

GENESEE STAFF COUNCIL

Meeting Agenda: October 7, 2022

8:50AM – Join Meeting

- Review Zoom Protocols for Guests

9:00 – 10:00 AM – David Figlio, Provost and Chief Academic Officer

- University Strategic Plan

10:00 – 10:10 AM – Break

10:10 – 10:25 AM – Announcements and Housekeeping

- Announcements
- Meeting minutes approval
- Budget process overview
- Microsoft Teams protocol

10:25 – 10:40 AM Co-Chair Elections

- Brief remarks from each nominee
- Vote

10:40 – 11:00 AM – GSC Committees

- Expectations for Committee participation
- Overviews/pitches from each GSC committee
- Committee sign up

11:00 – 11:20 AM – Norma Holland, Director of Public Relations and Engagement, Office of Equity and Inclusion

11:20 – 11:40 AM – Discussion of Staff Engagement Ideas

11:40 – 11:50 AM – Wrap-Up

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

Attendees: Co-Chair Amanda Sharpe, Melinda Adelman, Jane Bryant, Angela Buchiere, Anthony Campbell, Karen Cera, Kris Condello, Diane Crane, David Cota-Buckhout, Jenny Hamson, Amy Kadrie, Kaitlin Legg, Heidi Mergenthaler, Darrin Meszler, Harish Nayak, Bailey Nixon, Michael Occhino, Brenda Pitoni, Jon Powers, Tacarah Reyes, Marc Seigfred, Sarah Siddiqui, Tony Siragusa, Ashley Smith, Molly Snyder, Christopher Widmer, Joe Williams, Paul Wlosinki

Review of Zoom Protocol

Amanda Sharpe: We ask that everyone please stay on mute unless you are talking. If you would like to make a comment or ask a question, please raise your hand. We recommend using gallery view so that you can see everyone. You are welcome to use the chat, and I will monitor that for our speakers. We record these meetings to assist with meeting minutes and for anyone who misses part of the meeting. The recording is not shared publicly.

Strategic Plan Presentation by David Figlio, Provost and Chief Academic Officer

David Figlio: This is a Strategic Plan “sneak peek.” The plan will be released to the broader community in a couple of weeks. This is an opportunity to think about how we would like to see staff involved in the implementation of the Strategic Plan. We are settling on five strategic goals in the plan, and each will have an implementation team with faculty and staff representation. I would like to ask for a proposal from the GSC about ways in which you hope the staff can be involved in the implementation teams, between now and the end of the semester.

There are five strategic goals in the plan, and none of the goals explicitly talk about EDI, Rochester, or our role as a global university. That is intentional, as we saw those aspects as being cross-cutting. The strategic plan goals are 1) We will enhance our reputation as an eminent research institution at the leading edge of our fields of distinction (hire and retain distinctive faculty, competitive grant funding, PhD placements, academic reputation measures, educational programs that support and are generated by our research excellence, infrastructure to support our research excellence); 2) We will define the standard for an exceptional, residential undergraduate education at a research-intensive institution (Intended outcomes: improve retention and graduation rates, student satisfaction measures, immediate post-graduation outcomes, longer-run economic success); 3) We will reinforce and further enhance our position as a leading national and global academic medical center; 4) We will invest in the recruitment, wellbeing, growth, and success of our people; and 5) We will implement a new University finance model that will enable successful completion of these goals.

Immediate next steps include developing a new budget model for FY25 implementation, launching a strategic data operation for undergrad success, identifying distinctive research areas and areas for transdisciplinary investment, establishing a process for “target of opportunity” faculty hiring, and launching competitiveness studies of academic units and graduate programs. With start-up capital, we can commence work on new academic facilities, launch new strategic hiring initiatives, establish the first transdisciplinary research units, and accelerate initiatives to promote undergrad student success.

Jane Bryant: When creating all-gender restrooms, we had to make changes that wouldn't require updates that would then require us to make them ADA compliant. How does that fit in with the Strategic Plan and making our facilities accessible?

David: We need to make our buildings as accessible as possible, and we have a lot of work to do on accessibility. We need to work on taking care of some of that deferred maintenance. The issue is cost. Donors do not want to donate money to revamp existing spaces, so we need to re-do our financial model and look at new potential sources of revenue.

Melinda Adelman (in chat): You mentioned new infrastructure for lab and research spaces. Will there be parallel development of instructional spaces? We already don't have enough classroom space, so those 50+ new faculty will have nowhere to teach.

David Figlio: Yes, we need to develop and improve instructional spaces as a part of the plan.

Jon Powers: There are spaces on campus that desperately need updating. Growing our faculty requires additional support staff, so we need to look at space for support staff. We've recently built

buildings with no budget for support staff in the buildings

David Figlio: This is a reason why Goal 4 is so important. We can't accomplish our goals without staff.

Diane Crane: When presenting this to the trustees, was there anything they pushed back on?

David Figlio: I was really pleased that they didn't push back on much and were very supportive of the Strategic Plan. They thought it was ambitious but achievable. The cost will likely be \$1.2-1.4 billion.

Marc Seigfred: What are the ideas to help current faculty and staff engage with the plan?

David Figlio: We will establish implementation committees particularly for goals 1, 2, and 4. I will be working with Kathy Gallucci on the staff side, and the Deans on the faculty side.

Amy Kadrie (in chat): Do you see sustainability and our responsibility to climate action as a leading healthcare and research institution fitting into this plan?

David Figlio: The two areas of sustainability that need to be our first order of business are being a sustainable human system for the people of this organization, and coming up with a sustainable financial model that's going to allow this organization to survive and thrive. That does not preclude the idea that we will have a university sustainability plan, and we will of course think about sustainability in our facilities and renovations.

Kaitlin Legg: The phrasing of economic mobility and the asset-based approach to students in the plan feel very justice oriented, and I was so glad to see that. Staff are often talked about as mission-driving entities who enable students to be here, or the faculty research enterprise to exist, but we don't often hear about staff's rich and dynamic academic backgrounds and lived experiences that advance wisdom and practices at the university. How do you see staff's role at the university?

David Figlio: This is a great point, we need to make sure that staff are not seen as just functionaries, but as full intellectual contributors to our mission. That's part of the asset-based approach, it's not just students, but also staff that are assets to our organization.

Melinda Adelman (in chat): In terms of enhancing summer offerings, the biggest impediment I see in my student-facing role is financial - there are lots of students who would like to take advantage of the summer research and class opportunities but absolutely cannot afford it. We also need to be aware (again) of the demands this will place on support staff and how it will change the cycles of work for various departments.

David Figlio: Yes and yes, we will be working on that.

Announcements

Amanda Sharpe:

- David has invited us to a gathering at his house, likely in early 2023. We will let everyone know when the date is selected.
- The university's Ethical Investment Advisory Committee has asked for a GSC representative to serve on the committee. They meet 2-3 times per semester. If you are interested in serving on this committee, let us know via the GSC email.
- Mark Taubman has moved out of the position he had in the Medical Center. We have not heard about whether that might impact the GSC's medical center expansion, but we don't see it as huge cause for concern, as Sarah would really like the expansion to happen.

- The committee meeting minutes from July and August have been posted in Teams for review. The committee votes and approves the minutes, and they will be posted on the webpage.
- Regarding our budget process, the GSC does not have a specific financial person, it's the responsibility of the executive committee. We will put our process into a document for everyone's review. At the November meeting, we will review a proposal for FY24.
- The GSC uses Microsoft Teams, so please be sure to check it every other day or so. Molly Snyder offers to help anyone gain access to Teams and give tutorials.

Co-Chair Elections

Amanda Sharpe: Expectations of the Co-Chair role include acting with Meliora values and be a leader/steward of the Genesee Staff Council, acting as a representative of the GSC to both university leaders and fellow staff members, working in partnership with the other elected Co-Chair to achieve a balanced workload between Co-Chairs, attending planned GSC meetings and events, and performing administrative work to support the GSC. This work approximates an additional 4-6 hours of work each week, and the Co-Chair should be flexible and accessible during standard business hours, and take part in supervising our administrative support person.

*Each of the three Co-Chair candidates—Harish Nayak, Jon Powers, and Tacarah Reyes—gave brief statements. Electronic ballots were then distributed for voting. **Jon Powers was elected as the new GSC Co-Chair for a two-year term.***

GSC Committee Pitches

Bylaws Committee—Marc Seigfred

The bylaws committee keeps the GSC bylaws of record and ensure the bylaws are being followed, as well as provides guidance and advice to the Co-Chairs, Executive Committee, and the Council as a whole when questions about the bylaws arise. We annually review the bylaws for changes and improvements, and propose changes to the council as needed.

Communications Committee—Melinda Adelman

The communications committee does the messaging for the GSC. We control what the university at large knows about the GSC. We do the annual GSC report, we write the blurbs for the @Rochester newsletter, we keep the website updated, and sometimes we will write Staff Spotlights. Anything that will be going out to the broader university community goes through the communications committee. It would be useful to have people with Wordpress skills and experience join this committee.

Elections Committee—Marc Seigfred

The elections committee oversees the elections process for council seats, verifies new and changed departments for council membership, helps get the best candidates for the council (review templates and timelines, correspond with nominees, develop slate of candidates, and answer questions about eligibility), and manages the electronic and paper voting ballots.

Future of Work Committee—Jenny Hamson

This committee started during the heart of the pandemic, and we were looking at what the future of work would look like moving forward. A lot of the items we had been concerned about (remote work procedure, childcare, etc.) have been addressed, so now we can look at what is the future of work from here, and how can we get there?

Outreach and Engagement Committee—Molly Snyder and Bailey Nixon

We had four committee members last year, and did not accomplish much. We need more people on the committee that have been at the university for a long time to contribute ideas and advise on how to execute these ideas. This committee will help execute Staff Engagement initiatives.

Professional Development Committee—Dave Cota-Buckhout

Our committee was formed to give staff greater access to professional and leadership development. We meet at least twice each quarter, and we are currently working on available professional development opportunities, and providing feedback to leadership on the needs of our constituents. We are also trying to get a better sense of what opportunities exist, and where there are gaps.

Amanda Sharpe: We would like everyone to serve on one operational committee and one topical committee. We will be sending out a form that we ask you all to fill out with your committee preferences. There is also a place for you to suggest topics for additional committees.

Institutional Office of Equity and Inclusion—Norma Holland

Norma Holland: I am the director of public relations and engagement for the Office of Equity and Inclusion for the School of Medicine and Dentistry. I help to promote all of the programs and initiatives that our office runs, both internally and externally. I'm currently the interim chief of staff for the Institutional Office of Equity and Inclusion at the River Campus. The current IOEI office was started in 2019, and we now have 54 staff members. Our goal is to expand diversity at the institution by attracting and retaining diverse talent. A lot of our work also involves building culture, and cultivating a culture that is responsive and inclusive. Our big goal is to become an anti-racist institution where everyone can thrive. Our new campaign is called 'Live the Six'. Six words: stop hate, end racism, choose love. As part of this campaign, we will be hosting educational sessions for people throughout the institution, to manage the impact of bias and reduce microaggressions.

Kaitlin Legg: What are we doing on an institutional level in regards to anti-racism?

Norma Holland: There are discussions happening right now to consider how we can value individual lived experiences and build it into our organization. Some people that come from minoritized groups don't have well-connected friends, or titles after their names, so we need to look at how to value lived experiences, and not only hire people who may have different kinds of experiences that they can bring to the organization, but also allow people to be themselves when they are here.

Kaitlin Legg: We are starting to include diversity goals in our staff evaluations, and a lot of staff are not equipped through their training to formulate these goals and understand how they apply to their work.

Norma Holland: That's really what the Inclusive Teaching for Equitable Learning (ITEL) course is for. It's a micro-credential course that will be rolled out to staff in 2023. It covers how to take these values and build them into your daily life. Please email me at norma_holland@urmc.rochester.edu if you have other questions or want to learn more about what we're doing, or to offer advice or insights.

Wrap-Up

Amanda Sharpe:

- We have run out of time for our open discussion around staff engagement. I will start a thread in Teams about staff engagement ideas, and I invite everyone to contribute ideas for your own district or across the university.
- In terms of next steps for Strategic Plan engagement opportunities, the Co-Chairs will have further conversation with David about what he's looking for in terms of a proposal. We will start with that at the Executive Committee level and then bring it to the full group for discussion.