

Staff Advisory Council Meeting Minutes

April 17, 2024

Attending Members: Aaron Smart, Angela Nichols, Anita Fox, Anita Gabbard, Ashley Hilyer, Brendan Galante, Brian Villar, Carey Ann Morales, Chondra Babb, Cissy Glowth, Damien Chaffin, Dan Ryley, Darryl Gordon, Elimar Diaz Martinez, Emilia Paris, Gwen Hubbs, Iolanda Guseman, Jamie LaMoreaux, Jeffery Golub, Jerry Archambault, Jim Graf, Jim Smith, Joe Muley, Johnny Pinero Gaston, Jose Arce, Justin Strobel, Kate Mascheri, Kristell Padel, Luma Al Tal, Maria Lopes, Mary Lynne Rush (Smith), Melinda Kramer, Melly Lopez, Otis Owens, Page Curry, Patricia Hall, Rhonda Uzodinma, Russell Ramalie, Samantha Mundell, Shela Siegrist, Sheryl Goins, Skendar Shehu, Taylor Malin, Toni Rooney, Tracey Morrison

Excused Absentee Members: Eric Brewington, Jessica Frisch-Daiello, Jordan Castillo, Stacey Royalty-Rose

Other: Paige Borden – UCF Chief Analytics Officer – Division of Analytics & Integrated Planning, Renee Grigor and Jacki Velez – UCF Human Resources – Talent Acquisition

Note: *Staff Council meets every third Wednesday of the month. Committees meet separately and may pick their own meeting schedule day and times amongst their committee. Anyone is welcome to attend Staff Council meetings, however, only Staff Council members have voting rights. In the event that you are not able to attend a meeting please notify a committee officer immediately. The charter states if you miss four meetings (excused or unexcused) you will be subject to dismissal, at the discretion of the President and Secretary.*

Meeting called to order: 9:31 AM

1. Welcome – Cissy Glowth
 - Welcome to guest speakers – Paige Borden, Renee Grigor, and Jacki Velez
2. Guest Speaker – Paige Borden
 - Preeminance – Must meet 12 of 13 State metrics
 - UCF has achieved 10 – classified as “Emerging Preeminent Research University”
 - Preeminance – must achieve 12 of 13 metrics
 - Discussed breakdown of Preeminance dollars and distribution to SUS
 - FY23: 3 Preeminent and 9 Not
 - FY24: 3 Preeminent and 9 Not
 - FY25: 4 Preeminent and 8 Not
 - Non-Recurring Funds are always another source split between SUS
 - E&G Dollars – still has restrictions
 - Metrics Not Met:
 - Endowment of \$500M – spent for research and is Graduate student heavy
 - FTIC 4-Year Graduation Rate – Goal: 60% (Currently: 54.2%) – 280 students needed to graduate by the end of Summer 24 (Cohort from 2020/21 are graduating at the end of Summer 24)

- FCS AA (2 or 3 year graduation rate) – rebounding but not improving (different pot of money)
 - Register as early as possible
 - Apply by 30 hours
 - 90 Credit hour Grad Check coming soon
 - New Degree Planner (coming in Summer 24) with EAB Navigate
- Closing Comments:
 - UCF – FTIC (encourage live classes) – Transfers (more online)
 - Paige: We want to go back to Pre-COVID levels of online courses

Guest Speaker – Renee Grigor and Jacki Velez

- UCF Career Site improvements reviewed
- Jobs.ucf.edu/home
 - University Marketing assisted with improvements
 - Current staff/photos
 - Best Place to Work tab
 - Job Categories: Staff, Faculty, Temp, Featured Jobs
 - New Tool: Total Rewards Calculator
 - Other Tabs: Live-Work-Play in Orlando/Join “Talent Network”/Testimonials/Future Knight v. Current Knight/Meet Our People/Recruiter Tips Session/Facilities & Business Operations/Life @ UCF/Heat Map Feature for site
 - Internal: Employee Profile Tab (click apply and info will default into application – 10 questions to answer vs. external) – Talent Acquisition can add degrees to Profile (if not there)
- Employers asked: to add questions for candidates – SPARK hire process replaces phone interviews – Countdown clock on answers – hiring manager discretion)
- App pools starting to grow again
- Work Experience vs. Degree – language added to postings to take this into consideration
- Certification list being expanded by Workday (Talent can assist)

3. Approval of Minutes

- Gwen motioned to accept minutes for 03.20.24 Staff meeting
- First to Motion: Darryl Gordon
Second to Motion: Patricia Hall
Vote to Approve Minutes: Unanimous

4. Financial Report – Carey Ann Morales

- Checking Balance: \$1,970.55
- Savings Balance: \$4,814.16
- Interest Earned: \$ 0.20
- Total: \$6,604.71

Note: Scholarship Check cleared the bank this past month

5. Committee Reports

- A. Marketing/Sponsorship – Russell Ramalie/Brian Villar
 - Website updates completed
 - Joint meeting soon with Events and Fundraising about future events to post

- B. Special Events/Fundraising – Darryl Gordon/Rhonda Uzodinma
 - Next Meeting later today
 - After Meeting with Compliance last month 3 fundraising ideas being discussed
 1. Silent Auction (Breakfast in Aug 24) – need to collect items
 2. Marketplace Day (Fall 24) – sell gently used items
 3. Fun Run – Walk/Run Event (Spg 25)
 - Congratulations Darryl: 40 Under 40 Recognition

- C. Scholarship – Jamie LaMoreaux/Aaron Smart
 - Looking forward to Fall 24
 - Addition Financial – 2 scholarships
 - Bookstore – 4 scholarships (\$50 or \$100/each) – TBD
 - Employees – 1 A&P and 1 USPS

- D. Research/Historian – Samantha Mundell/Tracey Morrison
 - Still waiting on next meeting with President’s Office

- E. Sunshine Committee – Carey Ann Morales/Melly Lopez
 - Jordan – had her baby and all is well
 - Letters for the month went out
 - April 24 – Administrative Professionals Day
 - 2nd Quarter Shout Outs coming soon

- F. Elections Committee – Kristell Padel/Melinda Kramer
 - a. New Positions Needed: USPS and A&P
 - b. New Term: Begins in July 2024
 - c. Elections This Year:
 - i. President
 - ii. Secretary
 - iii. Treasurer
 - d. Reach out to current officers with questions and feedback
 - e. Elections: TBD (will be held in May or June)

- G. Parking Committee – Jim Graf/Jose Arce
 - a. Next Meeting – 4/18
 - b. Will have updates next month

6. New Business

- Discussed the switch from Classic Teams to New Teams
- Update on Bridging Time (FRS vs. Workday tracking) – No updates
- Staff Assembly – Friday, August 2, 2024 (TENTATIVE)

Next Meeting: Wednesday, May 15, 2024 @ 9:30 a.m.

H. Motion to Adjourn Meeting

- Motion to Adjourn: Gwen Hubbs
- First to Motion: Patricia Hall
Second to Motion: Jim Graf
Meeting adjourned @ 10:49 AM