

Attendees: *Co-Chair* Marc Seigfred, *Co-Chair* Cathy Caiazza, *Co-Chair Elect* Amanda Sharpe, Keri Siragusa, Terra Buttram, Davit Cota-Buckhout, Jenny Harrison, Andrea Walton, Kaitlin Legg, Harish Nayak, Amy Kadine, Dawn Marshall-Hosier, Michael Osadciw, Amy Kadrie, Angela Buchiere, Katie Papas, Anthony Siragusa, Sherri Gunter, Melinda Adelman, Paul Wlosinski, Theresa Danylak, Bailey Nixon, Kristi Brock, Heidi Mergenthaler, Jon Powers, Joe Williams, Angela Buchiere

September meeting minutes were approved by unanimous consent.

Sarah Peyre, the new Interim Provost will be here next month to discuss the strategic planning process. There is a series of forums that align with the five pillars. Please register for at least one of these strategic planning sessions.

Amanda Sharpe: I attended BOT meeting that was held last Thursday, September 30th via Zoom. They welcomed new trustees and I was excited to see that some are women and folks of color. They honored some parted and deceased members. Sarah Peyre and other research members spoke about Covid, our response and how we've adapted. Then we heard from Mary Ann Mavrinac, Dean of River Campus Libraries who discussed her strategic plans. Jonathan Binstock from the MAG spoke about the new sculpture park expansion. There is more information on their website. There was also an HR summary report from Kathy Gallucci. Most topics were ones we are all familiar with. She also gave an update regarding the vaccine requirements. As of September 30th we had 514 voluntarily resign, of those folks 107 were full time, 47 part time and the remainder were Time as Reported. 267 of those people hadn't done any work for UR in months. There were 795 Religious exemptions granted. Of those that have resigned 38 have since been vaccinated and come back to work. So overall, the University is in good shape and has a 99% vaccination rate.

Mike Osadciw: Is it just good news or did anyone bring anything up that was concerning?

Amanda Sharpe: Some discussion of finances, but it was mostly good news. It could be due to the fact it was via Zoom.

Cathy Caiazza: Most of these meetings take place presentation style. This was an open session. They do have closed sessions with Trustee members and Senior Leadership.

Marc Seigfred: River Campus Emergency Planning Committee: John Powers and Keri Siragusa were selected to serve on this committee

Cathy Caiazza: Julie Maddox invited me to join a potential collaboration this spring. She would like to call it Campus Change Makers Cohort which is intended to help non-managers develop skills to lead positive change on campus.

Cathy will also be meeting with one of the co-chairs from Emerging Leaders Group. Libby Barth reached out to see where there might be opportunities to connect and support each other's initiatives.

Katlin Legg: I will be co-chairing one of the sub-committees of strategic planning and Health and Wellness Group. I will report back more information. There is a lot of opportunity to connect here as well.

Co-Chair Nominations: We received 5 nominations, only one accepted. Amanda Sharpe has been nominated and accepted unanimously.

Cathy Caiazza spoke about Marc's contributions over the past two years as Co-Chair. He will continue to be a member of the Council. Cathy also mentioned that she is very happy to have Amanda Sharpe join the council and it's exciting to have two women now as Co-Chairs.

Amanda is excited for the opportunity for personal growth. The council will need to restructure both the secretary role and executive committee.

Operational Committee Updates:

Bylaws Committee: (Amanda Sharpe)

The Bylaws Committee deals with Council bylaws to formalize operations and add structure to GSC. We currently have 30 active members. The committee has benchmarked and looked at bylaws from other institutions that do have staff councils. We came together along with Eleanor Oi to create the bylaws for the GSC and they currently live in Teams. The Committee's workload is fairly light now and only meets on an as-needed basis for amendments and annual review of bylaws, and to see if any changes or additions need to take place. October is our annual review time. We would love to have some of the newer members participate.

Communications committee: (Theresa Danylak)

The charge of this committee is to develop tools of communications for the Council to keep the constituents updated. Some of our major projects include:

- New website that contains meeting minutes, bylaws, and staff spotlight
- Annual Report
- Draft email and statements on topics of importance
- Social Media

We are currently working on our second Annual Report along with building our new Staff Spotlight Series. We have also updated our website with all of our new Council members along with their photos. Please don't hesitate to reach out to have your information on the website updated.

The Communication Committee meets every two weeks. We welcome new members to join committee.

Elections committee: (Terra Buttram) Let Terra know if you're interested in running the committee. The Elections Committee isn't very busy lately on the charge of the committee, but more to manage, run and improve the process by which we bring new members on board on an annual basis. The major work of the committee is around developing procedures and structure for how we go about doing that. We work closely with the Bylaws Committee as we need to make updates or edits to bylaws for procedures of elections. This project will become bigger once we move over to the Med Center.

Annual Report: (Cathy Caiazza) Last year was the first year we produced an annual report. We want to take the time to collectively see the progress we've made since last year's report. We will be doing an activity to level up the process of how we produce annual report, using Jam boards.

1. In what areas have we made progress and how do we know:
2. Which priorities still need progress:
 - Establish administrative support
 - Better staff retention
 - Find effective ways to share our progress with constituents
 - Expand Staff Council to Medical Center
 - Continue to encourage work on wage compression corrections
 - Improve staff morale
 - Social justice DEI focus
 - Secure more resources
 - Continued opportunities for hybrid work
 - Find ways to have staff feel more comfortable reaching out to us
 - Professional development opportunities
3. What other topics are top of mind for staff right now
 - Return to work in person/hybrid opportunities
 - Workload/burnout
 - Staffing shortages
 - Parking
 - Wage increases

How can we make these priorities SMART?

S-Specific-What do you want to do

M-Measurable- How will you know when you've reached it

A-Achievable- Is it in your power to accomplish it

R-Realistic-Can you realistically achieve it

T-Timely-When exactly do you want to accomplish it?

Areas we want to focus on:

- Staff Burnout
- Staff Morale
- Wages
- Diversity Equity & Inclusion
- Financial support

The Council went into break out rooms to discuss feedback from activity and start as a district to look at these themes and see how we can rephrase them into a SMART Goal.

Cathy Caiazza- We would like to work with districts to gain feedback, but not through a survey. Rebecca from HR is involved in staff survey. We have been having conversations with her and Kathy Gallucci on creating a university wide staff engagement survey to try to gain feedback by having conversations and encouraging staff to reach out to us. The Jam boards that were worked on today will be saved and shared.

Wrap-up

Paul Wlolsinski- There is a lack of connectivity for Dining Services and working with management there to afford them some computer time for it or getting email on their phones.

Marc Seigfred- There is money in budget to expand IT for people participating in GSC and we can look at that further.

Kristi Brock- We should consider discussing new committees and perhaps adding a Treasurer.

Marc Seigfred- The biggest take away is sharing some of these ideas with your district to get feedback on the things we need to work on as topics for the staff at the University. Welcome to Amanda as our new Co-Chair, and welcome to all the new members.

Next meeting November 5th @ 9:00am