenway

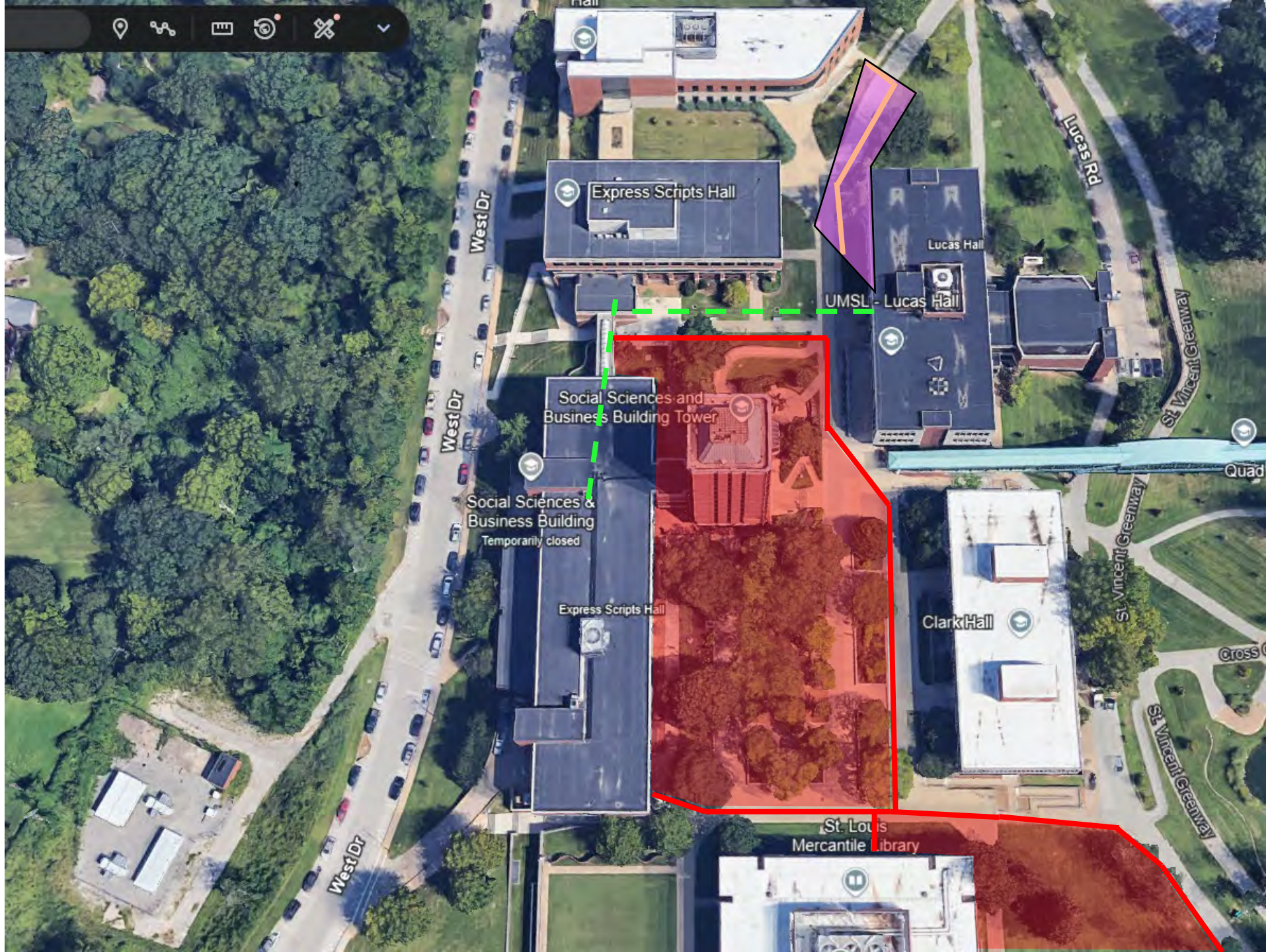
St. Vincent Greenway

St. Vincent Greenway

Phase Example







Express Scripts Hall

Lucas Hall

UMSL - Lucas Hall

Social Sciences and Business Building Tower

Social Sciences & Business Building
Temporarily closed

Express Scripts Hall

Clark Hall

St. Louis Mercantile Library

West Dr

West Dr

Lucas Rd

St. Vincent Greenway

St. Vincent Greenway

St. Vincent Greenway

Cross

Quad

UMSL HR
EMPLOYEE
ENGAGEMENT



The Triton Walking Club



Easiest club you will ever want to join!



Bring a Child to Work Day

This is a national event allowing children to explore career paths by visiting their parents' workplaces.



Bring a Child to Work Day – April 24, 2025

Want to participate? Email details of your proposed session & 2 preferred time slots by March 7th



*Summer Events:
Ice Cream Social & Dog Days
of Summer picnic*



HR Snack Cart



Spirit Fri-YAY!



Celebrate our campus spirit and camaraderie.

Don our university colors with pride.

Spread the infectious energy of the UMSL spirit every Friday!



Fall into Thanks: Cider and Donuts



- Camaraderie
- Cider
- Donuts



What more could you ask for?

Happy & Healthy Holidays



- Safety
- Breathwork to de-stress and re-center
- Holiday budgeting tips
- Managing family dynamics with grace
- Create a stress relief kit

Our events were featured on Percipio.

Happy & Healthy Holidays

Stress-Free Strategies for the Season

🕒 DECEMBER 4TH 🕒 10:00 AM - 02:00 PM

10:00 AM Stay Safe this Season - UMSL PD

11:00 AM Refresh with Chair Yoga - Rec Center

12:00 PM Mindful Meals & Budgeting Tips - UHC

1:00 PM Family Dynamics Made Simple- CAS

2:00 PM Create Your Own Stress Relief Kits - Alumni

[Register online in Percipio](#)



We Appreciate You a Latte



Introductions & Anniversaries: Monthly Coffee Break



Introductions & Anniversaries: Meet and Greet!



Join us at the end of every month to enjoy some coffee and snacks with your colleagues!



NEWEST ADDITION!

New Hire Welcome Kits



UMSL EMERGING LEADERS

- Brings together faculty and staff
- Strengthen leadership skills
- Build & strengthen relationships across units & roles
- Increase our capacity to transform lives.



Apply by
APRIL 4th!

Feedback



Questions?

Email umslhr@umsl.edu

UNIVERSITY OF
MISSOURI-ST. LOUIS

Our Code of Conduct & How to Report Concerns

Presented by: Adriana Nieman & April Longley

UM System Ethics, Compliance, and Audit Services

MORE IS WHAT MOVES US

Why it's important?

- Establishes expectations for ethical conduct and appropriate behavior.
- Outlines our shared commitment to upholding the highest standards of ethical standards, integrity and accountability.
- Serves as a helpful resource when we encounter difficult situations

The Code of Conduct

Know | Understand | Live

THE CODE

Together, we can make a difference.

- We uphold our Code by doing what is right, not what is easy.
- Value the uniqueness of others
- Disclose conflicts of interest and commitment
- Ensure financial integrity
- Be a good steward of university resources
- Understand and comply with all compliance and contractual requirements for sponsored research
- Act with integrity and treat others with respect
- Raise concerns and speak up

Speaking of...

**Raise concerns
and speak up!**



Potential Types of Concerns to Report

Conflict of Interest

Disruptive Behaviors
or Conduct

Healthcare Billing,
Documentation, or Patient
Concerns

Harassment or
Discrimination

Facilities & Safety
Concerns

Accounting &
Financial Matters

Privacy &
Confidentiality Issues

Research or Academic
Concerns

Faculty Misconduct
Different process



How to Report a Concern

Reporting Channels Available:

Direct supervisor, manager or director

Human Resources Partner

Dean or Department chair

Campus Police or security services

Faculty Ombudsperson

Chief Audit and Compliance Officer

Trusted professor, advisor, or mentor

Integrity and Accountability Hotline

Title IX Coordinator/Equity Officer**

**UMSL Note - In the case that someone learns of discrimination and/or harassment on campus, campus staff and faculty are required to report those concerns (as we are all mandated reporters, outside of those individuals with the expectation of confidentiality). To report discrimination and harassment, those reports must go to Jessica Swederske (swederskej@umsl.edu) or to titleix@umsl.edu.

Helpful Resources

**STAND UP
WITHOUT
STANDING OUT**



Integrity and Accountability Hotline

If you witness conduct that is:
Unethical • Illegal • A Violation of Policy

Report anonymously through:

www.EthicsSuite.com/UMSHotline
UMSHotline@EthicsSuite.com
 844-469-6383





Independent • Secure • Anonymous • Available 24/7

Hotline Poster

WHAT HAPPENS WHEN I CONTACT THE HOTLINE?

Hotline Process

- 1 Report Your Concern**

When you call the hotline, you will be asked to provide your contact information. You will be able to report your concern anonymously. You will be able to provide your contact information if you prefer. You will be able to provide your contact information if you prefer. You will be able to provide your contact information if you prefer.
- 2 Review and Assess**

After you make your report, a dedicated team will review the concern. Every concern is taken seriously and evaluated carefully. Your concern will be directed to the appropriate resource for follow-up.
- 3 Inquire and Investigate**

A critical incident team will be assigned to investigate the concern. They will be able to provide you with updates on the status of the investigation. They will be able to provide you with updates on the status of the investigation.
- 4 Conclude**

Once the investigation is complete, a determination of the findings and potential remedial actions will be made.
- 5 Close**

You will be notified of the general determination of concern when the investigation is complete. You will be notified of the general determination of concern when the investigation is complete.

Ethics, Compliance, and Audit Services
<https://www.umsl.edu/ethics>



Job Aid - Hotline Process

CONTACT US:

☎ Deena King, Interim Chief Audit and Compliance Officer
573.882.6151

☎ April Longley, Director of Compliance
573.882.9808

☎ Debra Till, Director of Internal Audit
573.882.0911

✉ umcompliance@umsystem.edu

🌐 umsystem.edu/ums/ecas



Next topic... Privacy

**UNIVERSITY OF
MISSOURI-ST. LOUIS**

Introduction to UM System Privacy

Presented by: Jennifer Thorpe & Stefan Tomovski

UM System Privacy Officer & Compliance Analyst

MORE IS WHAT MOVES US

Privacy Focus:

Whether you learn, work, visit, or participate in any activities online or on campus, we strive to protect your personal information.





Employee Information & Privacy

Do you know how your information
is protected at the University?

HR-124 HR Data Security Policy

Privacy is a Collective Effort

5 Data Privacy Rules To Work By

© 2013 University of California

Purpose

Do you really need it? Do you have authorization to use it for what you are using it?

Consent

Make sure you have the proper permission to release or share personal information.

Disposal & Destruction

When there is no longer a use for it, dispose of it correctly.
Resource: Records Retention Guide

Access & Security

If you don't have a reason, don't access it. Store using the most up-to-date security available to you (email isn't it). Store anonymously when possible.

Accountability & Disclosure

Individuals have the right to know their information is being gathered. The institution can be sued or fined for misuse of information we collect.

Privacy Stats to Blow Your Mind!

45%

of Americans have had their PI compromised by a data breach in the last 5 years (*RSA*)

56%

of Americans click 'agree' without reading privacy policies (*Pew Research Center*)

80%

of organizations see increased trust as a result of data privacy investments (*Cisco*)

160

countries have privacy laws (*ISACA*)

3%

of Americans say they understand how privacy laws work in America (*Data Prot*)

And there is more...

Personal data breached every **39 seconds** (*University of Maryland*)

Largest privacy fine levied: **\$1.2 Billion** to Meta

AI security vs. non-AI security average breach cost:
\$3.6 million vs. \$5.36 million (*IBM*)



Personal Data Safety Tips & Tricks

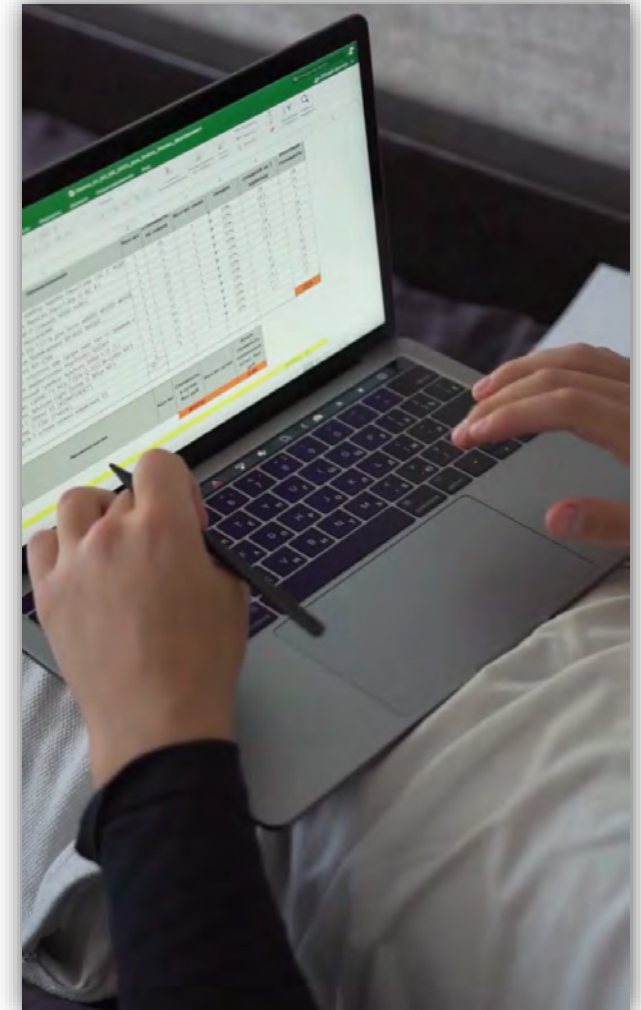
Keep Your Software Up to Date

Secure Your Home Wi-Fi Network

Strong Passwords and 2-Factor Authentication

Watch for Attempts to Steal Your Info

Know What To Do if Something Goes Wrong
[FTC's IdentityTheft.gov](https://www.ftc.gov/identitytheft)



CONTACT US:



Jennifer Thorpe, UM System Privacy Officer
573-882-3828



Stefan Tomovski, Compliance Analyst
573-882-1164



umprivacy@umsystem.edu



umsystem.edu/ums/ecas

UAC Summer Launch: We're Live!

- FTIC beginning Summer and Fall 2025
- First-time transfers beginning Spring 2026
- Readmits with less than 60 hours beginning Spring 2026
- Non-degree students



UMSL Academic Advising » University Advising Center

Welcome to the University Advising Center (UAC)

At the University of Missouri-St. Louis (UMSL), we are dedicated to helping you start strong and build a foundation for success during your first two years. At the University Advising Center (UAC), you'll find the guidance and support you need to prepare for your upper-level coursework and confidently pursue your academic and career goals.

Our advisors are here to help you navigate your academic journey, explore your interests, and connect with resources that will set you up for long-term success. Whether you're mapping out your courses, tackling challenges, or planning for the future, we'll work with you every step of the way.

Ready to get started? Schedule your advising appointment today!

[Schedule Now >](#)

[Meet the Team >](#)

[Prepare for Your Appointment >](#)

[Advising FAQs >](#)

Meet the Team

UNIVERSITY ADVISING CENTER

ACADEMIC ADVISOR

TAMALA STALLINGS, PhD
Advising Specialist: Pre-Nursing
I played the trombone in middle school, which led to an opportunity of playing and marching with the high school band at the Key Day parade.

UNIVERSITY ADVISING CENTER

ACADEMIC ADVISOR

MADISON OROZCO, MEd
Advising Specialist: Psychological Sciences BA, Psychology BA, Collaborative Psychology Degree Program, Applied Psychology of Child Advocacy Studies BA, History BA
I climbed Cerro Negro, which is the youngest active volcano in Central America and has been one of the most active volcanoes in Nicaragua.

UNIVERSITY ADVISING CENTER

ENROLLMENT COORDINATOR

CORLIA "LIA" SPEARS, BSBA
Advising Specialist: General College of Business
In 2024, I completed five bits and one 8-mile race.

UNIVERSITY ADVISING CENTER

SENIOR DIRECTOR

CARLA JORDAN, PhD
I make my own meaningful jewelry from pure stones and leather. I never make the same piece twice.

UNIVERSITY ADVISING CENTER

SR. ACADEMIC ADVISOR

KAREN ALLMAN, MA, MEd
Advising Specialist: College of Education
I am an acrobatic at pull-ups (and a couple of other things).

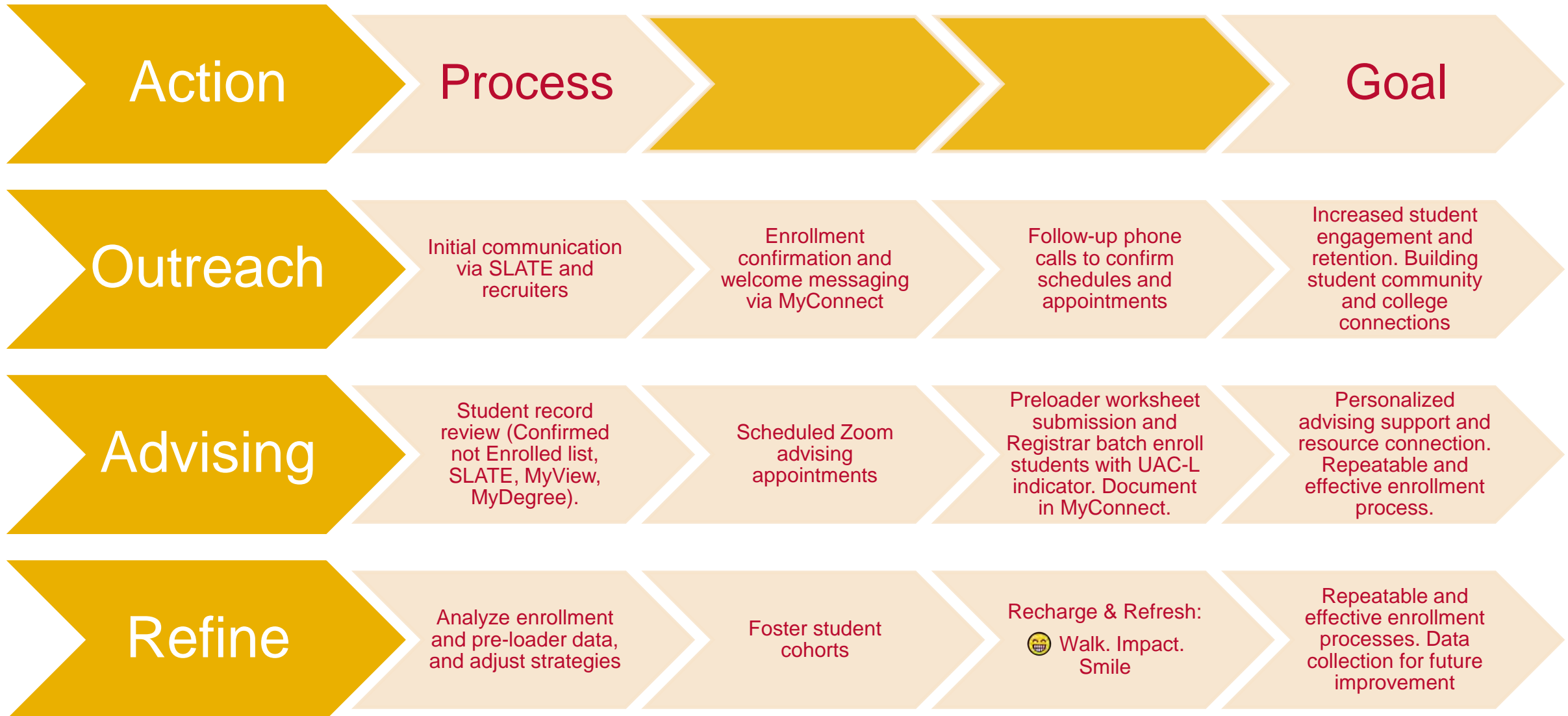
Colleges will advise

- Continuing students
- Readmits who have more than 60 hours
- Students seeking a 2nd bachelor's degree
- Honors, Athletics, and UMSL Joint Engineering will advising their students

Advised by College (ABC) Service Indicator

- Undergraduate students who have the ABC service indicator are matched with College-level advisors
- Undergraduate students without the ABC indicator are matched with University Advising Center Advisors
- All current students have been assigned the indicator
- Fall 2025 transfer, all readmit students and students earning a 2nd bachelor's degree are being assigned the indicator at admission by Registrar
- Beginning Spring 2026 this process will be automated

UAC Enrollment Workflow: Summer 2025





Thank you

Provost, Vice Chancellor, Enrollment Management, IT, Provost's Office, College Deans & Teams, MarCom, and many others!

UAC Team (Karen, Madison, Lia, Tamala): Inspiring dedication!

Thank you for your invaluable support.

We look forward to continued collaboration and an amazing future!

UNIVERSITY OF
MISSOURI-ST. LOUIS

MORE
IS WHAT
MOVES US



UMSL & Mainstay Partnership

January 16, 2025, Kickoff

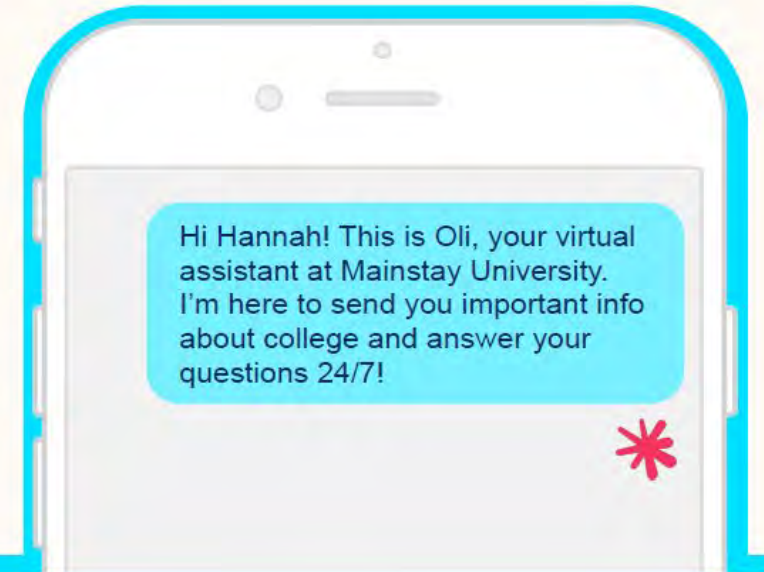
UMSL Coordinating Team

Registration	Stephen Chen	Admissions/NSP	Austin Davis/Megan Green Simonds
Student Outreach and Support	Megan Gregory	MARCOM	Jenny Martin/Tim Wombles
Student Affairs	Robin Kimberlin	Financial Services	Melissa Travers
IT	Jason Wagstaff	Academic Affairs	Steve Berberich/ Colette Dixon



Automate Student Engagement

Research-backed processes that drive success, enhance the student experience, and save you time.



**Proactive Outreach
At Scale**



**24/7 On-Demand
Assistance**



**Targeted
Human Support**

Proactive Outreach at Scale



Nudge

Notify students of important information and deadlines.

Hi Tucker! I noticed you haven't filed the FAFSA yet. Please complete your FAFSA by April 15th to apply for financial aid.

Interactive Surveys

Learn from your students and encourage bot engagement.

Hi Sarah! How excited are you to attend LU? Reply with a number:
[1] Really excited to attend 🎉
[2] Unsure about attending ?
[3] I will not be attending 😞

[2]

Thanks for letting us know. Would you like to speak with a counselor? (Y/N)

Yes

Community Building

Build campus affinity and knowledge through the bot.

Hi Aaron! Did you know that we have more than 150 clubs and organizations on campus? Learn more at [bit.ly//LU-campus-clubs](https://bit.ly/LU-campus-clubs)



24/7 On-Demand Assistance



Increase Inquiries

Collect interested leads directly from the web chat.

Hey there 🙌 I'm Oli, a chatbot to help answer any questions you have 24/7 regarding Mainstay University.

Would you like to share your contact information so someone from MU can follow-up with you if necessary?



Yes

Escalate Easily

Students raise their hands when they need more information.

Can I speak to a person?

Thanks for your patience! If you know who you need to speak with, you can find their contact info at bit.ly/staffdirectory. If you'd like to speak with someone from our staff when they are available next, type #followup



#followup

Live Chat

Jump into student conversations to answer complex questions.

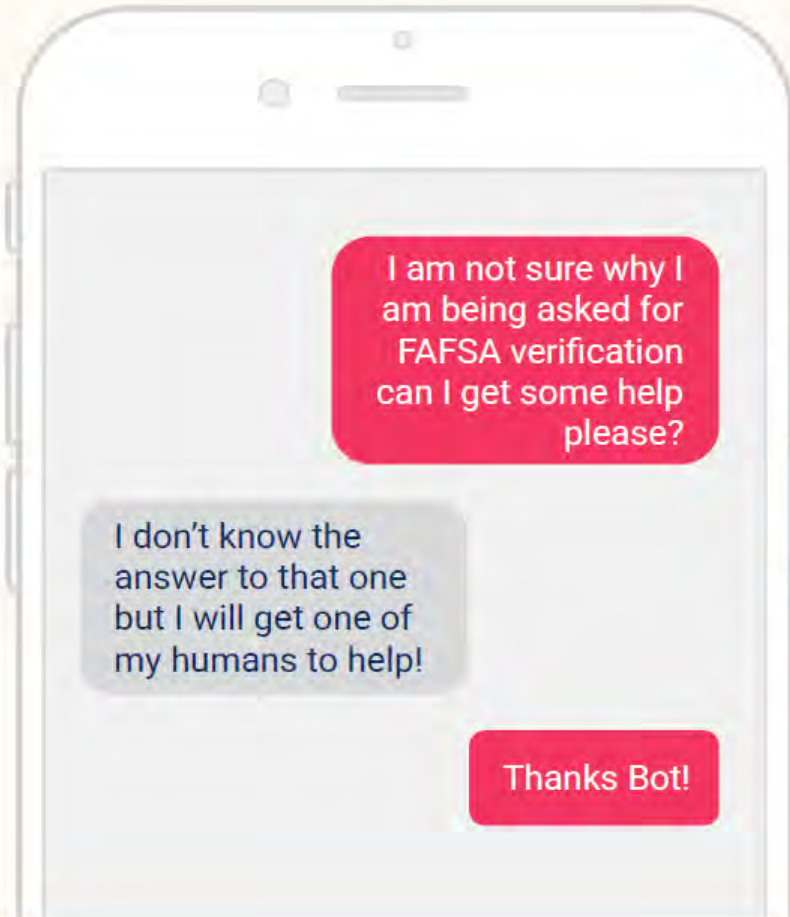
I made a mistake on my application and I need to talk to someone about how to re-submit it, help!

Hi there! This is Jane, your Admissions Counselor reaching out. You can re-submit an application by filling out this form: bit.ly/app



Thank you so much!

Targeted Human Support



From: Oli <oli@mainstay.com>
Subject: Mainstay Question from Oli

Mainstay prefaces this message with:

“Hi, this student needs some help her FAFSA verification requirements. You might want to reach out!”

Oli has a question:

“I am not sure why I am being asked for FAFSA verification can I get some help please?”

Student number:

[55555555](#)

[Click here to reply](#)

(Email reply window will open after clicking. Message will be delivered directly to the student via a text message or can be sent to the designated email.)

Thank you!

I look forward to sharing more information in the future!

UNIVERSITY OF
MISSOURI-ST. LOUIS

Thank You for Attending!

The next All-Staff Meeting is April 24th, 2025

2:30 – 4:00 PM

MSC Chamber and Zoom

MORE IS WHAT MOVES US