

UNIVERSITY OF
MISSOURI-ST. LOUIS

All-Staff Meeting

April 25, 2025



MORE IS WHAT MOVES US

Welcome from the Provost

Dr. Steven Berberich

Your Staff Council

2024-2025

Britne Bacca-Haupt (Chair)

bbacca@umsl.edu

Matthew Becker

Yuan Chen

Bob Ell

Katie Fraizer

Mogan Garvey

Sarah Goskie

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)

New Council coming soon – starting July 1st

Elections begin next week! Look for our email

Ways to Attend Meetings

- Budget & Planning Meeting
 - Next Meeting is Wednesday, April 30, from 9:00 to 10:30 a.m.
 - <https://umsystem.zoom.us/j/92483595054>
 - Please email senate@umsl.edu for information
- University Assembly Meetings
 - April 29, 2025
 - 3:00 PM
 - Meetings will be held in person; MSC Chamber
- 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>



Scan to create
a group!



MORE IS WHAT MOVES US

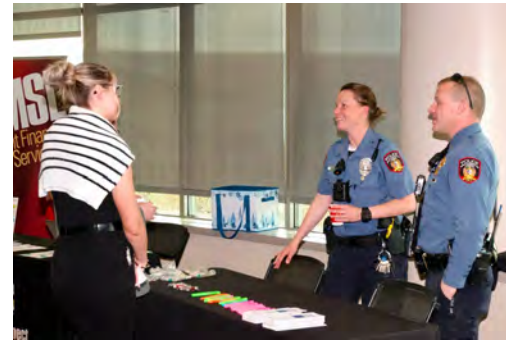
Staff Council Elections

- Electronic ballot opens early next week
- Look for an email

Chancellor's Staff Excellence Award Nominations

- Nominations open May 1st
 - Look for an email
- Nominate those wonderful folks you work with!

Staff Networking & Resource Fair Recap



16 Resources/Vendors Present!
Over 75 Staff members joined us!

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

UMSL Retiree Association

Dr. Thomas Eysell

UMSL RETIREE ASSOCIATION EVENTS

- Fall 2024
- Breakfast with the UMSLRA
Medicare 101- Coverage Options
- Breakfast with the UMSLRA
Decluttering Your Home and Your Life
- Sunday Brunch at Chandler Hill Winery
- Holiday Luncheon – Glen Echo

- Spring 2025
- Breakfast with the UMSLRA
5 Estate Planning Mistakes to Avoid
- Breakfast with the UMSLRA
Senior Scams and Financial Exploitation
- Guided Tour of the Kaplan-Feldman Holocaust Museum
- Spring Luncheon – Glen Echo

UMSL RETIREE ASSOCIATION-JOIN UP!

- WHO CAN JOIN THE UMSLRA?

Any retired UMSL staff or faculty member, or

Current UMSL staff and faculty age 55 and above.

- What does it cost?

The first year is free. Dues are \$15 annually thereafter, or \$125 for a lifetime membership.

- Where do I sign??

<https://www.givecampus.com/schools/UniversityofMissouriStLouis/events/umsl-retirees-association-membership-enrollment>

EYSSELLT@UMSL.EDU

DUNCAN@UMSL.EDU

Total Rewards Advisory Committee (TRAC)



What is TRAC

- The Total Rewards Advisory Committee (TRAC) serves in an advisory capacity in matters related to:
 - benefits programs, and
 - treatment of pay and benefits as related to overall Total Rewards.
- Committee membership is comprised of at least 12 members:
 - a faculty and a staff member from each campus,
 - a hospital representative, and
 - a retiree representative

As appointed by the Vice President of Human Resources from nominations by the campuses, retiree associations, and self-nominations.



TRAC Members

- Committee members will be appointed for a 3-year term, which may be extended for additional three-year term(s). Terms may be staggered in order to ensure continuity for the Committee.
 - One faculty member is designated as liaison to the Intercampus Faculty Council.
 - One staff member is designated as liaison to the Intercampus Staff Council.
 - One retiree is designated as liaison to the retiree associations.



TRAC Responsibilities

- The TRAC charter is available at: <https://www.umssystem.edu/trac>
- The charter outlines the responsibility of TRAC as benefits advisory committee:
 - Members will serve as a liaison to other campus employees/retirees and their representative organizations, communicating information as agreed to by the Committee.
 - The Committee may study, consider and make recommendations to the Vice President regarding proposed benefits programs revisions, modifications, additions, or deletions.
 - This advisory role does not include the selection or management of vendors, plan investments or other administrative responsibilities; however, members may provide input on program design as related to the needs of Participants, provide feedback on communication and education, and advise in other areas.



TRAC Meetings

- Meetings will be held quarterly, with additional meetings as needed based on the work of the Committee. Members are expected to attend 75 percent of the meetings.
- Meeting minutes will be recorded for each quarterly meeting and posted on the website.
- The Committee will report to the University's Board of Curators annually regarding the business of the Committee.



History of TRAC engagement

TRAC receives information and provides feedback for all Benefits and Retirement RFP (request for proposal) projects. Additionally, has advised on a variety of plan initiatives since 2015, including but not limited to:

- Custom Network Plan development
- Tuition Assistance
- Retiree Insurance Projects
 - Transition to Medicare Advantage Plans for retirees starting 2017
 - Retiree eligibility after 2018
- Retirement Plan for new employees
- HR Policy changes
- FMLA system centralization and outsourcing
- New leave program





University of Missouri System

COLUMBIA | KANSAS CITY | ROLLA | ST. LOUIS



NCAA DIVISION II
**MAKE IT
YOURS.**



UMSL Athletics





What is Division II?

While each of the three NCAA divisions feature unique attributes, a primary difference is in how they choose to award athletics scholarships:

- **DI** – Full cost-of-attendance scholarships in several sports
- **DII** – Partial scholarship model
- **DIII** – No athletics-based financial aid

Division II Quick Facts

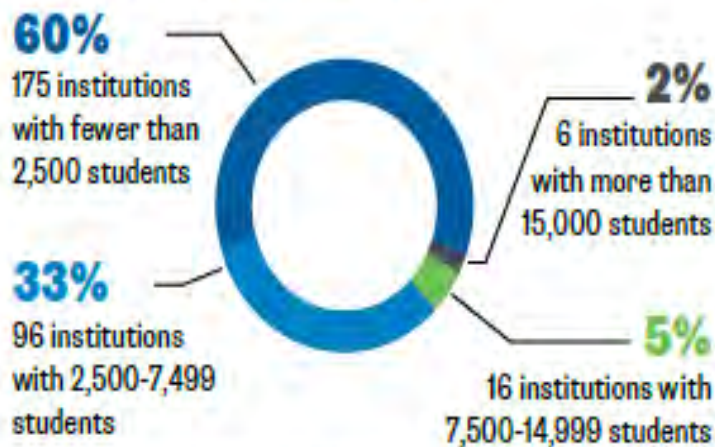
Type of School

Percentage of active and provisional members



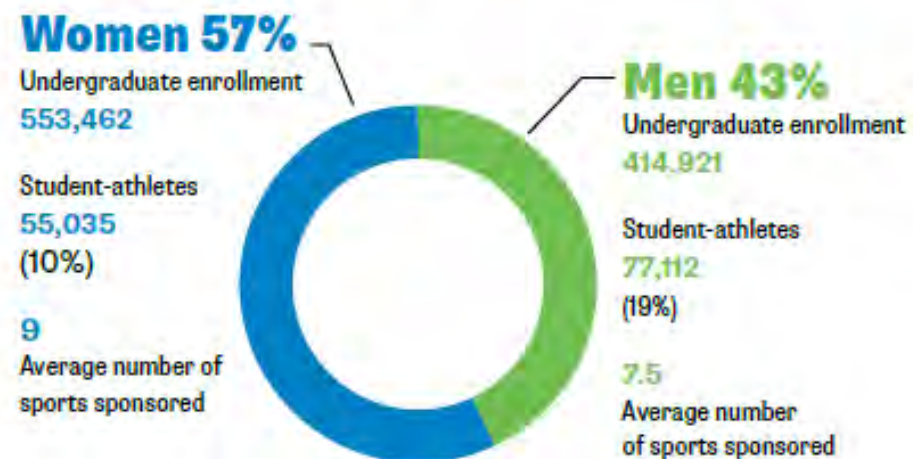
Source: 2024 NCAA sports sponsorship and demographic data for Division II active members.

Enrollment at Division II Active Members



Source: Based on 2022-23 IPEDS enrollment data on full-time undergraduate enrollment.

Composition of Enrollment



Source: 2024 NCAA sports sponsorship and demographic data.

Division II Quick Facts



11 Schools in the Membership Process

Three-year membership process
2 schools in year three
5 schools in year two
1 school in year one

Two-year expedited membership process
0 schools in year two
3 schools in year one

Source: 2024-25 NCAA membership status.

23
conferences

293
active members

Average Number of Student-Athletes

Schools with football Schools without football

533 331 men
202 women

355 183 men
172 women

Source: 2024 NCAA sports sponsorship and participation data.

Conferences



State of College Athletics in Division I

House vs. NCAA (House Settlement):

- Schools sharing revenue with student-athletes.
- Teams governed by roster limits, rather than scholarships.
- A third party clearinghouse for marketing deals.



State of College Athletics in Division I

House vs. NCAA (House Settlement):

- Two parts of Revenue Sharing: One forward facing and one backward looking
 - Remedy for student-athletes who played before 2021 of \$2.75 billion. Depending on sport and conference depends your payout.
 - Opt-in (except for 4 Power conferences plus Pac-12) with a salary cap around \$20.5 million that will rise to around 30 million. Does not have to be spread evenly and could go to sports that typically bring in revenue



State of College Athletics in Division I

House vs. NCAA (House Settlement) Concerns:

- Current or F25 who have lost their scholarships and spot on the team.
- Other student-athletes who believe that they will not be fairly compensated for their NIL Rights.
- If approved by Judge Wilkin more lawsuits will follow including NCAA's player eligibility rules are legal and whether players should be classified as employees under federal labor law.
- Does the settlement violate Title IX?
- Financial crisis – federal govt slashing government funding; enrollment cliff; immigration policies; recession
- Does the settlement make athletes employees? Settlement is about anti-trust not employment



State of College Athletics in Division I

House vs. NCAA (House Settlement) – What implications for us?:

- Transfer Portal both ways.
 - NCAA DII student-athletes will have the potential to make money like never before by jumping into DI especially in revenue sports.
 - NCAA DI student-athletes, especially in Olympic sports, will see a reduced roster size that gives more student-athletes for DII to recruit.



NCAA®

TRANSFER PORTAL

2024

ALL-GREAT LAKES VALLEY CONFERENCE

VOLLEYBALL



HANNAH COPELAND
SECOND TEAM



CAITLIN BISHOP
FIRST TEAM



ALAYNA SANTEL
FIRST TEAM
GLVC FRESHMAN OF THE YEAR



IYANNAH JACKSON
SECOND TEAM



SKYLAR WEAVER
SECOND TEAM

2024 ALL-GLVC CONFERENCE HONORS



JADA HOLLOMAN
SECOND TEAM



JAYCEE COTTON
SECOND TEAM



KAYLEY JUDY
FIRST TEAM



MARY KATE NEAL
THIRD TEAM



GLVC

ALL-CONFERENCE

JON CAMPBELL | SECOND TEAM

A male cross-country runner with short blonde hair is captured in mid-stride during a race. He is wearing a white tank top with a red and black geometric pattern and the letters 'UMSL' in red. His race bib number is 283. He is also wearing red shorts. The background shows a race course with spectators, a blue banner that says 'ATLANTIC VALLEY CO... CHAMPIONS', and a red flag on the left. The scene is outdoors under bright, clear skies.

**JACOB
WARNER**

2024 ALL-GLVC CROSS COUNTRY TEAM



ALEX WOLFF
Second Team



KATE ROLFES
Third Team



KATIE HAMILL
Third Team
All-Freshman Team

ALL-GREAT LAKES VALLEY CONFERENCE



MATT ENRIGHT

FIRST TEAM

EMANUEL PROSPERE II

FIRST TEAM

SAVON WYKLE

ALL-DEFENSIVE

TROY GLOVER II

**DEFENSIVE PLAYER OF THE YEAR
ALL-DEFENSIVE**



**ALAYNA
SANTEL**
FRESHMAN
OF THE YEAR





**TROY
GLOVER II**
DEFENSIVE PLAYER
OF THE YEAR





**VOLLEYBALL MAKES 5TH STRAIGHT
NCAA APPEARANCE**





2024
GLVC
WOMEN'S SOCCER
CHAMPIONS

2024 GLVC Women's Soccer Championship Bracket

Round	Matchup
Quarterfinals	1. [Team A] vs. [Team B]
Quarterfinals	2. [Team C] vs. [Team D]
Quarterfinals	3. [Team E] vs. [Team F]
Quarterfinals	4. [Team G] vs. [Team H]
Semifinals	5. [Winner 1] vs. [Winner 2]
Semifinals	6. [Winner 3] vs. [Winner 4]
Final	7. [Winner 5] vs. [Winner 6]



MEN'S BASKETBALL SWEET SIXTEEN NCAA APPEARANCE





**WOMEN'S SWIMMING EARNED HIGHEST FINISH
20TH PLACE AT NCAA CHAMPIONSHIPS**







**200-YARD FREE RELAY TEAM
HONORABLE MENTION ALL-AMERICA**





D2 CCA

SECOND TEAM

ALL-REGION

KAYLEY

JUDY

CCAA

Conference Commissioner's Association

NCAA DIVISION II

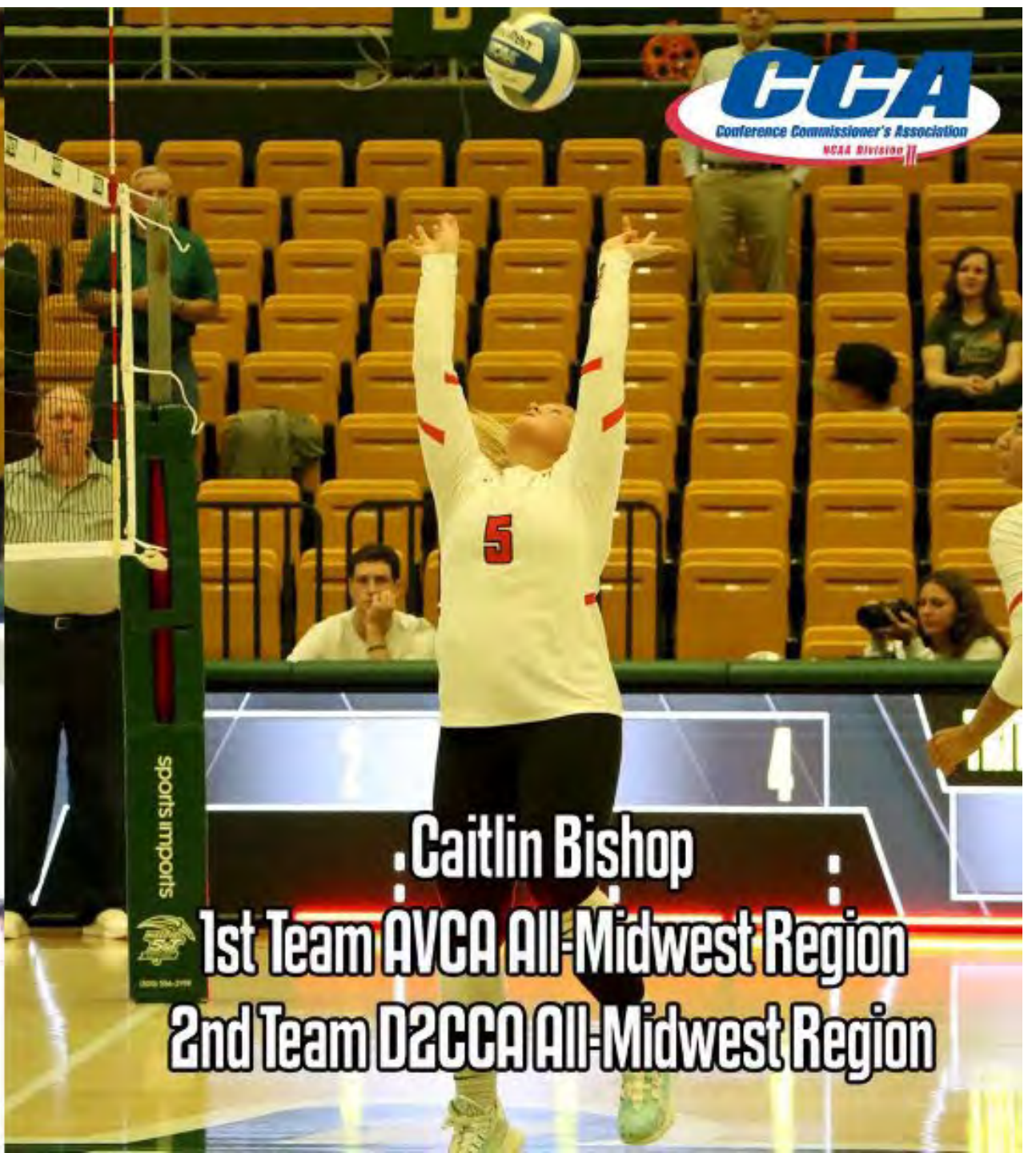


**D2 CCA
SECOND TEAM
ALL-REGION
JON
CAMPBELL**



AVCA
AMERICAN VOLLEYBALL
COACHES ASSOCIATION

Alayna Santel
AVCA Midwest Region
Freshman of the Year



CCA
Conference Commissioner's Association
NCAA Division II

Caitlin Bishop
1st Team AVCA All-Midwest Region
2nd Team D2CCA All-Midwest Region

HONORABLE MENTION ALL-AMERICAN



Caitlin Bishop









HANNAH TOMLIANOVICH



**NATIONAL
PLAYER OF THE WEEK**

 **SIDEARMSPORTS**

POWERED BY  **LEARFIELD**

X







GLVC SPORTS NETWORK
GLVCN.COM/UWV

UMSI VOLLEYBALL

UMSI VOLLEYBALL

UMSI VOLLEYBALL

UMSI VOLLEYBALL







What we strive for...

- Excellence
- Preparation
- Unparalleled
- Pride

SPONSORED BY UMSL HR

DOG DAY

AT THE BALLPARK - APRIL 13 AT NOON
BRING YOUR DOG AND WATCH SOFTBALL!



Receive a Free Hot Dog from the Concession Stand by Donating dog food or a dog toy for the Humane Society MO



BUY TICKETS HERE



7801 Rosedale Dr, St. Louis, MO 63121





**JOIN US IN SENDING OFF OUR WOMEN
SWIMMERS TO NCAA NATIONAL
CHAMPIONSHIP!**



**Tuesday, March 11 @ 8:40 AM
at Mark Twain**

FREE DOUGHNUTS AND COFFEE!



UNIVERSITY OF MISSOURI-ST. LOUIS



Strategic Enrollment Management

Megan Green Simonds, Executive Director for Enrollment Management

Reggie Hill, Vice Chancellor for Strategic Enrollment

MORE
IS WHAT MOVES US

STRATEGIC ENROLLMENT MANAGEMENT

IT'S MORE
THAN ADMISSIONS

MISSION, VISION + INSTITUTIONAL GOALS

SEM strategies are intentionally developed to support and advance the institution's mission, vision and strategic objectives.

SELECTION + ONBOARDING OF NEW STUDENTS

SEM aims to strategically shape the size, caliber and composition of the student body to meet institutional enrollment and revenue goals.

FINANCIAL POSITION + STRATEGY

Through financial aid optimization and strategic leveraging, SEM helps plan and predict discount rates, scholarship distribution and overall revenue outcomes.

MARKETING + BRANDING

SEM strategies prioritize marketing and communication efforts that extend the institution's brand proposition to prospective students, families, alumni, external stakeholders and friends of the university.



ACADEMIC PROGRAMS + OUTCOME

SEM strategies prioritize enhancing the academic and co-curricular program mix—through new program development—and emphasizing strong student success and career outcomes.

RESEARCH + DATA-DRIVEN DECISIONS

SEM relies on robust data and research to guide strategic decisions related to recruitment, retention, academic program development and overall student success.

STUDENT EXPERIENCE + BELONGING

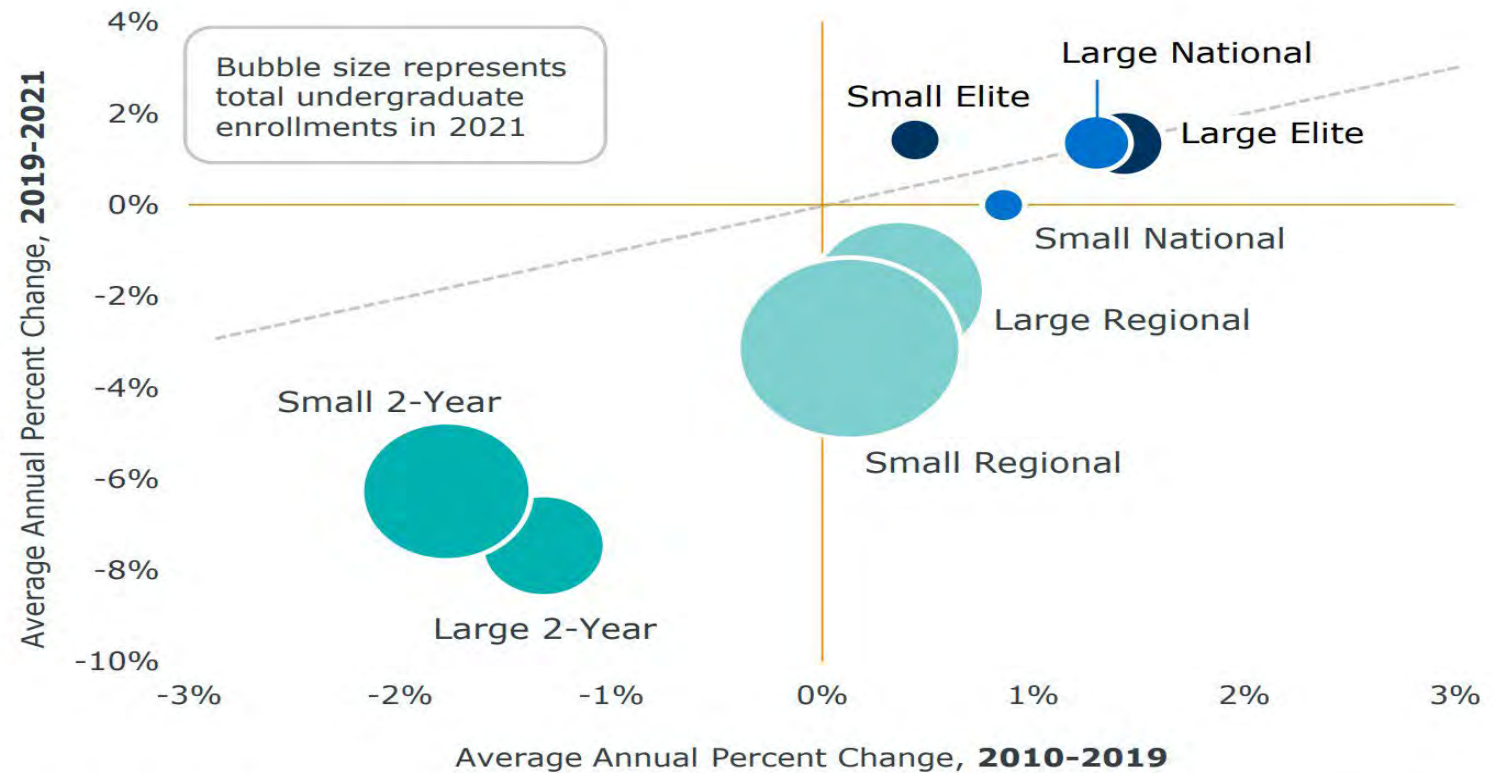
SEM prioritizes fostering an academically engaging, career-focused and socially and emotionally supportive environment where students feel valued and are more likely to succeed.

Access vs Selectivity

Flight to Size and Selectivity Continues

Undergraduate Enrollment Trends by Segment

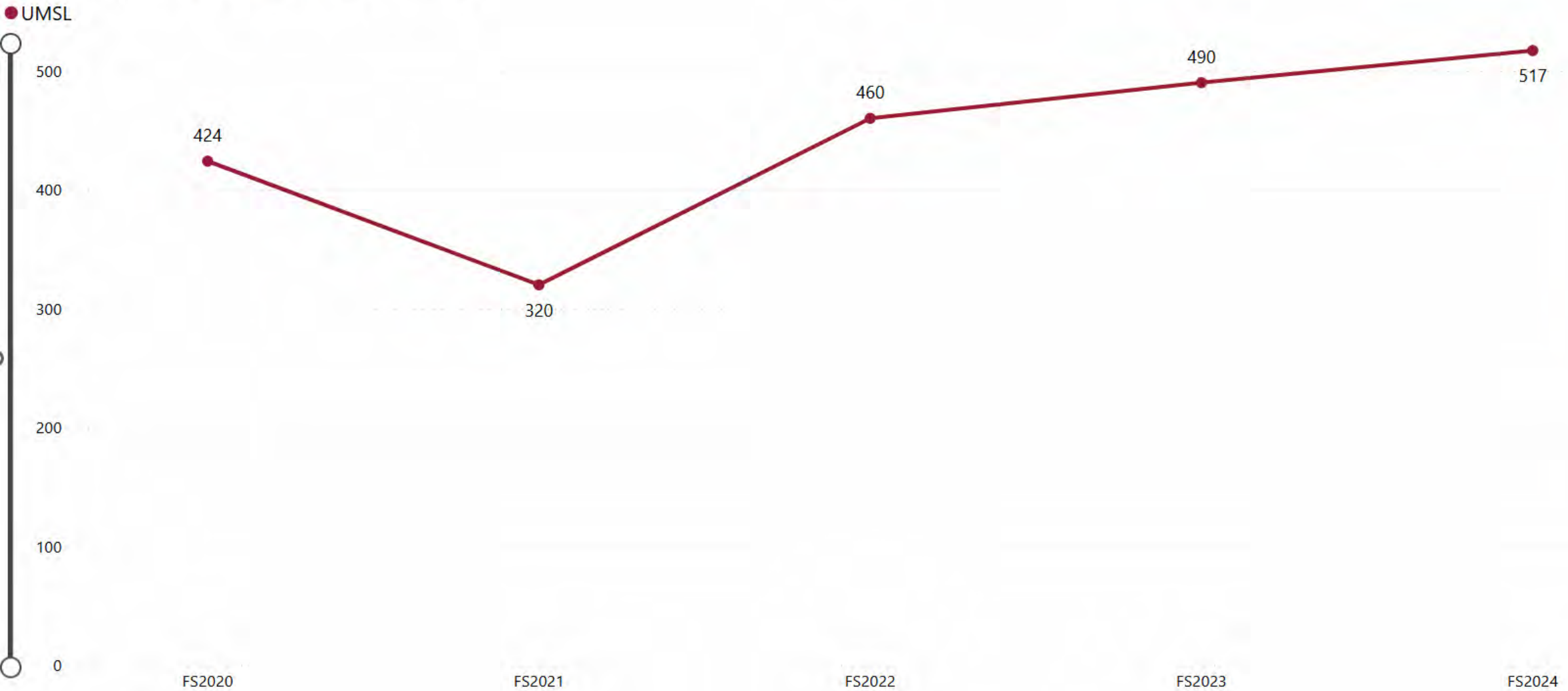
Grawe and IPEDS Data, 2010-2021



1) Large => 2500 first-time, first-year enrollments in 2010.
2) Elite (Top 50 from US News Rankings in 2019); National (Top 51-100); Regional (outside top 100).

📊 First Time In College Enrollment

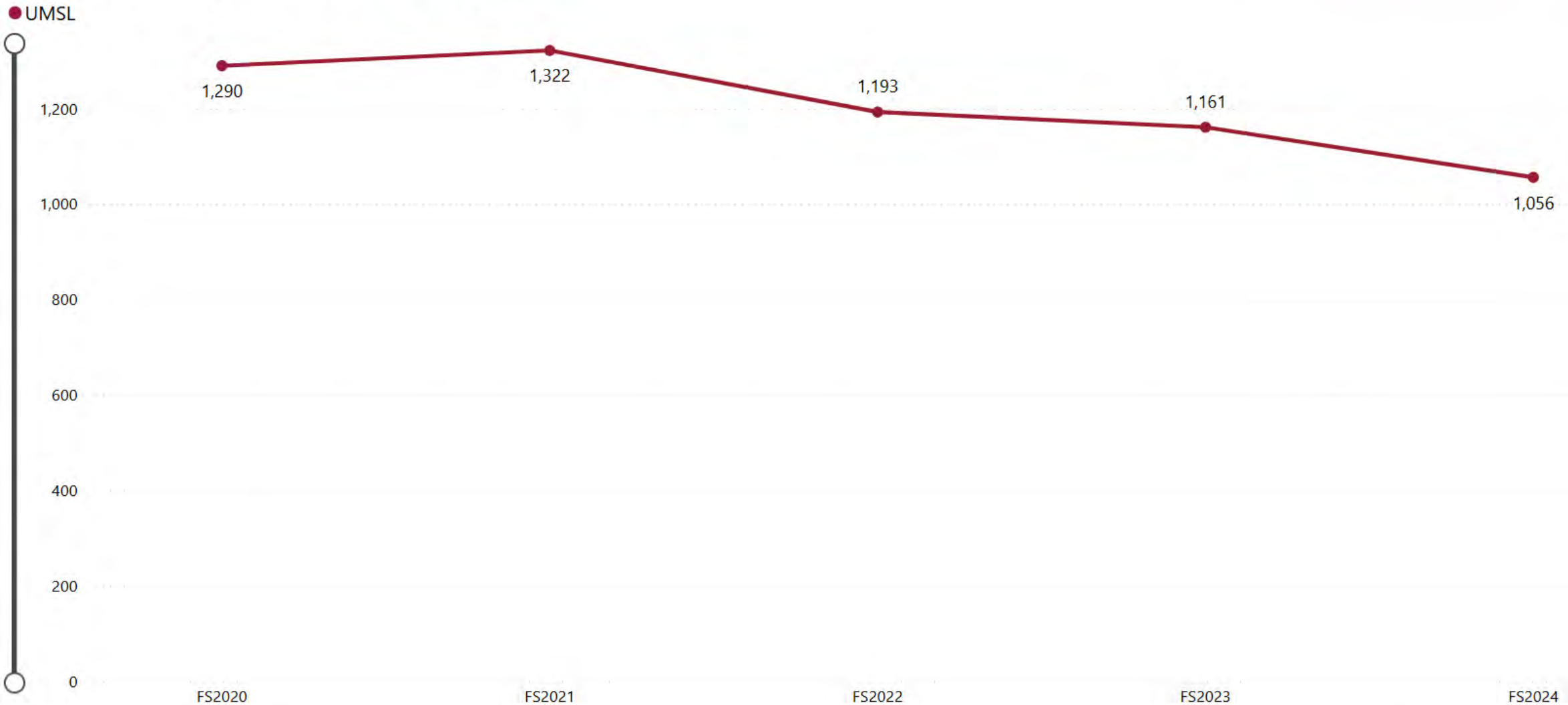
Active Acceptances by Fall Term and University



Transfer Student New Student Enrollment

UNIVERSITY OF
MISSOURI-ST. LOUIS

Active Acceptances by Fall Term and University



Transfer Student New Student Enrollment

UNIVERSITY OF
MISSOURI-ST. LOUIS

	2016	2017	2018	2019	2020	2021	2022	2023	2024	1-year Change	3-year Change	5-year Change
Missouri University of Science & Technology	8833	8883	8601	8,088	7,642	7,241	7,080	7,156	7,154	0.0%	-1.2%	-11.5%
University of Missouri-Columbia	33239	30844	29843	30,014	31,089	31,401	31,304	31,013	31,543	1.7%	0.5%	5.1%
University of Missouri-Kansas City	16936	16372	16375	16,388	16,147	16,003	15,703	15,277	14,732	-3.6%	-7.9%	-10.1%
University of Missouri-St. Louis	16989	16715	16441	15,988	13,874	15,189	15,181	14,800	14,736	-0.4%	-3.0%	-7.8%

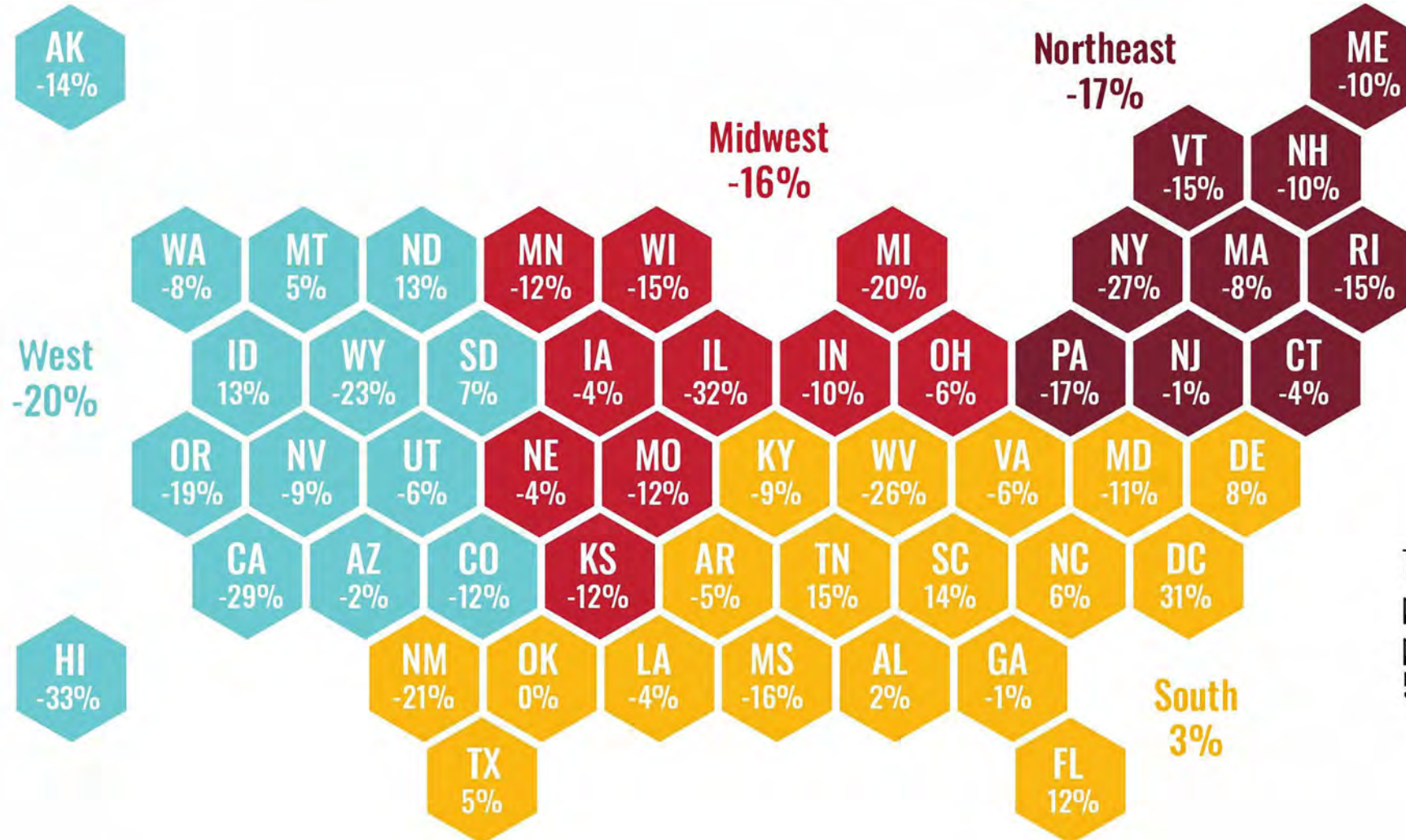
Transfer Student New Student Enrollment

UNIVERSITY OF
MISSOURI-ST. LOUIS

	2016	2017	2018	2019	2020	2021	2022	2023	2024	1-year Change	3-year Change	5-year Change
Mineral Area College	4,173	3,700	2,885	2,640	2,411	2,282	2,289	2,389	2,447	2.4%	7.2%	-7.3%
Jefferson College	4,692	4,439	4,431	4,196	3,735	3,672	3,613	3,756	3,773	0.5%	2.8%	-10.1%
St. Charles CC	6,755	6,563	6,269	6,363	6,014	5,702	5,797	5,879	6,143	4.5%	7.7%	-3.5%
St. Louis CC	19,052	18,835	18,157	17,294	15,206	14,910	14,301	14,627	15,649	7.0%	5.0%	-9.5%
East Central College	2,966	2,897	2,629	2,649	2,593	2,657	2,692	2,638	2,371	-10.1%	-10.8%	-10.5%

PROJECTED CHANGE IN HS GRADUATES

2023-2041



Total high school graduates include public and private schools. In these projections, the U.S. includes the 50 states and the District of Columbia.

Gateway Scholarship Program



UNIVERSITY OF
MISSOURI-ST. LOUIS

A woman wearing a blue hard hat, safety glasses, and a yellow safety vest over a white shirt is looking at a tablet. The background is a blurred industrial setting with various data visualizations overlaid, including line graphs, bar charts, and world maps. The overall color scheme is blue and yellow.

EMPLOYER EDUCATION PARTNERSHIPS

International Admissions

UNIVERSITY OF
MISSOURI-ST. LOUIS



UM Weekly Fall 2025 Admission Statistics



Weeks Until Census: 22

University	Admit Type	Applicants			Admits			Acceptances			Active Acceptances		
		FS2024	FS2025	YoY Change	FS2024	FS2025	YoY Change	FS2024	FS2025	YoY Change	FS2024	FS2025	YoY Change
MU	(FTC) First Time to College	24,059	26,957	12.0% ↑	18,986	20,589	8.4% ↑	6,254	6,734	7.7% ↑	6,195	6,545	5.6% ↑
	(TRE) Transfer	2,060	2,035	-1.2% ↓	1,343	1,278	-4.8% ↓	736	679	-7.7% ↓	731	670	-8.3% ↓
	(NGE) New Grad	3,716	4,270	14.9% ↑	1,097	1,223	11.5% ↑						
	Total	29,834	33,256	11.5% ↑	21,426	23,089	7.8% ↑	6,990	7,413	6.1% ↑	6,926	7,215	4.2% ↑
UMKC	(FTC) First Time to College	6,179	7,098	14.9% ↑	4,035	4,528	12.2% ↑	1,121	1,289	15.0% ↑	1,094	1,261	15.3% ↑
	(TRE) Transfer	1,639	1,874	14.3% ↑	993	1,140	14.8% ↑	641	674	5.1% ↑	630	649	3.0% ↑
	(NGE) New Grad	2,644	2,842	7.5% ↑	1,148	1,233	7.4% ↑						
	Total	10,419	11,781	13.1% ↑	6,174	6,900	11.8% ↑	1,760	1,962	11.5% ↑	1,724	1,909	10.7% ↑
S&T	(FTC) First Time to College	7,735	8,045	4.0% ↑	5,721	6,380	11.5% ↑	1,289	1,389	7.8% ↑	1,275	1,358	6.5% ↑
	(TRE) Transfer	1,242	944	-24.0% ↓	857	705	-17.7% ↓	286	256	-10.5% ↓	282	252	-10.6% ↓
	(NGE) New Grad	5,018	5,051	0.7% ↑	1,529	1,545	1.0% ↑						
	Total	13,971	14,018	0.3% ↑	8,105	8,630	6.5% ↑	1,575	1,645	4.4% ↑	1,557	1,610	3.4% ↑
UMSL	(FTC) First Time to College	5,624	6,466	15.0% ↑	3,571	5,153	44.3% ↑	442	713	61.3% ↑	441	709	60.8% ↑
	(TRE) Transfer	1,885	1,769	-6.2% ↓	1,007	1,034	2.7% ↑	563	556	-1.2% ↓	562	552	-1.8% ↓
	(NGE) New Grad	1,236	1,595	29.0% ↑	465	802	72.5% ↑						
	Total	8,735	9,820	12.4% ↑	5,042	6,989	38.6% ↑	1,005	1,269	26.3% ↑	1,003	1,261	25.7% ↑

Strategies for Improvement

Proposed Strategies for Sustainability

UNIVERSITY OF
MISSOURI—ST. LOUIS

Observations and Strategic Considerations:

- **Retention and Recruitment:** While overall headcount is stabilizing, the decreasing SCH and average SCH across different groups (especially Continuing and Transfer students) raises questions about retention and the academic load students are carrying. There may be an opportunity to target higher-credit enrollment strategies (e.g., promoting 15 to Finish or advising/enrolling on higher credit hour per student).
- **Opportunity to Expand Employer-Aligned Programs:** By expanding our employer educational partnerships for undergraduate and graduate enrollment, UMSL has a unique opportunity to develop academic offerings that directly align with in-demand skills and workforce needs.
- **Opportunity to Strengthen Yield and Market Expansion:** UMSL can strengthen international yield by refining recruitment strategies and expanding outreach in high-potential markets. By leveraging data to identify regions with high application volume and increasing personalized engagement throughout the admissions funnel, we can improve conversion rates, enhance global brand visibility, and cultivate a more diverse and dynamic international student community.
- **Opportunity to Enhance Out-of-State Recruitment Through Housing Capacity:** While out-of-state recruitment shows promise, growth is currently limited by the availability of on-campus housing. Expanding residential capacity—or offering creative housing solutions—could unlock new opportunities to attract and retain students from beyond Missouri, particularly those seeking a traditional college experience in a metropolitan setting.

**U N I V E R S I T Y O F
MISSOURI-ST. LOUIS**



Thoughts & Questions?

UNIVERSITY OF
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Thank You for Attending!

Enjoy the summer & remember to take some time for yourself!

MORE IS WHAT MOVES US