



Meeting Agenda: December 8, 2023

Location: Feldman Ballroom C in Douglass Commons

8:45 AM – Arrive for Breakfast (continental breakfast with coffee and tea provided)

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

- Group Norms
- Approval of November meeting minutes
- Updates from Co-Chairs, including budget

9:20 – 10:10 AM – Committee breakouts with introduction from Karen Cera

10:10 – 10:20 AM – Break

10:20 – 10:30 AM – Committee report-outs

10:30 – 11:00 AM – Julia Green (Title IX and Policy Against Discrimination and Harassment)

Julia is looking for feedback on any and all processes related to [Title IX](#) and [PADH/Policy 106](#), including reporting, initial communications, meetings as part of an investigation, the investigation process, and the resolution and appeal process.

11:00 – 11:15 AM – Walk to Hartnett Gallery in Wilson Commons for Reception

11:15 – 12:30 PM – Reception with welcome and Remarks from President Mangelsdorf

Attendees: Co-Chair Jane Bryant, Co-Chair Jon Powers, Melinda Adelman, Chennel Anderson, Laura Ballou, Rachel Bills, Kristi Brock, Jamie Brown, Leah Brown, Amanda Carter, Karen Cera, Lindsay Chasse, Maria Chiodo, Leslie Collison, Kris Condello, Jazmin Dunham, Maria Fagnano, Scott Fearing, Mary Hallinan, Shari Hofmann, Arian Horbovetz, Charles LaBrake, Aaron Landcastle, David Lanni, Hannah McClow, Patrick Meagher, Heidi Mergenthaler, Darrin Meszler, Andria Mutrie, Michael Occhino, Ted Pagano, Brenda Pitoni, Tacarah Reyes, Lauren Sageer, Marc Seigfred, Amanda Sharpe, Sarah Siddiqui, Lisa Smith, Rachel Stuckey, Jessica Syposs, Thuy Tran, Dan Watts, Joe Williams Jr.

Guest: Julia Green

Welcome, Housekeeping, Announcements

Jon Powers welcomed everyone to the in-person meeting, and reviewed the group norms and GSC mission. The November meeting minutes have been approved by the present Council members.

Jon Powers: Since our last meeting, we held an outreach event at the Eastman School of Music, the Vijay Iyer Trio concert. Our attendance was kind of low, about 1/3 of people who RSVP'd did not show up. We did pay for the tickets, so we gave away the extra tickets to some others on behalf of the GSC. We did distribute a post-concert survey.

Jon Powers: After our November meeting, we had some remaining questions for Dan Salamone. Jane posted his answers in Teams. Jane and I also met with Shaun Nelms, VP for Community Partnerships, to learn more about his new position. It's not just connecting with the City of Rochester, it also involves financial aspects and being mindful of how we're giving as a University. Part of his purview is to ensure that the University is being responsible with how we're interacting with the community. The Co-Chairs also recently met with President Mangelsdorf and Kathy Gallucci. We mentioned that we've received a lot of constituent feedback lately about parking accessibility and equity with how parking is charged. We also brought to their attention that the parking department is in the process of embarking on a strategic plan. We also informed Adrienne Morgan, the VP of Equity and Inclusion, of the parking strategic plan. We also talked briefly about the messaging that went out around protests on campus. We had heard feedback that some of the messages were a bit jarring, as not everyone was aware of what was going on. And we brought forward some concerns of staff being involved in protests by way of their job. They said that if staff have any concerns, they should bring these concerns to their supervisors and/or HR business partners.

Jon Powers: Career Path Modernization Project (CPM) will have a unique impact on GSC by way of our listservs. If anyone receives any feedback or questions about listservs or GSC emails, please let the Co-Chairs know so that we can look into this and keep track of the concerns. The new job classifications in CPM may impact how we create those district listservs. Leah Stormo-Soles with CPM has offered to meet with us to go over some of that ahead of the CPM launch on January 31.

Jessica Syposs: Has anything been shared with the Council about current strikes or protests?

Jon Powers: We haven't really heard much as Co-Chairs. There are a lot of things going on with the protests and a potential strike, but officially no. If anyone in the AuxUnion district thinks it might be important for this group to know about the potential strike, please do share with the Co-Chairs or in Teams.

Jon Powers: The FY25 budget proposal was posted in Teams for review. Historically, we have been given \$25,000 for our budget for the past couple of years, but we have not spent the full amount. Our goal for the upcoming year is to spend the total amount. Our meeting support spending will be higher with the expanded Council. We will also focus spending on constituent outreach (events, town halls, etc.). We've also allocated money in the budget for accessibility needs, such as interpreters, print materials, and computers to ensure meeting

access for those who may not otherwise have access to Zoom. We also have some money set aside for discretionary spending (anything that comes up outside of or in excess of our other budgeted categories). We are also talking within the Executive Committee about developing a process for districts or committees to request funds for a particular purpose.

The FY25 budget was voted on and unanimously approved by all present Council members.

Committee Breakouts

Karen Cera: We will be breaking out into your assigned committees. Each committee will have one person who has previously served on that committee, or an executive committee member to give a history on what the committees have worked on in the past and/or current projects or goals. Each committee should discuss what they will work on moving forward, and what the meeting cadence will be. Each committee should pick a chair or co-chairs during this breakout session. Committees should be sure to take minutes at each meeting, and report into me, the Council Secretary, to tell us what you've been working on.

Lisa Smith: I will be the Chair for the Accessibility Committee, and we will meet this week. We are going to be making roadmap of what exists currently in terms of accessibility and resources for all employees on all campuses, and then that can help us identify any gaps we may be able to assist with better improving. We also plan on having a central location where employees can find that information.

Andria Mutrie: Myself and Leslie Collison will be the Co-Chairs for the Communications Committee. We are planning to work on branding guidelines, a template for GSC staff spotlight, an informational spotlight for GSC, social media opportunities, shifting the annual report to the academic year, and looking at Teams/internal communications.

Rachel Bills: I am going to Co-Chair the engagement committee with Kris Condello. Our first meeting is planned for January, where we will talk about an overall strategy for the year. We will be working with the other committees and each district to identify engagement opportunities to ensure we are reaching everyone. We plan to have a centralized place for all feedback we receive.

Marc Seigfred: Jessica Syposs and Leah Brown will be our Co-Chairs for the internal affairs committee. Our committee will be responsible for bylaws, elections, and looking into a Council charter. Our first meeting will focus on our annual bylaws review. Our charter working group will also do research on charters, figuring out what we might need to capture and what the process would be to get a charter for the Council.

Laura Ballou: Myself and Maria Fagnano will Co-Chair the Special Projects committee, and Shari Hofmann will take on the Secretary role. We've set up a regular meeting time, and have identified three main priorities: Figuring out a co-sponsorship request process by March; staff retention, onboarding, and trainings for new campus systems; and benefits and pay. For the co-sponsorship task, we would love to have someone from the engagement committee work with us as co-sponsorship requests could also be engagement opportunities.

Julia Green—Title IX

Jane Bryant: Today we are joined by Julia Green who is the Associate Vice President for

Civil Rights Compliance, and Title IX Coordinator in the Office of Equity and Inclusion. Julia joined the university in June, and her initial goals are to increase transparency and awareness of the processes that her office oversees. She's here today to get feedback from us in any experiences we may have had with these processes, or that we've heard from other staff members.

Julia Green: It's very nice to be in front of this group. I want to first go over what my office is responsible for and what my role is. I oversee the Title IX and PADH (Policy Against Discrimination and Harassment) functions. Title IX is a federally required policy that applies to everyone at the institution. My office is the civil rights compliance team, and we are committed to conducting this work neutrally. It is our job to uphold community standards about civil rights as defined by law. Both of these processes (Title IX and PADH) do take a long time, and I am happy to report we are building our team of investigators so that we will have a total team of 8. I understand that these processes take their toll on everyone involved, and it is our goal to improve the processes and make them more human. When we do an investigation in either area, there's an investigation report, and that's the conclusion of our job in that role. We then send it to a panel determination chair, and they take it from there. We have no say in the decision making, and we don't influence those outcomes. We do track decisions and appeals.

Question: How many reports does your office receive, and what percentage lead to significant findings? Are many reports dismissed as not significant or do most lead to some sort of consequence?

Julia Green: We had about 700 reports for PADH last year. Title IX was a lot less. I don't have the stats on Title IX matters, but I will say it is mostly student reports there. Some reports come in as PADH, and when we look at it we note there's really no protected status there. Sometimes, those are passed onto HR if there is something that needs to be addressed. Other reports do implicate the PADH, but it's in a mix of other issues where we think the most effective way to do this is send it somewhere like OEI for a more restorative solution, rather than taking someone through a full investigation. The vast majority of PADH reports do not go through a full investigation. In Title IX, you cannot be anonymous, but in PADH you can report anonymously.

Julia Green: I am working on a timeline for the processes. I'm looking for process feedback, any kind of feedback about the Title IX or PADH processes.

Question: Can you comment on the single-person decision and talk about their power?

Julia Green: Yes, so in the Title IX space. I've had experience with the hearing officers we've been using, and they're retired judges that had had criminal matters before them. That's something that has to be unlearned because this is a civil rights process, not a criminal hearing. They hold a lot of power, and as a Title IX coordinator I can support the process and ensure they're looking at the policy, give input on their proposed outcome in terms of the sanction, and check them on applying the affirmative consent policy properly. Both of these hearing officers said that they wish they had people from the community helping them on the panel. So we are looking at having someone in that role from the campus community. I am holding on the Title IX process changes until the new regulations come down in the Spring.

Jon Powers: Thank you for speaking with us, Julia. If you have any other feedback for Julia, please feel free to reach out to her directly.

GSC Representatives departed for a reception with leadership in the Hartnett Gallery, which will feature a staff art show exhibition.