



Genesee Staff Council

Attendees : Melinda Adelman, Chennel Anderson, Daniela Alaniz, Rachel Bills ,Kristi Brock, Jamie Brown, Frankie Chaba, Chris Cretelle, Maria Fagano, Scott Fearing, Caryn Feinstein, Jennie Gilardoni, Mike Gruszewski, Shari Hofmann , Mary Kitzel, David Lanni, Michelle Mazor, Hannah McClow, Anthony Minervino, Greg Morin, Palaniappan Muthukumarasamy, Annalisa Newbauer, Claudia Pietrzak, Tacarah Reyes, Yohanna Rivero, Marc Seigfred , Amanda Sharpe, Scott Sheehan , Kirk Simpson Ashley Smith, Jessica Syposs, Donna Winters-Head, Lorie Wolfanger

Excused/Absent: Sandra Burch-Worth , Amy Kadrie , Catherine Carofanello, Charles LaBrake, Terri Jakubowski, Sara Klinkbeil, Emily Lake, James Palermo, Emily Russell , Julia Scheele, Katie Libby , Joe Williams , Shamika Wilson, Kari Steinmetz

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

Co-Chair Updates:

- Employee Experience Follow up.

A GSC poll was conducted. Members were asked if they had heard from their managers regarding employee survey follow up/action planning.

The Co-chairs reported that the Benefits Task Force will be evaluating discrepancy of pay grades between similar job codes (Associate vs. Professional vs. Leadership), vacation policy & layoff policy

- **OEE - Office of University Engagement and Enrichment (OEE)**

Encompass newsletter – members were encouraged to enroll in the newsletter; a link was provided. April's issue came out on 4/8.

Presidential Awards for Inclusive Excellence (3/31) - GSC was nominated for the Inclusive Workforce Award; Burgett Intercultural Center won for this category

- **President Mangelsdorf**

GC Co-chairs will present at the Board of Trustees meeting on May 14

Discussion was held on clarification of and better communication regarding essential employees during emergency events. In summary, there's a series of approvals that need to happen at a higher level within each department identifying who is essential and who is not.

The definitions of the two categories of employment (essential & non-essential) help explain the reasoning behind who reports to work vs who doesn't. The majority of the medical center staff is considered essential because it does not close down.

There is a comprehensive policy on essential workers that will be shared in the April newsletter as well.

Dr. Mangelsdorf will be presenting a town hall forum/state of UR address at our September meeting.

Moving Forward :

Full Council Meetings:

- May – Dan Salamone . Focus will be on compensation updates, merit program, quarterly review process & wage compression.
- June – ED Tour at 12pm. A poll was taken on how many plan to participate in the tour.
- July – historically very low attendance due to vacations
- August – year-end wrap-up. Update SMART Goals/hand-off documents

Future mtg topics : PADH updates, Overview of University finances

Expanded Election timeline – Summer 2026:

- Nominations: June 29th– July 10
- Nominations accepted by: July 17th
 - (HR confirm all by 7/24)
- Supervisor acceptance by July 31st
- Voting: Aug 10 – Aug 21st
- Results communicated by: Aug 26th
- Orientation: Sept 11th

Currently 12 districts with total of 20 seats open for the August Vote.

Members were encouraged to think of nominees for the districts & let Co-chairs know if they plan to step down early. Anyone can nominate staff members outside of their district, but voting is specific to district members.

Dining Services nomination/voting process is still in the planning stages.

Members were asked to let us know if you are interested in running for co-chair. Deadline to decide is August 28

March Meeting Minutes Vote

Due to lack of quorum, the March meeting minute vote was not held.

DPS Services and Mission Overview

Thomas Andriano, a Lieutenant of Community Engagement with the Department of Public Safety, presented an overview of DPS services and their mission to protect university people and property. He explained the different sections within DPS, including sworn peace officers, non-sworn security officers, dispatchers, and support staff, noting that the department is accredited and follows best practices nationwide. Thomas outlined the locations where Public Safety is actively patrolling, including the River Campus, Medical Center Campuses, Eastman, Memorial Art Gallery, Strong West while off-site medical locations are monitored by liaisons.

Thomas provided an overview of the Department of Public Safety's authority, jurisdiction, and responsibilities. He explained the differences between peace officers and police officers, highlighting that sworn officers only have powers while on duty within specific geographic areas. Thomas gave an overview of the new public safety officers who will have additional training and responsibilities, including monitoring parking lots and assisting with patient restraints. Also covered was the process for calling public safety, emphasizing the importance of providing detailed information to dispatchers and explaining how calls are prioritized and handled.

More Updates :

Student Employment Office – Plans were discussed to develop training with the Student Employment Office to help address gaps in student hiring processes, seeking volunteers from the council to assist with this initiative.

Benefits Committee & Special Task Force - Updates on benefits committee changes, including a proposed shift to a faculty-staff joint committee and the formation of a Special Task Force to address benefits survey results and benchmarking information from a third-party poll.

Emergency Management – We have a current member that is on the University of Rochester's Emergency Management Preparedness Planning Committee. The committee works on getting better emergency preparedness plans put together and formalized for each location of the campus.

USL/Academic Ops Event – Held a successful spring social event held by the University Student Life and Academic Operations districts, which attracted about 60 attendees and included years of service recognition.

Advisory Council for Inclusive Engagement's Annual Faculty & Staff Luncheon - Two members attended the Annual Advisory Council for Inclusive Engagement event at the Advancement Center, where they met diverse staff and alumni and learned about its mission to connect students and alumni from different identity groups.

The group discussed planning for the Spring Walking Challenge, known as "Bloom," which will launch on April 20th. Members proposed forming Genesee Staff Council teams, with several members expressing interest in participating. The group discussed the format of the challenge, including how steps are tracked and the social aspects of participation.

Report Outs

SMD - Team is navigating their top priorities for SMART goals. They are actively working on increasing transparency and communication, advocating for staff and representation, and improving workplace systems and processes. A meeting is scheduled in May with the Chief of Staff of the School of Medicine and Dentistry, Liz Lattimore. This introductory mtg is, a door opening to the Dean's office, is a significant first step ! Future plans include Donuts with the Dean event.

SMD will be holding an ice cream social event on May 20th. Monthly newsletters and town hall meetings have been going well.

SAS – A new dean was hired this year & very excited about Donuts with the Dean ! It was our most well-attended event over the past two years for the district.

A final town hall of the year will be held in a few weeks to include a slideshow of things we are working on/have made progress with. Plan is to engage everyone in the Employee Experience Survey & where people are in the process.

Training & Resources Committee There are four coordinated approach frameworks that they're hoping to target.

The group is currently analyzing and working towards an implementation of mandatory trainings before a supervisory role is implemented or a promotion, developing a central resource hub for standard practices.

Engagement & Communications Committee –Working on updating some different resources to use for hosting a town hall. They have uploaded a few templates from previous town halls & different districts for viewing.

The committee is going to be working with the Internal Affairs team on the annual report and its publication.

Employee Engagement & Morale Committee. Met this week to review SMART goals, updating areas with comments as indicated. Each team member was assigned to one of the goals, drilling down & refining to make achievable.

The libraries have their Senior Week Tower Tours coming up. More info will be posted in Teams.