

GENESEE STAFF COUNCIL

Meeting Agenda: July 7, 2023

Zoom: <https://rochester.zoom.us/j/92830719799>

9:00 – 9:25 AM – Welcome, Housekeeping, Announcements

- Group norms
- ~~Approval of June meeting minutes~~
- Updates from Co-Chairs
- Expansion update
- Upcoming elections

9:25 – 9:50 AM – ~~VOTE on Bylaws Updates~~ ([Bylaws Review Materials](#))

Bylaws Discussion

9:50 – 10:00 AM – Break

10:00 – 10:50 AM – Discussion of Annual GSC Survey and Orientation Needs

10:50 – 11:00 AM – Breakouts to Plan Survey Completion

11:00 – 11:25 AM – Open Discussion

11:25 – 11:30 AM – Wrap-Up

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

Attendees: Co-Chair Jon Powers, Co-Chair Amanda Sharpe, Melinda Adelman, Brandi Bangle, Kristi Brock, Jane Bryant, Anthony Campbell, Karen Cera, Jenny Hamson, Heidi Mergenthaler, Harish Nayak, Katie Papas, Brenda Pitoni, Tacarah Reyes, Sarah Siddiqui, Anthony Siragusa, Molly Snyder, Thuy Tran, Rebecca Walters, Dan Watts

Amanda Sharpe: Since we do not have a quorum at today's meeting, we are postponing all the voting (including the approval of meeting minutes) to a special short meeting to be scheduled later this month.

Brandi Bangle: We have 14 members who are going to the Red Wings game on July 18 (GSC team-building event). I will email the tickets next week once I receive them.

Amanda Sharpe: Adrienne Morgan has been appointed the VP for Equity and Inclusion and Chief Diversity Officer. We're using this as an opportunity to re-invigorate our relationship with that office, and Norma Holland will be joining us for our August meeting. We shared with Kathy Gallucci that many people have had trouble finding primary care providers, so Michelle Hill will also be joining us in August to give us an update on that and what they're doing to address that.

Jon Powers: There's a new policy for nursing (breastfeeding) employees. Kathy is looking into wording of that to avoid confusion. We had received employee feedback about concerns that the time the new policy offers is unpaid. ([Break Time and Workplace Accommodations for Nursing Employees - Policies & Procedures @ University of Rochester](#)). Kathy clarified that this time was never intended to be compensated due to equity concerns, as different people can take different lengths of time to pump.

Amanda Sharpe: Rebecca Walters has accepted a position outside of the university. We want to thank Rebecca for all she's done for the Council. We've worked very closely with her on the Expansion, and we wouldn't be where we are now without her. Congratulations and thank you, Rebecca.

Amanda Sharpe: Kathy has announced the expansion to SMD/SON leadership, so the next step is to communicate the expansion to eligible employees in those areas. We are going to offer some Zoom info sessions to that group.

Jon Powers: Elections are right around the corner, the goal is for our nomination period to open on July 17. That will hopefully include our new districts, we are waiting for the district listservs to be updated. Once we have the listservs, we'll use that as our census data to determine whether we need to rearrange how many representatives we have in each district, and how many representatives the new districts will have. Thank you to those of you whose terms are up this year. If you are interested in re-running, please do let us know. You do have until the end of the nominations period (July 30) to decide if you will be re-running.

Melinda Adelman (in chat): Nominations do not have to come *from* staff who are eligible to run, correct? Folks whose primary affiliation is TAR/faculty/student can also submit nominations if they know a great staff member?

Amanda Sharpe: Nominations can come from anyone, the person that is running just needs to be eligible.

Amanda Sharpe: We wanted to take a minute to introduce our newest ex officio

members. Katie Papas, who you might remember as a previous Council member, is our new Parliamentarian.

Katie Papas: I'm so happy to be back. I've been at the university for about 22 years, and I work in the Library. I'm looking forward to being in this role, and thank you for thinking of me for Parliamentarian.

Amanda Sharpe: Thuy Tran has joined us to help fulfill a lot of our HR functions, especially as we approach elections to help us determine who is eligible.

Thuy Tran: It's great to be here and have this opportunity. I've been at the University for just over a year. I'm looking forward to helping and getting to know the Council.

Bylaws Discussion

Amanda Sharpe: We don't have a quorum this morning to vote on the bylaws. We will have any discussion that people feel is needed on these items this morning. We are not able to wait until August to vote on these items, so we will need to call a special meeting since the Bylaws require we vote on these at a meeting. We are working to get this scheduled for hopefully next week.

Jon Powers: The first item is the proposal to address restructuring. Proposal to add section II. A. iii. a. *"Should restructuring occur, causing part or all of a department to fall under a different District, that department's constituents would continue to be considered part of its original District until the next general election. If any Representative is in such a department, they may continue to serve for the original district until the next general election. If they are in the first year of their term when the change occurs, this may result in a vacated seat in the original district at the time of the next election."* This will cover a shift in a large area or reporting structure, not just if an individual gets a new job.

Jon Powers: The next proposed change covers the procedure for term staggering in newly added districts (2-year and 3-year terms).

Amanda Sharpe: Proposal for partial terms as a result of Co-Chair position—This directly relates to my current term, as I was elected Co-Chair in the middle of my cycle as a representative. So technically I stayed a representative for an additional year, for a total of three years. So now Harish and I are on the same election schedule, and we no longer have a stagger in Eastman. Adjusting this, we would have one person elected for a two-year term, and one elected on a one-year term filling the vacated seat, thus re-establishing the stagger in our district.

Jon Powers: Proposal for Co-Chair to not have a district seat in second year. Again, this came from a concern that when the Co-Chair is elected for a two-year term, they were not elected by constituents in their district for a third year in their representative term. This could, however, lead to a one-year gap where you could not serve as a representative after Co-Chair term.

District Survey and Orientation Planning

Amanda Sharpe: We are asking each person to complete their annual district surveys. We are going to ask everyone to fill out these surveys no later than August 4.

Amanda Sharpe: As far as orientation day planning, we've confirmed the space in the Advancement Center which should accommodate 45 people. Does anyone have any suggestions for guests for orientation day?

Sarah Siddiqui: Perhaps some of the leadership from SMD/SON.

Melinda Adelman (in chat): CPM and the Strategic Plan seem to be the big ongoing projects right now, so maybe Dan Salamone and Joe Testani if Kathy and David aren't available or aren't covering those topics?

Jane Bryant: Getting a better sense of everyone I'm working with and what they've been working on as far as the Council internally would have been helpful at orientation, rather than just big-picture overviews from university leadership.

Amanda Sharpe: Perhaps we could have leadership come during a more social time instead of just giving speeches to the Council. We would like to give new members the opportunity to meet leadership.

Kristi Brock (in chat): What about Co-chairs from specific sub committees, especially if they are not returning, to promote the committee and give a brief summary on the progress made in the previous year and future goals of that committee?

Melinda Adelman (in chat): I remember last year we had at least one district breakout session during the day. It might be helpful to also have some other time where we break into small groups that aren't based on districts so we can have some more intensive conversations with folks who have different perspectives/experiences.

Thuy Tran (in chat): Not sure if this is too soon but how about the new AS&E Dean that replaces Gloria; Nicole Sampson. I'm not sure she is starting in her role though.

Amanda Sharpe: If anyone would like to join the orientation planning committee, please let us know.

Open Discussion

Kristi Brock: Would you and Jon give us some frank feedback on your experiences as Co-Chair? Pros and Cons? Is it hard to set yourself apart from your district as Co-Chair?

Amanda Sharpe: I did enjoy it. It's definitely more work than being a regular member of the Council, but it's been worth it personally and professionally. I've built connections and done things I haven't had the opportunity to do before.

Jon Powers: I've felt it's been enlightening and engaging. I would say I think I'm able to separate myself from my district. Certainly there's things that might get addressed that don't even come up in AS&E. It's an interesting challenge to represent a

viewpoint that isn't necessarily my own or my district's. I've represented differing viewpoints on behalf of the Council, or brought forth concerns on behalf of other staff. I do recommend this opportunity for personal and professional development, but it is a heavy workload. We are typically involved in some GSC-related thing 3-4 days a week.

Amanda Sharpe: We probably spend on average 8 hours a week on GSC-related matters as Co-Chairs.

AS&E Rep: I received an email from a student representing some student organizations, saying that they are protesting one of the Meliora weekend speakers. Does the Council want to take a position on this?

Amanda Sharpe: We will need to think through and be sure we are representing the thoughts and opinions of all the constituents that we represent.

AS&E Rep (in chat): The LGBTQ Advocacy Committee emailed the president and Adrienne about this as well and received a pretty disappointing response from them.

AS&E Rep: I think it's appropriate in all cases to speak on behalf of any concerns we're hearing from staff.

Central Rep: I don't think a formal stance or response is even appropriate at this stage. But it is very concerning, so sharing those concerns via the platforms that we have is important.

AS&E Rep (in chat): As an alternative to a statement or letter, we could engage with the president/Adrienne about this about the likely impact of their choice and discuss options that aren't removing the speaker, such as asking the speaker to address the issues that the queer community will most certainly have that avoids debating the validity of trans/nb people. I feel like if they ignore this wholly, it'll really push a lot of our community to mistrust our leadership.

Amanda Sharpe: I agree, if we share that we are aware of this concern among the staff. If it comes to taking a position one way or the other, we will have to have a broader conversation as a Council on how to handle these types of situations.

AS&E REP (in chat): In this case specifically, I think there's also a difference between a speaker that has been invited by a particular group on campus for their own purposes versus someone who is invited at the University level and is being paid to be here. The payment implies an endorsement from the university community and I think it's fair for parts of that community to be clear that a certain stance does not represent them.

LLE Rep: This is the first I'm hearing of this, and I don't know that anyone from LLE is aware of it.

Central Rep: We don't want to share it broadly with constituents at this stage, we

don't want to invoke negative feedback.

Amanda Sharpe: Jon and I will raise this with Kathy and Adrienne at our meeting next week.

Univ IT Rep: How would the Faculty Senate deal with something like this? I am not comfortable as a representative to speak for all of University IT.

AS&E Rep (in chat): If nothing else, we probably should get some clarity on what rights and restrictions apply to employees who want to participate in a protest.

AS&E Rep: So far, the letters have called for the immediate removal of this speaker. It would make sense to talk to the leadership about addressing the issues that people have with this speaker. If it is about academic freedom and not censoring this person, perhaps we could have them talk about this issue at the event.

Amanda Sharpe: Any additional context that anyone can provide before our meeting with Kathy and Adrienne next Tuesday would be helpful.

Melinda Adelman: Suggestion to break up the Council into "affinity groups," as a different way to break up aside from districts. Maybe something like "River Campus," "Academic Affiliated" and "Student Services," just to have some sort of cross-district way to approach issues that we have in common.

Sarah Siddiqui: Other institutions in the Rochester area offer gym memberships, and I've heard from staff members raising this concern. Perhaps we could raise this concern with leadership.

Jon Powers: I raised that when I got here, and because U of R is so large, if that was offered to everyone for free we would need a larger gym. Perhaps we can have someone come discuss staff benefits in general at a Council meeting.

Action Items

Amanda Sharpe: If you haven't already, please fill out the When2Meet for our special meeting to vote on Bylaws items. Also, please think about people to nominate for the upcoming GSC elections. Jon and I will take the Meliora weekend speaker issue to our meeting with Kathy and Adrienne next week. Our next GSC meeting is Friday, August 11, via Zoom.

On July 13, 2023 a special GSC meeting was called to vote on four proposed changes to the bylaws. In addition, the June meeting minutes were approved by vote of the present Council Members

1. Proposal to address restructuring—A proposed addition to Section II. A. iii.
“a. Should restructuring occur, causing part or all of a department to fall under a different District, that department’s constituents would continue to be considered part of its original District until the next general election. If any Representative is in such a department, they may continue to serve for the original district until the next general election. If they are in the first year of their term when the change occurs, this may result in a vacated seat in the original district at the time of the next election.”

Vote Results: 19 in favor. The motion carries and this change will be made to the bylaws.

2. Proposal for staggering in new districts—A proposed addition to Section II. A. i.
“except as noted elsewhere in the bylaws.”

a. When a new District is created, some inaugural representatives shall serve three-year terms in order to create staggered changes in representation. The number of three-year terms per District shall be half of the total seats (rounded down). Representatives receiving the highest numbers of votes shall serve the three-year terms.”

Vote Results: 19 in favor. The motion carries and this change will be made to the bylaws.

3. Proposal for partial terms as a result of a co-chair position—Proposed amendment:

“II. A. v. Should a Co-chair term shorten or lengthen a representative's District term, the remainder of that term shall be treated as a vacated seat, as outlined in II. A. iv.”

Vote Results: 18 in favor, 1 abstained. The motion carries and this change will be made to the bylaws.

4. Proposal for Co-Chair to not have a district seat in second year—Proposed amendment:

“II. A. Membership is composed of seats allocated to represented districts and one second-year co-chair. Members shall be elected by peers from within their respective districts to fill the seat(s) for the term.

v. Members who are elected council Co-chair shall serve ~~for their full two-year co-chair term before their seat is eligible for re-election. This can result in a three-year term for their district seat.~~ their first year as both a Co-chair and a district representative. In their second year, they shall serve solely as a Co-chair, but may choose to remain as an ex officio member of their original district through the end of their co-chair term. They shall only cast a vote in the case of a tie.”

Vote Results: 14 in favor, 6 opposed. The motion carries and this change will be made to the bylaws.