

GENESEE STAFF COUNCIL

Attendees : Melinda Adelman, Chennel Anderson, Daniela Alaniz, Rachel Bills ,Kristi Brock, Jamie Brown, Catherine Carofanello, Frankie Chaba, Chris Cretelle, Maria Fagano, Scott Fearing, Caryn Feinstein, Jennie Gilardoni, Mike Gruszewski, Shari Hofmann , Amy Kadrie, Mary Kitzel, Sara Klinkbeil, Emily Lake, David Lanni, Katie Libby, Denise Logory, Michelle Mazor, Hannah McClow, Anthony Minervino, Greg Morin, Palaniappan Muthukumarasamy, Claudia Pietrzak, Yohanna Rivero, Julia Scheele, Amanda Sharpe, Ashley Smith, Jessica Syposs, Joe Williams , Shamika Wilson, Donna Winters-Head, Lorie Wolfanger

Excused, Sandra Burch-Worth & Amy Kadrie (present for district mtgs) , Annalisa Newbauer, Charles LaBrake, Karen Cera, Terri Jakubowski, James Palermo, Tacarah Reyes, Emily Russell, Scott Sheehan, Kirk Simpson, Marc Seigfred

AGENDA

9:00 - 9:30 Co-Chair Updates

9:30 – 10:00 GSC Survey Discussion

10:00 – 10:15 Break

10:15 – 10:45 District Breakouts

10:45 – 11:00 Break

11:00 – 11:40 Committee Breakouts

11:40 – 12:00 Report Outs

SUMMARY

Today's meeting agenda focused primarily on District and Committee time for Council members.

We welcomed our 4 new council members. Each created an introductory slide and presented to the group:

- Francesca (Frankie) Chaba - Warner School of Education and Human Development
- Scott Fearing & Denise Logory - Central Finance and Administration
- David Lanni - School of Nursing

Co-chair Updates:

- Newsletter Template & Expectations –The new newsletter template implementation was discussed confirming it should be used consistently across all districts with monthly distribution.

GSC was nominated for the 2026 Presidential Awards for Inclusive Excellence.
Awards ceremony is March 31st.

President's Staff Awards – Nominations open 2/18 – 3/23
- Co-Chair/Leadership Updates
- Next meeting with the President is on 4/1.
- OEE Meeting - 2/10 - Crucial Conversations feedback was very positive.

OEE is working on hosting 3 staff events per year & are open to suggestions for events/locations.. MAG mentioned as a great venue!
- UR Transfers and Promotions Policy – Staff concerns regarding the policy were addressed at a meeting in the recent past.
- Identifying who is/isn't essential during winter emergencies:
 - Will be bringing up at March Mtg.
- Faculty Senate Meeting: 3/9
 - Plan to discuss status of Faculty Benefits Committee
 - Succession Plan – both co-chairs step down in May
- Future Full Council Meeting Topics
 - Department of Public Safety Community Engagement team
 - Review compensation updates
 - Broad finance overview on how spending works at UR

The February 6th GSC Meeting Minutes were presented and approved

GSC Survey Discussion:

Results of the recent GSC member were reviewed and discussed. What we have already implemented :

- Centralizing communication updates
- District and Committee report outs during Full Council Meetings
- GSC Involvement in the engagement survey results/plans
- Advocating for changes to HR Policies when we see gaps, unclear direction
- GSC Members involved in workgroups, taskforces across the University

District and Committee Break Outs:

Committee Report Outs :

Training & Resources : A flyer template was presented for districts to promote GSC with your names/pictures.

District reps are encouraged to distribute flyers on bulletin boards, staff mailboxes, & local HR for new hire packet. Instructions for use and Canva access info will be posted in Teams

Internal Affairs: Four projects in progress:

1. Teams file organization/structure. Internal Affairs will roll out the organization conventions within their own committee first and then push out to others. Small working group to be formed.
2. Annual Elections – Review of who is up for re-election will be coming soon. Please let us know if you are stepping down from your district seat before the election process begins this summer .
3. Bylaws Review –Current Bylaws to be posted in Teams for review. Feedback is requested by mid April with proposed updates presented to full council in May.
4. Annual Report – We will be project managing as a committee

Communications: The group plans to update the HR corner section of the GSC newsletter template.

- The team will be getting in touch with the staff training office to inquire about attending a GSC meeting.
- The Committee is also looking into how we can bring a program like URM Policy STAT to the University side.

Employee Relations and Morale : Caryn reported that two new members joined the group today. The committee is working on reaching out to the UR Star program to improve visibility & user-friendliness.

District Report Outs :

SAS – Members have been working regularly with the SAS Dean's office.

- Feedback on reinstating an all-staff meeting was well received, holding our first one this week !
- Donuts with the Dean district engagement event coming up later this month.
- Starting to plan ahead for a staff engagement event.

School of Medicine & Dentistry –The district will be reaching out to Dr. Linehan and his Chief of Staff to open the lines of communication & advocate for engagement.