President’s Message

As I have relayed to you earlier, the Budget & Planning meetings regarding our fiscal outlook have begun. This past Monday started the ball rolling with cuts in various departments, including position cuts. The University is holding back on many things—publications, travel, printing and energy conservation, but it simply will not be enough. The administration has stated many times that trimming approximately $3 million out of our budget will not happen without losing colleagues. Frankly, it sickens me to learn that some of us will not make it through this crisis despite the valiant efforts being made by many people.

At the last meeting, I requested that those asked to do more with much less be in the pool for a possible salary increase next fiscal year, specifically our maintenance, grounds and custodial crew. It was taken under consideration, but clearly there are no guarantees. The March 9th B&P meeting has been canceled but our meeting on March 16 will be much longer and more detailed in nature, (be prepared to stay until 5 p.m.).

Please know that I am fighting for us in these meetings: asking administration every time how many positions are being cut when given budget numbers; encouraging those in charge to remain thoughtful of staff positions when looking at their own financial plan; and, insisting that we be part of any plan that will reward our conserving efforts. Though I am the only one on the committee specifically there to represent all of us, please know that other members share our fears, hope and efforts to make it through this unbearably difficult time. It’s much more than just numbers; we are people who lives will be dramatically affected by these decisions.

I am pleased the Chancellor agreed to our Town Hall Meeting on March 20, 12:15 -1:15 p.m., Century Rooms, MSC. As many, many of you said, we need to hear from our administration in addition to the information given by the UM System. If at all possible, it would be beneficial for everyone to attend; this is our opportunity to ask our leaders valuable questions, to open our discussions much wider with more recent information. It is imperative that we are part of this process, to be heard, to be counted, to matter in what is happening. I encourage you to ask questions at the Town Hall meeting, or send them to me or your unit representative; we are here for you, to serve our collected efforts.

~ Steffanie A. Rockette
Relay for Life-April 24-25

Dear members of the UM-St. Louis Staff,

Relay for Life and the American Cancer Society have been working hard this year to raise funds for the fight against cancer. Everyone has been touched by cancer in someway, and I am sure right now you can think of at least one friend, family member, or neighbor who has had to go through this great fight for life.

It is for that reason that the students of the University of Missouri-St. Louis have bound together to make their mark on cancer. Over the last two years, the UMSL community has raised over $80,000 towards cancer research and summer camps for the children of ill parents. Relay for Life is not only a fun event; the true purpose of Relay is to raise awareness and funds so one day there may be a cure!

“Everyone has been touched by cancer in someway, and I am sure right now you can think of at least one friend, family member, or neighbor who has had to go through this great fight for life.”

Relay for Life will take place on April 24th and 25th outside the Millennium Student Center Lakes. All you need to do is form a team of 8-15 people and sign up at: www.relayforlife.org/umslmo. (Sign up deadline is April 1st to receive a T-shirt.)

If you are unfamiliar with the event check out this video for more inspiration: www.youtube.com/watch?v=esdA6RMpm3I

For a $10 fee, you will receive a Relay for Life t-shirt and the opportunity to really make a difference in someone’s life. Anyone can sign up to invite your friends, colleagues, family members, and neighbors to join you. At the event, we’ll camp out overnight and take turns walking around the track to raise money and awareness to support the American Cancer Society’s lifesaving mission. There is an incredible ceremony to celebrate cancer survivors and caregivers that starts off the night, and a moving ceremony to honor and remember those who have fought the disease.

We can truly say Relay is unlike anything else you’ll ever experience. It’s a night full of fun, hope, and remembrance. Together, we can celebrate, remember, and fight back. Please join in! If you have any questions feel free to contact myself or the other recruitment co-chair through the information below. I look forward to seeing you at Relay for Life 2009: The Great Outdoors!

Thank you for your time and can’t wait to see you there.

Adriana Hughey
Recruitment Co-Chair 2009
Aohy83@umsl.edu
573-356-6939

Bethany Stafford
Recruitment Co-Chair 2009
Bhsgh3@umsl.edu
573-579-2198
Volunteer of the Month

February 2009

Alexandria Moore
Megan Hill who nominated Alexandria believes her to be the kind of volunteer of which every program director dreams. Not only is her positive personality infectious, she is able to complete any assignment with that same enthusiasm. During Martin Luther King Day of Service, for example, she was given the ominous task of handling the crowds as check-in (the most hectic part of the day) and handled it all with a smile. She is a wonderful girl and is extremely deserving of this award!

Riverstars Employee of Month

January 2009
Works Well Under Pressure

Shanta Kyles
Senior Secretary
Social Work

Wellness-Healthy for Life

Coming Events

March 12, 2009, 12:00 pm - 12:30 pm, 201 SSB: Orientation for UMSL Fitness Camp for Faculty/Staff. Healthy For Life is partnering with Pete Trapani, certified trainer, to offer fitness camps before and during the work day. We would call them "boot camps," but they are less intense and more well rounded workouts. At the orientation, Pete will demonstrate exercises and Jaime Capizzi will go over healthy eating while working out. No cost for orientation. Equipment will be provided at each exercise session. Cost is $8/exercise session (price will be discounted depending on number of participants.)

April 2 - June 18th, 12:00 pm - 1:00 pm, North campus: Stay Strong, Stay Healthy series sponsored by UM Extension. This is an introduction for people that would like to learn how to workout with hand and ankle weights. Do not be intimidated! This class for beginners will be a great opportunity to learn how to exercise at home or in the office! Cost is $20. Please email me, capizzij@umsystem.edu, to reserve your spot. Class size is limited to 20. Each participant must bring their own weights. It is recommended to have 2-3 # hand weights and < 5# ankle weights.
Saving Money-Sharing Ideas

Do YOU have any great, CREATIVE ideas for ways departments can SAVE money? Would you like to SHARE your ideas? LETS ALL WORK TOGETHER!

The financial issues facing the University are a responsibility that we must all take on. Let’s band together and share creative ideas for how we can all help each department save money and save some trees! Forward any suggestions for inclusion in the next Link to Talia Gholson, Gholsont@umsl.edu.

- Reuse misprinted paper. This is especially handy for in-house reports.
- Share meeting agendas.
- Send meeting minutes via email not paper copies.
- Reuse manila file folders by turning them inside out.
- Create your own Post-It Notes by cutting scrap paper into small squares and stapling them together.
- Find out how your constituents want to be contacted. You’d be surprised at how many students, other staff/faculty, etc. prefer to be contacted via email.
- Only write in one line of the pink and/or brown envelopes so that they can be used as many times as possible. No need to take up two lines!
- Print only necessary emails. Refer to the appropriate department if you’re not sure about retention guidelines for your email documents.

Focus on the Future—March 24 and March 25

Focus on the Future provides an opportunity for continued professional and personal development for all employees. The broad range of session topics offered by skilled presenters allows you to focus on specific areas of interest, both personal and professional. This year’s theme is “Taking Charge: Becoming a Better You!”

Some of the classes being offered are:
- Better Vision-Nutrition & Eyes,
- Investing in Our Future,
- Ready, Set, Read: The Summons, by John Grisham
- Genealogy-Getting Started,
- World Finance,
- Tai Chi,
- Web 2.0-Personal Networking,
- Gardening with Chocolate,
- Cooking with the Chef,
- Wills & Powers of Attorney.

Once again, Sanford Brown (Chair Massage Therapists) will be on hand to work those stressed-out muscles. The complete list of classes will be available beginning March 9th. An e-mail will be sent with more details. We encourage everyone to take advantage of this opportunity for growth. For questions, contact Karen Pierre, 516-5823.
ADA Changes—More Employees Will Be Covered

After years of changes to the Americans With Disabilities Act (ADA) through controversial court decisions, the ADA Amendments Act (ADAAA) took effect January 1, 2009--clarifying the law and restoring it to its original intent.

The ADA defines a disability as:

- A physical or mental impairment that substantially limits one or more major life activities
- A record of such an impairment
- Being regarded as having such an impairment.

The basic definition of a disability has not changed, but the terms used, such as “major life activities” have a broader characterization. As a result of these changes, more employees will be covered.

The ADAAA expands the term "major life activity" by adding new activities which include eating, sleeping, standing, lifting, bending, reading, concentrating, thinking, and communicating. Significantly, a major life activity also now includes the operation of a major bodily function, including functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive systems.

Prior to January 1, 2009, for example, a person whose diabetes was controlled with medication, exercise, and diet (mitigating factors) would not be protected by the ADA. Under the ADAAA, disability determination is made without regard to mitigating measures; a person with insulin-dependent diabetes will most likely be covered under ADAAA. Another example, a person with epilepsy who takes medication to control his/her seizures will most likely be covered because the courts will consider what his/her limitations would be without medication.

Under the ADAAA, an impairment that is episodic (irregular intervals) or in remission is a disability if the impairment would substantially limit a major life activity when active. For example, a person with Crohn's disease (inflammatory disease of the digestive system) who has periodic flare-ups that require hospitalization will likely be covered under the first part of the new definition of disability because employers must consider what the person’s limitations are during flare-ups.

Each case must be evaluated on its own merits. The focus will be on the individual's ability to perform the essential functions of a job; and whether the employer has met its obligations to engage in the interactive process and provide a reasonable accommodation. If you have questions about ADA issues, contact Joann Westbrook, Human Resources, 314-516-5639 or Deborah Burris, Office of Equal Opportunity and Diversity (OEOD), 314-516-5695 or visit the OEOD website http://www.umsl.edu/services/oeo/.

Sources
EEOC http://www.eeoc.gov/ada/amendments_notice.html
Job Accommodation Network http://www.jan.wvu.edu/media/jobdescriptions.html
Employee Club Fair

Would you enjoy getting together with other employees to discuss a great book, play a game of chess, trace your ancestry, start a bowling league, explore St. Louis on a bike, or create an eye-catching landscape design?

Human Resources is considering holding an employee Club Fair. If you are interested in requesting a table to publicize your club or want to establish a new employee club, please contact Sylvia Poe by email or at extension 5258 for an application. Clubs must meet the following criteria to participate in the club fair (the application contains more details):

- All employees are eligible regardless of status
- No political, religious, racial, or sexual affiliation or agenda
- No national affiliation
- May not be used to promote or sell products/make profit/personal financial gain
- No officers of a club may be compensated in any way for their service
- Must be self-supporting through dues or fund raisers

The University will not provide any funding but will provide use of meeting facilities outside of working time at affiliate rental rates. Once sufficient eligible clubs apply (20), the fair will be scheduled and publicized. Clubs will be formed by having them complete forms that HR will provide in order to provide structure to the process. Clubs will be responsible for their ongoing maintenance and publicity.

Triton Connect—Making a Connection

Each year, participants in the Administrative Leadership Development Program (ALDP) select a project to enrich their campus. The 2008 UMSL ALDP class focused their attention on a project that would increase the engagement of faculty and staff. The project that they selected was the creation of the online discussion site Triton Connect. This site provides the opportunities for UMSL faculty and staff to connect with others on campus with similar professional and/or personal interests.

To access Triton Connect, faculty and staff should first log in to the campus network and then go to the following website: https://tritonconnect.umsl.edu/. First time visitors to the site should check out the Getting Started forum.

A moderator will be assigned to each forum to monitor existing discussions within the forum and promote new discussions.

Well...what are you waiting for? Click here and start connecting with your friends at UMSL!

If you have questions or are interested in serving as a moderator for a forum, please contact Randy Vogan at Voganr@umsl.edu.
Pennies For the Boatman-Sneak Preview

You Are Invited to a Special Sneak Preview of the new St. Louis based film “Pennies for the Boatman” on Tuesday, 10 March, 2009 at 7:00 p.m. in the Des Lee Theatre at the Missouri Historical Museum located at 5700 Lindell Boulevard in Forest Park.

“Pennies for the Boatman” is based on the play “The Seamstress of Saint Francis Street” by Mario Farwell. Executive Producers are E. Desmond Lee, John B. Hylton, and Marcel Becholdt. Cinematography & Edited by James Abernathy. Adapted for Screen and Directed by Niyi Coker Jr.

This preview is sponsored by Desmond Lee Professorship in African/African American Studies, of the Center for International Studies, and Department of Theatre, Dance and Media Studies of the Department of Fine Arts and Communication (COFAC) of the University of Missouri-St. Louis and the Missouri Historical Museum.

What’s New in the Bookstore?

Happy March! The promise of spring has arrived and there are lots of exciting things happening in the Bookstore this month.

March is Women’s History Month and March 8 International Women’s Day. The bookstore has a wonderful selection of books specially chosen to celebrate women throughout our great history. Stop by and see for yourself!

Relay for Life will be happing before you know it. The bookstore is helping raise awareness by sponsoring a raffle to raise money for this important event on campus. We have several themed gift baskets that are being raffled off between now and April 23rd. Tickets are $1.00 each or 6 for $5.00. Stop by and pick some up today and help fight cancer and find a cure! For more information about Relay For Life please visit: www.relayforlife/umslmo

Saving The Green for St Patty’s day! The bookstore loves St Patrick’s Day, save your green March 9th – 17th. Everything green or eco-green is on sale.

Its spring cleaning time and the textbook department will be returning all textbooks that have not been sold. Contact the textbook department if there is a book that should not be sent back just yet.

-Stephanie Eaton, Assistant Bookstore Manager
Discover UMSL

Planetarium Demonstration
Come and see the "stars" at the UMSL planetarium. Astronomy professor Bruce Wilking will guide us through an educational journey of planets, constellations, the seasons and even the St. Louis sky. Limited to the first 35 registrants.

Presented by: Wilking, Bruce
Date: Friday March 6, 2009
Time: 12:00 PM to 01:00 PM
Register From: Thursday January 22, 2009
Register Until: Friday March 6, 2009
Location: 409 Research Building
Maximum Capacity: 35
To register, click here

Children's Advocacy Services/Weinman Building
Welcome and join us for a tour of Children's Advocacy Services of Greater St. Louis. We are affiliated with the Psychology Department at UMSL and are accredited by the National Children's Alliance. Our mission is to reduce the effects of trauma experienced by children and adolescents in the Greater St. Louis Community. In order to implement our mission, we train psychology, social work, counseling and criminal justice students to work with children 3 through 18 who have experienced any type of child abuse, neglect or trauma. We provide an array of services including forensic interviews, victim advocacy, counseling and community education.

Presented by: Dunn, Dr. Jerry
Date: Thursday March 12, 2009
Time: 12:00 PM to 01:00 PM
Register From: Thursday January 1, 2009
Register Until: Thursday March 12, 2009
Location: Weinman Auditorium, South Campus
Maximum Capacity: 50
To register, click here

Alumni Center
Housed in a charming 75-year-old building, the center accommodates conferences, seminars, planning retreats, meetings and social events for UMSL departments, alumni groups and the general public. Stop by the Alumni Center to see the facilities and ask questions.

Presented by: Creasy, Corie
Date: Thursday April 2, 2009
Time: 12:00 PM to 01:00 PM
Register From: Tuesday February 3, 2009
Register Until: Thursday April 2, 2009
Location: Alumni Center, 7956 Natural Bridge
Maximum Capacity: 20
To register, click here
St. Louis Mercantile Library Tour

Established in 1846, the Mercantile is the oldest library west of the Mississippi and the grandparent of all cultural institutions in St. Louis. The task of the Mercantile Library as a research library is to make its collections, which have come to concentrate on Western Expansion and the history, development, and growth of the St. Louis region and of the American rail and river transportation experiences, available to the widest number of local and national users. You will be enjoying a walking tour of two floors, so wear comfortable shoes and facilities for the disabled are, of course, available.

Presented by: Brown, Charles
Date: Friday March 13, 2009
Time: 12:00 PM to 01:00 PM
Register From: Thursday January 1, 2009
Register Until: Friday March 13, 2009
Location: Front Entrance, Mercantile Library
Maximum Capacity: 30
To register, click here

Mission of the Department of Criminology and Criminal Justice

Dr. Rosenfeld will discuss Crime and the Current Economy, in addition to Dr. Wright’s bringing to us an in-depth overview of the teaching activities, not only traditional in-depth course work, but also intensive research training, especially at the PhD level and the sort of things done in the CCJ. CCJ faculty members are actively involved in many local, state, national and international service activities.

Presented by: Wright, Richard  Rosenfeld, Richard
Date: Tuesday April 7, 2009
Time: 12:00 PM to 01:00 PM
Register From: Thursday January 1, 2009
Register Until: Tuesday April 7, 2009
Location: 324 Lucas Hall
Maximum Capacity: 25
To register, click here

Department of Biology/Research Building

Dr. Stevens will outline the kinds of research that go on in the department, then he will lead us in a tour/visit of one or two of the labs and then a tour of the greenhouse. This will be a walking class, so wear comfortable shoes.

Presented by: Stevens, Peter
Date: Thursday April 9, 2009
Time: 12:00 PM to 01:00 PM
Register From: Thursday January 1, 2009
Register Until: Thursday April 9, 2009
Location: R223E Research Building
Maximum Capacity: 15
To register, click here
Discover UMSL

The Whitney R. Harris World Ecology Center

The Whitney R. Harris World Ecology Center was formed in 1990 as the International Center for Tropical Ecology and its name changed in 2006 with a generous gift from Whitney Harris. The Harris Center provides financial support to, and academic enrichment, of the graduate program in the Department of Biology. The Center collaborates closely with the research faculty at the Missouri Botanical Garden and the Saint Louis Zoo.

Presented by: Osborne, Dr. Patrick
Date: Friday April 17, 2009
Time: 12:00 PM to 01:00 PM
Register From: Thursday January 1, 2009
Register Until: Friday April 17, 2009
Location: Room 101 Benton Hall
Maximum Capacity: 50
To register, click here

2009 Trailblazer Ceremony-March 19

UMSL’s 2009 Trailblazer Honorees are Dr. Sonya Bahar, Ms. Charlotte Claeys, Dr. Judith Walker de Felix, The Honorable Hazel Erby, Dr. Diane Touliatos-Miles, and Laura X. The Trailblazer Ceremony will be held on March 19 at 2 p.m. in Century Room C, MSC. The event is free and open to all.

Kay Drey will be the guest speaker at the 2009 Trailblazer Ceremony. Kay Kranzberg Drey has devoted her life to civil rights and to saving the planet. She and her husband, Leo share a passion for saving our planet. St. Louis Magazine called Kay and Leo Drey “Green Giants” for their efforts to save the environment.

Drey’s commitment to integration began in her childhood; as a member of the first Jewish family in her neighborhood, she learned firsthand about discrimination. Drey volunteered in the civil rights field during the 1960s and 1970s promoting racial integration in neighborhoods, schools and workplaces. Starting in 1974, she began participating in efforts to oppose nuclear power plants, uranium fuel facilities, and their related radioactive wastes. She is Board member of Beyond Nuclear and the Great Rivers Environmental Law Center. Drey is founder of The Green Center, a center for outdoor environmental education and the arts, located in University City, Missouri and a member of its advisory council.

Chris Kalter, Environmental Specialist for the St. Louis County Health Department will provide information on recycling and students from the Music Department, UMSL, will be performing. For more information, you may call the Office of Equal Opportunity and Diversity at 314-516-5695 or visit their web site at http://www.umsl.edu/services/oeo/.
Pack the Stands

Breast Cancer Awareness

To help the Women’s Basketball Coaches Association raise awareness of breast cancer, the UMSL women’s basketball team participated in the 2009 WBCA Pink Zone on Saturday, February 14. Our very own Dianne Coonrod and Charmaine Henson were honorary captains!

Photos by Linda Royal
### Coming Events

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<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>UMSL Day</td>
<td>March 7</td>
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<tr>
<td>Orientation for UMSL Fitness Camp</td>
<td>March 12</td>
<td>12 p.m.</td>
<td>201 SSB</td>
</tr>
<tr>
<td>Trailblazer Ceremony</td>
<td>March 19</td>
<td>2 p.m.</td>
<td>Century Rooms</td>
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<tr>
<td>Town Hall Meeting</td>
<td>March 20</td>
<td>12:15 p.m.</td>
<td>Century Rooms</td>
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<tr>
<td>Focus on the Future</td>
<td>March 24–25</td>
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<tr>
<td>Stay Strong, Stay Healthy</td>
<td>Apr 2–June 18</td>
<td>12-1 p.m.</td>
<td>North Campus</td>
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<td>UMSL Alumni Weekend</td>
<td>April 17–18</td>
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<tr>
<td>Relay for Life</td>
<td>April 24–25</td>
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### Bottom Line

If you have questions or concerns about the Link or the staff association, please contact Faith Lucas, Communications Committee Chair and Link editor, at E-mail flucas@umsl.edu
To: Campus Community  
From: Craig Robinson, Co-Chair, Green Campus Advisory Group  
Cc: Cyndie Parks, Director, UM Records Management  
Re: Annual Recycling Report for 2008  
Date: February 16, 2009

Recycling Summary

For the 12-month period ending June 30, 2008, the University of Missouri – Saint Louis recycled over 100 tons of materials, with the major recycling streams summarized in Table 1 below. The University operates a handful of cost-effective recyclable collection programs and has expanded recently, increasing the quantity of recyclables collected year over year.

<table>
<thead>
<tr>
<th>Material</th>
<th>FY 07-08 Quantity</th>
<th>FY 06-07 Quantity</th>
<th>% change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commingled</td>
<td>3,160 lb</td>
<td>1,229 lb</td>
<td>157.1%</td>
</tr>
<tr>
<td>Cardboard</td>
<td>73,821 lb</td>
<td>61,241 lb</td>
<td>20.5%</td>
</tr>
<tr>
<td>Paper</td>
<td>144,106 lb</td>
<td>135,427 lb</td>
<td>6.4%</td>
</tr>
</tbody>
</table>

Commingled

The beverage container recycling program has been completely restructured, thanks in part to a grant received by a recycling partner to expand into more difficult plastic streams, and another vendor who is providing indoor receptacles at no cost to the University. Receptacles are being placed at strategic indoor locations, emptied by custodial employees, and transported by grounds employees to a single, on-campus location for eventual pickup. For the 12-month period ended June 30, 2008, the University of Missouri – Saint Louis recycled 3,160 pounds of commingled plastics, glass, and aluminum compared to 1,229 pounds for the 12-month period ended June 30, 2007. Year-over year, this represents a 157.1% increase.
Cardboard

Although cardboard has been collected throughout the recycling program's history, the University has only recently begun compiling and reporting annual cardboard recycling figures. For the 12-month period ended June 30, 2008, the University of Missouri – Saint Louis recycled 73,821 pounds of corrugated cardboard, compared to 61,241 pounds for the prior 12-month period. Year-over year, this represents a 20.5% increase.

Paper Recycling

The University of Missouri – Saint Louis recycled 116,350 pounds of paper through the Smurfit-Stone Office Paper Recycling Program and an additional 27,756 pounds through the Millennium Student Center Newspaper Recycling Program during the 12-month period ending June 30, 2008, compared to 114,840 pounds and 20,587 pounds in the 12 months ended June 30, 2007. This represents a 6.4% increase in paper recycling compared to the same period last year.

| Table 2. Overall Office Paper Recycling Weights, per Quarter, 1997-2008 |
|-----------------|-----------------|-----------------|-----------------|-----------------|
|                 | Q1 (Jul-Sep)    | Q2 (Oct-Dec)    | Q3 (Jan-Mar)    | Q4 (Apr-Jun)    |
| 97-98           | 35,240          | 39,290          | 40,400          | 39,240          |
| 98-99           | 47,040          | 41,440          | 45,380          | 40,000          |
| 99-00           | 48,600          | 36,250          | 39,960          | 39,240          |
| 00-01           | 50,360          | 38,175          | 42,585          | 43,015          |
| 01-02           | 57,355          | 26,905          | 44,190          | 36,530          |
| 02-03           | 42,400          | 36,750          | 37,300          | 33,600          |
| 03-04           | 39,750          | 33,150          | 32,800          | 39,600          |
| 04-05           | 39,800          | 35,850          | 44,150          | 41,350          |
| 05-06           | 38,990          | 40,090          | 30,145          | 29,675          |
| 06-07           | 29,275          | 25,745          | 26,550          | 25,800          |
| 07-08           | **28,175**      | **28,575**      | **27,400**      | **32,200**      |
| 08-09           |                 |                 |                 |                 |