



Baylor University

STAFF COUNCIL

MINUTES OF THE STAFF COUNCIL MEETING

August 09, 2022

10:30 A.M. Sid Richardson, Room 340

Members Present: Barker, Amos; Beverly, Doriann; Bickenbach, Jared; Black, Kimberly; Branson, Jenny; Chavez, Cynthia; Cowan, Tranquility; Derry, Chelsea, Diaz-Espinoza, Crystal; Ehlers, Libby; Gardell, Reese; Gibson, Brett; Hand, Michael; Holland, Amanda; Honza, Sherri; Johnson, Jenifer; King, Hannah; Kirby, Lauren; McCulloch, Carol; Morgan, Janna; Muhl, Lauren; Ramirez, Daniel, Ray, Denise; Ringo, Amanda; Shoemake, Rick; Whiting, Luke.

Welcome

Crystal Diaz-Espinoza

The meeting was called to order at 10:30 a.m. on August 09, 2022 by Crystal Diaz-Espinoza.

Invocation and prayer requests

Denise Ray

Guest Speakers

Hannah Bjerch-Andresen, Sarah Dawson, Courtney Norman and Jana Miller – all Human Resources Consultants. Each talked briefly about their roles in Human Resources and also what areas they serve on campus. There were a few questions discussed. Upcoming dates and events were noted:

All Staff Meeting – virtual, hosted by HR, September 7, 2022

Family Movie Night – October 8, 2022

Open Enrollment for Benefits – October 18 through November 1, 2022

Old Business:

Approval of July 2022 Minutes:

The motion was made by Luke Whiting to approve the July 2022 minutes and was seconded by Daniel Ramirez.

New Business:

- STEPP Luncheon

Lauren Muhl, Chair

Presented proposal to change the name from STEPP Luncheon to STAAF Program. STAAF is an acronym for Service, Training, Appreciation, Advocacy, and Fellowship.

The philosophy and objective of STAAF is to educate staff members about available resources and provide opportunities for personal development, staff appreciation, and fellowship with staff across the University. This goal is carried out through exciting events hosted throughout the academic year.

A vote was taken by a majority of hands – all were in favor. The name of STEPP Luncheon will be changed to STAAF Program.

- Survey Results

Crystal Diaz-Espinoza

Crystal reported that a large number of Staff Council members participated in ranking the SC issues/topics. There are eight so far and Crystal asked to pick the top three to begin conversation on:



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Flexible work options for staff
Staff Ombudsman
Tuition remission for terminal degrees
Advocacy for Aramark employees
Campus transportation master plan routes for staff/faculty
Required on-boarding and ongoing training for managers
More access to mental health resources – clearer information on current benefits
Faculty respect toward staff

The first topic discussed was flexible work options for staff. Discussion surrounded Baylor being more supportive – to advocate for remote working for staff. There could be a statement given of support and then training provided for managers. Rick Shoemake made the motion to create a working group to address this topic. The motion was seconded by Hannah King. All in favor.

Rick Shoemake also made the motion to have the SC Executive members name the working group for the flexible work options for staff topic. The motion was seconded by Tranquility Cowan. All in favor.

- Report from Staff Council Chair **Crystal Diaz-Espinoza**
Crystal reported that both she and Kimberly Black want more feedback from Human Resources about the health care changes – especially since open enrollment is upon us. Open enrollment timeframe seems earlier this year and gives a shorter amount of time to make necessary changes.

Committee Report

Denise Ray

Denise gave the report in the absence of Tosha Hendrickson, for the Spirit Shirt Committee. Committee met to greet each other and discussed the possibility of selling shirts both in the fall and spring semesters. They talked about using the same procedure as last year when selling the spirit shirts.

Mike Hand, who serves on the SC Executive Committee as the Website Coordinator, explained to the group that he is leaving Baylor because he has accepted a job elsewhere outside of Baylor. Crystal explained that a replacement for Mike will be needed for this term. We all wished Mike “Good Luck” – he will be missed!

Happy August birthday to Tranquility!

Meeting adjourned at 12 noon.

Recorded by: Carole McCulloch
Submitted by: Lexi English