

GENESEE STAFF COUNCIL

Orientation

Friday, September 8, 2023

- 8:30-8:45am Arrival—Breakfast (provided)
- 9:00-9:15am Welcome: Agenda Overview, Meeting Procedures, and District Groupings
Presenters: Amanda Sharpe and Jon Powers
- The Council Co-Chairs gave an introduction, including an overview of the day’s agenda, group norms, meeting procedures, a brief explanation of the district groupings, and goals for the day.
- 9:15-10:00am Introductions
Facilitator: Katie Papas
- All attendees briefly introduced themselves including their name, department, how long they’ve been at the university, and how long they have been a GSC representative.
- 10:00-10:15am History of Council
Presenters: Amanda Sharpe and Jon Powers
- Amanda Sharpe gave an overview of the history of the GSC, starting with its formation in 2019. It was started as a joint venture between HR and the Office of Equity and Inclusion to give staff a representative voice. Originally, it was envisioned that we would have 3 separate staff councils. That vision has changed with the “One University” goal, and so that has led us to the GSC expansion to include SMD/SON. Staff population determines how many representatives serve in each of the fifteen districts.
- 10:15-10:25am Current Council Structure/Expansion
Presenters: Amanda Sharpe, Jon Powers, Karen Cera
- Jon Powers went over the process and timeline of the GSC Expansion to include SMD/SON. There was a working group that reflected the composition of the areas we were expanding to that worked for quite some time to determine how the expansion would take place. Once we had a proposal ready, we received leadership approval, made the announcements, and began the election process in these new districts.
 - Karen Cera gave an overview of the role of the Expansion Evaluation Committee (EEC), whose purpose is to review time commitments, meeting formats, and the current GSC structure to evaluate what will continue to work well and what we need to update or improve with our new larger Council. We need real-time feedback, especially from new staff members. We will be recruiting a few new Council members to serve on the EEC, especially from the new districts.
- 10:25-10:35am Council Co-Chair Role
Presenters: Amanda Sharpe and Jon Powers

GENESEE STAFF COUNCIL

- Amanda Sharpe gave an overview of the Council Co-Chair role and responsibilities, including leading the Council responsibly and thoughtfully, advocating for staff at the University, commit 6-8 hours of work time each week (paid time), and present to and meet with University leaders as needed. The Co-Chairs serve staggered 2-year terms, and Amanda's term is up this October.

10:35-10:45am

Break

10:45-11:45am

Presentation from Joe Testani, Deputy to the President, and Amy McDonald, Associate Vice President for Strategy and Communications
Presenters: Joe Testani and Amy McDonald

- Joe Testani and Amy McDonald gave an overview of the University's Strategic Plan and the planning process. They discussed the guiding framework for the plan, "One University," and the various sources of input and guidance for implementation of the plan. As the Strategic Plan rolls out, they ask that the GSC provide insight, feedback, and ideas, as well as disseminate information to constituents.

11:45am-12:00pm

Greeting from Vice President and Chief Human Resources Officer Kathleen Gallucci

- Kathy discussed the Strategic Plan, the wage transparency project, and CPM which will go live in January.

12:00-1:15pm

Lunch (provided)

1:15-1:50pm

Expectations of a Council Representative
Presenter: Amanda Sharpe

- Amanda Sharpe went over the expectations for Council Members. Reps should expect to spend between 8-10 hours on Council business per month, serve on at least one Council committee, attend all monthly GSC meetings (and communicate when you cannot make it), communicate regularly with the staff in your district, keep records of progress and information within your district, and uphold Meliora values.

1:50-2:15pm

Tools and Resources for Council Representatives
Presenter: Jon Powers

- Jon Powers gave an overview of the tools and resources commonly used by Council Reps, including Teams, the GSC website, email templates and district listservs, ex officio members, and the University Community.

2:15-2:45pm

GSC Resources and Role Clarity
Presenter: Thuy Tran

- Thuy Tran, GSC ex-officio member from HR, gave an overview of what GSC Reps should do in their roles, and what resources are available to assist Council Members.

GENESEE STAFF COUNCIL

2:45-2:55pm

Break

2:55-3:45pm

“District Groupings” Activity: Review District Operations and Plan Next Steps

- The meeting broke into six “district groupings” to discuss last year’s GSC Operations surveys and to start planning first district communications and district meetings.

3:45-4:00pm

Questions/Wrap-up

- The next GSC meeting is October 6, 9am-noon via Zoom. At that meeting, the Council will discuss GSC committees and priority setting, and we will also hold the Co-Chair election.

4:00-5:00pm

Reception

Attendees: Co-Chair Jon Powers, Co-Chair Amanda Sharpe, Melinda Adelman, Chennel Anderson, Laura Ballou, Rachel Bills, Kristi Brock, Jamie Brown, Leah Brown, Amanda Carter, Karen Cera, Lindsay Chasse, Marisa Chiodo, Leslie Collison, Kris Condello, Jazmin Dunham, Maria Fagnano, Scott Fearing, Mary Hallinan, Shari Hofmann, Arian Horbovetz, Austin Jackson, Charles LaBrake, Aaron Landcastle, David Lanni, Hannah McClow, Patrick Meagher, Heidi Mergenthaler, Andria Mutrie, Michael Occhino, Ted Pagano, Nate Ridley, Lauren Sageer, Marc Seigfred, Sarah Siddiqui, Ashley Smith, Lisa Smith, Rachel Stuckey, Jessica Syposs, Dan Watts, Paul Wlosinski