



GENESEEE STAFF COUNCIL

Meeting Agenda: March 10, 2023

Location: Laboratory for Laser Energetics, 250 E. River Rd.

8:45AM – Arrival and check-in (light breakfast provided)

9:00 – 9:20 AM – Welcome, Housekeeping, Announcements

- Welcome from Director Christopher Deeney
- Group Norms
- Approval of February meeting minutes
- Updates from Co-Chairs
- Vote on proposed bylaws changes
- Vote on appointment of Cathy Caiazza as Parliamentarian

9:20 AM – 10:50 AM – GSC Open Discussion

- GSC Operations
- *(10-minute break)*
- SMD/SON Expansion Proposal
- Matters arising

10:50 – 11:00AM – Wrap-Up

11:00 – 11:15 AM – Group Photo

11:15 – 12:00 PM – LLE Tours

12:00PM – Depart

Attendees: Co-Chair Jon Powers, Co-Chair Amanda Sharpe, Melinda Adelman, Kristi Brock, Jane Bryant, Terra Buttram, Anthony Campbell, Karen Cera, Kris Condello, David Cota-Buckhout, Diane Crane, Jenny Hamson, Amy Kadrie, Heidi Mergenthaler, Harish Nayak, Bailey Nixon, Michael Occhino, Tacarah Reyes, Marc Seigfred, Sarah Siddiqui, Ashley Smith, Chris Widmer, Paul Wlosinski, Joe Williams

Welcome from LLE Director Chris Deeney, who thanked the staff members and the Genesee Staff Council for all of their important work.

Review of Group Norms

Harish Nayak: The February meeting minutes were posted in Teams for review. The February minutes have been approved by vote of the present Council members.

Updates from Co-Chairs

Jon Powers: The GSC Executive Committee met with the Faculty Senate Executive Committee to review what each group does, and talk about opportunities for collaboration. The GSC Co-Chairs met later with the Faculty Senate Co-Chairs to discuss attending a full Faculty Senate Committee meeting to talk about the GSC. They also spoke about ideas for implementation of the Strategic Plan.

Amanda Sharpe: We had a meeting with a group from IOEI. Adrienne gave an update on the Live the Six initiative; the launch has been slightly delayed, but the GSC will be involved with the launch. They had over 600 people sign up for the 21-Day Racial Equity Challenge, which was more than they had anticipated. Last week we attended the Presidential Diversity Awards event.

Jon Powers: We met with Sarah Mangelsdorf and Kathy Gallucci. The final report from Margolis Healy regarding Public Safety recommendations is delayed, and they don't have an update on timeline for us yet.

Amanda Sharpe: We met with Kathy re: CPM and the new wage transparency law. Kathy and Dan Salamone are joining us at our April meeting to talk about wage transparency.

Jon Powers: Thank you to the Communications Committee for compiling our annual report. It has been given to University Communications to finalize.

Vote on Proposed Bylaws Changes

Jon Powers: We move for a vote on the first proposed change, Section V. A. Executive Committee ii. Changing "*Standing invitations shall be extended to the chairs of Council committees.*" to "*Periodic invitations shall be extended to the Chairs of Council committees. Any representative may request time to attend an Executive Committee meeting for discussion of a specific topic by submitting a request to the Co-Chairs.*"

Vote Results: 20 in favor, one opposed, one abstained. The motion carries and this change will be made to the bylaws.

Jon Powers: We move for a vote on the second proposed change, Section II. C. v. Changing "*Immediate past Co-chairs (who do not remain as elected members of the Council) can be appointed as ex officio members at the discretion of the current Co-Chairs.*" to "*Immediate past Council Co-chairs (refer to II. B. i. c.).*"

Vote Results: Unanimously approved. The motion carries and this change will be made to the bylaws.

GSC Parliamentarian

Amanda Sharpe: As Terra will be leaving us soon due to her new position at the University, we have asked Cathy Caiazza to consider stepping into the role of Parliamentarian. She meets the requirements listed in the bylaws for this role. She is willing, and Jon and I recommend her appointment to this role.

Chris Widmer: Were others considered? What led to Cathy as your recommendation?

Amanda Sharpe: We did consider others, but Cathy is the most obvious choice because she is the former member with the most knowledge of GSC operations.

Melinda Adelman: Will we still be getting a replacement HR person?

Amanda Sharpe: Yes. We don't know how long it will take, and they will need time to learn about how the GSC operates before they can be considered for Parliamentarian.

There was a call for a vote. Cathy was unanimously voted in as Parliamentarian.

The GSC thanked Terra for her service, and presented her with an award expressing our appreciation for her years of dedication to the Council.

GSC Operations Discussion

Amanda Sharpe: We sent out a survey regarding GSC Operations. If you have not yet had a chance to fill it out, please still do so, as this will be an ongoing discussion. For those who did take the survey, many people cited a lack of time as a major problem. A lack of clarity was also cited as an issue, which we can certainly address. We need to use our meeting time more effectively, plan our agendas better, and issue better instructions to our guest speakers. One idea we have is regarding Co-Chair updates. We could try recording short update videos and sharing those with you, so you have more frequent updates instead of just one long one at the monthly meeting.

Jane Bryant: Written works better for me, I likely wouldn't watch the videos.

Sarah Siddiqui: Suggest that you have the captions on for the video updates.

Bailey Nixon: Will you share the updates via email instead of just on Teams?

Amanda Sharpe: Yes, and we will store the updates on Teams as well.

Paul Wlosinski: We should consider holding virtual meetings on Teams to help people become more familiar with the platform.

Amanda Sharpe: In terms of large meetings, Teams does not perform as well as Zoom. If there are people unfamiliar with Teams, Molly Snyder has offered tutorials and assistance.

Jon Powers: We will plan to share the anonymous GSC Operations survey responses next

week. If anyone feels uncomfortable with their comments being shared anonymously, let us know. You can also submit your concerns through the GSC website anonymously.

Amanda Sharpe: We can start getting monthly meeting agendas out sooner. At the next meeting, we will talk about meeting frequency and format. This is an ongoing conversation, so we will need feedback from everybody.

SMD/SON Expansion Discussion

Jon Powers: At the April 2022 in-person meeting, we talked about different potential formats for this expansion, including a two-chamber format. The initial ideas were taken to University administration for input, and they strongly urged the single-body Council model. After consulting with the “working group” (SMD/SON HR business partners and other administrators), the Co-Chairs decided to move forward with the single-chamber model. The initial plan was presented at the January 2023 meeting, and we had a vote at the February meeting. The vote did pass, but was not clearly announced ahead of time on the agenda, and feedback after the meeting indicated that the vote felt rushed and uninformed. We do need to decide how we will move forward before August (before the new election period).

Ashley Smith: Why was administration more in favor of the single-body model?

Amanda Sharpe: They were concerned about multiple groups meeting with them, and whether/how the two chambers would collaborate.

The Council divided into breakout groups for discussion of the expansion. First discussion item: single-chamber pros/cons, implications of increasing size of group, similarities and differences of additional SMD/SON staff experiences.

Second discussion item: Two-chamber pros/cons, what would the organizational structure be (including committees, Co-Chairs), how and how often would the two chambers interact, what groups would be in what chambers?

Jon Powers: We will pull together everything that the breakout groups turn in. Between now and the end of April, we plan to put together a few more one-hour discussion sessions about this topic with as many representatives as possible.

Bailey Nixon: One idea is having staff that work at SMD/SON to come and speak to us and tell us what they are looking for, what resonates with them from our annual report, etc.

Jane Bryant: We like the idea of a larger Council to help eliminate barriers to collaboration and help us achieve “One University.” A larger one-chamber Council would require us to reformat how we are functioning as a group, and give everyone the opportunity to feel heard and meaningfully contribute.

Comment: With the current number of people, we already don’t have time to discuss everyone’s ideas and concerns. We don’t know if the SMD/SON group has similar concerns to ours, or if we would be adding more concerns to already packed agendas.

Comment: We focused on logistics. With a one-chamber group it might be easier to facilitate meetings and keeping things on task. However, this also comes with challenges, such as needing larger meeting spaces, and potentially getting too caught up in high-level issues without the ability to bring focus to niche issues.

Harish Nayak: One large group may need more time and longer meetings to make sure all voices can be heard. More than one chamber would need more administrative support and resources to achieve the same goal.

Jane Bryant: For the two-chamber model, the Co-Chairs would likely need a lot of support, and the two chambers would feel too separated. We liked the one-chamber idea with more focus on districts, with a formal process for funneling topics through the executive committee.

Bailey Nixon: When the two chambers do interact, it should be at the in-person meetings to build familiarity.

Kris Condello: The two-chamber model could lead for more opportunities for individuals to be heard, but could also lead to possible duplication of conversations/efforts. This model could increase expectations on districts, and could be more work outside of our regular jobs for the Co-Chairs and Executive Committee.

Comment: Management may be more inclined to listen if both chambers came together with common issues.

Kristi Brock: Suggest that the academic units are all in one chamber together.

Jon Powers: Thank you for this input, keep the input coming. We will come back to this in April, in addition to the upcoming one-hour Zoom discussions.

Wrap-Up

Amanda Sharpe: Next steps for GSC operational improvements, please fill out the anonymous survey if you haven't already. We do plan on sharing the comments (anonymously) unless there are objections. Think about meeting frequency/format for our next discussion. We will try recording some Co-Chair updates this month.

Jon Powers: Kathy Gallucci and Dan Salamone will give a wage transparency update at our next meeting April 14 via Zoom. David Figlio is also coming to talk to us about the Strategic Plan. We will gather questions after his presentation. But we will also make sure there's enough time for Q&A with both presentations. We will also have a conversation about Co-Chair terms and how that will work. We might pre-record something to give you information in advance.

The meeting was concluded, and Council members departed for tours of the Laboratory for Laser Energetics.