

**Attendees:** *Chair:* Caterina Caiazza, *Members:* David Vanwey, Rich Wattie, Lauren McKenna, Leah Stormo- Soles, Chris Apple, Andrea Walton, Amanda Sharpe, Dawn Marshall-Hosier, Paul Wlosinski, Yennifer Hernandez, Michael Osadciw, Terra Buttram, Kristi Brock, Sherri Gunter, John McIntyre, Rani Bhagwat, Robert Deleon, Theresa Danylak, Matthew Spielmann, Janelle Kohlman, Kari Kafka, James Chudyk, Celeste Cooper, Laurel Contomanolis, Melinda Adelman, Alexander Pita, Anthony Siragusa, and Josh Spenard

**Introductions and announcements:** Caterina Caiazza, Co-Chair

New Additions: Lauren McKenna new member from Advancement & Rebecca Walters new member from HR

Caterina was pleased to announce that Marc Seigfred and his wife are the proud parents of baby Quinn who was born on October 31<sup>st</sup>.

Thank you to Leah Stormo-Soles for all she has done to support the council since joining us. With Leah's departure Terra will be transitioning into role of Parliamentarian.

#### **Warm up with Yennifer**

- One thing you are grateful for
- One quality you admire within yourself

**Council Bylaws resolution** Amanda Sharpe shared changes proposed to the by-laws which were read at the last meeting. Motions were requested and changes were approved.

**Annual Report** Communications Committee Theresa Danylak, Melinda Adelman and Michael Osadciw have created a document that they shared with the Council for feedback.

- Information on the founding of the GSC is included in the report
- Tried to synthesize what accomplishments were made in the first year
- Added goals for second year based on September 2020 meeting
- There is a post on Teams for comments and edits
- This document will be on new website-possibly by year end and will share with staff and administration
- Including bylaws in first annual report in subsequent years we will not include these bylaws
- More detail on representatives will be included on the website. Please make any changes/updates to your name/title/department as needed by sending a note in Teams

**Goals and Priorities for Upcoming Year** Chris Apple thanked Mike and Melinda and the entire Communications Committee for the work they did on this document. Chris lead the discussion to give everyone opportunity to provide input on the goals for next year and the Communications Committee.

- This is not intended to be ranked order list
- Some items may not be future goals but rather accomplishments of this year
- Some things are aspirational, and some seem more tactical
- Perhaps change title to Goals and Priorities

- Break down into three themes: Operational, Engaging Staff, Representing Staff
- We need to devote more time and resources that are owned and shared by the Council as we make our place within the University

*Next Steps:*

1. Meet with Executive Committee to share these comments and suggestions.
2. Work in partnership with the Communications Committee to get these edits into the document,
3. Think about timeline for distribution for final approval of the Annual Report
4. Sharing broadly with the community

Amy Lerner-Co-Chair Faculty Senate, Associate Professor of Biomedical Engineering and Mechanical Engineering shared her presentation slides about the Faculty Senate. Amy has played different roles within the Senate over the years, this is her first year as Co-chair and part of the Executive Committee which has given her a different point of view. She was also a part of the Commission on Women and Gender Equality.

Faculty Senate Functions:

- Consider the state of the University and make recommendations for academic development
- Inquire into various matters related to educational or administrative functions
- Provide a channel of communication
- One difference between GSC and the Faculty Senate is that the Senate does cross the entire university and includes all types of faculty

Concept of Shared Governance:

- Faculty should have the primary authority over instruction and curriculum
- The senate organizes these joint efforts on behalf of the faculty
- This isn't in lieu of a Union, there currently isn't one for faculty
- The Senate develops the processes for promotions and appointments and provides input for formal grievances and dismissals

Faculty Senate Composition:

- 45 Elected Members
- Ex officio Members: President, Provost, University Dean of Graduate Studies
- Faculty representatives to the Board of Trustees
- Each School has one member of the Senate
- No single school has a majority

Questions:

- ***How did senate become official?*** It has been around for many years and it is traditional for most Universities to have one.

- **How did faculty senate gain funding?** There is a modest budget that covers administrative support and coffee and cookies for meetings which currently comes from the Provost's office. They negotiate each year for this funding.
- **What procedures are in place to make the senate diverse and inclusive?** Amy works with election committees to reach out to constituencies to get nominations from different groups- we make sure all types of faculty, not just professors are included in the senate.

Senate Executive Committee Overview:

- 8 SEC members selected from the Senate by faculty senators
- Ex Officio members-President, Provost, immediate past Chair, Chairs of elected faculty governance bodies
- Chair elected (or co-chairs)
- Meets almost every Tuesday that is not a scheduled Senate meeting

Faculty Senate-Avenues of Participation:

- Meetings
- Verbatim minutes
- Input and questions by way of SEC and committees

There are several topics that cross over to staff as well. We might want to think about ways to formally to cross committees in any areas of overlap to provide information to the broader group.

Amy is committed to the topic of diversity and has tried in every Senate meeting to include something on diversity and she believes that continuing to discuss these topics is important.

Questions:

**What are some challenges?** So many different issues just trying to prioritize what issues to take care of. Trying to always make sure we are in the room before decisions are made not just made aware of when decisions are made. Making sure our input is valued. The decentralization of the University makes it a challenge to address everyone's priorities.

**How willing is senate to work with staff?** I think it will be varied. The only way to fix this is to increase communication. An example of this comes from Tom Gibson, who has been working on Public Safety Review Board. The PSRB includes staff, students, faculty, and community members. Tom said it was his first time he heard staff concerns, that he was never aware of and appreciated the value in that. It would be helpful to balance at the committee level. There still may be resistance at some levels and there are things that are different between faculty and staff.

**What are the facets of governance processes that ensures your voices are being heard?** We are always writing the rules and re-writing the handbook, but don't always have the best accountability of enforcing those rules. Make sure there is always a mechanism for accountability when writing your rules. Keep communication open and make sure your feedback is helpful.

Julie Maddox Director of IZONE shared her slides on *Let's Brainstorm*.

- Community of change agents located at Rush Rhees Library
- Available to help students make creative connections that spark action and focus on the development of student mindsets
- The goal is to send them into the world with the power make creative solutions to problems

GSC members moved to breakout rooms to participate in a group activity to think and reflect about the experience of existing in in this Covid world.

***Next Steps:***

Links for the mural boards will be shared with Cathy. Cathy will then make connections with staff on how to synthesize some of ideas that came from the activity.

Matters arising:

Rich: Had to miss an Eastman staff meeting to attend the GSC meeting. Is there a way to communicate our meetings to leadership so that it trickles down?

Terra: We all need to be mindful of time spent on GSC issues. Track the time so that we have an idea of how much our time we are devoting to the council.

***Next Meeting December 11<sup>th</sup> from 9 am to noon***