



# Baylor University

STAFF COUNCIL

## MINUTES OF THE STAFF COUNCIL MEETING

July 12, 2022

10:30 A.M. Sid Richardson, Room 074

**Members Present:** Barker, Amos; Becker, Meghan, Beverly, Doriann; Bickenbach, Jared; Black, Kimberly; Branson, Jenny; Derry, Chelsea, Diaz-Espinoza, Crystal; Ehlers, Libby; English, Lexi; Gardell, Reese; Hand, Michael; Hoke, Lori; Holland, Amanda; Huntington, Andy; McCulloch, Carol; McSpadden, Erin; Morgan, Janna; Muhl, Lauren; Ringo, Amanda; Shoemake, Rick; Telep, Andrew; Whiting, Luke.

*Jordy Dickey for Tranquility Cowan*

### Welcome

Crystal Diaz-Espinoza

The meeting was called to order at 10:34 a.m. on July 12, 2022 by Crystal Diaz-Espinoza.

### Invocation and prayer requests

Lexi English

### Guest Speaker

Hank Steen, Director of Benefits (HR)

- Baylor health plan is not changing; United Healthcare/UMR will now administer our plan and network (Baylor was with BCBSTX for 48 years)
- Baylor submitted a Request for Proposal in early 2022; intent was to make sure BU employees are receiving the best medical benefits
- United Healthcare/UMR provides better discounts; disruption will be minimal during the change
- UMR will be on campus during the fall semester to answer questions and help employees prepare for the change

### Old Business:

#### Approval of June 2022 Minutes:

The motion was made by Rick Shoemake to approve the June 2022 minutes and was seconded by Luke Whiting.

### New Business:

- STEPP Luncheon  
Lauren Muhl, Chair  
Hope to come with change to by-laws by Aug; proposing name change (because HR's professional development is more robust), update the purpose/objective of STEPP, also looking at model for paying vs not paying, etc.
- Committee Chair Plan  
Crystal Diaz-Espinoza
  - Will reach out to Chairs to get plan for the year
- Report from Chair  
Crystal Diaz-Espinoza
  - Threshold for benefits vs pay band are reviewed annually; you can view on SmartBen



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- Merit form letter - ends with reminder that 10.8% is put into retirement and asked to end future letter differently
- Committee Reports-Lexi will send University Committee representative list to Committee on Committees
  - No committee reports

**Announcement** – Steppin’ Out on November 5<sup>th</sup>!

Happy July birthday to Reese, Andrew, and Rachel

A motion was made for the meeting to adjourn by Andy Huntington, and was seconded by Luke Whiting. Meeting adjourned at 11:34am.