

RIT | Staff Council

Thursday, December 18, 2025
2:00 - 4:00 PM

This meeting is open to the RIT community. Interpreting services provided.

Present: Gene Vogler (Chair), Jeremy Zehr, Noah McMullin, Lauren Shields, Susie Freeman, Georgeanne Hogan, Katey Sackett, Evan Smith, Jeffrey Sweeting, Christine Smith, David Brault, Karen Braun, Noella Kolash, Richard Albarran, Dianna Kleckley, Eliza Fowler, Naomi Ruetz, Andrew Cirillo, Marc Goldman, Maria Nikolaou, Paige Drake, Amanda Hughes, Joanna Prescott, Sarah Connolly, John Ponder, Becky Kiely
Absent excused: Dustin Peterson, Erin Hartter

Call to Order - Gene Vogler

Approval of the Minutes of 12/4/25 - Gene Vogler

- Carried 23/0, 1 abstained

Featured Wellness & Tiger Perks - Communication and Outreach Committee

[Mental Health First Aid | Counseling and Psychological Services | RIT](#)

Mental Health First Aid is a skills-based training course for RIT faculty, staff, and students who are interested in making their community healthier, happier, and safe. This course has 8-hours of content that can be delivered either as an in-person training or as a blended training.

C06.0 Policy Vote (Policy Prohibiting Discrimination)
Harassment and Retaliation) - Rachel Pelta

- Carried 23/0, 2 abstained

C06.1 Policy Decommission Vote (Resolution of Conflicts and
Concerns Among RIT Employees) - Rachel Pelta

It is felt that there are better and more effective processes to deal with concerns.

- Motion made and seconded to endorse the decommissioning of C06.1 policy.
 - Not carried 1/19, 5 abstained
- Comments & concerns from reps:
 - That the records process will be lost with the de-commissioning of this policy.
 - A records process will be maintained.
 - That the policy doesn't get de-commissioned until a webpage is in place.
 - Response- the resources are there. See website: [Conflict Management](#)

D18.0 Policy Presentation (Student Conduct Process) - Carly Pariseau

Stop Campus Hazing Act was signed into law on Dec. 23, 2024 and gave a specific definition: Hazing is any intentional, knowing or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such person or persons to participate that: • is committed

in the course of initiation into, an affiliation with, or the maintenance of membership in a student organization; and • causes or creates a risk above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as physical preparation necessary for participation in an athletic team), of physical or psychological injury including: (see presentation on Staff Council website under meetings) <https://www.rit.edu/staffcouncil/meetings>

E27.0 Policy Vote (Staff Performance Appraisals) - Leah Burger

- Carried 21/4, 0 abstained
- Recommendations from reps were around language as opposed to actual changes to the policy:
 - Removing some definitive language
 - Updating steps in the system
 - HR may provide UC with an overarching view of the university (just a change in the language)

Committee Updates - Gene Vogler

- Policy Committee Update by Joanna Prescott encompassed the policies currently going through the governance committees and up for a vote in SC
- Elections Committee Update by Naomi Ruetz
 - Blocks 5 & 2 Special elections are done
 - Block 6 is in progress with the actual election taking place in January
 - Nominations for general elections will be taken in January
- Events Committee update by Amanda Hughes
 - Sarah Vrooman will speak on FMS events this spring
 - EC has requested we have someone come to speak on AI in the spring
- Constituent Engagement & Programming Update by David Brault
 - January 8 social. Shop training is required by tomorrow.
 - Would like reps to come away with knowledge of the department that can be shared with students and staff of the Maker's Space in the SHED. Everyone will get to actually make something at this event.
 - Food drive to support RIT Foodshare during this event

Old/New Business

- Staff Performance Appraisal Process Concerns:
 - Constituents are concerned about how decisions/titles/job profiles and criteria were made.
 - Constituents are concerned about the new leveling and the criteria in various areas of campus.
- Questions regarding Workday training for student employees. ID numbers will be required to sign-in. To find your ID: <https://www.rit.edu/myrit/home>
- Dr. Watters is stepping down June 30, 2026.

Committee Work Time

3:22 Adjourned

Prepared 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