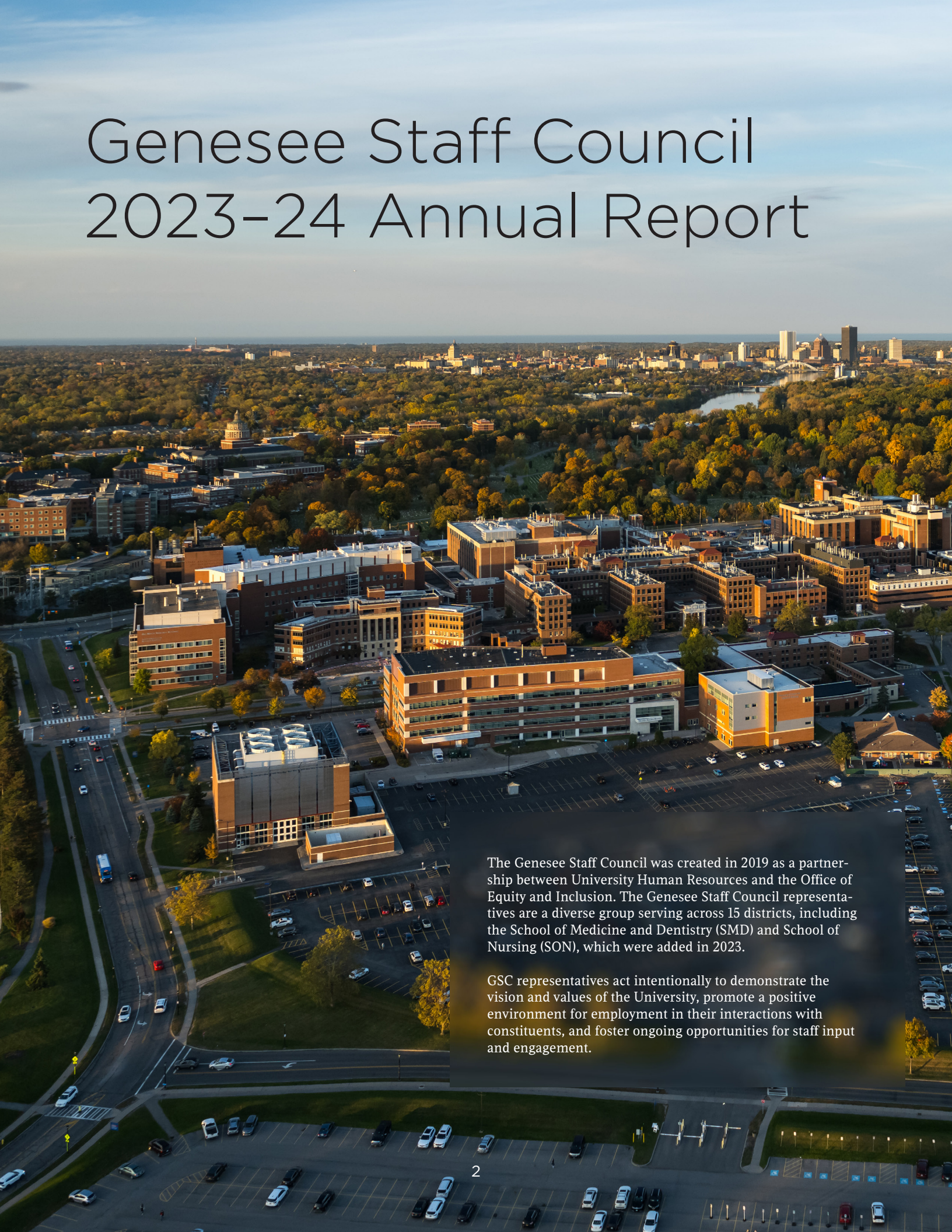


Genesee Staff Council
2023-2024 Annual Report

University of Rochester

Genesee Staff Council 2023-24 Annual Report



The Genesee Staff Council was created in 2019 as a partnership between University Human Resources and the Office of Equity and Inclusion. The Genesee Staff Council representatives are a diverse group serving across 15 districts, including the School of Medicine and Dentistry (SMD) and School of Nursing (SON), which were added in 2023.

GSC representatives act intentionally to demonstrate the vision and values of the University, promote a positive environment for employment in their interactions with constituents, and foster ongoing opportunities for staff input and engagement.

Mission Statement

The mission of the Genesee Staff Council is to facilitate active and direct communication between University staff and senior administration at the University of Rochester. Our goal is to serve as an advisory body on matters that affect the staff we represent and create forums for input.

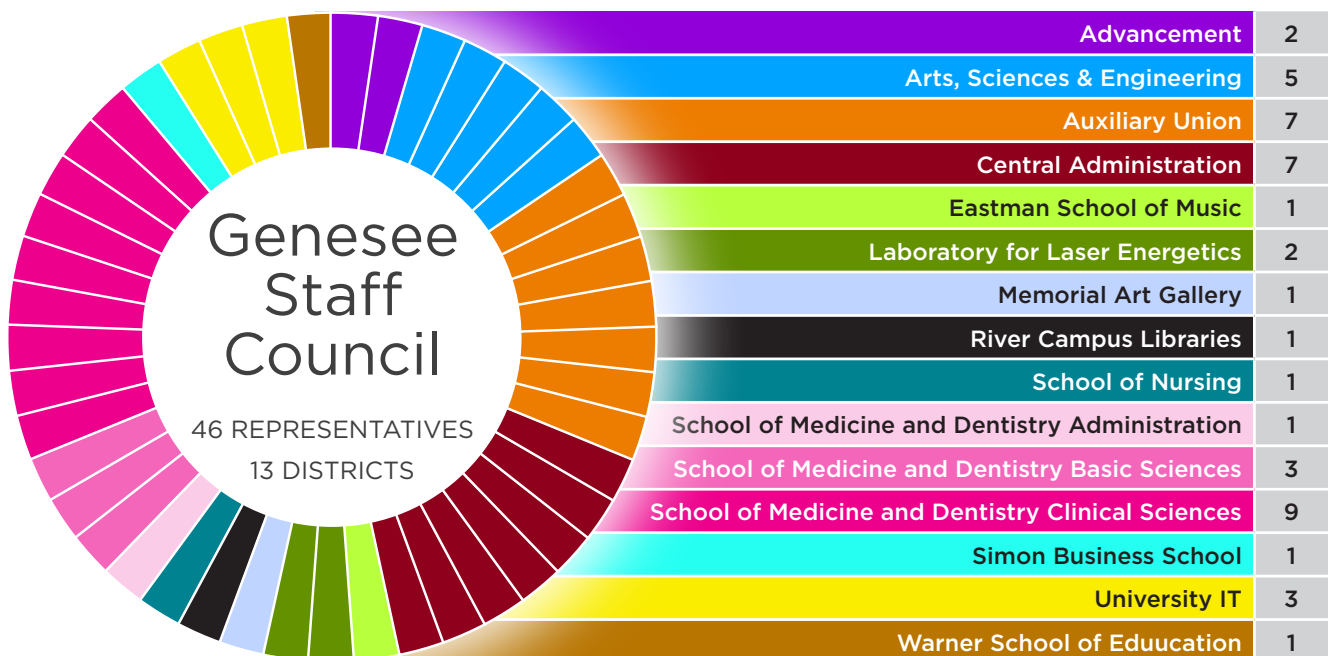


About the Annual Report

This report describes the activity of the GSC during 2023-24 academic year and identifies the priorities that guide our work in 2024-25.



The chart below represents GSC's districts, including the number of representatives for each district:



Council Committees

Council members serve on standing committees to facilitate Council operations. Each representative is expected to serve on at least one committee, with the intent to further the Council's mission. Below is a brief explanation of each committee's purpose, with the year's achievements and future priorities outlined in a later section of this report (see Committee Activities, Achievements, and Goals for 2024-25 Academic Year)

Accessibility

Gathers information regarding staff access to various resources and makes recommendations to allow more staff to participate more fully in our University community.

Communications

Makes suggestions for improvements pertaining to Council communications and outreach. Creates the Genesee Staff Council Annual Report and provides content to update the GSC website. Provides additional GSC-related communications as requested.

Engagement

Is focused on growing constituent engagement through targeted outreach events.

Executive

Serves as liaison between Genesee Staff Council and University administration. This group also serves as an agenda committee for the deliberations of the Council and may make recommendations to the Council.

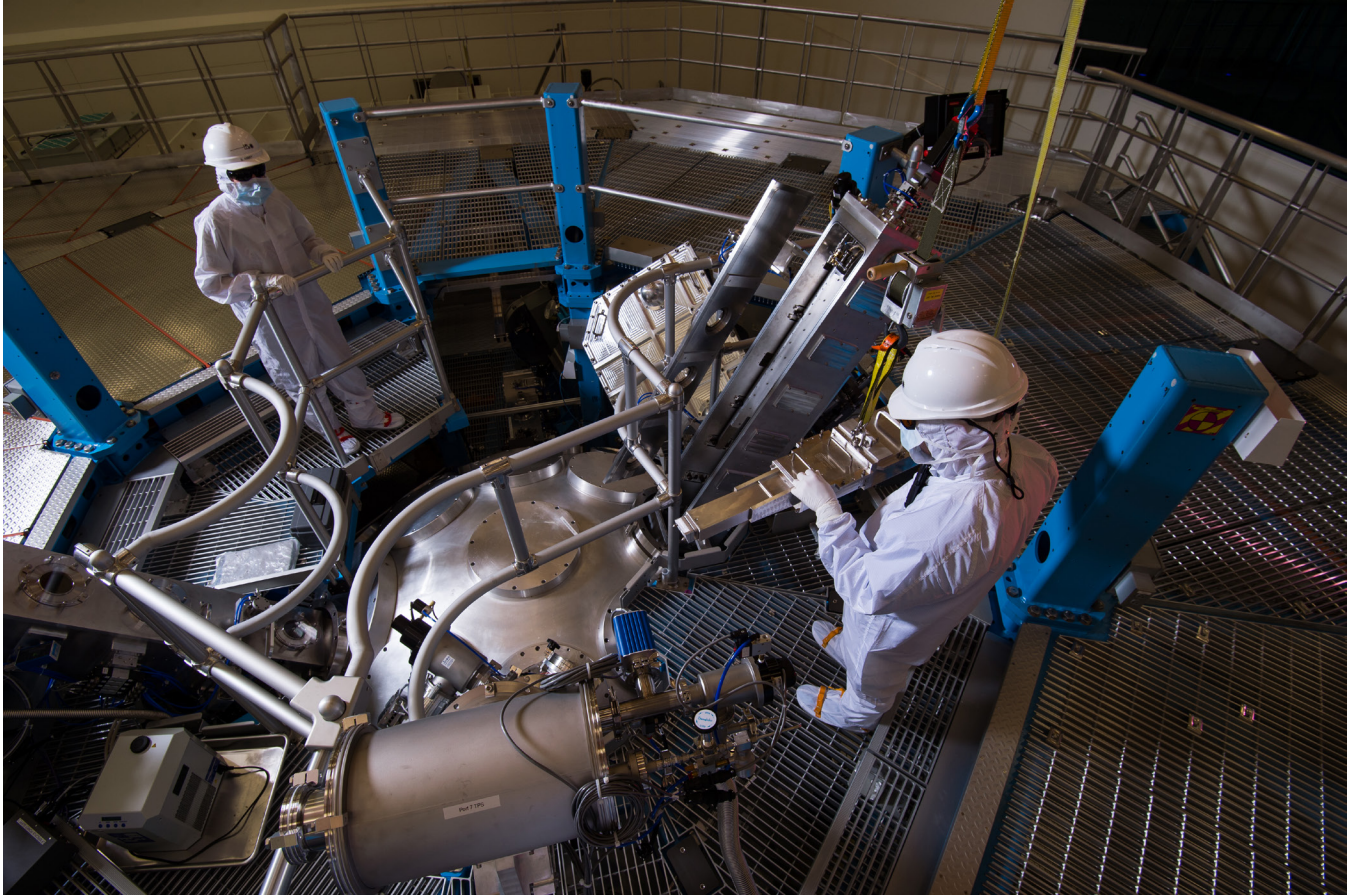
Internal Affairs

Annually reviews the staff council bylaws and recommends changes and oversees the annual staff council elections.

Special Projects

Gathers information and data to inform council recommendations and advocacy around emerging issues that affect staff experience and retention.





District Activities, Achievements and Goals for 2024-25 Academic Year

Advancement

Advancement established a presence in the district's new employee onboarding process in the form of an informational flyer with representative's headshots. They have continued to respond to constituents directly throughout the year and actively participate in council activities to ensure the interests of Advancement staff are reflected as we move into the next academic year.

Arts, Sciences & Engineering

AS&E has actively engaged with staff constituents through six open forum meetings and three informal drop-in lunches over the last year, utilizing both in-person and Zoom formats to accommodate varying schedules. These interactions addressed key issues such as Career Path Modernization (CPM), compensation, wage compression, parking, and staff morale. Additionally, they distribute a district newsletter via email each semester and utilize various communication channels to foster ongoing dialogue with staff members. Looking ahead, AS&E plans to collaborate closely with school deans and the vice president for Student Life to address

staff-related issues and ensure transparent communication. Future goals include advocating for improvements related to CPM, compensation and wage compression, while promoting positive change within the organization.

Auxiliary Union

Aux/Union secured improved access for Dining Services staff by lobbying for and installing computer kiosks in Douglass and Susan B. Anthony dining halls. These kiosks provide staff with a central location to access work email, MyPath, HRMS, and other essential resources. A dedicated landing page simplifies access to frequently used services, while flyers with QR codes promote kiosk usage and guide staff to the landing page. Aux/Union is prioritizing improved communication with constituents. A survey is in development to assess preferred methods for updates and feedback beyond quarterly newsletters. Additionally, building on the success of the computer kiosks, flyers are being developed to increase staff awareness of available computers for SMD Environmental Services.

Central Administration

The district increased by two representatives in 2023, leading to broader representation and more functional knowledge and expertise to share across this group. To better engage constituents, Central Administration launched a Constituent Feedback Poll for on-demand input. They consistently issue

monthly newsletters to share pertinent information across the district. Their focus in all activities is on engagement and becoming a safe conduit for constituent feedback and input, as the district is comprised of a large, diverse mix of staff. In the coming year, district representatives are focused on how to define “Central Administration” to staff, thereby increasing a sense of community across the district. Over the last several months constituents have often shared that information about broader opportunities across the University is a key interest. To that end, they are planning to leverage knowledge gained from other GSC districts and subcommittees to better inform constituents of such opportunities.

Eastman School of Music

Eastman hosted a GSC Outreach & Engagement event on November 9, 2023. Staff members were invited to attend a reception followed by a performance by the Vijay Iyer Trio in Kilbourn Hall. Representatives maintain a spot on the agenda for Eastman’s all-staff meetings and hold periodic constituent office hours at Java’s throughout the semester.



Laboratory for Laser Energetics

LLE hosts regular coffee hours to interest groups centered on DEI, Women in Science (WISE-LLE), and Safety Appreciation. During these events, representatives host tables to promote GSC and what the Council offers to staff. In 2024-25, LLE plans to host a GSC-specific coffee hour to improve visibility and participation.

Memorial Art Gallery

MAG hosted a GSC Outreach & Engagement event on April 4, 2024, within Cutler Union’s Bausch & Lomb Parlor. Guests were invited to attend a reception followed by group tours led by MAG docents Ann Marie Lagonegro and David Michael. In July, the GSC will be hosting a private in-person meeting at MAG to further advance their relationship to the arts. University employees are encouraged to visit MAG for free upon the presentation of a valid University ID.

River Campus Libraries

Throughout the year, feedback highlighted concerns such as employee-paid gym memberships, contrasting with other institutions offering this as a free benefit. Much of the year focused on CPM with RCL leadership seeking feedback, particularly those that supervise student workers. District representatives aim to continue discussion with the CPM team to recognize the significance of supervising and mentoring these student employees. In late 2023, a new initiative emerged for an internal staff council dedicated to the River Campus Libraries. The upcoming academic year aims to finalize and implement this council, advocating for library staff and enhancing communication between the staff and RCL leadership. This council also presents an opportunity for future collaboration with GSC representatives from the Libraries district.

Simon Business School

This district underwent a transition in the 2023-24 academic year and will resume full representation in the 2024-25 term.

School of Nursing

The School of Nursing highlights a year of growth and collaboration. Through regular updates in weekly newsletters, such as the Dean’s Desk, and monthly staff meetings, open communication channels have been maintained across the district. Notably, SON’s new education space served as the venue for a successful GSC meeting earlier this year, symbolizing SON’s commitment to innovation and engagement.

School of Medicine and Dentistry

The School of Medicine & Dentistry is divided into three separate districts: SMD Administration, SMD Basic Sciences, and SMD Clinical Sciences. While the three divisions exist, they have been operating in collaboration. As brand-new districts, SMD is comprised of first-year members. Their concentration has centered on orienting constituents to the GSC and its purpose, using word of mouth and newsletters to communicate with constituents. For 2024-25 the district has developed a “Meet the SMD Representative” section in their district newsletter to highlight a different representative each month.



University IT

As a department, University IT has several staff-enhancing efforts such as the Staff Leadership Group and Staff Recognition Committee. Representatives continued to present GSC activity and initiatives to these groups and in staff meetings and aim to enhance those existing relationships in the coming year.

Warner

Continues to send regular email correspondence to constituents and hosts brown-bag lunches, with recent messaging focused on CPM and open feedback. The priority for the next academic year is to gather more feedback and stories about what is important to constituents and solutions where the GSC may be able to provide support.

Committee Activities, Achievements, and Goals for 2024-25 Academic Year

Accessibility

In its inaugural year, the Accessibility Committee focused on establishing a strong foundation for future initiatives, given the broad range of topics and concerns that fall under this umbrella. These steps will guide the committee in effectively addressing accessibility concerns and enhancing accessibility within the GSC itself. Accessibility is prioritizing several key initiatives for the next academic year. These include creating a directory of University resources for accessibility needs, establishing a feedback mechanism for accessibility concerns from constituents, and identifying committee and GSC

members' expertise to identify areas for improvement in accessibility for both members and constituents.

Communications

The Communications Committee's primary focus in 2023-24 was the creation of the GSC Annual Report. Moving forward, the committee has several initiatives they are planning for in addition to generating this report. This includes updates to the GSC website and Staff Recognition page, developing brand guidelines and standard templates for district communications, informational signage, and GSC-focused social media channels to increase staff access to, and engagement with, GSC content.

Engagement

Over the past year, this committee fostered staff engagement through various successful events. Highlights include the Vijay Iyer Trio at Eastman and a lecture at the Memorial Art Gallery, providing staff with cultural enrichment and networking opportunities. Engagement also hosted a Red Wings game in the summer of 2023 for GSC representatives. Looking ahead to the coming academic year, Engagement will collaborate across the GSC to develop a comprehensive plan for increased voter participation in the 2024 election. After reviewing the 2023 data, less than 30 percent of staff voted in the majority of GSC districts. Additional priorities include working with each district to gather feedback and share best practices from high-engagement areas and continuing to plan events for members and constituents. For constituent groups, their goal is at least one event per semester and a recurring annual event to foster familiarity and consistency among staff.

Internal Affairs

Continues to review GSC bylaws to ensure consistency and compliance. They are also focused on preparing for the next round of GSC elections, taking place in summer 2024.

Special Projects

Formed in November 2023 by merging the Professional Development and Future of Work committees, Special Projects current focus is on developing processes to streamline engagement, presentation, and sponsorship requests received by GSC. They have developed a preliminary workflow with a goal of launching this content on the GSC website by the start of the next academic year. Special Projects also has members serving on the HR-New Employee Orientation and Faculty Senate Benefits committees and continues to seek benefits-related workgroups to engage with. With staff retention as a top priority in the coming year, the committee will focus on initiatives that enhance the employee experience. This includes continued involvement with the New Employee Orientation workgroup, reviewing and advocating for improvements to staff benefits, and exploring ways to recognize employment milestones. Special Projects also seeks to connect to Human Resources to better understand the role of the HR Business Partner and where they are positioned to support staff, along with advocating for wage increases tied to professional development and advanced education.

Additional Service

Outside of the Staff Council committees, GSC members are active in a variety of University-wide committees and initiatives. While not an exhaustive list, their service over the last 18 months includes:

Senior Leadership Searches

- Deans of Arts & Sciences and Eastman School of Music
- Associate Vice President of Public Safety / Chief Public Safety Officer
- Vice President for Equity and Inclusion / Chief Diversity Officer
- Vice President for Marketing and Communications

Policy and Process Improvement Input

- Policy Against Discrimination and Harassment
- Demonstrations, vigils, and peaceful protest policy
- Decanal review survey
- University Strategic Plan
- Career Path Modernization (CPM)

Committees

- Parking Advisory Stakeholders group
- Ethical Investment advisory committee
- University accreditation self-study working group
- Faculty Senate benefits committee
- Diversity Awards committee
- Public Safety advisory committee

Composition of GSC Membership and Representatives

DISTRICT	REPRESENTATIVE NAME	DEPARTMENT	YEAR ELECTED
Advancement	Lindsay Chassé	Alumni Relations & Constituent Engagement	2023
	Ashley Smith	Advancement, SAS	2022
AS&E	Melinda Adelman	Brain & Cognitive Sciences	2019
	Laura Ballou	Wilson Commons Student Activities	2023
	Jane Bryant, <i>Co-Chair</i>	Susan B. Anthony Institute	2022
	Jazmin Dunham	Kearns Center	2023
	Ted Pagano	Center for Education Abroad	2023
	Jon Powers, <i>Co-Chair</i>	Event and Classroom Management	2021
	Dan Watts	Residential Life	2022
Auxiliary Union	Charles LaBrake	Environmental Services	2023
	Patrick Meagher	Public Safety	2023
	Darrin Meszler	UF&S RC Operations	2022
	Brenda Pitoni	UF&S – Business Operations	2022
	Tacarah Reyes	Dining Services	2022
	Rachel Stuckey	Utilities & Energy Management	2023
	Joe Williams, Jr.	Dining Services	2021
	Paul Wlosinski	Public Safety	2019
Central Administration	Kristi Brock	University Health Service	2019
	Amanda Carter	Financial Aid Office	2023
	Leslie Collison	HR – Talent Acquisition	2023
	Kris Condello	Registrar's Office	2022
	Scott Fearing	HR - Learning & Development	2023
	Nate Ridley	Registrar's Office	2023
Eastman School of Music	Lauren Sageer	School of Music Communications	2023
Laboratory for Laser Energetics	Karen Cera	Laboratory Safety	2022
	Hannah McClow	Diagnostic Development & Integration	2023
Memorial Art Gallery	Aaron Landcastle	Security	2023
Libraries	Sarah Siddiqui	Carlson Library	2022
School of Nursing	David Lanni	IT Department	2023
Simon School	Dylan George	Admissions & Programs	2024
School of Medicine & Dentistry	Andria Mutrie	Office of Curriculum & Assessment	2023
	Jamie Brown	Vivarium	2023
	Leah Brown	Dept of Biochemistry & Biophysics	2023
	Arian Horbovetz	Clinical Material Services Unit	2023
	Chennel Anderson	Psychiatry	2023
	Rachel Bills	Pediatrics	2023
	Marisa Chiodo	Dermatology	2023
	Maria Fagnano	Pediatrics	2023
	Shari Hofmann	Department of Surgery	2023
	Austin Jackson	Urology	2023
	Lisa Smith	Wilmot Informatics Group	2023
	Jessica Syposs	Department of Medicine	2023
University IT	Mary Hallinan	University IT / IS	2023
	Marc Seigfred	University IT / CTS	2019
	Molly Snyder	University IT / P&PM	2022
Warner School of Education	Michael Occhino	Center for Professional Development	2022
Ex-Officio	Brandi Bangle, <i>GSC Administrative Coordinator</i>	Office of Human Resources	
	Katie Papas, <i>Parliamentarian</i>	River Campus Libraries	2019
	Amanda Sharpe, <i>Past Co-Chair</i>	Eastman School of Music	2019
	Thuy Tran, <i>Consultant</i>	Human Resources – River Campus	

Report completed by the
GSC Communications Committee

Ratified by the Genesee Staff Council Executive Committee on June 7, 2024



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