



Genesee Staff Council

Attendees : Melinda Adelman, Chennel Anderson, Daniela Alaniz, Rachel Bills ,Kristi Brock, Jamie Brown, Sandra Burch-Worth, Catherine Carofanello ,Frankie Chaba, , Maria Fagano, Scott Fearing, Caryn Feinstein, Jennie Gilardoni, Mike Gruszewski, Shari Hofmann , Terri Jakubowski, Sara Klinkbeil ,Amy Kadrie ,Mary Kitzel, Charles LaBrake, David Lanni, Michelle Mazor, Hannah McClow, Anthony Minervino, Greg Morin, Palaniappan Muthukumarasamy, Annalisa Newbauer, James Palermo, Claudia Pietrzak, Tacarah Reyes, Julia Scheele ,Marc Seigfred Amanda Sharpe, Scott Sheehan Kirk Simpson, Ashley Smith, Donna Winters-Head, Lorie Wolfanger, Joe Williams ,

Excused/Absent: Emily Lake, Katie Libby , Yohanna Rivero, Jessica Syposs, Chris Cretelle, Kari Steinmetz , Joe Williams, Shamika Wilson, Emily Russell

AGENDA

5/8/2026

- 9:00 –9:40 Co-chair and other miscellaneous updates, Voting
- 9:40 – 9:45 – Quick Break
- 9:45 – 10:20 Committee Report Outs
- 10:20 – 10:30 Break
- 10:30 – 11:30 Dan Salamone – Sr. Director University Compensation
- 11:30 – 11:45 District Report Outs
- 11:45 – Noon Community Share Outs

SUMMARY

Co-Chair Updates:

Kathy Gallucci (next meeting 5/26):

- Co-Chairs have requested guidance from Kathy on what type of events GSC can hold for all constituents (location, size etc.). Kathy to follow up with the Office of Council on guidelines

Policy updates:

- Shift Differential Policy – positive change and direct email regarding new policy sent to all

- Tuition Reimbursement update – For courses offered by the University tuition will no longer be covered at other institutions

President Mangelsdorf:

- No meeting since last Full Council meeting. Next meeting scheduled for June 26, Please submit questions/feedback

Office of University Engagement and Enrichment:

- No meeting since last Full Council meeting. Next meeting 5/12
- Planned topic(s): Clarification on Safe Space training plans
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Internal Successes:

Newsletter template released:

- Reminder each district is expected to update with district-specific greeting and news to send each month
- The newsletter should be included as an attachment. The email body can contain a brief message explaining that recipients are intended to receive the newsletter and replies should not be sent to the sender. All questions should be directed to the GSC inbox.

Rachel & Karen will present at the Board of Trustees meeting next week (5/14)

Upcoming:

- SMD Tabling at Flaum Atrium – SMD will have a table at future UR markets. A great opportunity to get GSC information out there !
- New member & Orientation planning – We are looking for Ad hoc committee volunteers to assist with orientation planning. Please email if interested.
- After the election, we will be instituting a buddy system for new members to pair up with returning members.
- Updates to orientation manual will be forthcoming. Please let us know if you have any new topics to add.

June Meeting:

- Courtney Peplin – How University Financials work
- Committee & District – Annual Report Submissions
- ED Tour (at noon)

July Meeting:

- Historically least attended meeting of the year, please let us know if you will miss it

August Meeting:

Year end wrap up – update SMART Goals progress

The March and April GSC Meeting Minutes were presented and approved

Internal Affairs Update :

Updates on the bylaws review process were presented proposing a change from "Internal Affairs" to "Internal Operations" and outlining minor formatting changes that will be voted on at the June meeting. The annual report process was discussed explaining that each committee and district must designate a representative to complete the collection form by June 12th.

River Campus ADA Accessibility Updates:

Update on the River Campus ADA Accessibility Committee was provided highlighting ongoing and planned accessibility improvements. The committee is working on adding a ramp to the Hartnett Gallery in Wilson Commons and awaiting a final report from the consulting group regarding accessibility improvements for Rush Rees Library. The Students Association has created a survey to gather data on accessibility issues across campus. Longer-term projects like adding a ramp to Eastman Quad and developing an accessibility app are planned but currently on hold due to budget constraints.

Committee Report Outs:

Employee Relations & Morale – Members reported on progress with the UR-Stars program.

Engagement & Communication - Update to the newsletter noting it is still a work in progress with ongoing efforts to incorporate feedback and improve its user-friendliness. The group will be working with Internal Affairs on the annual report publishing and format. A townhall mtg checklist is also under development by the group.

Training and Resources - Challenges in receiving notifications for new hires to facilitate onboarding surveys and district communications were discussed. Upcoming free events at the Eastman School of Music include performances by students, faculty, and community groups, as well as the upcoming Rochester International Jazz Fest and Trumpet International Guild event.

Council Recruitment Strategy - The group discussed recruitment strategies for filling 21 vacant seats on the council this summer. Suggestions include creating a one-page document highlighting the council's impact and using district representatives to promote the council during staff meetings and communication channels. The group also proposed organizing an info session for nominated candidates to help them understand expectations and roles.

University Merit Planning System Updates – Dan Salamone:

Dan presented merit planning at the University of Rochester. The university is transitioning from spreadsheet-based merit planning to a new Workday system, which will allow for real-time adjustments and better integration with performance data. The university is also increasing the minimum wage for full and part-time staff. New staff will be placed on the bi-weekly pay cycle. The merit planning process runs from May to July, with different effective dates for different pay cycles (June 28 for bi-weekly, July 12 for semi-monthly and monthly).

Dan also addressed questions about pay cycle changes, confirming that employees on monthly pay cycles will have the option to switch to bi-weekly later this year, noting the process needs to be carefully managed to avoid issues with deductions. The Compensation Governance Committee was discussed which includes senior leadership and reviews external salary data, financial information, and enrollment trends to determine merit budgets. Compensation guidelines and information are available on the website.

District Report Outs:

Simon – Working with leadership to increase GSC visibility. Participating in Ice Cream Social.

SMD – Ice cream Social on 5/20. Table at UR Market in the Atrium starting in July with GSC information/Swag.

Advancement – Planning an event in June – Rita’s Italian Ice. Newsletter working well.

River Campus Libraries – Planning town halls for employee experience survey results with new Dean. Partnering with other districts for ice cream social on June 10th.

SAS – Dean is helping support ice cream social budget. State of School address by Dean focused on many areas identified by GSC. Jennie & Melissa part of the SAS awards committee.

LLE – Working on Therapy Dog contact

Central FA – Planning informal Tasty Tuesday event

Warner – Formed a faculty/staff committee based on results of experience survey. Plan is to review results and implement suggestions/changes. Additional engagement events planned as well. Frankie is actively incorporating her position with GSC in the activities/events.

MAG – “Free for all Forever” endeavor is actively underway ! Quarterly lunches are held and a summer carnival themed event is planned.

UIT – Table & Donuts served at quarterly staff meetings.

USL – No new updates

Community Share Outs:

Lilac Festival starts on May 8th.

Pride Alliance gatherings on the third Thursday of odd numbered months . Next event posted in Teams