Happy Holidays, Colleagues!

Many thanks to all of you who attended our General Staff Association Meeting on November 20; we had over 75 colleagues in attendance! We had presentations from the Accreditation Team, Judith Walker de Felix and Pat Dolan, and a lively discussion with Chief Bob Roeseler regarding Triton Watch. Judith and Pat thanked us for our active role in the HLC visit and the Chief updated us on his department’s endeavors of enhancing our Triton Watch program. He will be meeting with many of us soon, through our unit representatives, to educate and relay ways we all can work together to decrease crime on our campus. For those that may have missed our meeting, contact your unit reps or me for more info.

The Holiday Bazaar is here! Please stop by Wednesday, December 10 from 10 a.m. – 2 p.m. in Century Room A in the MSC. The dedicated Committee has worked hard to bring lots of wonderful things for us to purchase. Remind your colleagues and bring a friend, all proceeds go towards the John Perry Scholarship.

This time of the year reminds me again of what a great place UMSL is to work. We are fortunate to enjoy a true holiday break, time to indulge in family, food and cheer. The Staff Association has afforded me a stupendous opportunity of getting to know my fellow colleagues so much more than I anticipated, solidifying my sentiment that we truly have exemplary people here at UMSL. You are conscientious, kind, helpful and true; and in this time of unprecedented economic crisis, we are acutely reminded that people make the difference and that the best things in life are not necessarily things.

I wish each of you a happy, safe and joyous holiday season!

~Steffanie H. Rockette
UMSL Respect Campaign

In January 2008 the Provost invited a diverse group of staff and faculty colleagues to serve on the UMSL Respect Committee. Dr. Sheilah F. Clarke-Ekong and Mrs. Yolanda Weathersby agreed to co-chair this newly formed committee. Many of the inaugural members were drawn from pre-existing campus-wide groups such as Key Communicators, the Staff Association, and Human Resources Inter-Departmental Partnership. Patricia Dolan serves as staff on the committee representing the Provost. Additional members were later invited while still others volunteered to join the effort. After a few very lively and engaging meetings, it was agreed that they would frame our efforts as the UMSL Respect Campaign. The Committee is also very fortunate to have the interdisciplinary expertise provided by Dr. Matthew Davis from the Division of Educational Leadership and Policy Studies, whose research interests focus on social justice issues, and his doctoral advisee, Mrs. Amy Hunter who is currently Director of Racial Justice at the St. Louis YWCA.

The primary charge is to encourage and support respectful interactions among and between members of our entire academic community and all those who come into our university campus. We want to hold ourselves and others to higher standard than tolerance, so that we reach a point where we value our colleagues, our students, and our public. In addition to providing good public service, we want to create a dynamic that supports and sustains respect as a core UMSL value.

The Committee meets once a month. There has been one off-campus retreat and there are plans to have another in early 2009. The preliminary launch occurred during the 2008-09 Welcome Picnic in August 2008. Bright red and gold UMSL Respect T-Shirts were given out. There were only 100 shirts and they have become highly sought after by students who missed getting one. In exchange for getting a shirt, a short questionnaire was filled out. This first data set gave insights into what respect means to those who attended the picnic. Since then, we have also requested that members share instances in which they have personally felt disrespected. Perhaps the most powerful and frequent response is actually about the very nature of higher education that survives on an internal ranking system of titles and entitlements.

Unlike committee work, this campaign and the work is ongoing. While the committee is very much a “grass-roots” effort, we anticipate all campus units getting involved at the level that makes the most sense for the unique interactions that take place in various college, unit, and division settings.

Dr. Sheilah F. Clarke-Ekong
Campus Holiday Closings and WebTime Changes

The campus will be closed from Thursday, December 25, 2008 through Friday, January 2, 2009, inclusive. The University paid holidays are December 25th and January 1st. Employees may use accrued vacation, personal days, or time off without pay. Employees must submit a Report of Absence (Form 60) for all days off, whether paid or unpaid, which are not University paid holidays.

New employees who may not have enough paid time off to cover December 26-January 2 may make special arrangements with their management to work even if their offices are closed. This is at the discretion of departmental management. Some departments will remain open for some or all of the time between December 29th and December 31st. Ask your department management if your area will remain open!

WebTime Opening Change for Holiday Period: As you may be aware, WebTime for Bi-weekly pay cycle for PPE 12/27/08 was scheduled to open December 26 and close on December 30. Due to the holidays, WebTime will now open on December 24 at 6:00 am. This provides additional data entry time for payroll processors who are not working the holiday period or can't enter WebTime from an alternate location.

Riverstars Employee of Month—Sue Shibles

October 2008 Winner
Effective Leadership

Sue Shibles
Supervisor
Custodial Services

Volunteer of Month—Angela Bingham

Angela helped the Creative Services department with a “huge job” which ended up taking a few days to complete. Murray Velasco commented, “Her initiative is impeccable. She is such a quick study, asks pertinent questions and executes instructions with all the detail that is needed. Angela knows what it takes to be a professional. The way she dresses and the way she directs clients, answers phones calls and walk-ins to the department all show that she is professionally savvy.” Creative Services is very appreciative of Angela’s volunteer work!
Top 10 New Year's Resolutions

The tradition of the New Year's Resolutions goes all the way back to 153 B.C. Janus, a mythical king of early Rome was placed at the head of the calendar. With two faces, Janus could look back on past events and forward to the future. Janus became the ancient symbol for resolutions and many Romans looked for forgiveness from their enemies and also exchanged gifts before the beginning of each year.

New Year's Eve has been a time for looking back to the past, and more importantly, forward to the coming year. It’s a time to reflect on the changes we want (or need) to make and resolve to follow through on those changes. Here are ten popular New Year resolutions. Do any of these make your list?

1. **Spend More Time with Family & Friends**
Recent polls conducted by General Nutrition Centers, Quicken, and others shows that more than 50% of Americans vow to appreciate loved ones and spend more time with family and friends this year. Work shouldn’t always come first!

2. **Get Fit**
The evidence is in for fitness. Regular exercise has been associated with more health benefits than anything else known to man. Studies show that it reduces the risk of some cancers, increases longevity, helps achieve and maintain weight loss, enhances mood, lowers blood pressure, and even improves arthritis. In short, exercise keeps you healthy and makes you look and feel better. Check out the Wellness Classes at the Mark Twain Center. To learn more about fitness, click here.

3. **Tame the Bulge**
Over 66 percent of adult Americans are considered overweight or obese by recent studies, so it is not surprising to find that weight loss is one of the most popular New Year's resolutions. Setting reasonable goals and staying focused are the two most important factors in sticking with a weight loss program, and the key to success for those millions of Americans who made a New Year's commitment to shed extra pounds. See the article on Eat for Life on page 7.

4. **Quit Smoking**
If you have resolved to make this the year that you stamp out your smoking habit, over-the-counter availability of nicotine replacement therapy now provides easier access to proven quit-smoking aids. Even if you've tried to quit before and failed, don't let it get you down. On average, smokers try about four times before they quit for good. Start enjoying the rest of your smoke-free life! There are a variety of free support services, hotlines and smoking cessation classes to help you kick the smoking habit.

5. **Enjoy Life More**
Given the hectic, stressful lifestyles of millions of Americans, it is no wonder that "enjoying life more" has become a popular resolution in recent years. It’s an im-
important step to a happier and healthier you! **Consider Mindfulness Based Stress Reduction (see article on page 6)** to bring balance to your body, mind and soul. Or just get out and try something new! Take up a new hobby. Go to a theater performance (check out the Touhill Performing Arts Center schedule of events) or participate in Trivia Night.

6. **Quit Drinking**
   While many people use the New Year as an incentive to finally stop drinking, most are not equipped to make such a drastic lifestyle change all at once. Many heavy drinkers fail to quit cold turkey but do much better when they taper gradually, or even learn to moderate their drinking.

7. **Get Out of Debt**
   Was money a big source of stress in your life last year? Join the millions of Americans who have resolved to spend this year getting a handle on their finances. It's a promise that will repay itself many times over in the year ahead.

8. **Learn Something New**
   Have you vowed to make this year the year to learn something new? Perhaps you are considering a career change, want to learn a new language, or just how to fix your computer? Whether you take a course or read a book, you'll find education to be one of the easiest, most motivating New Year's resolutions to keep.

9. **Help Others**
   A popular, non-selfish New Year's resolution, volunteerism can take many forms. Whether you choose to spend time helping out at your local library, mentoring a child, or building a house, there are many nonprofit volunteer organizations that could really use your help. Or if your time is really in short supply, maybe you can at least find it in you to **donate** the furniture, clothing and other household items that you no longer need, rather than leaving them out by the curb to fill up our landfills.

10. **Get Organized**
    On just about every New Year’s resolution top ten list, organization can be a very reasonable goal. Whether you want your home organized enough that you can invite someone over on a whim, or your office organized enough that you can find the stapler when you need it, **FlyLady** has tips and resources to get you started on the way to a more organized life.

Adapted from [Albrecht Powell, About.com](http://pittsburgh.about.com/od/holidays/tp/resolutions.htm)

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**Staff Association Annual Holiday Bazaar**

The 5th Annual Staff Association Holiday Bazaar is scheduled for December 10, 2008 in Century Room A of the MSC from 10 am to 2 pm. We are currently looking for donated items to sell at the bazaar. **Please see the flyer at the end of the Link for more information.** We need your help to make the bazaar successful! Proceeds from the bazaar benefit the John Perry Scholarship fund. Thanks for your support.
Mindfulness Based Stress Reduction

What is Mindfulness-Based Stress Reduction (MBSR)?
MBSR is designed to help change your relationship with stress and begin to live a more conscious life in order to make choices and engage in behaviors that increase your vitality, effectiveness and happiness.

The eight-week program includes weekly two-hour classes plus a full day retreat (9 a.m. to 4 p.m.). Classes include instruction in formal mindfulness practices (meditation, body scan, mindful yoga and walking meditation). Weekly practice assignments to do at home help develop mindfulness skills and help take mindfulness into everyday life. Regular class attendance and a commitment of 30 to 45 minutes of practice per day for the entire duration of the course are required. CDs of the body scan, sitting meditation and yoga and weekly handouts will be provided.

Since its inception, Mindfulness-Based Stress Reduction Programs have been used with groups around the world as diverse as corporate employees, CEOs, educators, students (grade school through college), attorneys, judges, correctional staff, prison inmates, health care professionals, members of the clergy and Olympic and professional athletes — including the world champion Chicago Bulls and Los Angeles Lakers basketball teams.

Who enrolls in MBSR?
Any faculty, staff or family member who would like to respond with more skill and creativity to life’s stresses. Participants commit to regular practice and class attendance.

How often is it offered?
Classes start January 14th with an orientation and end March 11th. Location: UMSL North Campus Room: TBD

Who teaches it?
Lynn Rossy, Ph.D., health psychologist for Healthy for Life, teaches most of the classes and other teachers participate as needed.

What fees are involved?
There is a $40 materials fee for all enrollees. Those who attend all but one class will receive a $20 refund. To enroll or for more information, contact Jaime Capizzi at Capizzij@umsystem.edu or 314-516-4001.
Wellness-Healthy for Life

Eat for Life

What is Eat for Life?

Eat for Life is a 10-week program that helps participants learn to have a healthy relationship with their food and their bodies. This is not your regular weight loss program. In fact, the first thing you will be asked to do is throw out your diets and begin to learn how to use the wisdom of your body to guide how you eat, what you eat and how you relate and use your body.

By using mindfulness and mind-body practices such as meditation and yoga you begin to be able to distinguish between physical and emotional feelings and gain a sense of body wisdom.

This program is based on the principles of intuitive eating as outlined in the book *Intuitive Eating* by Evelyn Tribole and Elyse Resch and formal and informal mind-body practices (i.e., meditation exercises and practicing mindfulness in everyday life).

Who enrolls in Eat for Life?

If you have a history of chronic dieting, have rigid “healthy” rules about eating, or find yourself eating when you’re stressed, bored, or unhappy, then this may be the program for you.

When is it offered?

Classes start January 14, 2009 and end March 18th. They will run from 12:00-1:30. Class location: North Campus Room: TBD

What fees are involved?

There is a $40 materials fee for all enrollees. Those who attend all but one class will receive a $20 refund. To enroll or for more information, contact Jaime Capizzi at Capizzij@umsystem.edu or 314-516-4001.

10th Annual Trivia Night

Mark your calendars for the 10th Staff Association/Student Life Trivia Night to be held on Saturday, Feb 28, 2009. This event will be held at the St Ann’s Center, 7530 Natural Bridge Road in Normandy. It a great way to test to your intellect and pop-culture savviness. Start rounding up a team of friends, family, or co-workers for a fun night of trivia. Look for more information in January!
Discover UMSL

Discover UMSL is being brought to you by the Staff Association. This program was started by the Administrative Leadership Development Program. The Staff Association has adopted Discover UMSL in the hopes of keeping this as an ongoing program. We would like to bring UMSL’s campuses closer to the staff. It’s an exciting and informative program.

We will be offering you a chance of a lifetime to venture where you’ve never ventured before! Our campus is constantly growing and changing and we’d like to introduce our staff to that type of update. Here are some of the exciting areas we hope to bring to you:

- Alumni Center
- Center for Human Origin & Cultural Diversity
- Child Development Center
- Children’s Advocacy Services/Weinman Building
- Fine Arts Building
- Gallery 210 – Telecommunity Center
- Honors College Building – C109 Provincial House
- IT Enterprises
- KWMU
- Movin’ & Groovin’ with the U – Student Radio Station
- Music Building
- Nursing Administration Building
- Oak Hall
- Observatory/Planetarium Demonstration
- Provincial House Chapel
- Science – Research Building
- Touhill Performing Arts Center
- UMSL Libraries – Thomas Jefferson
- Whitney R. Harris - World Ecology Center

We will be offering you a chance of a lifetime to venture where you’ve never ventured before! Our campus is constantly growing and changing and we’d like to introduce our staff. We will offer short sessions/tours (approximately one hour) that will make it possible for staff to visit, see and learn about other areas on our north and south campuses. We hope to see you there. Registrations will soon be available on the Staff Association website. As sessions are finalized, more information will be available in future issues of the Link. We hope to have something for everyone.
Food Service Winter Break Hours

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<td>December 15 – 19: 7:30am – 2:30pm</td>
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<td>January 19: Closed</td>
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<td>December 15 – 19: 10:30am – 2:00pm</td>
<td>December 5: Last resident Dinner 5p-7p</td>
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<td>December 22 – January 2: Closed</td>
<td>December 8 – December 19 (Weekdays)</td>
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<tr>
<td>January 5 – 16: 10:30am – 2:00pm</td>
<td>Lunch only 10:30am – 1:30pm</td>
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<tr>
<td>January 19: Closed</td>
<td>December 20 – January 4: Closed</td>
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<th>La Cantina Loca</th>
<th>January 12 – January 17 (Weekdays)</th>
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<td>December 15 – January 19: Closed</td>
<td>Lunch only 10:30am – 1:30pm</td>
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<td>January 18: reopen with dinner 5pm – 7pm</td>
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What’s New at the Bookstore?

Baby, It’s Cold Outside

Put on your hats and bundle up those coats because winter is in the air! Looking for some stylish new winter wear? Stop by the Bookstore and check out our selection. One of our newest and hottest jackets is by JanSport. Available in both men’s and women’s styles, the Nordic Jacket is lined with soft, ivory material that is sure to keep you warm. If you want something a little sportier, check out one of our ladies quilted vests that are available in both black and white by J. America. These are just a couple of our outerwear items, be sure to stop by and check out the rest. Don’t forget a hat to match your new jacket! The Bookstore has a variety of winter clothing in colors and styles to keep you warm this winter. Stop by and visit the Bookstore soon.
Planning & Construction Items

All of the following dates are very approximate and subject to weather conditions:

- The new baseball field is substantially completed.
- The demolition of the hospital is on-going and should be completed by the end of January, 2009.
- The Benton/Stadler project (new science building) is in design and based on the current schedule, construction is to start in the early summer of 2009 and the completion of the new addition will be during the summer of 2010. The renovation portion of the project will be completed by the end of fall 2011. The new building will primarily accommodate new teaching labs. There will be 3 floors and a penthouse. The renovated space in the existing building will become a “Town Center” or gathering place, etc.

Coming Events

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<th>Event</th>
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<tr>
<td>University Holiday Concert</td>
<td>December 9</td>
<td>Touhill Performing Arts Center</td>
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<td>Staff Association 5th Annual Holiday Bazaar</td>
<td>December 10</td>
<td>Century Room A, MSC</td>
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<td>10 am– 2 pm</td>
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<td>Chancellor’s Holiday Reception</td>
<td>December 16</td>
<td>Century Rooms, MSC</td>
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<td>2-5 pm</td>
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<td>Campus Dr. King Celebration</td>
<td>January 19</td>
<td>Touhill Performing Arts Center</td>
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<td>10 am</td>
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<tr>
<td>Trivia Night</td>
<td>February 28</td>
<td>St. Ann’s Center</td>
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Bottom Line

If you have questions or concerns about the Link, please contact Faith Lucas, Communications Committee Chair and Link editor, at E-mail flucas@umsl.edu
Staff Association’s 5th Annual

Holiday Bazaar—Reminder

Wednesday, December 10, 2008
Century Room A
10:00 am —2:00 pm

Stop, Shop, and Buy at the 5th Annual Holiday
Bazaar sponsored by the Staff Association.

We will have:

• Gift baskets
• Crafts/Gift Mugs/ Movies/Books/CDs
• Home baked goods
• And many more assorted items!

Heroes & Legends Sports Memorabilia will once again be here. Perfect time to get the right gift for the sports fan!

We still need donations and baked goods! Drop off items to:
• Michelle Kilper—101 Woods Hall—5785
• Dave Maczynski—144 SCCB—7636
• Theresa Keuss—351 MSC—4602
• Kathy Meeks—RCEW Bldg, suite 12—4568

For your convenience we take Visa, MasterCard, Discover, Cash, and Personal checks.

The John Perry Scholarship is awarded to dependents of staff members each year. For more information go to:
http://www.umsl.edu/services/sassoc/jppscholarship/scholarship.html

Thank you!