Chair Lamar Bryant presided over the meeting. Heather Guenat acted as Secretary.

Guest Speakers:
Sinda Vanderpool gave an update on the Student Success Center. Per the Illuminate plan, Baylor’s goal for the retention rate of Freshman returning for their sophomore year is 91%. The five-year goal is to get a 70% four-year graduation rate. The current percentage is 63% retention for the four-year graduation period. The Student Success Center offers a variety of other student support initiatives including: New Student Experience classes; First in Line; a donations-based free food pantry that support for those with food insecurity; Veteran’s Office programs for student veterans; transfer student success; Pre-Law support. Students are not numbers, and what will have the biggest impact on them is interacting with them.

New Business
- Introduction of new members: Ann Westbrook and Kelsey Rowell
- Discussion of changing the Staff Council meeting calendar from 9 months to 10 or 12 months.
- Discussion of general concerns including a staff ombudsman, need for implicit bias training, staff representation on the Board of Regents, and concerns about new retirement plan.

Committee Reports
STEPP Luncheon- The first STEPP Luncheon of the year will take place on November 27 at McLane Stadium in Letterman’s Lounge featuring Drayton McLane as the speaker. The fee for the luncheon is $6.50 per person and will be charged to the individual’s account

Spirit Shirts- Hoping that final selection list is being combined at W Promotions so that they can have try-ons and get the stuff before Christmas. Committee is working on the web page for ordering and working on having a paper form available for while you try on, so you can take it with you after and order the exact thing online.

Marketing and Communications- looking into Baylor Photography Day so that they can get Staff Council headshots added to the website.

HR Advisory- pushing everyone to enroll or update their enrollments for health benefits because it closes on the 15th
Libraries/ITS - the last meeting was training to get them ready for online spaces and virtual classrooms.

All staff are encouraged to visit the Staff Council website at [www.baylor.edu/staff_council](http://www.baylor.edu/staff_council) for all the latest news and events related to Baylor Staff.