

GENESEE STAFF COUNCIL

Attendees : Melinda Adelman, Chennel Anderson, Daniela Alaniz, Rachel Bills, Kristi Brock, Catherine Carofanello, Chris Cretelle, Maria Fagano, Caryn Feinstein, Jennie Gilardoni, Mike Gruszewski, Shari Hofmann, Terri Jakubowski, Amy Kadrie, Mary Kitzel, Sara Klinkbeil, , Emily Lake, Katie Libby, Michelle Mazor, Anthony Minervino, Greg Morin, Sarah Mossey, Palaniappan Muthukumarasamy, Annalisa Newbauer, Claudia Pietrzak, Julia Scheele, Marc Seigfred, Amanda Sharpe, Scott Sheehan, Kirk Simpson, Joe Williams, Donna Winters-Head

Excused : Ashley Smith, Sandra Burch-Worth, Karen Cera, Charles LaBrake, Hannah McCLOW, Emily Russell, Jessica Syposs, Kari Steinmetz, Shamika Wilson, Lorie Wolfanger

1/9/26 AGENDA

9:00 – 9:30 Co-Chair Updates

9:30 – 10:00 Learning & Development Opportunities, Scott Fearing/Eran Hanlon

10:00 – 10:10 Break

10:10 – 10:45 Committee Report Outs

10:45 – 10:55 Break

10:55 – 11:25 District Breakouts

11:25 – 11:50 Team Building Activity

11:50 – 12:00 Share outs

SUMMARY:

Co-Chair Updates

- **Recap of highlights from leadership meetings** Updates on leadership meetings including discussions with Kathy Gallucci regarding healthcare premium increases, policy communication improvements, and safety net list of resources were provided. An HR member from Comp will be requested to come and update the group in March on CPM.

OEE newsletter coming soon to be shared in GSC district newsletters

- **2026 Presidential Awards for Inclusive Excellence Nominations are now open**
- **District Rep Nominations now open 1/20, voting starts 1/30 Civic Dialogue**
- **Workshop: 2/2 3:00 – 5:00 PM, 2/4 9:00 – 11:00 AM**

December Meeting Minutes Vote.

- The December meeting minutes were approved.

Learning & Development Opportunities, Scott Fearing/Eran Hanlon

Scott and Erin discussed various courses available, such as leadership training, emotional intelligence, and Excel basics, emphasizing the flexibility of virtual and in-person options. They introduced monthly content themes in MyPath to encourage regular learning

<u>Staff Training</u>	<u>Monthly Content Themes</u>
<input type="checkbox"/> Managing Your Inbox	January: Setting Goals/Innovation
<input type="checkbox"/> Communication Essentials	February: Heart Health/Healthy Habits
<input type="checkbox"/> Navigating Beyond Conflict	March: Change Management
<input type="checkbox"/> Change Readiness Essentials	April: Earth Day/Go Green/Sustainability
<input type="checkbox"/> Emotional Intelligence Series	May: Feedback
<input type="checkbox"/> Effective Email Communications	June: Customer Service
<input type="checkbox"/> The Art of Giving and Receiving Feedback	July: Emotional Intelligence/Empathy/Psych Safety
<input type="checkbox"/> The Secrets of Successful Time Management	August: Collaboration
<input type="checkbox"/> Strategies for Remote Work Success (on-demand)	September: Learning & Connection/Mentoring
<input type="checkbox"/> Successful Meetings: From Preparation to Follow-Up	October: World Mental Health Day & Cybersecurity
<input type="checkbox"/> Introduction to Microsoft Excel: The Absolute Beginner's Course	November: Critical Thinking & Decision Making
https://www.rochester.edu/human-resources/professional-success/	December: Celebrating Employee Accomplishments

Additional courses like Crucial Conversations and DISC are subsidized and available for a fee. The team discussed the process for group trainings and managing resources. Scott Fearing highlighted the possibility of requesting specific training sessions for staff retreats, and Erin explained the intake process for such requests

Committee Report Outs

Executive Committee :

Chris Cretelle gave the group an update on Executive Committee accomplishments & the inquiry tracking dashboard from September to December 2025 :

GSC has members participating on the following external committees :

Policy for Research Integrity Committee, Benefits Task Force Committee, Public Safety Advisory Committee, UR Prioritization Committee, SAS Onboarding Improvement Committee, PADH Policy Review Committee

GSC members participated on the following search Committees :

Library Dean Search & Onboarding Committee, SAS Dean Search Committee, VP for Global Engagement Search Committee, Warner Dean Search Committee

Internal Affairs Committee :

- The Off Cycle election nomination period opened on 1/7 and will go through 1/20.
- New headshots have been loaded onto the GSC Website
- Annual Review of Bylaws in progress
- Developing Structural guidelines for GSC Teams Site

Engagement and Communications Committee:

- Working on standardizing the content and layout of Newsletters
- Re-brand GSC in accordance with new UR branding.
- Create orientation training video introducing GSC to new staff

Training and Resources Committee:

- Working on Leadership and Management training standardization
- Presentation by Leadership and Development Team today on Training Opportunities offered.

Employee Relations and Morale Committee:

- Working on improved communication to share HR updates/progress regularly to help keep staff informed.

Remainder of the meeting included district break outs followed by a team building exercise.