

# RIT | Staff Council

## Meeting

Thursday, October 23, 2025

2:00 - 4:00 PM

**Present:** Gene Vogler (Chair), Richard Albarran, David Brault, Karen Braun, Andrew Cirillo, Lisa Crittenden, Paige Drake, Eliza Fowler, Susie Freeman, March Goldman, Dianna Kleckley, Noella Kolash, Noah McMullin, Maria Nikolaou, Jancy Nightingale-Burch, Dustin Peterson, John Ponder, Joanna Prescott, Naomi Ruetz, Christine Smith, Evan Smith, Jeffrey Sweeting, Jeremy Zehr

**Absent Excused:** Sarah Connolly, Georgeanne Hogan, Amanda Hughes, Becky Kiely, Michelle Poysa, Lauren Shields

**Call to Order** - Gene Vogler

**Leadership Updates** - Gene Vogler

- Jeremy and I were able to meet with President Sanders. Topics discussed included the hiring slowdown, the increase of demands on staff as a result and staff moral, Staff Career Architecture, January 2nd as a unique 1 day work week, as well as recognition of the merriitt pool for this year and the warm welcome campus has provided he and his family.
- Jeremy and I attended the Board of Trustees annual meeting where the long term direction of the University was discussed.
- Faculty Senate and Student Government continue to be interested in working with Staff Council on a variety of topics.
- If you are a rep and you haven't gotten your university committee assignment update to us, please do so, even if the update is just to say we haven't met yet.
- The two raffle winners from the Benefits Fair were Sharon Finlayson and Susan Powell.
- Our next three meetings are just about full so anyone who would like to present a topic to SC please note that we are most likely looking at January.

**Motion to accept the Minutes of 10/9/25** - Gene Vogler

- Carried 13/0, 3 abstained

**Featured Wellness & Tiger Perk:** Intramural Sports! Available for everyone in the RIT community for fun, friendly competition, making friends, staying active. For more info:

**Committee Updates - Gene Vogler**

- **Engagement & Events Committee Report - David Brault**
  - The Benefits Fair went very well. Special thanks to those that helped make our part a success.
  - Staff Appreciation Picnic plans are underway. It will be held in the Gene Polisenni Center. We will be partnering with RIT Dining for the meal again this year.
- **Elections Committee Report - Naomi Ruetz**
  - Have been working on streamlining the elections process and communications
  - Block 5 special election is completed
  - Block 2 special election is in process
- **Communication & Outreach Committee Report - Jancy Nightingale-Burch**

Centralize awareness / updates from various university groups through Staff Council Channels (Meetings, Communications, Website)

  - Main initiatives:
    - Wellness Benefits
    - Tiger Perks / Exclusive Discounts
    - Upcoming system changes
  - Connecting answers to inquiries raised in old/new business
  - Identify opportunity areas between decision-makers and staff council to improve transparency of communication (i.e. WHY a decision was made), and information gathering for elevated staff concerns.
- **Policy Review Committee Report - Joanna Prescott**
  - SC Bylaws Article 4 Standing Committees section has been reviewed and voted to update
  - Expecting several policy updates to come through SC in the next few meetings.

**Career Architecture Project - SEGAL, Carolyn Cowper, Anne Wahl, Jo Ellen Pinkham**

- Presentation:
  - What can be expected by staff from Career Architecture:
    - New campus-wide framework and language to bring consistency and clarity in how jobs are described and organized
    - Visibility and understanding of how their job compares to and connects with other staff jobs at RIT
    - JobProfile that describes the core responsibilities
    - Access to Staff Job Profile Catalog
    - Potential for internal mobility and career growth (lateral and upward movement within RIT)
    - Promotions within the framework based on business need, funding, open position, and staff performance
    - There are no pay adjustments as an outcome of this initiative.
    - Senior leadership endorsed grandfathering of existing titles
    - Existing staff job titles will not change, unless a staff member wants

- to use the job profile title
    - Staff will also have a job profile title consistent with the framework
    - The job profile titles support consistency and transparency in titling across the university
  - See presentation files on Staff Council website for more details
- Q & A:
  - Do both titles need to be listed in email signatures?
    - No, just business title
  - The first 2 divisional sessions start next week
  - What happens if job duties fall under two separate job families?
    - We have to make a judgement call; it's one or the other. The job profiles will have to be under one family.
  - Staff JDQ's offer some protections for staff, with this new structure it sounds like job descriptions could be broader.
    - The local job description will fill this. It will be maintained by the local manager. Those will be housed and kept at the local level. HR will not be reviewing JDQs, that process has been replaced.
  - How will tasks outside of our job family be accounted for?
    - Job profiles are assigned to a job family group. That's a job performance issue and outside the scope of this presentation.
  - Note: No reporting relationships or organizational structures are changing. Nobody's day-to-day job should be different under this structure.
  - How will job titles be shared going forward?
    - Job profile titles that are being changed, will not be available to new hires.
    - If you change positions, you will be in the new title structure.
  - Additional questions will be submitted to HR and Segal and they will answered.

**Committee Work Time** - Committee Chairs

Adjourned

Submitted by Lisa Crittenden