



Genesee Staff Council  
**2022-2023 Annual Report**

University of Rochester

# Genesee Staff Council 2022-2023 Annual Report

University of Rochester

## Mission Statement

The mission of the Genesee Staff Council (GSC) is to facilitate active and direct communication between University staff and senior administration and to provide a forum for input and discussion of issues important to the staff and the University. The Council is composed of a group of diverse staff from various University offices and academic departments. You may read about our districts in Appendix A, and our committees in Appendix B.

## About our Annual Report

This report describes the undertakings of the GSC during 2022 and identifies priorities and themes that will guide our work for 2023. Our previous annual reports and minutes from our monthly meetings are available on our website.



# Council Activities

Our 2022 activities are detailed using the framework of priorities introduced in the 2021 annual report. We have chosen to maintain these priorities for 2023, which you can read more about on [page six](#).

## Council Operations and Communication

The Council continues to develop its administrative and operational tasks in order to function more efficiently and better serve its constituents.

### Notable achievements

- Conducted internal surveys to outline the baseline expectations of being a GSC member; to evaluate the value of GSC meetings, topics, time commitment and communications; and to build institutional memory
- Hired an administrative employee to assist in streamlining Council operations and facilitating activities and events
- Outlined, in collaboration with Rebecca Walters, ex-officio Council member from Human Resources, a Council expansion proposal that would add representation for staff in the School of Medicine and Dentistry and School of Nursing
- Secured our first annual budget for fiscal year 2023 and anticipated for 2024
- Updated GSC bylaws to align co-chair terms with district representative terms

### Membership and Leadership

In August the University community elected 11 new GSC members and reelected four returning members. Jon Powers of Arts, Sciences and Engineering was elected to serve as co-chair of the council, joining incumbent co-chair Amanda Sharpe of the Eastman School of Music. For a full list of current representatives, see [Appendix A](#).

### Relationships with University Administration

The Council also continues to develop and strengthen relationships with University administration. GSC co-chairs attend regular meetings with senior administrators, and several individual Council members represent staff on University-wide committees. Some of the key individuals and groups with whom GSC maintains relationships and communication include:

- Institutional Office of Equity and Inclusion
- Faculty Senate Co-Chairs
- President Sarah Mangelsdorf
- Provost David Figlio
- University Communications
- Vice President and Chief HR Officer Kathy Gallucci

For details on these interactions and their topics of discussion, as well as additional meetings and partnerships, review [Appendix C](#) and our [meeting minutes](#).

### District Communications

In addition to communicating with senior leadership, the GSC strived to keep our district\* constituents informed and aware of University initiatives and Council activities. Each district has developed a communication strategy tailored to the needs and desires of its constituency, including regular newsletters, town hall meetings, holding meetings with relevant administrators to convey district concerns and report back to constituents, and reporting on GSC activities in district leadership or staff meetings.

## Culture and Climate

The culture and climate of the University community are critical factors that affect all staff. This year the GSC continued to explore factors that impact campus climate to help support and uplift staff in as many ways as possible.

The GSC has acted as a voice for staff in University decision-making, and has encouraged University leaders to increase transparency and equity in communication and planning. Our representatives have shared and promoted University initiatives and benefits within our districts, including the Safe Space program, employee wellbeing, the Career Path Modernization (CPM) project, and the introduction of childcare subsidies. The Council has been able to work directly with the Office of Human Resources on some of these interests to better understand policies and advocate for staff needs.

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\* Please see [Appendix A](#) to view a list of our districts and representatives

GSC representatives and co-chairs have also advocated for staff needs in their districts, raising concerns with University leadership about many topics of importance to staff, including:

- Barriers to connection and promoting community-building
- Computer access for all staff
- Employee benefits and needs including parking, transportation, and healthcare
- Pay equity
- Professional development
- Transparency and a timelier schedule of communications in discussions with University Communications

In response to advocacy from staff council members within our districts we have enjoyed seeing positive changes for staff, including:

- Expansion of the search committee for the next dean of Arts & Sciences to include additional staff representation
- Increased communication and staff involvement around GSC activities
- Plowing of the path along Murlin Drive for staff and student safe walking access
- Reinstatement of flu shot clinics for staff in the Arts, Sciences and Engineering district

## Diversity, Equity, and Inclusion

Representatives from the GSC promoted University Diversity, Equity, and Inclusion (DEI) initiatives by surveying constituents for feedback from their departments, amplifying Institutional Office of Equity and Inclusion (IOEI) priorities, promoting Safe Space training, modeling inclusive language and behavior, and prioritizing district DEI efforts.

The Council and co-chairs regularly meet with stakeholders in DEI and invite them to provide updates during monthly Council meetings. Examples include:

- Director of Public Relations and Engagement at the University of Rochester School of Medicine and Dentistry Norma Holland spoke on IOEI goals for attracting and retaining diverse talent
- University Provost David Figlio gave an overview of the new University strategic plan, and requested feedback on staff needs and representation for implementation of the strategic plan
- University Vice President and Chief Human Resources Officer Kathy Gallucci presented on the new Workday HR platform, the new childcare subsidy initiative, and tuition reimbursement for high-need training areas

Committees also addressed some DEI-related concerns in their work this year.

The Outreach and Engagement Committee identified computer (and similar technology) access as an issue for some staff regarding communications, professional development, and connection to the University community. They have partnered with Human Resources, Service Employees International Union, and Dining Services to identify areas for staff workstations. They are also working in collaboration with our Professional Development Committee to address this further. The committees expect to have these workstations established on campus during 2023.

The Professional Development Committee collaborated with staff from Human Resources' MyPath and Learning & Development teams to discuss opportunities to identify the needs of all kinds of staff members through a university-wide assessment. This committee is holding ongoing conversations about creating this assessment.

## Future of Work

As working environments and employment landscapes continued to evolve and change, we amplified the voices of the University community to those in leadership by advocating for equitable policies, practices and processes. The Council's ongoing conversations with key University stakeholders provide an avenue for the GSC to provide constituent feedback and concerns directly to high-level decision makers.

Some of the topics relating to the future of work within the University that have been elevated to senior leadership include:

- Changes to the severe weather policy
- Creating a dedicated break space with University email access for employees in units such as Dining Services where access to technology is limited
- Employee difficulties with separating work from home life when working remotely
- Questions and concerns relating to the Career Path Modernization (CPM) initiative and the communication of its progress and goals with constituents
- The need for transparency in job classifications and compensation under the new CPM system
- Updating hiring practices to expand remote work abilities

In addition to collecting and sharing feedback, we also:

- Defined the goals and collaborative opportunities of our Professional Development and Future of Work committees in order to be better positioned to address the future of work going forward
- Held discussions with the Director of Learning and Organizational Development regarding suggestions for professional development and training offerings, which we anticipate will yield new cultural, skill-building, and leadership opportunities

## Professional Development

The GSC Professional Development committee meets regularly with representatives of the Learning & Development team in Human Resources and other relevant personnel to share feedback and concerns from constituents, learn about updates related to Learner Home and MyPath online tools, and brainstorm ways for improving professional development opportunities overall for staff throughout UR.

Conversations related to professional development included the following topics:

- Barriers to accessing professional development opportunities, particularly for staff in the Auxiliary and Unions district
- Connecting professional development to the strategic plan
- How to build, update, maintain, and effectively communicate professional development opportunities for staff outside of UR Medicine and the medical center
- Identifying ways to communicate professional development opportunities more effectively to constituents across the University
- New employee orientation, including physical space needs and accessibility concerns
- Performance evaluations
- Planning for a needs assessment survey in 2023 to identify development needs and shape future offerings

Representatives have engaged with their district leadership and other partners regarding staff development, with positive results.

- A project is underway to establish a dedicated break area for Dining Services workers in the Auxiliary & Union district, which will include computer equipment for employees to access University email accounts as well as online learning opportunities in MyPath.
- In the Arts, Sciences and Engineering district, a series of supervisor forums were developed for academic department chairs, directors, and managers to improve managerial expertise and increase staff morale.
- We have identified training and development models in several districts that could benefit more employees if expanded beyond their current scope.
- Advancement has a dedicated Learning & Development team that is in charge of organizing a training curriculum and GSC representatives are in contact with them to suggest training topics and convey constituent needs.
- University IT has a cross-training program to allow employees to move to open positions for trial periods as career growth opportunities to aid retention of employees who are at high risk of leaving the University for outside positions.

# 2023 Priorities

The GSC will build upon our efforts from the past year by continuing to focus on the priorities and themes we identified in 2022. The Council solicits feedback from staff to inform these priorities, and synthesizes key elements to share with University leadership. As always, the GSC remains committed to its core mission of facilitating transparent and direct communication, amplifying messaging both to and from staff, and collaborating with other campus partners to address staff concerns. We welcome your feedback!

## Council Operations and Communication

To support this priority, GSC representatives will

- Collaborate with leadership to expand Council representation to School of Medicine and School of Nursing staff
- Consistently communicate with constituents
- Participate on University-wide Boundless Possibility strategic plan implementation teams as charged by the Provost
- Recruit diverse candidates for new and open seats.

## Culture and Climate

To support this priority, the GSC will

- Build a relationship with the Emerging Leaders group
- Collaborate with programs, units, and working groups that address topics related to culture, climate, and morale
- Identify new ways to engage staff to ensure all constituents feel welcomed and that their voices are heard
- Offer engagement events for staff served by the GSC and use the Boundless Possibility strategic plan pillars to inform event themes
- Provide safe spaces for constituents to share their challenges, concerns, and questions.

## Diversity, Equity, and Inclusion

The GSC will prioritize our efforts related to DEI more effectively in the future than in previous years. We will centralize considerations of access, equity, and belonging related to race, gender, ethnicity, disability, age, economic status, occupation, sexuality, religion, language, and other diverse backgrounds and identities in all that we do. We would like the GSC to be a place where these considerations are essential to how we function and make decisions, and we realize that these kinds of changes cannot happen without consistent and focused labor.

Because we have not yet defined how this growth will look for us, we will commit to spending time and effort defining our DEI priority and identifying clear goals related to it in 2023. The GSC will build regular time into our meetings to make sure we are moving toward achieving, updating, and expanding those goals. We will also continue to support and amplify the efforts of the Institutional Office of Equity and Inclusion, the Paul J. Burgett Intercultural Center, and other University offices focused on this work.

## Future of Work

To support this priority, the Council will contribute to the development of standardized and equitable processes and criteria for

- Competitive benefit programs
- Flexible work opportunities
- Recruitment of a diverse workforce
- Transparent compensation practices
- Other areas critical to employees.

The Future of Work committee will liaise with the Office of Human Resources to facilitate communication on these issues. The GSC will also continue our collaboration with the Career Path Modernization (CPM) team to provide feedback as the CPM project progresses.

## Professional Development

To support this priority, the Council will

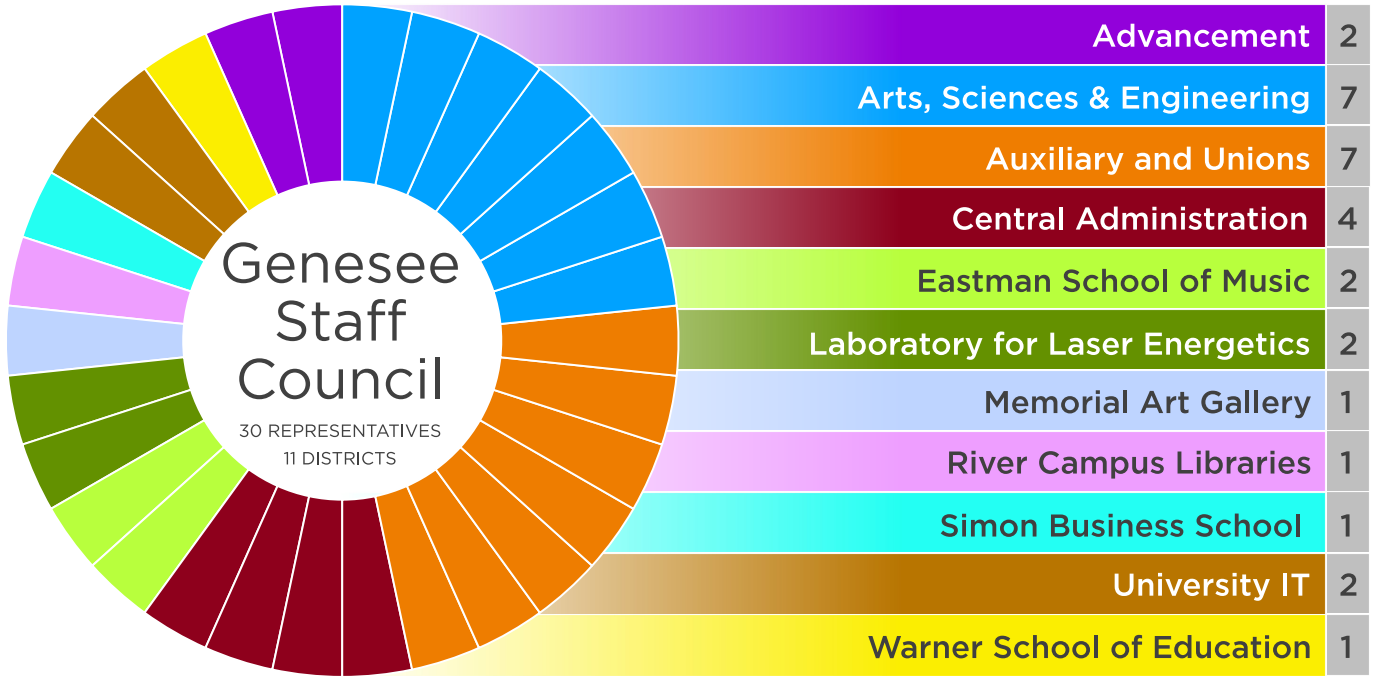
- Collaborate with the CPM team to amplify messaging about the new career path framework and facilitate the alignment of training opportunities within that architecture
- Continue engagement with individuals who administer University training programs to ensure that all employees have ample access to training, growth, and career opportunities, both in-person and online via resources such as MyPath
- Make the development of training curricula that aligns with the new job family, career stream, and leveling framework introduced by the Career Path Modernization project a priority in our push to establish a clearly-defined pathway for advancement within and across career streams
- Revisit the Pathways to Pipelines program to assess its uptake, whether it is meeting the intended need, and whether it could be expanded to other areas with high vacancy rates
- Share examples of programs working within our districts to serve inspiration for University-wide programs, i.e. University IT's cross-training program.

# Appendix A

## Composition of GSC Membership

### Current Representatives

DISTRICT	NAME	DEPARTMENT	ELECTED
Advancement	Diane Crane	Stewardship Reporting	2021
	Ashley Smith	Advancement, SAS	2022
Arts, Sciences & Engineering	Melinda Adelman	Brain & Cognitive Sciences	2019
	Jane Bryant	Susan B. Anthony Institute for Gender, Sexuality, and Women's Studies	2022
	Angela Buchiere	College Center for Advising Services	2021
	David Cota-Buckhout	Gwen M. Greene Center for Career Education and Connections	2021
	Kaitlin Legg	Dean's Staff	2021
	Jonathan Powers, <i>Co-Chair</i>	Event and Classroom Management	2021
	Daniel Watts	Residential Life	2022
	Amy Kadrie	University Facilities and Services	2021
Auxiliary/Union	Darrin Meszler	UF&S RC Operations	2022
	Brenda Pitoni	Facilities & Services Support Operations	2022
	Tacarah Reyes	Dining Services	2022
	Anthony Siragusa	Department of Public Safety	2019
	Joe Williams Jr	Dining Services	2021
	Paul Wlosinski	Department of Public Safety	2019
	Kristi Brock	University Health Service	2019
Central Administration	Kris Condello	Registrar's Office	2022
	Heidi Mergenthaler	Ain Center for Entrepreneurship and Innovation	2021
	Christopher Widmer	Environmental Health & Safety	2022
	Harish Nayak, <i>Secretary</i>	Institute for Music Leadership	2021
Eastman School of Music	Amanda Sharpe, <i>Co-Chair</i>	Academic Affairs	2019
	Karen Cera	Laboratory Safety	2022
Laboratory for Laser Energetics	Jennifer Hamson	Publications and Design	2021
	Anthony Campbell	Administration	2022
Memorial Art Gallery	Sarah Siddiqui	Carlson Library	2022
River Campus Libraries	Bailey Nixon	Barry Florescue Undergraduate Business Program	2021
Simon Business School	Marc Seigfred	Core Technology Services	2019
	Molly Snyder	Project Portfolio Management	2022
University IT	Michael Occhino	Center for Professional Development & Education Reform	2022
	Brandi Bangle, <i>Admin Coordinator</i>	Office of Human Resources	—
Ex-Officio	Terra Buttram, <i>Parliamentarian</i>	Office of Human Resources	—
Ex-Officio	Caterina Caiazza, <i>Past Co-Chair</i>	Gwen M. Greene Center for Career Education and Connections	2019
Ex-Officio	Rebecca Walters	Office of Human Resources	—





# Appendix B

## 2022 Council Committees

All members of the GSC participate in committees aimed at addressing our priorities.

### Bylaws Committee

- Annually reviews and proposes changes to the Council bylaws as necessary

### Communications Committee

- Develops and advises on common language and topics for Council communications
- Creates surveys
- Crafts broad communications either from the GSC as a whole or district representatives
- Collaborates with the Executive Committee and other formed committees to prepare annual report
- Curates content for web presence

### Elections Committee

- Oversees the GSC election process and is composed of members not seeking election
- Maintains a process for filling vacancies in the event a Council member vacates their seat prior to the end of their elected term

### Executive Committee

- Serves as an advisory committee to the Co-chairs, providing input on Council agendas, planning, and operations
- Oversees the GSC budget

### Future of Work Committee

- Studies, analyzes, and makes recommendations to University leadership regarding the kinds of jobs University employees could have in the decades to come
- The impact of technology on work, workers, the University, jobs, and society
- Methods of promoting better job quality, wages, and working conditions
- Preserving jobs and readying the workforce for jobs of the future through professional education and skills training

### Outreach and Engagement Committee

- Addresses issues that impact employee engagement and morale
- Investigates topics such as staff recognition and awards
- Evaluates the effectiveness of current institutional initiatives
- Makes recommendations to University leadership
- Plans staff outreach events

### Professional Development Committee

- Seeks to increase staff access to professional and leadership development by surveying current staff to identify issues; benchmarking peer institutions' and higher education associations' staff professional development initiatives
- Investigating current University resources and programs available to staff (including potential partnerships with existing resources such as Warner School's programs)
- Conducting a gap analysis on the research
- Making recommendations to University leadership, if warranted

# Appendix C

## 2022 Council Activities and Representation

### Representation of the GSC by Co-Chairs

- Attended a University Board of Trustees meeting
- Attended a University Management Team Meetings to learn about the strategic plan, budget, the Career Path Modernization project, and other topics
- Collaborated with Institutional Office of Equity and Inclusion representatives Sasha Eloj and Adrienne Morgan to identify areas where the GSC could partner with their office and offer topics of interest to staff members
- Invited to be interviewed by the University of Rochester's accrediting body, Middle States Commission on Higher Education
- Met with Provost David Figlio and Deputy to the President Joe Testani to discuss staff involvement in the Strategic Plan implementation—recommendations organized by the Co-chairs were submitted to the Provost in December
- Participated in a meeting with Margolis Healy, consultants hired by the University to evaluate public safety policies, procedures, and organizational infrastructure

Met with:

- President Sarah Mangelsdorf
- Vice President and Chief Human Resources Officer Kathy Gallucci
- Vice President for Communications Elizabeth Stauderman
- Provost David Figlio
- Faculty Senate Co-Chairs

### GSC Representation on University-Wide Committees

- Equity, Diversity, & Inclusion Leadership Summit committee and the Planning Committee for the Summit—Lauren McKenna
- Ethical Investment Advisory committee—Molly Snyder
- Executive Compensation committee—Melinda Adelman & Amanda Sharpe
- Health Care Benefits Review committee—Kristi Brock
- Institutional Office of Equity and Inclusion leadership search committee—Kaitlin Legg
- Middle States Commission on Higher Education Working Group for Standard VII (Governance)—Amanda Sharpe
- LGBTQ Advocacy Committee—Kristi Brock, Jane Bryant, Kaitlin Legg, and Daniel Watts

Report completed by the  
GSC Communications Committee

Ratified by the Genesee Staff Council  
Executive Committee on  
March 29, 2023



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