

GENESEE STAFF COUNCIL

Genesee Staff Council: December 13, 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, Amanda Sharpe, Anthony Siragusa, Jon Spenard, Matt Spielmann, Alexander Pita(zoom), David VanWey, Andrea Walton, Kim Preston, James Wentworth, Paul Wlosinski, Leslie Zornow

Ex Officio Members: Terra Buttram, Maggie Cousin, Eleanor Oi, Leah Stormo-Soles

Introductions and announcements (Co-chairs)

- Melinda Adelman has been elected to fill the open seat in the Arts Science and Engineering district. We now have a full 30-member council.
- Kim Preston from Eastman has decided to step down from Council. Nominations and elections will be held at Eastman. Nomination period is December 16-23rd. Elections will be held January 2-8.
- Bylaws
 - The by-laws Committee met several times to come up with the by-laws proposal, reviewing several other by-laws, charters, etc. for ideas.
 - The By-laws were ratified by the group with no opposition with a note that this document is a living document to be reviewed and modified frequently using the process noted within the bylaws.
- Appointments of official seats, and ex-officio members, all approved with no contention
 - Council Secretary: Leslie Zornow
 - Parliamentarian: Eleanor Oi
 - Office of Equity and Inclusion Representatives: Maggie Cousin and Eleanor Oi
 - Human Resources Representatives: Leah Stormo-Soles and Terra Buttram

Human Resources & Staff Council Collaboration- Guest: Tony Kinslow

Tony was invited to discuss Human Resources so that the council can be better informed about how Human Resources works, including Benefits, Compensation, and Engagement, and to learn about HR initiatives. This will be an ongoing conversation between HR and the Genesee Staff Council. Major points discussed are below:

- HR Demographics
 - UR is 31,941 employees and affiliates.
 - Total compensation for UR faculty & Staff is \$2.6 Billion
 - Majority female organization- 69% are women
 - 42% are millennial, boomers on decline
 - UR is adding approximately 1,000 new employees per year (not replacements)

- HR Organization: Discussed different units within HR and their functions
 - Learning & Development: Currently established at the Medical Center; HR's Strategic Plan includes expansion to River Campus and other non-Medical Center locations
 - Talent Acquisition: Currently being piloted at the Medical Center; HR's Strategic Plan includes expansion at the Medical Center, River Campus and other locations
 - HR Administrative Services
 - HR Business Partners: there are 19 or 20 HRBPs now - 4 on River Campus and other non-Medical Center locations, 15 or 16 at the Medical Center
 - Total Rewards: Benefits, Compensation and Employee Recognition
 - HR Systems Optimization
 - Labor Relations
 - Employee Relations & Engagement: Currently established at the Medical Center; HR's Strategic Plan includes expansion to River Campus and other non-Medical Center locations
- Resources for Employee Concerns: Tony shared the resources available to assist employees with concerns and outlined each resource's role.
 - Supervisor/Chain of Command
 - EAP
 - For issues benefitting from mediation: Human Resources Business Partners, Intercessors. In the future, there will also be an Ombudsperson office.
 - For issues requiring formal investigation: Policy 106 and Title IX investigators
- HR's 2020 priorities:
 - Begin job title & compensation structure re-design: A multi-year project with the goals of creating a modern and relevant structure that assures fair and benchmarked wage scales that are sensitive to the market, providing paths for career growth, and being more transparent to our employees.
 - Address wage compression being driven by minimum wage increases: A multi-year effort. Analysis and planning is currently underway, and the first increases will be in July 2020.
 - Launch revised HR website in 2020: improve site usability and accessibility, as well as University branding
 - Implement Staff Scheduling system (primarily nursing issue)
- Discussion: The GSC and Tony discussed a number of topics, including:
 - Employee engagement and increasing survey participation
 - Pay: challenges caused by wage compression and lack of transparency with pay ranges and pay.

What is the role of a Staff Council Member? (Ex-Officio Members and Co-chairs)

- Developing a plan for how to work collaboratively as a group and to clarify the role of GSC. From the Orientation, the group has developed the following values:
 - Service-Driven/ Responsibility
 - Empowered/ Courageous
 - Integrity (Professionalism, Confidentiality, Discretion)
 - Transparency/Trust (Honesty through Transparency)
 - Empathy/ Inclusivity
 - Optimism/ Positivity

- Collaborative/ Solution-oriented/ Driven
- Developing the GSC role:
 - Listen: gather input
 - Prioritize: look for themes, trends
 - Learn: understand current context/state, history
 - Communicate: relate concerns and propose solutions
 - Report: Updates/results
- How do we do this work?
 - Partnerships: We need to rely on partners in order to be productive and effective in our work as a whole.
 - Stakeholders: We are responsible to the staff who elected us.
 - Trust: We need to build trust with those we will be collaborating with and representing to find solutions.
 - Role-Modeling: We need to collectively demonstrate that we are able to empathically listen to all constituents. We are now public figures who represent more than just ourselves.
 - Questioning: We need to come up with a process for how we reach out to other offices to answer questions that arise.

What types of conversations should council members have with constituents?

- In scope of GSC role:
 - Suggestions/Ideas/Feedback/Questions from constituents
- Out of scope of GSC role and council members' expertise:
 - Policy Violations/Inappropriate behavior/Employment actions → move to HR to address issues. It is not within our purview to address these issues. Please encourage your constituents to reach out to their HRBP and Terra Buttram as our HR liaison to the council.

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