

Attendees: **Co-chairs** Caterina Caiazza, Marc Seigfred, **Members** Alexander Pita, Paul Wlosinski, Anthony Siragusa, David VanWey, Rich Wattie, Robert De Leon, Amanda Sharpe, Sherri Gunter, Chris Apple, Yennifer Hernandez, John McIntyre, Katie Papas, Terra Buttram, Kari Kafka, Celeste Cooper, Lauren McKenna, Theresa Danylak, Michael Osadciw, Dawn Marshall-Hosier, Rani Bhagwat, Kristi Brock, Joe Williams, Melinda Adelman, Josh Spenard, Laurel Contomanolis, Rebeca Walters **Guest:** Michelle Lewis

Cathy Caiazza recognized the one-year anniversary of the beginning of the pandemic, A moment of silence was held to remember those lost.

Meeting minutes were posted with changes and corrections and were approved.

Updates from Co-Chairs

- Marc Seigfred posted the February meeting notes from the Executive Committee in Teams.
- The recordings from the Staff Update from leadership with the President and a couple of other panelists were shared but did not receive much feedback. Cathy Caiazza will share more information on the viewership once it becomes available.
- Wage, retirement compensation adjustments that were made will be reinstated July 1, 2021 and retirement contributions will be backdated due to financial recovery.

<https://www.rochester.edu/human-resources/benefits/retirement-plans/403b-retirement-plan/>

- Sherri Gunter asked about different tiers and different contribution levels and how it plays into inequities.
- Melinda Adelman stated that she emailed Michelle Hill regarding this issue but has not received a response.
- Marc Seigfred said the Faculty Senate Benefits Committee recently met and discussed this topic. It is said that the determination amount is based on both social security and tax contributions from the University. As incomes increase the amount the University contributes to social security is less, so they in turn put that money into those individual's retirement contribution.
- Sherri Gunter commented that using this policy where more goes into social security which is not guaranteed and doesn't have the same growth potential that someone's 401K does is inequitable and could be holding folks back.
- It needs to be understood whether there are government regulations that need to be followed.
- Cathy Caiazza will follow up with Michelle Hill and pull together a few people from GSC to hold a discussion and see if it warrants bringing back to the full Council.
- Administrative support has been approved on temporary basis and the hope is to have someone in place within the next week.
- Board of Trustees meeting was held on 2/25/21 and covered the following topics:
 - Rochester Restart efforts, University Covid Response
 - Financial recovery – The University is operating at a \$93 million margin
 - \$15 minimum wage to be implemented next year

- The remainder of the meeting was focused on a presentation from Price Waterhouse on market trends
- Budget for Council operations
 - Adding technology tools for members who may need them while working remotely
 - Funding for survey tool
 - Please send any ideas to Marc or Cathy
- HR is currently working on a proposal to expand tuition benefits and reciprocity, stipends for books, and the ability to attend classes during work hours

Michelle Lewis presented her pilot program *Time for Empathy*. Send Michelle an email with any feedback you have on the training. If anyone would like to schedule a short coaching session to work through this, please reach out to Michelle.

Election Process

- How do we want to deal with the vacancies?
- Considerations:
 - District size
 - Term length
 - Length of time seat remains vacant
 - Using existing candidate pool from previous election or soliciting new
 - Off-cycle elections will be held once per year, approximately halfway between the annual election to fill vacant seats
 - If a vacancy occurs in the first 6 months after annual general election, the Council will extend the opportunity to candidate who received the next most votes but was not elected. If candidate declines, proceed to the candidate with the next highest votes. If no one is interested the vacancy will remain until the next off-cycle election.
 - Can folks who leave suggest an interim replacement?
 - Must take into consideration if someone is out on temporary leave
 - We should utilize the previous nominations before taking a recommendation from someone leaving
 - There needs to be some further discussion on these matters before approval
 - This is an opportunity to recruit other staff to become members
 - By-laws committee to add language regarding maintaining procedure for filling vacancies
- 2021 Council election cycle
 - 15 council seats reaching end of first term, 15 have 1 year remaining
 - Demographics did not change enough to add or remove seats from the districts
 - September will mark the start of the term
 - Districts were sent to break-out rooms to discuss the election cycle
 - Inform Terra Buttram of your district plans by next week

Wrap Up

- Next month we will be taking some time to reflect on Council operations

- If anyone would like to coordinate some social events (happy hours, game nights etc....) for the group please let Cathy or Marc know
- The Council should look into what is going on with the Big Idea project <https://www.rochester.edu/project-imagine/>
- Wage compression is an ongoing effort as well as part of the Career Path Modernization Project

Good News

- Several council members are receiving their first vaccinations
- The University has been recognized by the Arbor Day Foundation as a Tree Campus USA Institution for the 11th straight year. Tree Campus USA is a national program that honors colleges and universities that have a commitment to promoting healthy trees and engaging staff and students in conservation goals.
- Horticulture and Grounds is taking a proposal to Holly Crawford that will result in 6 new hires
- Warner is close to releasing new website

Next meeting April 9th 9:00 am to noon