



# GENESEE STAFF COUNCIL

## Meeting Agenda: October 11, 2024

9:00 – 9:20 AM – General Updates and reminders

9:20 – 9:30 AM – Vote on August meeting minutes

9:30– 10:00 AM – Coming Out Day (Scott Fearing)

10:00 AM –10:25 AM – Caitlin Smith: MyPath Professional Dev Modules

*10:25 – 10:35 AM – Break*

10:35 AM –11:35 AM – Committee breakout activity

11:35 AM –12:00 PM – Discuss possibility of changing meeting structure

*Attendees:* Co-Chair Kristi Brock, Melinda Adelman, Chennel Anderson, Laura Ballou, Rachel Bills, Jamie Brown, Frances Cartella, Lindsay Chasse, Marisa Chiodo, Leslie Collison, Lori Corprew-Osborn, Mike Droel, Maria Fagnano, Scott Fearing, Jennie Gilardoni, Mary Hallinan, Shari Hofmann, Arian Horbovetz, Austin Jackson, Sara Klinkbeil, Charles LaBrake, Aaron Landcastle, David Lanni, Hannah McClow, Jasmine Mitchell, Daniel Moore, Palaniappan Muthukumarasamy, Andria Mutrie, Claudia Pietrzak, Jon Powers, Tacarah Reyes, Nate Ridley, Lauren Sageer, Marc Seigfred, Amanda Sharpe, Ashley Smith, Lisa Smith, Kari Steinmetz, Rachel Stuckey, Jessica Syposs, Joe Williams Jr.

*Guests:* Caitlin Smith

## **Welcome and Housekeeping**

*Co-Chair Kristi Brock welcomed the group to the meeting and gave updates on the recent Board of Trustees meeting, where she and Co-Chair Karen Cera presented on the Council history, goals, and focus areas. Kristi also gave a reminder of open enrollment, which is happening early this year. Encourage constituents to submit any feedback via the GSC feedback form on our webpage so we can take it back to leadership/the benefits committee. GSC members suggested that the university consider adding a “paid volunteer day” benefit, as it is an increasingly common benefit at other organizations. Kristi also gave an overview of the GSC group norms and Zoom etiquette. GSC members please save the date for the Provost reception on January 22, location TBD. Katie Papas presented the August meeting minutes for approval. The minutes were approved by the present Council members.*

## **National Coming Out Day and Safe Space Training**

*Scott Fearing:* October 11 is National Coming Out Day. This day was first celebrated in 1988. By 1990, all 50 states recognized this day. LGBTQ+ stands for Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, PLUS so many more. U of R Policy 106 prohibits discrimination and harassment based on many protected categories, including sexual orientation, and gender identity or expression. It’s important that we create a safe and welcoming environment, and respecting chosen pronouns are an important part of that. The Safe Space program at the University of Rochester has been around for about 20 years. Safe Space trainings are about training individuals, not departments. Safe Space Champions are individuals who speak up and speak out to create a safe and welcoming environment. Please consider attending the Safe Space Lab on October 24<sup>th</sup> (sign up via MyPath), where a guest speaker will share his experiences as an intersex person.

## **Caitlin Smith—Learning & Development**

*Caitlin Smith:* We have some exciting workforce development content to share with the group today. We have a content curation group working on workforce development, if anyone is interested in joining it. We’ve been creating workforce development playlists in MyPath. A lot of departments around campus have set goals for DEI training. We offer a number of different DEI training curricula. In MyPath, you’ll see a banner for our featured content each month. We also have a lot of great playlists on health and wellness, including mental health awareness.

*Kristi Brock:* We’ve heard that there are certain resources and training (ex. Microsoft Office training) available to Med Center staff, but not to all University staff.

*Caitlin Smith:* That training is now available University-wide.

*Kristi Brock:* How is this information shared with managers? Sometimes managers don't know what's available. How can we help get the word out?

*Caitlin Smith:* We do have notices in HR Intercom, and in @ Rochester. We are hoping the GSC can help us get the word out. Karen Scott also sends out a monthly digest of trainings to managers that managers are welcome to opt into. We welcome feedback from this group, if there's other ways we can advertise please let me know.

### **Committee Breakout Activity**

*Kristi Brock:* I want to give a quick overview of our plans for 2024-25. We want to focus on further expansion, identify underrepresented areas, and identify needs for these areas. We also want to explore and achieve Council permanence by establishing a charter. We want to be able to use the data we're collecting to establish Council priorities. We want to bolster relationships between GSC and senior leadership partners. We want to continue partnering with HR and OEI and advance initiatives in both areas. We also want to increase awareness and visibility with our GSC constituents. We're going to breakout into committees to identify three action items/projects/deliverables that your committee wants to tackle this year in alignment with GSC priorities. Collaboration and open communication between committees is encouraged.

### **Full Council Meeting Structure**

*Kristi Brock:* Some people thought that a new meeting structure might work better. Ultimately, we'll present three options and have a vote. Today, we have three options to propose to you, but for now we only want to establish whether these three options sound good and if we should move to a vote, or if we need to go back to the drawing board for other options. The expectation for Council service is 8 hours per month (3 hours for full Council meetings, 1 hour for district meetings, 1 hour for committee meetings, and 3 hours for other council work). The current options we want to discuss are:

- Option 1: Keep meetings just as they are (3 hours at once, one Friday/month)
- Option 2: Semi-monthly 2-hour meetings, with committee meeting time baked in
- Option 3: Semi-monthly 90 minute meetings (not including committee work)

*Laura Ballou:* Would the semi-monthly be two different Fridays? Are the meetings always at the same day and time, or different days/times to accommodate different schedules? Are all remote?

*Kristi Brock:* Regardless of which option we pick, we will have a recurring meeting

that will be the same day and time. We might have something that's, for example, one monthly meeting on Tuesday mornings at 9am and one at Fridays at 3pm. After the vote on structure, we may need to have another vote to figure out the days and times for the meetings.

*Laura Ballou:* The reason I ask is because two Fridays a month would be a challenge for me.

*Arian Horbovetz:* Schedule-wise, it's hard for me to make these three-hour meetings work. I also feel more disconnected with the long time between meetings.

*Andria Mutrie:* Three-hour meetings are also hard for me.

*Dan Moore:* I would agree, I'm getting pulled in a lot of different directions. Shorter meetings would be easier. Additionally, some in person stuff would allow for more engagement and less distractions from our daily jobs.

*Kristi Brock:* We are planning to start our new meeting structure in January.

*Amanda Sharpe:* Was any consideration given to 1 hour on the same day weekly, with committee time baked in?

*Kristi Brock:* We didn't really consider that, but it might work best for some people. We could probably make that an option as well.

*There were mixed opinions in the chat, with some people noting that parking and transportation is a big consideration for any in-person meetings. Some stated that a schedule change would not work well for their other obligations. Others noted that the three-hour meetings feel too long. Jon Powers noted that with our current ways of operating, we do need to compile minutes for every meeting, and those minutes do need to get approved. Some were concerned that more frequent meetings might impact the ability of some members to participate.*

### **Good News/Wrap-Up**

*Kristi Brock:* Julia Schaub, our HR liaison, is away getting married right now.

*Amanda Sharpe:* Where do things stand in searching for Brandi's replacement?

*Kristi Brock:* The job is posted now, it's 20 hours/week for now. We're working to establish the hiring process. We will post the job ID in Teams in case anyone wants to share it.

*Jessica Syposs:* I think that our HR reps should provide a monthly CPM update

until, CPM is not an issue for our constituents anymore.

*Happy birthday to former GSC Co-Chair Amanda Sharpe!*

*Lauren Sageer:* Next week at Eastman is the Gateway's music festival, celebrating the work of Black classical musicians. I also updated all the reps on the GSC website. If anyone wants to update their headshot, please email those to me and I'll make the updates.

*Tacarah Reyes:* Management may need to be reminded of the total commitment for GSC service, including committee and district meetings.

*Arian Horbovetz:* I'm a former wedding and event photographer. So if your committee or district is doing an event that you'd like captured, let me know and I'll try to help out.

*Kristi Brock:* We used to have voluntary happy hours, how do people feel about that? Just an optional, after work thing once in a while as a way to connect.

*Many would be in favor of this, with a note that locations with games and non-alcoholic options make the event more accessible for everyone. Some noted that evenings can be tough for people with small children.*