

Florida Tech Staff Advisory Committee

Meeting Agenda

Wednesday February 14th

9:00 am – Hartley room

In Attendance: Brian Ehrlich, Sarah Irizarry, Jeffrey Richardson, Martin Gallagher, Adam Palumbo, Jason Griggs, Jessica Applewhite, Susan Erickson, Michelle Novak, Jennifer Nessmith, Rosalee Vega, Jamie Blaszkowiak, John Meyer, Yesenia Nahl, Karen Hill, Grace Gamage, Ann-Marie Kousari, Deanna Perez

9:04am Call to order

Approval of Previous Meeting Minutes

9:05 am Guest Speaker- Brian Ehrlich Vice President of Enrollment Management

- Fall 2023 had the highest enrollment in the history of Florida Tech (first time ever breaking 1000 students)
- All of the processes of enrolment must feed together in order for the process to work, much like a car (gas, brakes, oil, tires).
 - Admissions, recruiting, financial aid, campus tours
- Review of the presentation that was provided to the BOT, specifically focusing on the admission cycle slide.
 - The process never sleeps and always continues moving forward
- Review of numbers for incoming fall 2023
 - 350,000+ names reviewed in the search process
 - 63,874 inquiries (students who self initiated a response to Florida Tech)
 - 16,632 applicants (completed the Florida Tech application process)
 - 10,361 admits (accepted students)
 - 1,336 paid deposits/confirmed students
 - 1,041 matriculants/net deposits (confirmed paid enrollments)
- The reason that fall 2023 incoming was so large “every department worked together and did their jobs to the best they could”
- Florida Tech does not currently have a capacity limit on admitted students
 - Could potentially be a long-term goal of the university, to need to introduce admitted student limits
- Cost of Attendance (COA) must be reported federally, is inclusive of all estimated costs associated (housing, insurance, books, tuition, etc.)

- FAFSA: Financial aid issues, everything is extremely delayed and it is causing us heavy delays to the models highlighted (models rely on years of data and history)
- **Remember: EVERYONE IS A RECRUITER!**
- Housing may be a future limit to what the incoming class size has capacity to be
 - Current action is to suspend sophomore housing requirements in order to accommodate future freshman housing needs
- International student interest is down slightly due to added competition in the market
 - Pre covid was 28% at the highest
 - Post covid we are 18-19%
- Brevard Boundless Opportunity Program (B-BOP): A scholarship/grant program for our local community (Covers entire cost of tuition)
 - Very interesting program that will fill a large gap in the county, we are not sure what will happen because of FAFSA issues
 - If they live within 50miles of Florida Tech, they do not need to live on campus

9:47 am

Subcommittees

Benefits:

Open enrollment feedback

- Nice that it was an extra couple of days from previous years
- It was very nice that Workday provided update notifications as the process proceeded onward

Workday vacation questions

- Pat provided answers, the 6 month request is limited by workday itself, not a university policy, advise individuals to request directly from their supervisors if it is past that 6 month mark

Sick bank question

- 125 members of the bank, a ton of hours are banked currently
- If you are a current member, you do not need to add additional hours

Sick bank question

- All time off requests must be made in increments of 2, this is an HR policy for salary employees

- Hourly employees can take off in increments of 15 minutes
- An hour can be taken without reporting for salary employees

Dodgeball!

- 8 teams are currently signed up, 6 players minimum per team, 1 member must be an employee
- 2/21 at Clemente, can be used for strive rewards points

Must do bloodwork for strive credit soon, reach out to Karen Hill for questions

Communications:

Creating picture for event. Creating blurb for Florida Tech weekly.

- Adam Palumbo, born and raised in Hawaii and will be working on graphics
 - Will also be designing for a poster to be able to distribute across departments

Membership:

Subcommittee meeting before next meeting to go over email call for members. Also reaching out to departments for potential members.

Outreach:

Friday March 15th- 11:30-1:30 - faculty and staff picnic- theme, menu, swag

- Met with faculty senate and have a lot of updates
- Hawaiian theme!
 - Will provide sunglasses and leis for employees
- Will work across departments to get different decorations
- "Luau Lagoon: Florida Tech Faculty & Staff BBQ Bash"
- Michelle Novak will be in charge
- VP's will be serving food for the duration

Safety/Security:

No new business currently

Other Business-

Online Suggestion Box –several.

- Who decides what the COLA will be this year, and why have we not heard anything about it yet?
 - Jessica (HR) will be sent the question to answer
- Why is it that development doesn't have a single large event for the campus itself?
 - Cassie (Development) will be sent the question to answer
- Why is it that there are is no clear benefits page for faculty and staff discounts that is easily accessible?
 - Answered that it is on the main benefits page maintained by HR. Purchasing maintains some of the discount lists, HR maintains others, it depends on if .
- Why have we not seen any information on the MVP since 9/11/23
 - It has been on the weekly email, but no one has been nominated for the award, the committee has not met to review.
- Why is there no hangtag option for employee vehicles like other universities?
 - There is more issues with the new stickers fading that is causing tickets for staff members. Maybe new stickers should be suggested that has a new design different design from students.
 - A hangtag option would allow people to cheat the system and not allow.
- Why is it that faculty receive raises and staff do not?
 - This may be a sign of a feeling across campus that we can potentially help to mitigate.
 - A thing that may help is the review of the data set of comparative salaries of universities in our area. HR has mentioned working on it, will help to follow up.

Old Business and Follow Up: Board meeting outcome. March meeting will be Thursday March 14th in Crawford 7th floor

New Business and Other Items: State of University address next month.

- Employee photos will be announced shortly by marketing, can be used as headshots for employees
- Library purchased 12x12 laser engraver/etcher

Adjourn – 10:25am