



Baylor University

STAFF COUNCIL

MINUTES OF THE STAFF COUNCIL MEETING

October 11, 2022 10:30 A.M. Sid Richardson, Room 340

Members Present: Barker, Amos; Beverly, Doriann; Bickenbach, Jared; Black, Kimberly; Chavez, Cynthia; Cowan, Tranquility; Derry, Chelsea; Diaz-Espinoza, Crystal; Ehlers, Libby; English, Lexi; Gardell, Reese; Gibson, Brett; Hendrickson, Tosha; Hoke, Lori; Holland, Amanda; Honza, Sherri; Huntington, Andy; King, Hannah; Morgan, Janna; Muhl, Lauren; Rogers, Keegan; Telep, Andrew; Whiting, Luke

Welcome

Crystal Diaz-Espinoza

The meeting was called to order at 10:30 a.m. on October 11, 2022 by Crystal Diaz-Espinoza.

Bible verse

"Fear not, for I am with you; be not dismayed, for I am your God; I will strengthen you, I will help you, I will uphold you with my righteous hand." Isaiah 41:10

Prayer Requests & Invocation

Denise Ray

Devotional offered and then prayer

Guest Speaker

Krista Brinser

Love Where You Live | City of Waco & External Affairs

Staff Changes: Cuevas Peacock is leaving the department and 2 new staff members will join the team soon.

Solid Gold Neighbor Initiative - Focus areas - economic development, education, health, cultural wealth, city growth (partners with United Way and Waco ISD for pre-K readiness)

Get Involved! There are several ways to get involved including, Spirit Fridays, Waco Perks - discount programs (contact Krista if there are vendors you would like to see added to the list), Match Waco - board matching program, Nominate champions of change, Leadership plenty institute, Attend events - made in Waco, Shop 1st Fridays, envisioning equity and more

Approved Vendor List - External Affairs is working to enhance diversity among suppliers for the University and add more local vendors to the approved list

Resources - baylor.edu/waco and baylor.edu/externalaffairs - visit for updates on what's going on

Old Business

Crystal Diaz-Espinoza

- **September Minutes** - motion to approve by Luke Whiting and was seconded by Chelsea Derry - motion carried
- **Working Groups Update** - Crystal informed SC about number of members on each working group; will email group afterwards, will discuss goals, need a chair for each that will be in place next year
- **HR - Staff Umbudsperson update on history** - it was decided to use faculty umbudsman as university umbudsman and university would track activity; title officially changed, but not changed on website; CRM's (now HRC's) were designed to provide staff with support; there needs to be clarity across the board, so additional research is taking place; we may not need to create a working group for this issue at this time
- **University Committees**
Committee rosters were recently approved by Senate, Committee Chairs should reach out soon to members regarding meetings, etc.

Lexi English

- **Faculty Senate**

Kimberly Black

Discussed the transition of health care; had a guest speaker from Missions encouraged faculty and staff to lead and propose trips as they are working to build programs back up post-Covid

Committee Reports

- **Service** - Sherri Honza- Nov 1-15 push to collect food to the Store-amazon wish list is available, competition pending; working with spirit shirts to add an option; planning to work with Daniel on calendar to promote opportunities
- **Spirit Shirt**- Tosha Hendrickson- working on design/colors for shirts; store should open early Nov and should be open for 2-3 weeks
- **Marketing & Communication** - Hannah King - et on 10/4 more infor next month; review website to find things that need to be updated

Discussed a proposal to create a Staff Council Teams channel with individual channels for each committee. This would help centralized staff council communication, and create a repository for historical information, etc. An email has been sent to the committee chairs for their feedback.

The Committee is here to help prepare marketing materials and help get the word out on the various Staff council initiatives.

The Mar/Committee also discussed our commitment to reviewing the Staff Council Website regularly, but could really use the help of the committees who have content on the website to review the content associated with their committee.

- **By-laws** - Chelsea Derry - Proposal to adjust wording to 2 sections of Article II - Attendance and Membership with changes; **motion to accept proposal Daniel Ramirez, seconded by Luke Whiting**
- **STAAF programs**- Lauren Muhl - Committee recently learned the breakdown of staff member work locations and we will use this information plus budget to plan our events.

Austin	Dallas	Houston	Waco	Remote (home/other)
1	40	2	2126	50

New Business

DEI questions from Staff Council

Kimberly Black

In preparation for next meeting, send questions for Drs. Reid and Foley regarding DEIB

Announcements/Reminder

SC Website: Please email any changes with "SC Website Changes" in submit line to Daniel Ramirez

October Birthdays

Adjourn

A motion was made for the meeting to adjourn by Hannah King, and was seconded by Tranquility Cowan. Meeting adjourned at 12:00pm.