



GENESEE STAFF COUNCIL

Meeting Agenda: January 6, 2023

Zoom Link: <https://rochester.zoom.us/j/98297759836>

9:00 – 9:35 AM – Welcome and Housekeeping

- Group Norms
- Approval of December meeting minutes
- Updates from Co-Chairs
- Bylaws Vote

9:35 – 9:40 AM – Break

9:40 – 10:20 AM – Annual Report Discussion/Breakouts

10:20 – 10:25 AM – Break

10:25 – 10:55 AM – SMD/SON Expansion

10:55 – 11:00 AM – Break

11:00 – 11:30 AM – Presentation from VP Equity and Inclusion Adrienne Morgan re: “Live the Six”

11:30 – 11:40 AM – Wrap-Up

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

Attendees: Co-Chair Jon Powers, Co-Chair Amanda Sharpe, Melinda Adelman, Jane Bryant, Terra Buttram, Anthony Campbell, Karen Cera, Kris Condello, Dave Cota-Buckhout, Diane Crane, Jenny Hamson, Amy Kadrie, Kaitlin Legg, Heidi Mergenthaler, Darrin Meszler, Harish Nayak, Bailey Nixon, Michael Occhino, Brenda Pitoni, Tacarah Reyes, Marc Seigfred, Sarah Siddiqui, Anthony Siragusa, Ashley Smith, Molly Snyder, Rebecca Walters, Dan Watts, Chris Widmer, Joe Williams

Guests: Adrienne Morgan, Cara Wood Harris

Welcome and Housekeeping

Amanda Sharpe: Happy new year and welcome to the January meeting. As a friendly reminder, please review the slide of group norms that we decided on.

Harish Nayak: The December meeting minutes were posted yesterday morning in Teams. *There was a motion to approve the minutes, and the motion was seconded.* The December minutes have been approved.

Amanda Sharpe: Moving onto Co-Chair updates, we have not had a lot of meetings since we last met in person due to the holidays. However, we have gotten quite a bit of staff feedback to the GSC inbox. One item is the academic calendar structure giving us a short break between semesters. We will talk with the Provost about who makes the decisions about how the calendar is structured. We've also received comments about the banded parking fee structure, and that the UR Bus program should be communicated more to the community. Jon is a representative on the River campus parking/transportation committee. We will reach out to Jim Chodak to see if there are any updates and start a conversation about these topics.

Amanda Sharpe: We've also received feedback on the reduction in the tuition reimbursement benefit over the last decade (for employees and dependents). We have shared that feedback with Marc and Kristi, our representatives on the benefits committee, and asked that they raise this topic with that committee. We have also received feedback on vacation time, vacation payout, and university holidays, and we will raise these topics with Kathy Gallucci. We've heard of some difficulties surrounding CPM, salary adjustments, and job reclassification as well, so we'll also share those concerns with Kathy. Finally, we've heard some concerns around public safety items, so we will be speaking to the leadership in the Department of Public Safety and perhaps inviting them to speak at a future monthly meeting. If there are other topics people want to hear about, please let us know.

Jon Powers: In Teams, under the file section for "General," there's a "District Communications" folder, and then subfolders arranged by district. Please add your district communications (newsletters, etc.) in that folder, and then make an announcement in Teams once it's been added.

Jon Powers gave an overview of the proposed bylaws changes that had been presented at the December meeting.

Amanda Sharpe: As mentioned, we had proposed to remove the line "Standing invitations shall be extended to the chairs of the Council committees," as these bylaws were written very early on after the GSC formed. In practice, if the chairs of the committees attended the Executive Committee meeting every week, that would be half the Council attending these meetings. That might not be the most productive. Rather than removing the sentence, we could change it to "Invitations shall be periodically extended to the chairs of the Council committee."

Brenda Pitoni: By having the meetings open, you're giving the impression that what we do is open to everyone and anyone can attend. Maybe we could change it to the chairs of the committees can attend with advance notice.

Jane Bryant (in chat): Even if folks haven't been attending in practice, it seems like good

practice to have open meetings on paper to me.

Amanda Sharpe: We will set this change aside for future discussion, and vote on the rest of them.

Jon Powers: On behalf of the bylaws committee, I call to a vote all of these changes with the exception of Section 5.A.3 regarding the Executive Committee.

The Council has voted and the proposed bylaws changes have been almost unanimously approved, with one vote of 'no' for the change in who appoints immediate past Co-Chairs as ex officio (Previous: appointed at discretion of the Council; New: appointed at discretion of current Co-Chairs).

Jon Powers: The bylaws are a living document, so at any time anyone is welcome to raise issues with the bylaws committee.

Annual Report Discussion/Breakout Groups

The group broke into smaller breakout groups by district, then by topical committee, to discuss how to answer the Annual Report survey sent out by the Communications Committee. The deadline for the survey responses is January 13.

Amanda Sharpe shared the Council's priorities (listed on page 5 of the [previous Annual Report](#)). Breakout groups were randomly assigned to talk about the current Council priorities, and whether we need to revise them for this year's Annual Report.

Amanda Sharpe: Does the Council feel that we should keep these priorities moving forward, and are there any new priorities we should consider moving forward?

Bailey Nixon: Our breakout group talked about how Communications should remain at top of priority list, and we do have room for improvement. The Med Center expansion will give us some concrete items to communicate out. There was a lot of overlap in Professional Development and Future of Work priorities, so it may make sense to combine those. We stressed the importance of keeping the Diversity, Equity, and Inclusion priority. We do a really good job of keeping in mind that not all employees have standard work schedules, accessibility is important, and understanding what kinds of communications our constituents need.

Kris Condello: We agreed that the goals are good and should stay as is. An additional piece to communication and transparency could be some sort of accountability. When we present something to senior leadership, thinking of some way to hold them accountable for those decisions. Perhaps having a policy or procedure in place for appeals to leadership decisions.

Dave Cota-Buckhout: We talked about the Professional Development goal being of utmost importance. Specifically, ways in which to bring Professional Development even more so to the full Council, and being more so a part of the GSC monthly meetings. Making it a more regular occurrence for all of our representatives.

Amanda Sharpe: So, it sounds like there could be some restructuring or relabeling of priorities. DEI could include DEIA. And maybe combining Prof Development and Future of Work. We will start a Teams chat to talk about these priorities.

Joe Williams: Does the Professional Development Committee still meet with university leadership?

Dave Cota-Buckhout: We do regularly meet with Lisa Parker and Michelle Lewis, who then connect with others in leadership following our meetings.

SMD/SON Expansion

Amanda Sharpe: We have changed the language from Med Center Expansion to SMD/SON expansion, to emphasize that this is a phased expansion to encompass the staff from the School of Medicine and Dentistry and the School of Nursing.

Jon Powers: Proposed additions include 1400 additional staff members from SON and SMD, increasing the GSC by 15 representative seats and adding 5 new districts (School of Nursing, Admin & Education, Clinical & Research, Education & Research, and Research).

Amanda Sharpe: Proposed implementation timeline—we will review this proposal with the SMD/SON stakeholder group in January/February, then revise based on any feedback from that group and this one. In March, we will obtain approval from leadership. In April-June, we will visit SMD/SON units and announce the expansion and eligibility for nominations. The nomination and election period will coincide with our current GSC election cycle.

Melinda Adelman (in chat): Do the population numbers represent current staffing levels or number of positions (if all vacancies were filled)? How would we classify employees that have split/joint appointments?

Marc Seigfred (in chat): Numbers represent active employees in the districts (so filled positions). We pull data by the individual's primary HRMS department ID.

Terra Buttram: For people with split or joint appointments, we don't have a way of capturing that right now. That might change with the new system, but right now staff can only be a part of one district at a time.

Brenda Pitoni: Is this expansion the first step toward adding all of the Med Center?

Jon Powers: This is the first step, it may be the only step. We're going to do this and then evaluate whether it would be beneficial to incorporate more sectors.

Institutional Office of Equity and Inclusion Presentation

Adrienne Morgan: Thank you for the opportunity to be here, and I would like to introduce Cara Wood, our new curriculum designer, who is joining us today. We are going to discuss a new initiative called "Live the Six: A Call to Action, Together." It aims to "stop hate, end racism, choose love." This is a collective movement throughout the campus. You've probably seen this campaign at Wegmans, and with the Buffalo Bills. We thought this would be a great way to reinvigorate our Meliora values. We will start out with a draft video that we are working on branding with Communications. *The video was played for the Council.*

Adrienne Morgan: LOVE stands for Live Our Values Everywhere. Our goal is to become an anti-racist institution where everyone can thrive. We are focusing on education, engagement, and community building, with an emphasis on civil discourse and restorative justice. Restorative justice is a framework we've been using at the medical center, and we will expand that with some community circles. We will start our 21-day racial equity challenge beginning in February.

Joe Williams (in chat): Is there a way to get a copy of that video to spread the message?

Adrienne Morgan: This video isn't the final version, we're working with Communications to make sure that video meets the university branding standards. We will share the final version once available.

Amanda Sharpe: This initiative is currently on a URMC website, which gives the impression that it's not for the entire university.

Adrienne Morgan: Thank you for that comment. It started at URMC and we are working on raising everything to an institutional level.

Tacarah Reyes: I would like to compliment you on this movement, and I would like to be a part of it.

Karen Cera (in chat): Can we get a little more clarification on what "the six" are/means?

Cara Wood Harris (in chat): "The Six" are the six words: Stop Hate, End Racism, Choose Love.

Melinda Adelman (in chat): I love that you're thinking about connecting actions to the values. I think a lot of people care about equity and justice but don't know how it applies to their day-to-day work. And I hope that the educational curriculum will be continuously available. Sometimes we do a training that we love but when we recommend it to others it's not available again for them to take advantage of.

Kaitlin Legg: Past initiatives kind of missed the community element so this initiative is amazing. What would be some ways for GSC to be thinking about how we can support this initiative before it rolls out?

Adrienne Morgan: We love all the feedback you're giving to us, you are the first group we are presenting to. We will need to get you all to socialize it into your departments and districts. We've hired someone to develop a toolkit with the video and other supporting materials to help you present these materials.

Karen Cera: Are there physical posters that can go up to reach the non-computer-facing employees? And posters for digital screens, such as in LLE?

Adrienne Morgan: Good ideas. We do want to make sure the work we're doing is actionable and engaging. We do have an outreach team we're putting together right now, and we would love to have a GSC representative on that committee.

Joe Williams (in chat): What is the earliest that this plan will be put in motion?

Adrienne Morgan: We're looking at a mid-February launch, in line with the Strategic Plan launch.

Cara Wood-Harris (in chat): You can sign up today for the 21-Day Racial Equity Challenge, which is a part of LiveTheSix and begins in February as well! www.urmccelebrates.com

Adrienne Morgan: Thank you, and please contact me directly with any additional ideas or feedback so we can incorporate them as we roll out the initiative.

Adrienne and Cara departed the meeting.

Wrap-Up

Michael Occhino: I'm a staff equity officer at Warner, and we're undergoing a lot of introspection. I appreciate the OEI video as it provides an overview and emphasizes change. There are institutional and structural issues, so we need to consider how we can be agents of change in our work moving forward to promote anti-racism.

Amanda Sharpe: If anyone has additional comments on the OEI presentation, you can send those to Adrienne or to Jon and I. We need to revisit one of the Bylaws items, and we also need to revisit the SMD/SON expansion proposal as we did not have a lot of time for questions there. We will put all of those slides and that information in Teams. We can start some conversation there. But we will also come back to this with more discussion time during the February meeting.

Jenny Hamson: There's a walkway that a lot of university staff and students use, and it's never been plowed in the winter. I asked in Teams, and Amanda suggested contacting a former Council member in facilities. And he helped me get connected to someone who agreed to start getting that walkway plowed. This is a great example of the power of this group. Our former Council member helped us get this accomplished due to his positive experience with the group, and plowing this walkway will help a lot of people in the university community.

Amanda Sharpe: Congratulations to Marc, his second child is due next week!