### Message from the President

It has been a busy year for the Staff Association, starting with the Holiday Bazaar, Pack the Stands, Trivia Night, Focus on the Future, the Staff Service Awards and welcoming new members to the Staff Council. I have enjoyed my time as Staff Association President and look forward to a new year and handing over the reigns to the new President – Steffanie Harting Rockette, and all of the incoming council members. Congratulations and good luck to everyone.

Karen Pierre

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### Staff Council Election Results

The following is a list of newly elected Staff Council Members for 2008-2009. Congratulations!

**Vice-President/President Elect**

John Klein

**Secretary/Treasurer**

Lisa Taylor

**University Assembly Committee Representatives:**

**University Assembly**

Ida Casey  
Lorraine Simeone

**Administrator Evaluation**

Melissa Hattman
Physical Facilities and General Services
Ken Voss

Computing and Instructional Technology
MaryBeth Creason
Michael McGhee

Student Affairs
Chris Scheetz

Building Representatives:
Alumni Center, Music Building, Normandie Hall, U-Inn, Woods Hall
Faith Lucas
Michele Pattison

Clark Hall, Lucas Hall, Fine Arts Building
Linda Vaughn

Computer Center Building
Dave Gellman

General Services Building, MSC North and South Garages, Performing Arts Center
Talia Gholson
Julia Gleason

Mark Twain, Parking and Transportation, Regional Center for Education and Work, Telecommunity Center
Charmaine Henson

Riverstars Employee of the Month

April 2008 Winner
Marvelous Motivator

Drew Griffin
Associate Director
Admissions
**Volunteer of the Month—April 2008**

“Michael performed several tasks while in HR and did so with completeness and accuracy. He should be commended for a job well done! Michael did an excellent job in making many Faculty and Staff Benefit binders for our New Employee Orientations. He had a very positive attitude, followed directions very well, and needed little to no supervision. It was a pleasure having him to work with us. He had a much enthusiasm and initiative. Michael possesses the type of character that any employer would seek in an employee. He was pleasant, kind and considerate of others. He was only required to complete 25 hours of volunteer time for his high school honors course, but willingly worked overtime to finish the project. He gets two A's.... we appreciated his Attitude and Ability.”

**Sugar Creek Winery Trip, June 14, 2008**

A staff winery trip is being planned for Saturday, June 14, 2008 to Sugar Creek Winery in Defiance. We will be renting a bus to take us for a tour, wine tasting and live music. Cost is $15 per person to cover the cost of the bus rental. For more information, see the flyer at the end of this Link, or contact Tory Kaufmann at KaufmannT@umsl.edu.

**Preserving the Legacy, June 21, 2008**

The Alumni Association invites you to attend a fundraising gala to benefit the UMSL African-American Alumni Chapter Chancellor Marguerite Ross Barnett Scholarship. The event will feature “SARAFINA”, performed by the St. Louis Black Repertory Company at the Grandel Square Theatre. Tickets are $50 per person and include a pre-show reception. Call Kathy Kinney at 516-5833 for more information.

**UMSL Night at the Ballpark, Sept. 5, 2008**

Make your reservations now and join UMSL alumni, faculty, staff, and students at the Annual UMSL Night at the Ballpark. The Cardinals play the Florida Marlins; game time 7:15 pm. Tickets are $22 and include a pre-game Happy Hour at J Buck’s, 1000 Clark Avenue at 5:30 pm. (complimentary hors d’oeuvres, cash bar). For more information or to order tickets, contact Kathy Kinney at 516-5833 or alumni@umsl.edu
Eye on UMSL—photos by A. Jennewein
Staff Survey Results

Staff members were asked by the Inter Staff Advisory Council (ISAC) to complete a survey of five issues/concerns on each campus: Concerns over salaries and wages, 85 and out retirement program or similar option, career path opportunities, shared sick leave donation system and morale within departments, the campus and the UM System. Out of 1100 plus staff members, 90 responded to the survey. The results will be taken back to the advisory council and compiled with comments from the other campuses. No names will be released. Comments are listed below.

1. **Do you have concerns over salaries and wages?**
   55 had concerns with salary/wages; 35 had no concerns or did not respond.
   - Those who make the most get 9% raises or more and those who make the least get 2% raises.
   - Individuals are given large raises and titles without an increase in their duties.
   - New hires are being paid a salary equal to or higher than present employees in the same department doing the same job.
   - Marginal employees and those who put in the least amount of work hours, receiving raises.
   - Raises do not match the cost of living index, do not cover the cost of insurance and doesn’t help pay for gas or food.
   - University salaries not competitive with other universities. Hard to keep skilled or experienced workers because of the imbalance of pay.
   - Need a standard measure whereby an employee should be at their mid-salary range at a certain point.
   - Consider years of service for older employees who don’t have degrees.
   - Faculty given large salaries to retain them but not so for staff.

2. **Are you interested in an “85 and out” retirement program or similar option?**
   - Yes: 69
   - No: 13
   - Maybe: 3 (need more information)
   - No Response: 5

3. **Concerns over career path opportunities**
   - Not supported by supervisors/managers; not encouraged to take classes
   - Job titles don’t always accurately or adequately reflect the actual position
   - Once you get your degree, pay is not always matched
   - No real professional development programs that lead to career advancement
   - Non existent – What Advancement?
   - Human Resources block advances / makes decision on who should advance
• Difficult web site for employment postings
• Some departments have great opportunities for advancement
• Some departments are reluctant to move individuals up the ladder

4. Are you interested in a shared sick leave donation system?

Yes: 45
No: 25
Maybe: 4 (need more information)
No Response: 16

5. How is the morale within individual departments / campus/ the UM system?

To say we have a problem would be an understatement. 85% of the respondents had the same issues/concerns. Also, the question was asked, “Why is everyone so angry?”

• Various departments have staff performing “office support” duties that are not in line with their job descriptions and therefore are doing several jobs– Supervisors don’t push for larger raises for those employees.
• With the increased usage of PeopleSoft, staff is expected to know Human Resources and anything financial, with minimal training – it ends up taking twice as long to accomplish other tasks.
• The best thing about working at UMSL is the opportunity to get time off at the end of the year – holiday break.
• Some individuals are singled out to receive their degrees through special scholarships.
• Co-worker allowed to work fewer hours and others must pick up the slack.
• Supervisors aren’t there to supervise and won’t supervise when they are there; they don’t enforce the “rules /regulations” they create.
• Managers/supervisors have little to no management skills; need training to learn how to be effective managers. Some are indecisive and weak.
• Campus is more concerned with PR than protecting rights of employees.
• The focus is always on faculty and faculty issues.
• No respect for staff; treated like doormats. A thank-you goes a long way.
• Co-workers display unprofessional behaviors and dress inappropriately.
• Bully mentality among some supervisors; some use the “shame-based” approach.
• UMSL is forever the step-child - UM System and Columbia have large egos.
• Bring back the “free” events: Chancellor’s Picnic, Holiday Luncheon for everyone.
• With the economy in a slump, and/or too much time invested in job to walk away, some employees are just happy to have a job.
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STAFF WINERY TRIP!!

Saturday June 14
10:30 A.M. - 5 P.M.
($15 per person)

Where: Sugar Creek Winery in Defiance, Missouri

Live Music by TERRY BECK

Chartered Bus boards @ 10:30 A.M. at Woods Hall Parking Lot

COST: $15 per person

Payment Due By: June 11, 2008

Send payment via campus mail to Tory Kaufmann in 101 GSB (cash or check accepted)

Additional Info: All staff, your family and any friends are invited on this trip and all are invited to purchase a seat on the bus. We will depart UMSL at 10:45 A.M. and arrive back on campus at approximately 5 P.M. The owner of Sugar Creek Winery has generously offered to give our group a few bottles of wine for free. After that, all wine is available for purchase (most bottles are between $10-20). Picnic baskets and coolers ARE allowed so feel free to bring your favorite meats, cheeses, etc. on the trip. Outside beverages are not allowed. This should be a great time and a great opportunity to meet and enjoy a fun day at the winery with your fellow UMSL co-workers. Again, feel free to bring family, friends and significant others. Please visit www.sugarcreekwines.com for additional info on the winery. We hope to see everyone next Saturday!

Note: This trip is not sponsored by the University