

GENESEE STAFF COUNCIL

Meeting Minutes: February 14, 2020

Attendees: **Chairs:** Caterina Caiazza, Marc Seigfred **Members:** Melinda Adelman, Chris Apple, Rani Bhagwat, Kari Brick, James Chudyk(zoom), Laurel Contomanolis, Celeste Cooper, Theresa Danylak, Robert De Leon, Sherri Gunter, Yennifer Hernandez, Janelle Kohlman(zoom), Dawn Marshall-Hosier, John McIntyre, Michael Osadciw, Katie Papas, Amanda Sharpe, Anthony Siragusa, Jon Spenard, Matt Spielmann, Alexander Pita, David VanWey, Andrea Walton, Rich Wattie, Paul Wlosinski, Leslie Zornow **Not Present:** Kristi Brock, James Wentworth **Ex Officio Members:** Terra Buttram, Maggie Cousin, Eleanor Oi, Leah Stormo-Soles **Guests:** Michele Hill, Laura DuMont

Introductions and announcements (Co-chairs)

- The October, December and January meeting minutes were approved and will be added to a netID-protected website that's available for all members of the University community.
- The minutes will be published via @Rochester on Tuesday February 18. GSC district representatives may also forward it to their constituents.
- The co-chairs have formed an Executive Committee to help guide agenda items and GSC development. The Executive Committee consists of Cathy Caiazza and Marc Seigfred (GSC co-chairs), Leslie Zornow (GSC secretary), Chris Apple and John McIntyre (GSC members), Leah Stormo-Soles (Ex Officio member from Human Resources) and Eleanor Oi (Ex Officio member from Equity and Inclusion, and GSC Parliamentarian).

Total Rewards (Benefits, Compensation and Recognition) at the University – Guests: Michele Hill, Senior Director of Total Rewards, and Laura DuMont, Director of Compensation

Michele and Laura were invited to discuss Benefits and Compensation, based on the significant interest in these topics by the GSC and University employees.

Major points shared include:

- Benefits:
 - Benefits Planning: timeline for the benefits rate budgets, benchmarking and strategy development process, and compliance requirements
 - Health care: health care plan and eligibility overview, enrollment figures, distribution of Benefits-related spending in FY19, and Health Care plan updates for calendar year 2020
 - Well-U: program offerings and utilization
 - Retirement: 403(b) retirement plan contributions
- Compensation: ongoing/upcoming initiatives on job title and compensation structure re-design; wage compression
- Recognition: overview of the new appreciation gift for 5 years of service, the service award program recognizing years of service, and the President's Staff Awards honoring employees' contributions to the organization

- Discussion: The GSC raised a number of topics with Michele and Laura, including:
 - Benefits – Health care and Well-U:
 - Desire to better understand who is included in benchmarking. Michele explained there are a number of consultants the University works with to understand trends and peers’ offerings (AAU members, and whenever possible specifically those with Medical Centers; as well as local and regional peers when appropriate).
 - Specific health care coverage situations of some constituents, to highlight some of the health care-related questions and challenges that employees face.
 - Ability for employees who aren’t enrolled in University health plans to participate in Well-U programs (they are eligible to participate in some but not all).
 - Compensation:
 - The importance of broad involvement and communication throughout the job titling and compensation structure re-design.
 - Confirmation that the job titling initiative includes the full job description, and will include input from the appropriate people in departments; Laura and Michele confirmed.
 - Concern that wage compression may be addressed at the school/department level; Laura and Michele confirmed it will be done holistically across the University.
 - Desire for efforts to occur more pro-actively rather than reactively. Michele agreed, and shared that it comes down to the significant University-wide investment in these initiatives. Michele shared the University is now committed to these efforts, and recognizes it will be an ongoing commitment.
 - Recognition:
 - An interest in expanding the number of staff awards related to quality of work, beyond the current Witmer, Meliora & Staff Community Service awards.

Genesee Staff Council Aggregated Constituent Survey Data (Eleanor Oi)

Eleanor shared a summary of the data collected from surveys, town halls, and other constituent engagements from council districts. The summary included common themes.

The GSC discussed how to continue to engage constituents and get their input:

- Smaller schools tended to have lower survey response rates.
- More people may respond in the future, if they are more familiar with the GSC surveying them.
- Demonstrating that their input is being taken into consideration will also likely increase participation in the future.
- It might be helpful to have the next survey be more focused; to share the topics that the GSC is focusing on based on their input, and asking for additional input on that topic specifically. This could help drive upcoming projects.

Genesee Staff Council Sub-Committee Exploration

After reviewing the aggregated constituent survey data, the GSC discussed possible sub-committees. They considered a number of possible topics and ultimately chose three to discuss in more depth:

- Employee Engagement (including Staff Recognition)
- Professional Development
- Job Descriptions

The GSC broke off into a smaller groups for each topic and considered:

- The University-wide staff impact of the topic
- Whether the Council has a role in addressing the topic
- Whether it is a project (defined period of time/until a goal is met) or committee (ongoing)
- What the scope of the project or committee would be

The groups summarized their discussion to the full GSC. The proposals will be refined by the group leads and discussed further at the next meeting.

Wrap up and Announcements

- ASE reps are doing a monthly lunch gathering to catch up in between meetings
- Aux Union presented at the AVP for Facilities senior staff meeting. Some feedback was that if there are questions or comments to please follow up in e-mail/writing. Pat Beaumont would love to have the GSC's help with communicating new initiatives (like bike racks).
- Central Communications wants to work with the GSC to highlight employee stories. Mike O. offered to be the liaison with Central Communications, and asked the GSC to help determine the types of things that will be profiled. Communications can then help with writing the stories and determining a sustainable format.
- The new HR website launching at the end of February or the beginning of March. Leah will explore how to get the GSC page linked to the HR website.
- Reminder that the GSC will be surveyed on an ongoing basis to get an estimate of the time spent on the GSC. This will be a long-term analysis rather than a month by month report.

Next meeting 3/6/20 from 9:00 am – 12:00 pm in Goergen 108 on River Campus.