

Attendees: Amanda Sharpe Co- Chair, Cathy Caiazza Co-Chair, Keri Siragusa, Jon Powers, David Cota-Buckhout, Harish Nayak, Katie Papas, Diane Crane, Heidi Mergenthaler, Jenny Hamson, Rani Bhagwat, Tony Siragusa, Theresa Danylak, Andrea Walton, Kaitlin Legg, Michael Osadciw, Amy Kadrie, Lauren McKenna, Melinda Adelman, Rebecca Walters. Dawn Marshall-Hosier, Alexander Pita, Terra Buttram, Sherri Gunter, Molly Snyder, Kristi Brock, Sasha Eloi-Evans, Bailey Nixon, Angela Buchiere, Anthony Campbell, Joe Williams,

Guests: President Sarah Mangelsdorf, Kathy Gallucci

9:00 – 10:00 – President Sarah Mangelsdorf & VP CHRO Kathy Gallucci

- Submitted Topics
- Open Discussion

10:00 – 10:20 – Announcements and Housekeeping

- Welcome new members
- Meeting minutes approval
- Updates from the chairs and areas of GSC impact
 - Leadership updates
 - Administrative support
 - Facilitating upcoming CPM sessions
 - External committee representation
- 2022-2023 Budget
- Annual Report

10:20 – 10:30 – Break

10:30 – 11:00 – Michelle Lewis

- Performance Reviews

11:00 – 11:15 – Rebecca Walters

- Medical Center Expansion
- Impact on Council Organization

11:15 – 11:45 – Continued Committee Planning

- Breakout Groups
 - Professional Development
 - Outreach & Engagement
 - Future of Work
- Infusing DEIA into all Council work

11:45 – 12:00 – Wrap-Up

- Matters arising
- Summary, wrap up, and takeaways
- Good news

President Mangelsdorf on Covid Related Information:

- The Governor has not yet dropped the mask mandate in schools or health care settings
- We are tracking data and trying to make the best decisions we can while following state guidance
- We are waiting to see what the governor says about the booster
- There is new data suggesting that the booster is more effective and needed in older people and perhaps not so much for younger individuals
- The University received federal relief in 2020 when we had to send students home, and even though our hospital is full now and we are facing staffing shortages, the financial situation isn't nearly as bad as it was in spring of 2020 and we are not facing the same budgetary challenges as we were then

Kathy Gallucci on the Booster mandate:

- The University has been following government leaders have been suggesting
- Currently applicants to UR are lower than what they were pre-covid by about 38% and filling our vacancies has been challenging due to the applicant pools being smaller
- We are beginning to see our applicant pools rising some
- The hiring we have been doing has been consistent in the last 3 or 4 years. The volume has increased on the clinical side, which means more positions- but our hiring has remained the same
- Our turnover has been stable overall.
- We have had challenges on how the booster will impact the vacancies and we are concerned about that
- We care about the health and safety of our employees and we care about them feeling safe at work so we made the decision to follow the research and science
- People are continuing to receive their booster and clinics are full

Jon Powers: If state changes timeline for medical workers would we change that for all staff?

President Mangelsdorf: I would assume we would extend the deadline for all staff. Some of our employees work across the whole university, such as IT, Public Safety and Facilities.

Cathy Caiazza: Is the turnover rate relatively stable and for areas where there are high turnover rates, what is the University doing to help those particular departments with recruitment and retention? We know there is an incentive program right now to encourage employees to help with the recruitment of future employees, but can you provide some additional information on some of the retention efforts that Human Resources are looking at?

Kathy Gallucci: We are tracking by area and try to understand where we have trends. We will be doing the University-wide engagement survey which will be led by Rebecca Walters, and we will be expanding our business partner footprint across the University. This will help identify areas where we have issues with retention rate. This will also help us to identify and share best practices.

Our Pipeline and Pathways Program is something we piloted last year. We bolstered our tuition benefits and looked at our more difficult to recruit positions. We looked at what educational programs are available to prepare people for these roles and how does our tuition support these programs. LPN's and research positions are examples. For roles like these we will provide 100% tuition assistance and administrative time to help people balance full-time school and full-time work. The program has gone very well, and we have identified prepared candidates for roles.

Sherry Gunter: What can be done right now for departments that have gaps now?

President Mangelsdorf: We do know what areas have shortages. Nursing is our biggest area right now. It is a national trend, not local.

Kathy Gallucci: We are aware of these areas. We are relying on our business partners to share that data. On the recruitment side there is a labor shortage nation-wide. On the retention side Covid has presented a challenge for reasons such as childcare. We are looking at all those trends and have been trying to figure out how to support our employees through the issues related to Covid. The survey will be launched in the next year, but we won't wait for that.

Communication

President Mangelsdorf: Our communication methods depend on what the issue is and who we are communicating to. We sometimes use a method where departments communicate to their constituents. We recognize it is not perfect and sometimes information is presented in different ways. It's hard to know what communication is shared by groups like GSC and Faculty Senate.

Amanda Sharpe: Can you speak a little bit about the organizational structure and how that presents challenges for communication?

President Mangelsdorf: We have communications people in every unit of the University that we are relying on to help with this and Elizabeth Stauderman, VP of Communications pulls these people together for meetings to enhance the communication efforts, but sometimes people can communicate very differently.

Kathy Gallucci: One thing I want to mention about Sarah is that whenever we are discussing an issue, she is laser- focused on making sure we are talking with our representative groups whenever we can. We are trying to be as collaborative and inclusive as we can in this area.

Dawn Marshall-Hosier: There are employees who don't have primary email address, how are we making sure communications are getting to these people?

Amanda Sharpe: And what can we as council members do to assist with this?

President Mangelsdorf: This is always struggle on what the best way is to reach people.

Kathy Gallucci: We have a number of positions that are not in front of a computer. We have to work with leaders to help distribute the information. I do think it's an issue that the majority of our staff is not stationed at a computer, and I would love to hear your ideas, please let us know if you have suggestions. I am working with Rebecca on this issue.

Jon Powers: Can you provide some clarity on what information is appropriate for us to share?

President Mangelsdorf: We have meetings with the Deans' Council and the University Management Team, and we ask them to communicate this to your constituents and maybe we need to be better at flagging issues to be shared with your team.

Kathy Gallucci: When we renovate the Peoplesoft system we will have a system that allows us to more directly communicate to all staff members in a way that our current system doesn't with things like kiosks and access points.

President Mangelsdorf: In our current HR system even if you wanted to, we don't have a very sophisticated way of stratifying our employees by certain categories. Our listservs are not very nuanced and right now everyone is categorized as either faculty or non-faculty.

Decision to remove employee dashboard

President Mangelsdorf: This was a recommendation that came from CURT. We have student data because we do their testing. At the Med Center we have their information through the employee health system. The rest was based on self-reporting, and nothing was done to follow up, so we were unsure how accurate the data was.

Strategic Plan

President Mangelsdorf: We have been slowing the process now to engage [the new Provost], Trustees, alumni and many other people. Things have been delayed due to Covid. Schools have not turned in their plans which are due February 15th. We will keep you posted as it continues to evolve.

Michael Osadwic put a question in the chat regarding the fact that UHS is not included in the Health Pillar, ISO is not included in the Diversity Pillar and HR and Facilities have been excluded from this process.

President Mangelsdorf: One of the challenges we face is how to get committees that include people from all areas. When we put together committees, we always get questions about how come someone isn't on the committee, but our organization is so huge that it would be very difficult to have a representation from every department. Michael, we will take your input very seriously and take this information back to Sarah Peyre who is coordinating our planning.

Questions

President Mangelsdorf: How is morale among our staff?

Molly Snyder: I think a lot of us feel very overworked. I am not unhappy but overworked. It is the staff shortage that we are all feeling.

President Mangelsdorf: I agree that we all feel spread too thin. There are so many additional things we have all had to do because of Covid on top of everything else. IT is another area that Kathy and I worry about. It is an area where folks have marketable skills and there are a lot of places that will snap you up and pay you twice what the University will and say you can work remotely for the rest of your life.

Kathy Gallucci: We will be starting a talent acquisition team at the University. This team will be able to fill these open positions more quickly so I hope that you will see some relief from that. We will be rolling it out in phases.

Tony Siragusa: We have our issues with staffing as well, and our morale has gone down, especially after Chief Fischer left.

President Mangelsdorf: Thank you for sharing that. I know in terms of morale and team spirit things have been hard and actually one of my meetings later today is about that subject.

Kaitlin Legg: As people left those positions were entirely removed while some of us are promoted as the primary resource on campus for help so there is an added layer of hopelessness there. We need more communication if there is a plan. One positive thing- remote work has been a benefit and a huge bump to my mental health.

President Mangelsdorf: That is another topic we have been talking about. We are concerned about equity, and there are certain job categories that have never been able to work remotely these past two years, but we realize some jobs are able to be remote. We are still struggling with how to create a team dynamic because that sense of team is important. We do know there will be more flexibility post-Covid.

Amanda Sharpe: Thank you to everyone, great comments and questions and very helpful feedback. Do we feel like the conversation with President Mangelsdorf and Kathy Gallucci was helpful and did we get the information we were hoping for?

Jon Powers: I think it would have been a little helpful to remind them we don't have members from the Medical Center here and a lot of information was focused on the Medical Center.

Cathy Caiazza: I think that is a very valid point, but I do I think it's important for us to remember that their decisions are made for the entire University, and a large part of that being the Med Center.

Amanda Sharpe: We have new representatives today from the Memorial Art Gallery and University Information Technology districts and we are very excited to welcome Molly Snyder and Anthony (Nino) Campbell to the group.

Harish Nayak: The minutes are posted, and we want to make sure they accounted for everyone who was able to attend in January.

Minutes were approved by unanimous vote.

Cathy Caiazza:

- The Administrative Support position for GSC has been posted to HRMS. We are looking forward to reviewing candidates and hopefully making a hire in the short-term
- Amanda and I met with Faculty Senate Co-Chairs, and we discovered that many of the items that they are dealing with overlap with ours. We will continue to meet monthly with them in hopes this may amplify some of the concerns we are hearing from the faculty and staff
- We also met with Sasha Eloi and Adrienne Morgan from the Office of Equity and Inclusion and shared the topics that were shared by all of you and ways that we can address those
 - Lauren McKenna serving on planning committee for the upcoming Leadership Summit - Formerly Diversity Conference. We are looking to see if there are areas where we can partner up and offer topics that are of interest to staff members. We also talked to OEI about doing some future Council presentations or workshops with us, as we've

identified diversity equity inclusion and access is one of the priorities for the council. We would like to talk about how they're organized and working with multiple campus partners to further their diversity and equity work.

- Kristi has agreed to serve on the new Health Care Benefits Review Committee.
- Career Project Modernization Project update – a webinar will be presented in March and from there they will host 4 follow up sessions and GSC will be a part of that. Amanda and I will help facilitate the follow up sessions.

Budget

Cathy Caiazza: Amanda and I and our Executive Committee have been working to put together a budget for the next fiscal year. We did get a budget approved last year, but this year is unique due to the Medical Center expansion and the co-chair positions. It has been difficult to project costs. We did receive support for hourly staff members who wanted to run for co-chair position, but it's hard to estimate how much those costs might be. Cathy shared the current budget proposal. If anyone has feedback, please let her or Amanda know.

Amanda Sharpe: Michelle Lewis not able to join this morning, so we will instead discuss the annual report.

Kaitlin Legg: When considering the budget in the future is there some way, we could inquire about financial resources for those who might not have access to information?

Amanda Sharpe shared and reviewed the Annual Report.

- The main focus has been on the five council priorities which are listed alphabetically
- Appendix B is all about how the Staff Council is organized and the members, and then we have a list of current members. Please review your information to be sure it is correct
- We also have a list of former representatives to recognize their efforts
- The report and minutes will be posted on the website

The Annual Report was approved unanimously. A special thank you to all the communication members for your efforts in creating this.

Theresa Danylak: Can we agree on next Monday for any feedback?

Update from Rebecca Walters

Strategic Plan for the Genesee Staff Council Expansion to include the Medical Center

- Phase 1 -expand to research and education staff with the goal of Fall 2022 to align with elections
- Phase 2 -expand to clinical staff goal Fall 2023
- In working towards these two goals, we have constructed a committee of leaders and staff across research and education areas that launched January 2022 and have covered the following topics:
 - Proposal of nonclinical and clinical expansions
 - Existing representative structures- School of Nursing, Golisano's etc.... currently have their own Councils, how do we utilize these structures and have representation on the larger GSC and bring back the information

- Hourly staff participation/different shifts
- This committee likes now the representation is currently picked for the GSC.

Cathy Caiazza:

- We don't know what this will ultimately look like in terms of numbers. There may be some shifting of current structure due to some overlapping
- Amanda and I have also been having discussions with Faculty Senate to see how they incorporate representation from all sides of the University
- If you have ideas on how this could potentially look, please let us know.

Amanda Sharpe: How big is too big? If we tried a senate and house of representatives style, is that too big to be functional? Should we try to identify by district population should we switch to a senate style?

The Council went into breakout rooms for Committee Planning

Please commit to whichever group you participate in now. If you do not have the time to work on one of the committees that is understood. Once in the breakout rooms, discuss the following topics:

- Pick a chair
- Plan for one meeting outside our regular monthly meetings
- Think about next steps

Review:

1. Professional Development
 - Chair- David Cota-Buckhout
 - Next meeting March 3rd
 - Connecting with Rebecca Walters and Scott Fearing about MyPath
2. Outreach & Engagement
 - Small group of 3 we will all serve as co-chairs
 - Meeting February 21st
 - Talking about engagement and requesting funding to support this
3. Future of Work
 - Sherri and Jenni Hamson co-chairs
 - No meeting schedules yet but have an email started
 - We recognize this is a very broad subject and we need to find ways we can move the needle in the right direction

*Make sure to keep records for your committees.

Next meeting March 11th via Zoom.

Congratulations to Dave for new addition to his family. Daughter Summer is turning 2 months

Congratulations to Keri and Goose on third grandchild