



# Baylor University

STAFF COUNCIL

## MINUTES OF THE STAFF COUNCIL MEETING

June 14, 2022

10:30 A.M. Teams Video Conference

**Members Present:** Bailey, Ashleigh; Barker, Amos; Beverly, Doriann; Bickenbach, Jared; Black, Kimberly; Branson, Jenny; Cowan, Tranquility; Derry, Chelsea, Diaz-Espinoza, Crystal; Ehlers, Libby; English, Lexi; Estep, Michael; Garrett, Rachel; Gardell, Reese; Gibson, Brett; Hand, Michael; Holland, Amanda; Honza, Sherri; Jamshidi, Ida; Johnson, Matthew; King, Hannah; Kirby, Lauren; McCulloch, Carol; McSpadden, Erin; Morgan, Janna; Muhl, Lauren; Ramirez, Daniel; Ringo, Amanda; Shoemake, Rick; Telep, Andrew; Whiting, Luke.

### Welcome

Crystal Diaz-Espinoza

The meeting was called to order at 10:30 a.m. on June 14, 2022 by Crystal Diaz-Espinoza.

### Invocation and prayer requests

Lexi English

Introductions of Staff Council and what members hope to accomplish this summer.

### Old Business:

#### Approval of May 2022 Minutes:

The motion was made by Mike Hand to approve the May 2022 minutes and was seconded by Luke Whiting.

### New Business:

Crystal Diaz-Espinoza

- **Membership goals discussion** – Council members voiced the expressed the following goals and reasons for serving...
  - A way to network with people outside of one's own department
  - Learning about what's going on in other areas of the University and what others are experiencing
  - To be a voice for other staff
  - To represent their department or division
  - To take news and information back to department and division
  - Sharing concerns of staff with Staff Council

Some issues of concern include...

- Tuition remission for terminal degrees
- Staff ombudsman-revisit discussion, staff needs a neutral party serving as an advocate
- Idea of working hybrid-staff need a voice in how they prefer to work, not just remote
- Advocate for Aramark employees-how can BU practice justice and find ways for Aramark employees to receive benefits other BU employees enjoy, including a more livable wages



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## Expectations of Staff Council Time and Executive Board

- Learning outcomes; director for the year – goals of Executive Board expressed to Staff Council
- Inviting guest speakers to help inform the Council about hot topics to share at the division/department level (see list below of possible speakers)
  - Human Resources
  - Research – How does staff impact and support research?
  - President’s Council rep
  - Vice Provost for Faculty Diversity and Belonging-Dr. Steve Reid
  - City of Waco planner who controls construction timeline
  - Dean of University Libraries-Dr. Jeffry Archer (librar access for staff)
  - Aramark or General Counsel-to discuss benefits and opportunities;can contract workers be included in Staff Council? How do we make these contract workers part of the BU family? Better communication regarding what they can participate in is recommended.
- Send questions for discussison ahead of meeting
- Continue to fine tune the structure of the Council

We will use this list to rank, not choose, the priority of these issues and work through the list.

- **Report from Chair and Chair-elect**

- **SC Committee Assignments** – Crystal is working on assignments and lists will be sent by Friday, June 17<sup>th</sup>; University Committees will be notified about appointment for Staff Council and will contact those individuals going forward. Committees change yearly, so if members did not get there first choice this year, they can try again next year. NOTE: some committees do not need to meet monthly. Crystal will meet with any committee needing help/direction.
- **Future meeting location conversation**-we plan to move back in-person beginning July. Lexi will send the invite with the updated location. Members unable to attend may invite a proxy, but that person will not have any voting privileges per the by-laws.

Happy birthday to Lauren Muhl – June 28<sup>th</sup>!

A motion was made for the meeting to adjourn by Daniel Ramierz, and was seconded by Mike Hand. Meeting adjourned at 11:34am.