



Genesee Staff Council

Attendees, Bridgette Barnard, Rachel Bills, Emily Breitbart, Kristi Brock, Jamie Brown, Catherine Carofanello, Karen Cera, Frankie Chaba, Christine Deeter, Maria Fagnano, Danielle Farabell, Caryn Feinstein, Jennie Gilardoni, Thomas Graber, Stephanie Graham, Brandon Gross, Mike Gruszewski, Wendy Hembrock, Shari Hofmann, Mary Beth Kitzel, Sharon Kraynik, Charles LaBrake, Emily Lake, Emily Lindquist, Michelle Mazor, Anthony Minnervino, Greg Morin, Jackie Musso, Annalisa Newbauer, Tacarah Reyes, Yohana Rivero, Julia Scheele, Susan Schleede, Lindsay Schnur, Claudius Scott, Marc Seigfred, Kirk Simpson, Chris Smith, Robert White, Donna Winters-Head , Lorie Wolfanger

Excused/Absent: Tim Hannon, Daid Lanni, Austin Jackson, Terri Jakubowski,

AGENDA

9/11/2026

- 9:00-9:05 Welcome
- 9:05-9:40 Introductions
- 9:40-9:50 Mission & Structure
- 9:50-10:00 Break
- 10:00-10:30 Expectations
- 10:30-11:00 Role Clarity
- 11:00-11:10 Break
- 11:10-11:20 New Chair Introduction
- 11:20-11:30 Q&A
- 11:30-12:00 Team Building
- 12:00 – 1:00 Lunch
- 1:00-1:40 Feedback Database & the Feedback Loop
- 1:40-2:10 Committees
- 2:10-2:20 Break
- 2:20-2:45 Questions/discussion
- 2:45-3:15 Kathy Gallucci
- 3:15-3:30 President Mangelsdorf
- 3:30 – 4:30 Reception

SUMMARY:

Welcome/Introductions

The new and returning GSC members were welcomed, each member introducing themselves to the group.

Mission & Structure

Co-chairs provided a high-level overview of the Genesee Staff Council's mission and structure. The council facilitates communication between staff and senior administration, representing 5,300 non-patient care staff across 18 districts with 45 representatives. The discussion covered the council's governance structure, including co-chairs, ex-officio members, and subcommittees, with plans for mid-year off cycle elections to fill vacant seats.

GSC District Representative Expectations

Expectations for district representatives on the GSC were outlined which include representing staff, engaging with constituents, participating in council and committee meetings, & communicating through monthly newsletters.

The time commitment expected is approximately 8 hours per month

Role Clarity

An overview of roles for the GSC, HR and the Ombudsman was provided to the group. GSC role is to represent staff interests collectively, gather feedback and elevate themes affecting groups of staff, identifying patterns and systemic concerns. The council brings staff concerns and priorities to leadership & advocates for workplace improvements and policy changes

New Co-Chair Introduction

Second year Co-Chair Rachel Bills thanked our outgoing co-chair, Karen Cera for her service and dedication. Rachel introduced our new GSC co-chair, Jennie Gilardoni, who has been serving as interim co-chair since June.

Meeting Minutes

The GSC Parliamentary covered meeting minutes processes. Meeting Minutes from May, June & July & August were presented and approved.

Team Building Working Styles in Group Collaboration

HRBP staff led a four corners Team Building exercise. The exercise focused on working styles in groups, defining four types: Action-oriented, Structured, Caring, and Meeting-focused. Each style approaches teamwork differently, with action-oriented people tending to dive in quickly, structured people focusing on organization, caring people ensuring everyone is included, and meeting-focused people questioning the purpose and process. Participants were assigned to different style groups and asked to identify strengths and challenges of each approach, with a particular focus on how different styles might work together effectively.

Feedback Database & the Feedback Loop

A detailed overview of the new feedback process was presented. The 6 principles for handling feedback include responsiveness, accountability, appropriate resolution levels, transparency, strategic alignment, and data-informed actions. The process involves entering feedback into a database through various methods, with a feedback review committee triaging submissions and assigning owners.

A live data entry exercise into the Feedback Intake form was conducted

Committees

The five main committees and their goals/objectives were reviewed : Internal Affairs, Communications, Training and Resources, Employee Relations and Morale, and Executive.

Members will be sent a committee placement survey next week to rank their choices of the four options. Executive Committee will be chosen by the Co-Chair Team.

GSC Teams Site Training Sessions

Three GSC Teams Site Overview Sessions will be held this month :

- **Mon 9/21 @ 1 to 2 pm**
- **Wed 9/23 @ 1 to 2 pm**
- **Tues 9/29 @ 11 to 12 pm**

Zoom calendar events will be sent out early next week to all members. If interested , please accept the one that works best for your schedules.

Next Steps :

- Establish recurring meeting cadence with your district
- Put future Full Council meetings on your calendar (links & locations are forthcoming!)
- Familiarize yourself with the Teams channel and/or plan to attend a Teams review session
- Review the Representative Handbook
- Complete your ranking for committee placement
- Register for the Staff Appreciation Event at Radio Social, 10/20 @ 5-8PM

Leadership Presentations:

Vice President, Chief Human Resources Officer Kathy Gallucci and University President Sarah Mangelsdorf were introduced to the group. Both leaders welcomed all returning and new members to the Council, thanking them for their dedication and service.