

Staff Council Meeting Minutes

November 11, 2025 ▪ 10:00-11:30AM ▪ FOSTER 143/144

The meeting was called to order at 10:04am by Carl Flynn.

Staff Council Chaplain Luke Whiting shared a time of spiritual formation, encouragement, and prayer.

October 2025 minutes were approved by a motion from Hannah King.

Staff Council welcomed guest speaker Dr. Coretta Pittman, Vice Provost for Community Engagement and Belonging. Highlights from Dr. Pittman's session included:

- Her role has expanded beyond faculty (the prior scope of the role) to include staff and graduate student belonging as well.
- She is planning to launch a digital “gratitude wall” to highlight faculty and staff engaging in off and on campus community work.
- She is planning a collective scavenger hunt for faculty, staff, and graduate students to encourage community and connection.
- In the spring, she will begin meeting with staff members to learn more about how she can support them through her office.
- She is considering starting a reading group that brings faculty and staff together to build connections across campus and to discuss community and belonging.
- She is considering how to mobilize Baylor resources to serve the Waco community.
- She is working with Baylor Global Engagement on an international food festival for Fall 2026.
- She asked Staff Council members to reach out with any suggestions or questions (Coretta_Pittman@baylor.edu)

Staff Council President Chelsea Derry asked for Staff Council members to share feedback on the Faculty & Staff Appreciation Night. Feedback included:

- Mixed reviews on crowd size and how “crammed” the event was.
- Overall, most shared that the event was a lot of fun.

- People enjoyed seeing other Baylor employees they do not see often.
- People enjoyed the adult/non-kid option for those who did not want to attend the kid's movie.
- A suggestion was made to provide a map of the various food trucks and opportunities to help navigate the crowds.
- A suggestion was made to consider who qualifies to attend in order to better manage crowds.
- Mixed reviews on how well the event was advertised.
- A suggestion was made for more pre-orders and pre-packaging from food trucks to expedite the food process.
- Quite a bit of support was shared for extending the hours of the event.

Chelsea invited Staff Council feedback on Open Enrollment. A suggestion was made to make the mailed pieces opt-in and go digital as requested to save costs—if legally allowed.

Committee reports included:

- Membership Committee – Gathering data from HR to prepare for Staff Council elections.
- Staff Promotion & Recognition Working Group – Researching internal and external comparators for staff promotion and recognition.
- Constitution & By-Laws Committee – Continuing to review documents for clarity.
- Onboarding Guidelines Working Group – Researching current Baylor processes and planning to survey staff experiences.
- Marketing & Communications Committee – Planning an in-person meeting that promotes communication and community; discussing a restructuring of notes for HR email distribution.
- Advancement Committee – Discussing a spirit shop as a fundraiser during the spring semester; gathering feedback from Staff Council for items to include in the shop.
- Staff Regent Working Group – Setting up meetings with current faculty and student regents.
- Remote Employee Benefits Working Group – Working on a survey to gather information on the remote employee experience.
- Communities of Practice Working Group – Researching and exploring resources for how to create and sustain communities of practice.
- STAAF Committee – Working with The Store to explore a service event opportunity for the spring.

November birthdays were recognized and celebrated.

The meeting was closed with a motion by Luke Whiting at 11:10am.