CONGRATULATIONS! 2013 ALDP PARTICIPANTS

Each year a designated number of mid to high level staff leaders from each campus are selected to participate in the University of Missouri’s Administrative Leadership Development Program (ALDP). The ALDP uses assessment tools, training by internal and external management experts, and interaction with colleagues from across the UM System to develop and maximize the leadership qualities of the selected leaders.

Congratulations to the following UMSL employees who were chosen to participate in the 2013 ALDP program:

Rachel Boehlow, Assistant Director, Career Services
Alberta Breckinridge, Business & Fiscal Operations Specialist, Fine Arts & Comm
Stephanie Koscielski, Director of Clinical Experience, College of Education
Scott Simmons, Director, Annual Giving, University Development
Marie Steinbach, Sr. Program Coord, Special Events, Touhill PAC

TIAA-CREF COUNSELING SESSIONS

TIAA-CREF Individual Counseling Sessions are available on the following dates:

<table>
<thead>
<tr>
<th>Dates</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>Wed, Feb.13, 2013</td>
<td>9:00 am – 4:00 pm</td>
<td>HR Conference Room</td>
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<tr>
<td>Thu, March 7, 2013</td>
<td>9:00 am – 4:00 pm</td>
<td>HR Conference Room</td>
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</tbody>
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Please register by calling 866-843-5640, Monday through Friday from 9 a.m. to 8 p.m. (ET) if you would like to meet with a TIAA-CREF Representative.
DECEMBER: GARY CLARK
Gary is a Police Officer in the department of Institutional Safety. Gary was chosen for the “Loyalty & Commitment” award. Comments made about Gary included, Gary is positive and sets high standards for other officers to strive toward.” “His ability to give exceptional presentations for the department has set a standard for others representing the police department as well as the University.” “Gary supports the University’s mission and goals by doing whatever is necessary to achieve a safe environment for the students.”

JANUARY: DIANE GOODWIN
Diane is an Executive Staff Assistant II in the College of Education. Diane was chosen for the “Works Well Under Pressure” award. Comments made about Diane included, “Diane is consistently bombarded with calls and requests. Each day she responds to requests from faculty, students, staff and the community. She is organized, treats each person with respect and defuses any potential conflict.” “Her commitment to the university is unparalleled. She takes on new challenges energetically — she is a life long learner.”

Gary and Diane received $125 gift certificates, commemorative plaques, and automatic nominations for the Chancellor’s Award for Staff Excellence.

SIGNIFICANT SERVICE MILESTONES FOR DECEMBER 2012 & JANUARY, 2013

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Years</th>
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<tbody>
<tr>
<td>Ellen Asher, Cont. Ed &amp; Outreach</td>
<td>5</td>
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<tr>
<td>Daniel Contarini, UMSL Police</td>
<td>5</td>
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<tr>
<td>Cynthia Fleisher, MIMH-Admin</td>
<td>5</td>
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<tr>
<td>Lee Hasegawa, International Studies</td>
<td>5</td>
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<td>Linda McQuary, CAC</td>
<td>5</td>
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<td>Jill Maldeney, Coll of Nursing</td>
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<td>Kathy Meeks, Coll of Education</td>
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<tr>
<td>David Opfer, Facilities Services</td>
<td>5</td>
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<tr>
<td>Edward Riedel, MIMH-Research</td>
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<tr>
<td>Pollyana Appleton, ITS</td>
<td>10</td>
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<tr>
<td>Alberta Breckinridge, Fine Arts &amp; Comm</td>
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<tr>
<td>Julie Dunn-Morton, Mercantile Library</td>
<td>10</td>
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<tr>
<td>Cassandra Gay, Admissions</td>
<td>10</td>
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<tr>
<td>Beatrice Shivers, Character &amp; Citznshp</td>
<td>10</td>
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<tr>
<td>Kiana Wilhite, Campus Housing</td>
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<tbody>
<tr>
<td>Roderick Hutchinson, KWMU Radio</td>
<td>15</td>
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<tr>
<td>Brenda Stutte, Research Admin</td>
<td>15</td>
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<tr>
<td>Deborah Buyck, Cntr for Student Success</td>
<td>20</td>
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<tr>
<td>Jerry Hoffman, Admissions</td>
<td>20</td>
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<tr>
<td>Paul Westermann, Cont. Ed &amp; Outreach</td>
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<tr>
<td>Mary Fowler, User Services</td>
<td>25</td>
</tr>
<tr>
<td>Teri Furlow, Cont. Ed &amp; Outreach</td>
<td>25</td>
</tr>
<tr>
<td>Janice Carrell, Grad Related Activities</td>
<td>30</td>
</tr>
</tbody>
</table>
Marquetta Anderson, OSSIV, KWMU
Sylvia Baker, Academic Advisor, Arts & Sciences
Doris Benz, OSSIII, Registration
Kristin Brown, Student Financial Aid Coordinator, Student Financial Aid
Alicia Buck, Case Management Assistant, CAC
M. Linda Carter, Associate Vice Chancellor, Alumni Relations
Daren Curry, Project Development Specialist, VC Academic Affairs
Nathan Daugherty, Study Abroad Coordinator, International Studies
Daniel Freet, Police Officer, Campus Police
Holly Halfman, Coordinator, Student Financial Aid, Student Financial Aid
Tyson Holder, Counselor, Multicultural Relations
Ann Kaufman, Administrative Assistant, Registration
Paul Lowery, Floor Maintenance Worker, MSC Building Operations
Sarah Melenbrink, Academic Advisor, Arts & Sciences
Jennifer Nelson, Career Services Coordinator, Career Services
Christina Pope, International Admissions Officer, International Studies
Billy Rucker, Research Specialist, Character & Citizenship
Heather Scobey, Social Worker Associate, Child Advocacy Center
Jennifer Soltis, Academic Advisor, Arts & Sciences
Ryan Trattles, Sr. Information Specialist, University Marketing
Karen Wawrzyniak, OSSIII, Multicultural Relations
Savannah Webster, Day Care Assistant, Child Development Center

Christy Hummel, from OSSII Center for Stud Success to Admissions Representative, Admissions
Elizabeth Sampson from Graduate School Coordinator to Program/Project Support, Academic Affairs
Daryl Thompson from System Administrator Specialist to System Security Analyst, ITS Operations
MILEAGE REIMBURSEMENT RATES FOR 2013

The University’s mileage reimbursement rate for business miles driven will change to 53.5 cents per mile, an increase of 1 cent over the University’s 52.5 cents rate in effect during 2012. This is in accordance with the University’s reimbursement at a mileage rate three cents less than the IRS rate. Effective January 1, 2013, the University will reimburse at a rate of 21 cents per mile driven for moving purposes, an increase of 1 cent over the 20 cent rate in effect during 2012.

Global Grading & Compensation Program Changes

Human Resources is getting closer to implementing the Global Grading System (GGS) at UMSL. GGS represents a dynamic shift in how the university approaches compensation, titling, career pathing, and comparison to the job market. As you may have heard or read from previous HR communications, this shift will be facilitated by significantly reducing the number of official titles and utilizing a more flexible, market-competitive working title system. To that end, our campus has completed all initial job grading and preliminary title mapping in the Student Support Services, Office Administration/Support, Business Administration, Advancement, and Communications job families.

Over the next several months, employees should be on the lookout for new system-wide compensation guidelines, a revised pay range structure, and a new titling system as we look toward full implementation near the start of the upcoming fiscal year. Questions about Global Grading should be directed to Erik Smetana at ext. 5381 or erik@umsl.edu.

Have You Logged Into PerkSpot Lately?

PerkSpot is UMSL employees’ home to find discounts and rebates on goods and services from many of the best known brand names and retailers in the U.S like Target, Sony, Kohl’s, Ann Taylor, Hammacher Schlemmer, Garmin, and many more! If you haven’t already created your complimentary account, it’s easy:

1. From any internet connected computer, 24/7, go to the UMSL PerkSpot site - UMSL.PerkSpot.com
2. Enter a few quick details to register
3. Login and start saving with a wide array of retailers, with new deals appearing weekly
EMPLOYEE VOLUNTEER PROGRAM

TAKE 2

Exciting Update to the Employee Volunteer Program

As of January 1, 2013, UMSL employees are able to serve their EVP time in two-hour increments (Monday-Friday 8:00 am-5:00 pm). It is hoped that this change will provide both employees and local non-profit organizations additional flexibility to Spend Their Day! This new option complements the previous alternatives of half or full days of service. The two-hour volunteer positions will be designated on the calendar of upcoming opportunities.

For a complete listing of approved organizations.

For the calendar of upcoming volunteer opportunities

For questions, please contact Elizabeth Pawloski, Director of Volunteer Services at pawloskie@umsl.edu or 516-4107.

E-PAF (PERSONNEL ACTION FORM) PROJECT

The E-PAF project is the University of Missouri’s effort to transform the paper PAF, used for hiring, along with the turnaround PAF, used for other employee payroll transactions, to electronic forms.

The project has four main objectives:
1. Standardize HR administrative processes across the campuses
2. Create eForms that enable personnel to enter data, electronically route the actions for review and approval, and input actions into the PeopleSoft system
3. Reduce process time and errors
4. Provide a baseline for other eForms

Implementation of the E-PAF should begin between late March and the end of April 2013 depending on how well development, testing and training proceed. Hands-on training will be provided before the program is activated.

Please contact Talia Gholson at 516-5237 or Errol Benson at 516-5803 for additional details.
2013 HEALTH SCREENING SCHEDULE

To view the screening schedule for 2013, click on the following link: UMSL

AVOID THE FLU

Campus flu shot clinics sponsored by Healthy for Life and UM Benefits are now over for the 2012/2013 season. If you still need a flu shot, you may go to any network pharmacy that provides flu shots or you can obtain your flu shot from your physician’s office. If utilizing a network provider, the flu shot will be covered at 100%. If you have any questions regarding our network, please contact Laquita Jackson (ext 6466) or Joann Westbrook (ext 5639) in Benefits.

- If you are sick with flu-like illness, CDC recommends that you stay home for at least 24 hours after your fever is gone except to get medical care or for other necessities. (Your fever should be gone without the use of a fever-reducing medicine.)
- While sick, limit contact with others as much as possible to keep from infecting them.
- Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it. Wash your hands often with soap and water. If soap and water are not available, use an alcohol-based hand rub.
- Avoid touching your eyes, nose and mouth. Germs spread this way.
- Clean and disinfect surfaces and objects that may be contaminated with germs like the flu.

See Everyday Preventive Actions [257 KB, 2 pages] and Nonpharmaceutical Interventions (NPIs) for more information about actions, apart from getting vaccinated and taking medicine, that people and communities can take to help slow the spread of illnesses like influenz (flu).

Campus Recreation Wellness Classes

Classes began on Tuesday, January 22nd. Classes include Spinning, Pilates, Yoga, Hip Hop, Cardio Kick, Zumba, Water Exercise, and many others. Registration is required. One fee allows you to take as many of the classes as you wish for the entire session. Fitness Center 101 is always free.

For descriptions and the complete schedule of wellness classes, go to http://www.umsl.edu/services/recsport/Wellness%20Programs/aerobicsws13.pdf

FIT – BIT Pedometers

Healthy for Life is now offering the FitBit Zips at a discounted price of $39.50. Retail is $59.95. Each participant is eligible for a full refund upon completion of one million steps. Unlike our other pedometers, if a participant is already past one million, they may turn in a million steps on the FitBit to get a full refund. Currently, we have white or black. This pedometer actually syncs with your Cerner account to log all your walking activity. For questions, please contact Ryan Claus at 573-673-0694.