



## Meeting Agenda: July 12, 2024

Location: Memorial Art Gallery

*8:50 AM    Arrival—continental breakfast available*

**9:00 – 9:30 AM – Welcome and Housekeeping**

- Group Norms / Zoom etiquette
- Approval of July meeting minutes
- Co-Chair updates
- **Vote on approval of Interim Co-Chair**

**9:30 – 10:30 AM – Group activity and discussion: GSC essential functions and representative expectations**

*10:30– 10:45 AM – Break*

**10:45 AM –11:15 AM –Districting discussion:**

- Background on council formation and initial districting decisions
- Current issues in structure/representation (what needs immediate action pre-elections)
- New structure ideas (what we may consider for future action)

**11:15 – 11:30 AM – Wrap-Up**

- Elections Updates
- Matters arising
- Summary, wrap up, and takeaways
- Good news

**11:30 AM – Docent-led tours of the Memorial Art Gallery**

*Attendees:*

Co-Chair Jane Bryant, Co-Chair Jon Powers, Melinda Adelman, Brandi Bangle (remote), Rachel Bills, Kristi Brock, Jamie Brown, Karen Cera, Lindsay Chasse, Marisa Chiodo, Leslie Collison, Maria Fagnano, Scott Fearing, Mary Hallinan, Arian Horbovetz, Austin Jackson, Charles LaBrake, Aaron Landcastle, David Lanni, Patrick Meagher, Michael Occhino, Katie Papas, Tacarah Reyes, Nate Ridley, Lauren Sageer, Amanda Sharpe, Thuy Tran, Dan Watts,

*The Co-Chairs welcomed everyone to the in-person meeting at the MAG. Karen Cera presented the June meeting minutes for approval. The minutes were approved by the present Council members. We did not reach quorum, this will have to be put to an email vote.*

**Co-Chair Updates**

*Jane Bryant:* We met with Sarah Mangelsdorf and Kathy Gallucci, we touched on where the GSC sits in terms of the organization. They said that most staff councils sit under HR, so we should also. We talked about HR support in general, and identified some ways to bolster that support for staff members. We met with Dan Salamone re: CPM, and we have a lot of progress that we will share before our next meeting.

*Jon Powers:* Marisa Chiodo (SMD Clinical) has taken a new position that will fall under SMD Basic, so she will be ex officio from now until the end of the term. Thank you to Thuy Tran (HR) for all of the work she's done for the GSC over the past year. Julia Schuab (HR) will join us and take over for Thuy after this elections cycle. Josh Lehman from HR will also be joining us to take over for Rebecca Walters.

*Jane Bryant:* The Executive Committee has selected Karen Cera to take over for me as Interim Co-Chair. Thank you, Karen! We might have to have the official vote over email as we do not have quorum now.

**GSC essential functions and representative expectations**

*Jane Bryant:* We want to discuss what people feel is reasonable in terms of time commitment, and our goals as a Council. We are hoping to identify how to achieve our goals, and how to better structure our meetings.

*The group broke out into committee groups to look at the work that the committees did over the last year, and tried to identify how much time was spent on each of those. Following that, the committees and districts looked at the projects that are essential to the Council versus reach goals.*

*The group came back together to discuss and agree upon essential versus non-essential work for the committees and districts. What is the bare minimum to meet the GSC mission, and what is a reach goal? After some discussion, “Essential” v. “non-essential” projects were agreed upon and documented.*

*Jane Bryant:* Thinking about time spent and burnout, we would like to discuss what kind of time commitment feels too much for Council work/meetings.

*Arian Horbovetz:* For me personally, the once-a-month meetings as opposed to once-a-week meetings lead me to decrease my effort level. I feel disengaged in between meetings. It is hard for me to get away half a day, so personally I would prefer shorter meetings more frequently.

*Jane Bryant:* Does 6-8 hours a month feel like an accurate assessment of your time commitment to the Council?

*Kristi Brock:* Not for me, as I am part of the Executive Committee and we meet 4 times a month. But there’s a difference between how much time did we spend v. how much time would be good to spend to feel engaged?

*Tacarah Reyes:* We have to look at results. If we’re putting an hour into something that is going nowhere, we should look at other topics that can move forward.

*Michael Occhino:* For my workflow, it is better to have a once-a-month meeting. If we did this twice a month, I’d have more difficulty making each meeting.

*Dan Watts:* My most meaningful time has been in my district meetings. I’m in a larger district where we have a lot of feedback from constituents. I like the once-a-month meetings as a touch point, but I do question the 3 hours. A 2-hour monthly meeting might be nice. The Zoom meetings seem more productive, although I do like to see everyone in person.

*Comment:* I don’t mind the monthly meetings, but I do mind the Fridays, especially when they’re in person.

*Jane Bryant:* Maybe if we have a built-in committee meeting once a month, alternating with the large meetings, that will allow committees time to meet and share out to the larger group.

*Jon Powers:* We did try to bring in less guest speakers this year. Maybe we could reduce that even further and do focus-group type meetings just for the people it impacts.

*Jane Bryant:* To summarize what I’m hearing in terms of time commitment, about a

day a month is accurate in terms of time commitment except for Executive Committee people. And maybe the effects of burnout we're seeing are more related to lack of clarity in what's expected, and not having a timeline for actions items throughout the year.

*Kristi Brock:* We need to feel that the time was well spent and produced results. Not seeing anything in return makes us feel the burnout.

*Dan Watts:* When do we typically fail to meet quorum? On Zoom, in-person, in the summer? And are there quarterly meetings that will always require quorum? Maybe there's a smart way to look at this so we always have quorum when needed?

*Jon Powers:* I think it's actually very rare that we've been unable to meet quorum, this being one of the first.

### **Districting conversation**

*Jon Powers introduced the districting changes as a result of the dissolution of AS&E. AS&E will lose one seat, AuxUnion will lose one seat, Central will gain one seat, and SMD Clinical will gain one seat.*

*Amanda Sharpe:* The Executive Committee asked me to give a brief overview of how the Council got to where we are at today. Senior leadership started discussions about forming the GSC in 2018. This was led by HR and OEI, and the two main champions were Tony Kinslow and Maggie Cousin. They formed a working group and did quite a bit of research on benchmarking against peer institutions. A proposal was developed and presented to the Cabinet, and the pilot program was launched in Fall 2019. The structure was already developed for the inaugural council members without their direct input, but it looks like they used geographic location and reporting structure. When we expanded to include SMD/SON, we decided to stick with the same one body structure. In order to better align with changes to the UR structure, growth of the GSC, and to support our mission, we want to discuss potential changes to districting and structure.

*Jon Powers:* When we consider re-structuring of the Council districts, some of the factors we can consider using are job code, reporting structure, and geographical location. There are a lot of current and upcoming leadership changes. We're hoping to work with leadership through the coming year so that next year we have a good sense of where the university is and how best we can arrange ourselves to represent the voice of all staff.

*Michael Occhino:* Warner, Simon, and Libraries have very small districts, so maybe we combine districts in some way. Something like 'River Campus small groups.'

*Mary Hallinan:* When will medical center be included? Are we looking at including the Finger Lakes Health college that we just affiliated with?

*Jon Powers:* This is something we need to discuss as a group and work out in partnership with Kathy Gallucci and President Mangelsdorf. But when to take the next step of expanding further is up to us. We need to make sure we're at a point where we feel we can expand to include more people successfully.

*Jane Bryant:* Reporting structure in some ways makes sense as a way to divide us, because the way we're advocating for our constituents is kind of individual to those leaders of those areas. But that could change if we get some kind of buy-in from leadership and we go to a big meeting with all the university leaders together, so we could then present information in a single meeting.

*Arian Horbovetz:* The SMD folks decided early on that we would do meetings and activities together, and I think that's really worked since we're all representing a new body. But we still each represent our individual districts. So maybe we can be partially individual and still work as a broader group.

*Dan Watts:* When do we get to look at proportional representation? How do staff in student life vote if their proportion is already accounted for by a continuing member?

*Jon Powers:* We are not fully changing the process at this time, but we do have to finalize things within the next week, and we will be as equitable as possible. In cases of continuing members, they will keep their seat.

*Melinda Adelman:* Thinking long-term, would it be beneficial to at some point poll the constituents to see where they think they fall, who their peers are, etc.?

## **Wrap-Up**

*Jane Bryant:* We plan to open our nominations next Friday, July 19. If anyone needs to end their term early, please let us know as soon as possible.

*Amanda Sharpe:* Can you share final districting list in Teams when available?

*Jon Powers:* Yes, and we will distribute flyers to all districts with open seats when nominations open. Please hold September 6 for orientation, even those of you not continuing, so we can invite you back for a handover period with the new reps.

## **Post-meeting update**

*As we did not meet quorum for the in-person meeting, the GSC held an email vote*

*to confirm Karen Cera's appointment as interim Co-Chair, and to approve the June meeting minutes. Both items were unanimously approved on July 23, 2024.*