

RIT | Staff Council

Meeting

Thursday, January 22, 2026

Present: Gene Vogler (Chair), Jeremy Zehr, Linda Searing, Susie Freeman, Noella Kolash, Eliza Fowler, Joanna Prescott, Evan Smith, Becky Kiely, Karen Braun, Marc Goldman, Paige Drake, Naomi Ruetz, Lauren Shields, Richard Albarran, Amanda Hughes, Sarah Connolly, Georgeanne Hogan, Noah McMullin, John Ponder,

2:00 PM Call to Order - Gene Vogler

Leadership Updates - Gene Vogler

- Welcome back and to a new year. Thank you to all who worked over the holiday break, your contributions do not go unnoticed.
- With the new year comes a lot of change and opportunities to continue to grow as an RIT community.
- I hope you all will join me in a new year's resolution to continue to take care of our own well being and supporting others who endeavor to take care of theirs as well.
- Faculty Senate voted to endorse the changes to policy E27.0 with minimal opposition. I'd like to thank both Faculty Senate and Student Government for their support and willingness to recognize that Staff should lead the way on Staff-based policies.
- As the new year begins Staff Council has been tasked with updating policy E12.4 Staff Recognition Awards. The executive committee has been working on this since September and we are excited to begin the governance process with those changes.
- Workday has launched and has begun to be explored and utilized across campus. The roll out of any new computer software system is never perfect on day 1 and always includes a stabilization period where people adjust and the program is updated to resolve issues both expected and unexpected. There have been a number of changes and modifications already made. If you are having an issue in workday please make sure to submit a ticket so that the teams working on it know there is an issue and can work to resolve it or can provide guidance if and where needed.
- The Strategic Framework is being finalized now which is the cumulation of almost 2 years of work. Thank you to Evan Smith who has served on the committee and worked to make sure that staff's voice is heard in the creation of the new framework.
- University Council has announced that beginning July 1 there will be a new division which will fall under Bobby Colon, General Counsel, Compliance & Ethics and Audit Compliance and Advisement.

- Shout out to the staff members working in RSC; workday has created a large number of new tickets for that team to handle in addition to this time of year already being extremely busy. That team continues to come to work everyday with professionalism and a desire to help.
- As we continue to adapt to change and overcome hurdles on campus please remember that even in your most frustrated moment it is almost always a staff member on the other end of the line who has been asked to take on additional responsibilities that is doing everything in their power to make us successful. Please treat them kindly and respectfully as well as with as much of a positive outlook on change as you can. We can overcome a lot of hurdles if we continue to work together, listen to each other and respect each other's expertise and lived experiences.

Vote on the Minutes of 12/18/25 - Gene Vogler

- Carried 19/0, 1 abstained

Featured Wellness & Tiger Perks - Communication and Outreach Committee

- Personal computer and support services
- Limited to 30-minutes in-office session
- To receive assistance with a personal device, please **submit a support ticket at <https://help.rit.edu>**. A member of the support team will contact you to schedule an appointment.

Event Expenses & FMS - Sarah Vroman

1. Reserve the service
 - a. Custodial; a dedicated custodian is at the discretion of the FMS team, taking into the scope of the event (minimum of four hours) and is automatically assigned when:
 - i. 50 or more people
 - ii. Food served
 - iii. There are some spaces on campus that require a dedicated custodian
 2. Once reservation is received, the request is confirmed, and the requestor is contacted if any clarification is needed.
 3. Afterwards the vendor invoice is received and actual labor hours are entered, and the final invoice is processed and billed.
- Questions
 - Is there room for a conversation/negotiation on the dedicated custodian piece?
 - Less negotiation is available for the spaces that require a dedicated custodian.
 - Does requesting a trash can automatically entail paying for a dedicated custodian?
 - No. And there is no charge for trash cans.

- Can an event requestor request a meeting with you within the request?
 - No, you cannot request a meeting or conversation with the event coordinator through EMS. If you need to reach the coordinator, you can email the coordinator team at: FMSEvents@rit.edu. We encourage communication.

- Can extra fees be on the order?
 - An estimate normally includes any additional fees, and you may ask for an estimate at any time.

- It would be helpful to have the event space fees (such as the set price for the field house), or delivery fees (such as for a delivery of chairs etc, if it's under \$500 there is a delivery charge of \$60), included in the estimates.
 - These are good ideas to add to our website, especially the flat fee for the field house.

- Do events still happen if the university is closed for snow?
 - Follow directions in the closure updates

- Old Billing reference number which was Oracle terminology has been updated to be Workday worktag
- Is it possible to add a disclaimer rate fee on the reservation such as additional fees?
 - Yes there is a statement under the equipment rental agreement.

EC Election

- Open non-exempt seat on the executive committee
- Dianna Kleckley was nominated and confirmed

How Governance Works & Change Happens on Campus

- B05.0 Flow chart: [B05.0 Development, Review, Approval, and Promulgation of University-Level Policies | University Policies | RIT](#)

Election Committee Update

- Call for Nominations for the general election: January 23 - 30
 - Self nominate or nominate your colleagues!
- Accept or Decline Nominations: February 9 - 17
 - Nominated?-Talk to your supervisor about the time commitment
- Elections: March 2 - 10
 - Spring Break is March 9 - 13

Policy Committee Bylaw Proposal - Joanna Prescott

- Staff Council Bylaws proposal is adding to Article IV> Committees: Standing Committees, Ad Hoc Committees and Task Forces:

- 4. Invited members may serve in a full capacity or for a short time in an advisory or consulting role. The length of time is determined by the needs of the Committee.

Old/New Business

- Constituent concerns regarding Workday:
 - “I know that SC has worked with HR concerning this whole project. Has there been thought to provide examples in the catalog of job titles that the RIT community may be familiar with? I’m sure some people may not know what a “Leader 1, Administrative/Program Support” is. Is this what was formerly known as an Assistant Dean, Office Manager, etc.? I think comparison with familiar job roles would be very helpful.”
 - Workday and time card reporting regarding; no where to go for written communication for questions regarding time cards and vacation accrual. Need communication in writing about what is acceptable.
 - Also issues between punching in on a time clock vs. on your computer
 - The geo fence doesn’t cover part of the building in which those who work there are connected with.
 - The inability to use sick time 1 hour at a time; must be used in 4-hour blocks. This may be salaried employees. It is thought that hourly employees can use sick time to fill in the remainder of their 8-hour day.
 - When is RIT going to post full-time open positions in Workday? Additionally, some departments have sought approvals for positions already approved, and still waiting on the ‘approval’ for Workday posts.
 - Another department was given the budget to replace an employee, and after the employee left, there was no approval to post for the position.
 - Another department had two positions that were approved in Workday, but it has been very cumbersome.
 - There were jobs already posted that should have filtered into Workday; the position doesn’t need to be created or approved, why is it taking 3 weeks to get them uploaded in Workday? It is believed that those positions are being completed in the old system accessible here: <https://www.rit.edu/careers> scroll down, middle option ‘External Staff & Post and Post Doc Candidates’
- How can one go about inquiring about getting a holiday added to the schedule, specifically Martin Luther King Day? - SC is willing to inquire regarding this.

Committees

4:00 PM Adjourn

Submitted by Lisa Crittenden

The voice of staff
in shared governance

Staff Council is an advisory body to the President (or their representative) on issues and decisions which impact RIT. Staff Council Members communicate to staff about university news, events and initiatives, and act as a conduit providing staff feedback and insights on university issues. Additionally, Staff Council initiates policy proposals and revisions, and raises issues for university consideration.

<https://www.rit.edu/staffcouncil> | stafcoun@rit.edu