



# Baylor University

STAFF COUNCIL

## MINUTES OF THE STAFF COUNCIL MEETING

*November 8, 2022 at 10:30am, Sid Richardson 340*

**Members Present:** Bailey, Ashleigh; Barker, Amos; Becker, Meghan; Bickenbach, Jared; Branson, Jenny; Chavez, Cynthia; Cowan, Tranquility; Derry, Chelsea; Diaz-Espinoza, Crystal; Ehlers, Libby; English, Lexi; Estep, Michael; Gardell, Reese; Garrett, Rachel; Gibson, Brett; Hendrickson, Tosha; Holland, Amanda; Huntington, Andy; Jamshidi, Ida; King, Hannah; Kirby, Lauren; Lynch, Sara; Morgan, Janna; Muhl, Lauren; Ramirez, Daniel; Ray, Denise; Rogers, Keegan; Telep, Andrew; Whiting, Luke

### **Bible verse –**

*“Bless the Lord, O my soul, and all that is within me, bless His holy name!  
Bless the Lord, O my soul, and forget not all His benefits,  
Who forgives all your iniquity, who heals all your diseases,  
Who redeems your life from the pit, who crowns you with steadfast love and mercy,  
Who satisfies you with good so that your youth is renewed like the eagle’s.”  
Psalm 103:1-5*

### **Welcome**

Crystal Diaz-Espinoza

The meeting was called to order at 10:34 a.m. on November 8, 2022 by Crystal Diaz-Espinoza.

### **Prayer Requests & Invocation**

Denise Ray

### **Guest Speakers**

Dr. Steve Reid

Vice Provost for Faculty Diversity & Belonging

Dr. Reid began with “Thank you! Nothing happens at University without staff making it happen.” His office is building on what Dr. Lori Baker began and partners with Equity office to focus on the following 3 things.

- BUILD-Encourage ecology of Christian hospitality and equity
- HIRE-Beginning to hire more diverse faculty (approx 170 tenure and pre-tenure); last year Baylor hired the most diverse incoming cohort
- ALL FLOURISH (Belonging)-used to be fit in and now it's belonging; important to listen to population and help them flourish; so BU will do things differently

Reid reminds us our edge is a Christian R1 institution - we are doing something distinctive- we are held together by our Christian mission; HR is required to post positions internally and also in diverse platforms to ensure a diverse pool of candidates; Administrators are data driven; finding out who BU is partnered with to show impact in greater community is important, therefore, he encouraged Staff Council to share best practices so we can make our diverse community a community of belonging.

*Next Staff Council Meeting:  
Tuesday, December 13, 2022*



Dr. Malcolm Foley  
Special Advisor to the President for Equity and Campus Engagement  
Director of Black Church Studies at Truett

Dr. Foley shared ways to help make the University better overall. Standardizing language and transparency of data are a couple of ways he would like to reach that goal. He is encouraged to see momentum in appointing/hiring Drs. Reid, Viagas, Woo, etc. and wants to apply that type of intention to every aspect of how University operates.

Removing barriers is a key component to the goal of making the University better. Equity means everyone should have what they need to succeed in their job, including policies, practices, and people. Injustice is the barrier; ref Micah 4:4 - fear holds us back.

He also mentioned partnering with Procurement to build partnerships with minority/female owned businesses.

Foley is encouraged by the fact that we are in a critical place in time at the university and are most flexible to make shifts stick; wants open communication between staff and his office to make sure Administration is aware of the things people keep from them; the gap between Administration and the Board of Regents is closing-which is progress.

### **Old Business**

October Minutes

Crystal Diaz-Espinoza

Motion to approve the minutes was made by Daniel Ray and seconded by Luke Whiting, motion carried.

Faculty Senate Updates

Kimberly Black

Center for Global Engagement is trying to make faculty engagement with study abroad more equitable and assessable. They may be open to sending staff in support roles in the future.

HR Updates

Crystal Diaz-Espinoza

No meeting yet; Will meet closer to end of the month

Need to help HR think about ways to include remote employees and make them feel more included

Feedback about open-enrollment is encouraged

Awards Committee

Crystal Diaz-Espinoza

4-5 reps needed for staff awards committee for spring staff forum

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## Committee Reports

- **Service** - Libby Ehlers - nice flyer was created for food collection; boxes are around campus and you can give online. Members encouraged to push to departments/areas they represent
- **Mar/Comm**- Daniel Ray reported for Hannah King - working with HR to have a permanent spot for Staff Council to communicate information to all staff more regularly; electronic name tag and summary email to staff members represented was discussed
- **STAAF** - Lauren Muhl reported - upcoming advocacy appreciation for staff, more details coming; also thinking about partnering with Service for a project
- **Campus Diversity** – Daniel Ray reported – Committee met to discuss grants awarded; spring cultural celebration planning is in the works tentatively scheduled in May

## New Business

Tuition Remission working group met and will be chaired by Chelsea Derry

## November Birthdays – Jenny Branson!!!!

## Adjourn

A motion to adjourn was made by Luke Whiting and seconded by Daniel Ray, motion carried.  
Meeting adjourned at 11:49am.

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