

GENESEE STAFF COUNCIL

Genesee Staff Council: January 10, 2020

Attendees:

Chairs: Caterina Caiazza, Marc Seigfred **Members:** Melinda Adelman, Chris Apple (zoom), Rani Bhagwat, Kristi Brock, Kari Brick, James Chudyk, Laurel Contomanolis, Theresa Danylak, Sherri Gunter, Janelle Kohlman, 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, James Wentworth, Paul Wlosinski, Leslie Zornow

Not Present: Celeste Cooper, Robert De Leon, Yennifer Hernandez

Ex Officio Members: Terra Buttram, Maggie Cousin, Eleanor Oi

Introductions and announcements (Co-chairs)

- The open seat at Eastman has been filled by Rich Wattie. We now (again) have a full 30 person council.

Training Scenarios

Review of three scenarios to continue training council members about their role and to prep them with suggested language for responding to constituents.

Discussion of Resources Available:

- Human Resources Business Partners
- Intercessors
- Integrity Hotline

New Human Resources Website- Guest: Sam Burkett

- HR website early preview: The goal is to overhaul HR communications to improve University branding, to provide more access to support and resources, to connect more with HR strategic goals, to make the site less transactional, and more reputational. To demonstrate the great work here by celebrating people, work, and culture.
- New Policies Site: gathering all university-wide policies with improved accessibility, searchable, and connections to related policies.
- Timing: Planning to launch both sites this spring.

Ways of working as a Council: Group Discussion

- Meeting Management: Topics such as agenda creation, creating flexible time during monthly meetings to address emergent issues, potential ways of interrupting circular discussions, and how to create a “parking lot” of ideas.
- Expectations: The council also discussed developing collective expectations for the amount of time spent on council work, the ways we’ll work between meetings, and what the expectations are for responding to people’s ideas?
- Sub Committees: The council spent time discussing additional sub committees.

- District Based Works: The council discussed that we need to set expectations for district-based work. No resolution at this time.
- Communication
 - Discussion of General communication strategy including agendas, website, newsletters, timing of communications, creating common language, consistently creating handouts for staff without regular access e-mail.
 - Challenges with clutter or Junk mail noted with e-mail communications.
 - What comes to/from the co-chairs: Co-chairs have the big picture, and can help assure that the council is making strategic moves as a whole, and is consistent in separate districts.
 - Communications sub-committee needed.

District cluster meetings

- 1) Central Administration
- 2) Auxiliary/Union
- 3) Arts, Sciences, and Engineering
- 4) Advancement, Laser Lab, University IT
- 5) Eastman, Library, Simon, Warner, and Memorial Art Gallery

Share Out

- Each group reported out themes on how they are connecting with the other members of their district-- What's working and what's not?
- Each group proposed potential future sub-committees
- Each group nominated members for the new communications sub-committee

Communications Committee: Mike, Andrea, Melinda, Alex, Kate, Theresa and Marc.

Meeting Closed.

Next Meeting: February 14, 2020, 9am-12pm, at the Alumni & Advancement Center Board Room