

Attendees: Co-Chairs: Marc Seigfred & Cathy Caiazza **Members:** Kristi Brock, Chris Apple, Lauren McKenna, Terra Buttram, David Vanwey, Rich Wattie, Kari Kafka, Amanda Sharpe, Josh Spenard, John McIntyre, Anthony Siragusa, Theresa Danylak, Dawn Marshall-Hosier, Matthew Spielmann, Rebecca Walters, James Chudyk , Josh Spenard, Yennifer Hernandez

Council broke into break-out rooms to share a bright spot in your life and a challenge either personally or professionally.

November meeting minutes approved.

Co-Chair Updates and GSC Impact

- Survey being planned for current needs of the staff during the current situation
- Will be launched to all employees
- Is intended to be holistic and inclusive to better understand what the challenges employees are faced with right now and how the University can better respond to those issues.
- There is a large group led by Kara Finnegan that will be creating the survey questions
- Survey will be launched by Kathy Gallucci and possibly Mercedes Ramirez Fernandez

Faculty Senate Special Meeting

- The Senate held a special meeting on December 8th devoted to University finances
- Marc Taubman said there will be a reduction in some non-essential surgeries due to hospital capacity however it was under their control and not forced upon them as it was in March
- There was discussion about Graduate students and the current challenges they face during the pandemic

Faculty Senate Benefits and Parking Committees

- There are opportunities for GSC to partner with Faculty Senate Committees
- The Executive Committee met with the Chair of the Benefits Committee and they are working on seeing how GSC might get some representation on the Faculty Senate Benefits Committee

Updates on Admin Support

- We have spoken to Kathy Gallucci and President Mangelsdorf about obtaining one or two admin support positions
- Amanda Sharpe provided a job description
- Hopeful the team can move forward with this as quickly as possible

On-site Childcare Planning

- During our last meeting with Kathy Gallucci she talked about a project that she's working on right now to add more on-site childcare for University employees
- Kathy is tentatively working on securing a site near the Medical Center, possibly Saunders Research Building, and one also on River Campus
- The idea is to offer subsidized rates based on salary and those making less would pay the least
- This program would be administered by the YMCA and tentative details include:
 - Flexibility of extended pick up and drop off times

- Bus lines to service campus
- Finding adequate space to provide proper distancing and safe practices during Covid
- Josh Spenard commented that he is hopeful that if this program is a success it will be continued after Covid
- Rich Wattie said there is a YMCA across from Eastman that could possibly work for this project and be more convenient for Eastman employees
 - Amanda said this Y has been shut down and there has not been any decisions of when they will reopen

Off the Floor

- Lauren McKenna's office has been working with the Office of Equity and Inclusion to host a new series called *REAL Conversations* which stands for Rochester Equity and Access Leadership conversations. This series will run monthly to the entire UR Community beginning January 19th, 2021
- Some agenda items include Black Fatigue and Medical Apartheid - January's meeting will focus on Mental Health and Resilience
- Lauren will provide more details in the coming weeks

Annual Report and 2021 Priorities

- Theresa Danylak shared the newest version of the Annual Report that was drafted after last month's meeting
- The Report will be added to the website and there will be a write up in @Rochester that will announce the new report and will include the link
- Dawn Marshall-Hosier would like to know if iron-on patches with pin logo could be made for everyone
- If you have not received your inaugural pin, please contact Cathy with your home address or contact Mike with your Box # and he will send it inter-office mail
- Marc Seigfred and Cathy Caiazza reviewed GCS's 2020 priorities with Kathy Gallucci and plan to share them with President Mangelsdorf in a meeting scheduled for December 14th
- The Annual Report received two motions for approval with no objections

District Time and Constituent Engagement

- Went to break out rooms with districts to select 2-4 ideas your district would like to try Spring Semester
 - Rich Wattie shared 5 ideas that he, Amanda, Jim, Janelle and Tara came up with
 - Special topic Zoom perhaps on career path modernization with guest speakers
 - Video thank you message to staff from GSC
 - Video pet exchange to show off children or pets
 - Staff show and tell to see what people have going on in their lives
 - Staff highlight awards
 - James Chudyk shared his group's goals of trying to reach all of the Union staff. After hitting several roadblocks on how to accomplish this, they decided to contact others via

text asking for their talking points for upcoming Genesee Staff Council meetings so that there is consistent communication.

- Yennifer Hernandez shared her group's 5 ways to keep staff engaged and reduce stress
 - Holding a Secret Santa gift exchange with a gift opening party
 - Staff talent show
 - Coloring or art contest
 - Work from home cube decoration contest
 - Using the Seven Dwarfs to represent people's moods for the day and using backgrounds to display those feelings. If you should see someone is representing a negative feeling one day, you could reach out to have a conversation
- Cathy shared her group's ideas
 - Quick holiday video from the GSC to the staff to let them know they are appreciated
 - Virtual coffee chat or open sessions where folks can pop in to get to know us
 - Have asked for time at ASE All-Staff meetings
 - Creating Focus Groups
 - Having open invitation to monthly meetings for a portion of time
- Michael Osadciw shared Central's idea of sending out an email communication to constituents with the hope of starting a regular communication with them since we do not hear enough outside our own departments and want to begin doing this as soon as the Annual Report is added to the webpage

Cathy Caiazza asked how the Council will implement these ideas

- Using talking points that we are all consistent on
- Using teams when you can between meetings for updates
- Can we see how many people can't use Teams and if there are other services we could investigate for those who cannot use Teams
- Is it a technology issue or time issue? We need to establish time commitments by the next set of elections
- Choosing a rep from each district to meet once a month for 30 min

Committee Updates

Professional Development

- Had a meeting with Michelle Lewis from Learning and Development. Her number one priority is online learning available and looking at Cornerstone on Demand. Also investigated how Unions can have career path modernization.
- Kari Kafka shared that Michelle Lewis is in the prototyping phase to develop a 45 min leadership training with empathy and Professional Development. Kari suggested offering this opportunity up to the rest of the Council but was unsure if it could be done during one of the Friday meetings.
- Marc thinks it would be valuable training for the group and thinks it would be worth adding to a scheduled meeting if it could be done in an hour

Employee Engagement

- Have only had one meeting with Rebecca Walters regarding survey
- Engagement survey should happen in 2021
- President Mangelsdorf and Kathy Gallucci have been in the conversations
- Looking at Summer of next year

Operational

- Made a few minor edits to the Bylaws including the change to the terms for the co-chairs which were ratified at the last meeting
- A new document reflecting the changes has been added to Teams

Communications

- Have been creating content for website and handed it off to Communications for creation
- There are four other websites that Communications is working on that have deadlines and will get to ours as soon as possible

Elections

- The election is happening next Monday, more information to follow

Wage Compression

- Information about wage compression is coming out December 16th
- Supervisors have been alerted who in their areas would be affected
- The commitment was made by the University last year to do this in July of 2020 but due to Covid it was delayed
- Over 800 employees were affected by these increases

Good News

- Rob DeLeon and his wife, also from UR welcomed their baby boy Javier this week
- GSC End of Year Happy Hour scheduled for December 17th at 4 pm

Next Genesee Staff Council Meeting scheduled for January 8th from 9:00 am-12:00 pm