

# GENESEE STAFF COUNCIL

**Orientation**  
**Friday, September 9, 2022**

**9:00am**

**Welcome: Overview of the day, meeting procedures, and district groupings**

*Presenter: Amanda Sharpe*

- District supergroups:
  - Advancement, IT, and LLE
  - AS&E
  - AuxUnion
  - Central
  - Eastman, Libraries, MAG, Simon, and Warner
- Meeting Procedures: The meeting is being recorded. You are welcome to ask questions and make constructive comments throughout the meeting. Please keep comments/questions brief.

**9:15am**

**Introductions**

*Facilitators: Amanda Sharpe and Terra Buttram*

All attendees briefly introduced themselves including their name, department, how long they've been at the university, and how long they have been a GSC representative.

**10:00am**

**History of Council/Current Structure**

*Presenter: Amanda Sharpe*

Amanda gave an overview of the history of the Council, how it was formed in 2019, the current structure (# of representatives in each district), the newly created budget for this year, and the various staff council committee roles.

**10:15am**

**Discussion of Medical Center Expansion**

*Presenter: Rebecca Walters*

Rebecca discussed the proposed upcoming expansion of the GSC to include staff from the University's Medical Center. The first phase of expansion plans to include representatives from the School of Medicine and Dentistry and the School of Nursing. The proposal calls for 18 additional representatives for a total of 48 members on the GSC. Timeline and implementation plans are in progress.

**10:30am**

**Expectations of a Representative: Attendance, Participation, Committees, District Outreach**

*Presenter: Amanda Sharpe*

Amanda gave a general overview of Council work: Constituent engagement, University leadership partnerships, and committee participation and representation. The current Council priorities include Council operations and communication; culture and climate; diversity, equity, and inclusion; future of work; and professional development. Expectations of GSC representatives



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include attendance at GSC meetings, participation in staff council committees, communicating with your district, and upholding Meliora values.

11:00am

*Break*

11:15am

**Presentation from Provost David Figlio: Role of the Provost, UR organization, Strategic Plan, and other initiatives**

*Presenter: David Figlio*

David Figlio discussed his new role as Provost, including leading the Strategic Plan development and implementation. He will return to an upcoming GSC meeting to discuss the Strategic Plan in more detail, after Board approval.

Noon

**Lunch (provided)**

1:00pm

**Presentation from Vice President and Chief Human Resources Officer Kathleen Gallucci: HR Resources and initiatives**

*Presenter: Kathleen Gallucci*

Kathy gave an overview of the Career Path Modernization Project and the career pathway program. This is expected to be complete the first quarter of 2024, and will result in a structure and pay ranges that are visible to everyone. She also discussed the new HR system that will be implemented. Additionally, she shared information about the new childcare subsidy benefit, and the tuition reimbursement program for education related to high-needs positions.

1:45pm

**Co-Chair roles: Reflections on working with leadership and introduction of co-chair role in preparation for election in October**

*Presenter: Marc Siegfred*

Marc gave an overview of the responsibilities of the Co-Chairs, including the benefits of the role and skills that will be built. The role is a 2-year term with GSC election protection, plus one year of ex officio membership following the term. The role will require approximately 4-6 hours of work commitment per week, and is overtime eligible for hourly employees. We will elect the new Co-Chair at the October meeting.

2:00pm

*Break*

2:15pm

**GSC Resources: Proper Handling of Concerns**

*Presenter: Terra Buttram*

Terra gave an overview of how to handle various matters as a GSC representative. When constituents bring concerns to you as a GSC representative, your job is to listen with empathy, determine whether the issue is something the GSC can handle, and refer elsewhere if appropriate. GSC representatives should gather feedback from staff on campus, make a plan, facilitate, and communicate updates and results to the community.

3:00pm

**District Groupings” Activity: Reviewing member survey results and strategic planning**

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Amanda discussed the GSC district survey groupings. Meeting attendees divided into breakout groups by district to discuss the survey results and make plans for next steps.

**3:45pm**

## **Questions/Wrap-up**

Amanda led the meeting wrap-up, and went over the dates for the next year of GSC meetings. October 7 will be the next meeting, and will be held over Zoom.