



# GENESEE STAFF COUNCIL

## Genesee Staff Council: October 25, 2019

### **Attendees:**

**Chairs:** Caterina Caiazza, Marc Seigfred **Members:** Chris Apple, Rani Bhagwat, Kristi Brock, Kari Brick, James Chudyk(zoom), Laurel Contomanolis, Theresa Danylak, Sherri Gunter, Catherine Lewis, Janelle Kohlman, Dawn Marshall-Hosier, John McIntyre, Michael Osadciw, Katie Papas, Kim Preston(zoom), Amanda Sharpe, Anthony Siragusa, Jon Spenard, Matt Spielmann, Alexander Pita, David VanWey, Andrea Walton, Kim Preston, James Wentworth, Paul Wlosinski, Leslie Zornow

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

### **Election of Co-chairs**

The first order of business was to elect the GSC co-chairs. Council members running for co-chair did short presentations for the group who then voted by paper ballot (Zoom participants were able to vote electronically). The ballots were tallied, and the winners were announced later during the meeting.

- **Marc Seigfred and Cathy Caiazza were elected co-chairs of the inaugural Genesee Staff Council.**

### **Discussion of Constituent Engagement**

- Communication is a challenge: Employees work many different hours and in many different spaces.
- Some council members had been able to utilize time in existing all staff meetings
- Some council members had sent out an introductory e-mail using the new district based GSC listervs.
- Discussed the need for anonymous input and some districts planned to create surveys, perhaps there is a need to standardize across districts, and also create automated weekly reports for survey data to be sent to council members.
- Some districts had begun to host town hall discussions- there was much discussion about the effectiveness of this approach, and the concerns that arose.

### **Council Role: The role of the Council needs to be clarified.**

- Need clarity on what to do if HR issues come to council members. Training needed at next council meeting.

### **Emerging Themes we're hearing from Constituents (Alpha Order- not prioritized)**

- Benefits
- Change to Hourly
- Employee Recognition

- Parking
- Salary Equity

### **Early Council Wins**

- Hearing positive as well as negative from employees.
- Council members helped connect an off-campus location with CPR training.
- Council members made connections for an off-site flu-shot clinic to happen
- Council members helped connect an off-site location to a listserv that facilitates UR furniture and supply donations

### **How does the Council do the work?**

- Discussion of project Management Software: Decision to utilize Microsoft teams
- Listserv Management:
  - Creation of GSC listserv to communicate within the council
  - Creation of District Listservs to allow council members to communicate with their districts.
- Bylaws:
  - Bylaws subcommittee created. It was noted that it may be too early to decide what the other subcommittees will be.

### **Co-Chair Wrap-Up**

- Communication is Foundational to our work as a council
  - Within your districts/ as you get suggestions- think about how to aggregate themes
  - What are bigger themes anecdotal things point to that get to the core of the issues?
  - Think about how you want to track that, what tools can we use, etc.
  - Communications has offered to come and help with survey, tracking data, etc
  - How do you make your constituents feel heard? Part of this has to be level setting w/constituents- we want to take action but we want our work to be effective, and we need to start by building our infrastructure.
  - The group agreed to use Microsoft Teams as our primary communication channel for internal council. (meaning not sending emails to the council distribution list) This will allow us to be consistent about communication within the council and track all communication.

**Next Meeting:** December 13, 2019