

Attendees: Co-Chairs: Caterina Caiazza, Marc Seigfred **Members:** Rich Wattie, Celeste Cooper, Melinda Adelman, Chris Apple, Kari Kafka, Robert De Leon, Sherri Gunter, Dawn Marshall-Hosier, Andrea Walton, Anthony Siragusa, Amanda Sharpe, Rani Bhagwat, Kristi Brock, Michael Osadciw, Terra Buttram, David Vanwey, James Chudyk, Janelle Kohlman, Yennifer Hernandez

Announcements:

- Welcome back to Kari after the return from having her baby
- Leslie cycled off the group, Advancement election is underway with four candidates named this week. Announcement to be made at the November meeting.
- James Wentworth's position with Aux Union has been eliminated and he will no longer be able to continue his work with the Council. We will be working with Aux Union to initiate an election to replace James.
- Marc and Cathy attended the Board of Trustees meeting on October 2nd
 - Two new Deans introduced from Warner (Sarah Peyre) and Simon (Sevin Yeltekin)
 - Discussed restart and recovery efforts at UR
 - Erik Frederickson from the Warner School presented on online education
 - Students presented on their experiences this year with online learning
 - Covid testing protocols and rates in Rochester
 - Talked about finances, things are going well but not as well as previous years
 - There was an original FY 21 capital budget of \$983 million that has been since scaled back to \$394 million
 - Keystone Medical Center projects have been put on hold, there is also a possibility of Project Manager positions being narrowed or eliminated
 - The University is a nationwide leader in the Covid vaccine research
 - Elizabeth Stauderman, VP of Communications discussed how the Office of Communications has optimized search engines to ensure the University is coming up on top while searching research efforts and how the University will use its research on the Covid vaccine to build the brand and to market the University.

Questions:

What will the threshold be for another shut down due to rising Covid cases?

The threshold is driven by the state- 10% of cases coming back positive-there is a detailed updated dashboard.

Did Keystone Medical Projects get cut or did other projects get cut?

They were just slowed for now. The tent they just added to the Medical Center holds 28 beds and will continue to treat patients throughout the winter.

OEI Discussions on Racial & Social Justice

Mercedes Ramirez Fernandez invited Cathy and Marc to group discussions of racial and social justice. The first meeting included a variety of folks from across the University. Most of the meeting was spent with introductions. Cathy and Marc are trying to better understand the goals of this committee so that they can invite GSC members who might be interested in participating.

Feedback on CURT-Campus Response Levels

Mark Cavanaugh assembled all the feedback he received regarding a color or number coding system. Mark Cavanaugh thanked us for the feedback and said he would keep us in the loop as to their decisions. It sounds like they may move forward with a color-coding system and approved communication to make people aware of what to expect.

Policy 106 Review Committee

Kathy Gallucci reached out to Marc and Cathy to get a recommendation for someone to serve on the Policy 106 (Harassment and Discrimination) Committee. Several have expressed an interest. There will only be one or two seats on this committee.

Career Path Modernization (CPM) Kickoff

The website has been launched that includes a lot of great information. We've asked for transparency and they are trying to achieve this with the website. During the initial meeting they covered some high-level highlights of what the process would be like. That information is included in the FAQ section of the website.

Staff Surveys

Staff Engagement Survey

- Trying to see if it can be more broadly disseminated across the University
- It was originally planned to be delivered in February 2021, but the timeline has been pushed back until next summer due to the pandemic
- We will try to have the survey extended beyond the current units and divisions to gain a better understanding of the more holistic needs of the entire staff

Caregiving Needs Survey

- There was a survey that went out at the end of August regarding remote work
- A group has been working to better understand how the University can better support the needs of staff who may have needs such as a family caregiving need
- We're trying to create a survey in the next couple of weeks that can be distributed to staff to better understand those needs

Questions:

What does "engagement" mean regarding the first survey mentioned?

The survey is trying to measure employee engagement. How satisfied employees are, how well they know their managers, and what individual contributions they have made. The University is also very focused on how well individuals can disconnect from work when necessary.

Who is responsible for writing the questions for the Caregiving Needs Survey?

A group is being formed right now with a variety of representatives.

Can HR and leadership keep in mind that the staff takes part in many surveys but never receive any feedback from those surveys?

Upcoming Changes with NYS Sick Leave Laws

Terra Buttram shared that there will be changes coming to the NYS Sick Leave. They don't have all the details yet but from what HR is currently aware of it seems like it will have a minimal impact. It may affect those who currently are not eligible for sick time such as TAR, Strong Staffing Employees, Student Employees and Residents. The changes may allow folks to use sick time to care for a family member whereas that was not an option before. More information to follow, hopefully by the end of October. The benefit entitlement will not change. There may be a separate code tracking for when you use sick time to care for a family member.

Follow-Up on Political Activities

Marc and Cathy had originally planned on inviting Mercedes Ramirez Fernandez and Jack Bailey from legal to join today's meeting to discuss the policy on Political Activities but that did not work out. They are working on scheduling that for some time in the future.

Rich stated that the Commission for Racial Equity at Eastman is currently being led by Lee Koontz. Rich and Amanda have been working with him to send out surveys, and to get the Town Halls on the calendars as soon as possible and have requested that other things not be scheduled simultaneously so that people can attend.

Bylaws Committee Update

- Amanda, Anthony, and Paul read through the current bylaws and looked for any issues that might be coming up and if anything needed addressing this year
- The last section of the bylaws is the amendment process and states they may be changed with a two-thirds majority vote of council members. The vote must take place at a Council meeting and be discussed at least one meeting prior to the vote
- Bylaws must be reviewed annually
- One issue that needs revision- Co chairs section- initially stated Co-chairs would be elected for a one-year term. We are proposing now to change that to a two-year term and not serve more than one consecutive term. The Inaugural Co-chairs shall serve different term lengths to create a staggered change of leadership and to promote continuity. One for a two-year term (2019-2021) and one for a three-year term (2019-2022)

Committee Work

Council members broke off into groups and came back together to share their progress.

Rich Wattie-Professional Development

- Committee will meet 1x per month
- Priorities
 - Management training development, we want a survey to see what resources are currently available
 - Creating a specific list of questions for Holly and Michelle so that when we meet with them our time is well spent
 - Determining staff needs and where gaps exist
 - Create a Career Services component specifically for employees

Sherri Gunter-Employee Engagement

- Currently looking at ways to improve and identify areas for engagement and staff morale
- Looking at current surveys to get more information and will reach out to Rebecca and HR to find the previous results to review
- We have the goal of being able to hold the University accountable for the information that has already been collected and be able to provide staff with the actual items that have come out of these previous surveys
- Email committee to provide feedback

Melinda Adelman-Communications

- Meeting every two weeks
- Committee scope includes information for the website
- The new website is nearing ready to launch
- Annual Report is now in draft form. It will be sent out to the Council for review and feedback
- We would like to get some Staff Spotlight Stories up and running to be part of the website

Paul Wlosinski-Elections

- We will be ramping up heavily at the start of the New Year
- Will be reassessing the census data from each district
- Will be soliciting more volunteers
- Need to figure out how to solicit votes from each district
- Meeting timeframe will be ad hoc or quarterly in years where there is no election
- Work that was handled by Maggie Cousin and Eleanor Oi has not been reassigned. We need to secure resources for the Council

Matters Arising

- Policy 106 Review Committee formed that were looking for a representative for and have several interested
- Three nominations in the running
- Once a decision has been made, they will be notified by email

Next meeting scheduled for November 13th, 2020