



# Baylor University

STAFF COUNCIL

## Meeting Minutes

*February 20, 2024, 10:00am, Sid Rich 340 Luke 10:06am 2<sup>nd</sup> by Daniel Ramirez*

### **Welcome**

Kimberly Black

### **Spiritual Formation**

Brett Gibson

### **Staff Ombudsperson Announcement**

Stephanie Fenty

- Susan Anz-Deputy Chief Business Officer, over 25 years at Baylor University
- About the role:
  - Selection: Based on the level in organization and tenure
  - Reporting: This is not an HR role. Reports directly to Chief Business Officer. Aggregate Data shared with President's Council and HR
  - Start Date: March 1, 2024
  - Purpose: The Staff Ombuds serves as a neutral, confidential resource for staff for workplace problems and challenges and serves as an advocate for fairness
    - All inquiries to the Ombuds will remain confidential except in cases of serious threat to life or property, or as otherwise required by law.
    - The Ombuds does not report the names of those who use the service to anyone without their permission.
  - Primary Responsibilities
    - Informal and neutral resource for staff to report concerns in instances where they are uncomfortable reporting through traditional reporting channels or where concerns have not been addressed by university policy/procedures.
    - Connects staff to university resources.
    - Refers staff to appropriate campus partner based on the nature of the complaint
    - Reviews and reports trends and patterns in staff concerns and develop broader University strategies to support staff
  - How to contact:
    - Email, phone, physical address/Clifton Robinson Tower, Mailing Address all available on the website, go live 3/1.

### **Old Business**

- January Minutes

Chelsea Derry

*Next Staff Council Meeting:*

*Tuesday, March 19, 2024*



# Baylor University

STAFF COUNCIL

- Rick motions to approve and Enid seconds.
- Solar Eclipse Kimberly Black
  - Conversations with HR about how complex the day is turning out to be.
  - Exec is discussing the issues of work/school issue with staff across campus. Due to staff who are required to work facilities, public safety, medical staff there will most likely not be a university closure, but to discuss accommodations with your supervisors.
  - Strategic communication from HR will be coming out as we get closer to April 8<sup>th</sup>.
- External Affairs/Childcare Information Lauren Muhl
  - Care.Com premium subscription is the official provision by the university.
  - Communications with External Affairs about if we can have a list for faculty and staff to have available with a list, not an endorsement of facilities.
  - External Affairs believes they can manage that list, so they are moving forward with compiling a list of child care facilities available in the greater Waco area.
- Staff Pins Chelsea Derry
  - Notify Chelsea of how you want to get your pin if you are off campus

## **New Business**

- Staff Council Nomination Process Update Brett Gibson
  - February 27<sup>th</sup> is the deadline to nominations.
  - You can nominate up to 3 employees, within or outside of your area. You will only be able to vote for your own division as we are a representative body.
  - We encourage everyone currently on staff council to nominate 3 people for next year's cohort.
  - Check the landing page for the divisions and departmental breakdowns
  - If at the end of elections, there are vacancies, the SC Chair can fill those seats on a one-year term.
- Faculty Senate Updates Lauren Muhl
  - Research expenditures have increased over 200% since 2018, so discussions around research infrastructure .
    - Research Administrators have a high rate of turnover, these positions are remote so you see a lot of turnovers. Currently only 3 vacancies for the RA roles.
  - COACH survey has launched
  - Piper Center will be closed during the summer. They hope with a 10 month calendar they will retain teachers.

*Next Staff Council Meeting:*

*Tuesday, March 19, 2024*



# Baylor University

STAFF COUNCIL

- There may be an update in Faculty Senate, any update will be in the chat.
- Shift in policies for International Students who are now required to have a US based healthcare policy. Update in policy potentially changes the cost of healthcare from \$250 to \$800 per semester.
- University Committee Updates Representatives
  - The diversity committee has been merged with Dr. Foley's efforts so the charter has been transferred to the Equity efforts of the university. Official Staff Council representation has been removed, so future conversations to see if we could still be present in the conversation.
- Committee Work/Reports Committee Chairs
  - Terminal Degrees working group is making headway, all program directors have been contacted to discuss the accessibility and feasibility of having a full time staff member in their program.

## February Birthdays

## Adjourn

**11:35 adjourn Lexi English 2<sup>nd</sup> Luke Whiting**

*Next Staff Council Meeting:*

*Tuesday, March 19, 2024*