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, Tim Hannon, Wendy Hembrock, Shari Hofmann, Austin Jackson , Mary Beth Kitzel, Sharon Kraynik, Charles LaBrake, Emily Lake, David Lanni, 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: **Stephanie Graham, Brandon Gross, Mike Gruszewski, Terri Jakubowski**

AGENDA

10/9/2026

9:00AM-9:30AM	**Co-Chair Updates**
9:30AM – 10:00AM	**Kathy Gallucci, 2027 Benefits Update**
10:00AM-10:10AM	**Break**
10:10AM-10:40AM	**Feedback Database Training Pt 2**
10:40AM-10:50AM	**Break**
10:50AM-11:35AM	**Committee Breakouts** • **Set regular meeting cadence** • **Review and discuss SMART goals** • **Review assigned and active feedback**
11:35AM-12:00PM	**Report out/debrief/questions/closing remarks**

SUMMARY:

Co-Chair Updates:

The meeting began with announcing October GSC member UR anniversaries followed by reminders and Group norms expected.

Leadership Meeting Updates :

- **Quarterly Co-chair meeting with President Mangelsdorf** focused on the feedback database . Dr. Mangelsdorf was pleased with the plan to incorporate institutional priorities into our categorizations.
- **Monthly meeting with Kathy Gallucci** covered an Assoc Director of Employee Experience being hired. GSC has requested to partner with the new hire where applicable. Kathy reported good news on the Health Incentives & Staff Emergency Fund, updates coming soon. Kathy shared that the HRBP benchmark for healthcare/Universities is 350-500:1, HRBPs here are 1200:1
- ***Faculty Senate*** : Faculty Benefits Committee proposal to combine faculty and staff benefits was not approved. GSC will continue to partner with Faculty Senate looking for ways to combine forces and strengthen individual efforts.
- ***Board of Trustees Meeting –*** Much discussion was held on exploring how AI can enhance learning, research, healthcare, and operations while preserving human judgment and institutional values. AI may reduce workload, but will also require attention to training, changing skills, workforce implications. AI in healthcare is already improving efficiency in the areas of coding and billing practices, reducing costs, and supporting better outcomes.

Working Groups and Meetings :

- ***A Boundless Possibility presentation*** on the university strategic plan was held in person on 10/5 by Joe Testani. Two GSC members were in attendance.

  Building a culture of accountability is a long-term goal. Improved communication might be a way to let staff know that work is being done in this important area. GSC will continue to be a part of these spaces promoting our advocacy role.

- ***Student Employment Office Focus Group*** - GSC representatives met with the Student Employment Office to address an influx in feedback received for areas of improvement. Mtg topics included ways to improve relations and training practices between the Student Employment Office and those units that use it. GSC participants recommended five areas mostly pertaining to the website that will be implemented.
- ***The Leadership Development Program Advisory Group*** is developing new competencies to train and evaluate leaders. Plan is to offer trainings around these competencies - organizational impact, communication & influence, innovation & complexity, leadership & talent management, knowledge & experience. Leaders will eventually be evaluated on these competencies.

Kathy Gallucci presented an overview of 2027 Health Benefits to the members.

Co-Chair Updates: Input & Discussion

- October 20 @ 5PM – Staff Appreciation at Radio Social (registration required)
- Public Safety Committee
    - Questions or comments about cameras/surveillance, the arming policy, and how communication can be better around those things?
- Simon Dean Search - GSC Stakeholder Group . Members were asked to enter their names in the CHAT if interested.
- Annual Public Full Council Meeting - The group discussed making GSC meetings more transparent and accessible to constituents. Executive Committee will continue to explore ideas.

September Meeting Minutes Vote :

September Meeting Minutes were put to a vote and approved.

Feedback Database Training Pt 2

An overview of the feedback database workflow was presented outlining how committees will receive assignments via email. Committees are asked to review items in their meetings, deciding whether feedback represents active projects or items for the parking lot.

Council Updates and Planning Sessions

Updates on upcoming council activities were presented including the October newsletter deadline and highlights for the November 6th meeting

Special elections are to be held in Jan & February

Committee Breakouts

Members each joined their committee break out session for the following activities :

- Set a regular meeting cadence
- Review assigned and active feedback
- Review and discuss SMART goals

Report out/debrief/questions/closing remarks

It was noted by a member that having learning and development resources from HR and the training and resources group working on issues together is a great fit and a good model !