Debrief of the Staff Council Meeting
Tuesday, 18 December 2018

Chair Lamar Bryant presided over the meeting. Rebecca Nall acted as Secretary.

Guest Speakers:

**Dr. Livingstone** gave an overview of Illuminate, the new academic strategic plan that seeks to make Baylor a preeminent research institution while maintaining our Christian mission. This plan builds upon Pro Futuris that was adopted in 2012. As an institution, we need to work on academic/faculty research elements to get to the Tier 1 research level. We want to get to the next tier to build reputation but also to have better credibility and voice, there are not many Christian institutions in that tier, so it is important for us to get there to have a voice and influence policy.

There are four pillars to Illuminate: unambiguously Christian, transformational undergraduate education, growth of breadth and depth of research and scholarly pursuits, and activities and human performance in arts and athletics.

Illuminate includes five academic strategic initiatives – health, materials science, data science, human flourishing leadership and ethics, and Baylor in Latin America.

This plan includes a financial model, facilities plan, and capital campaign (Give Light). It is a comprehensive integrated approach for the university’s direction.

**Dave Rosselli** gave an update about the Give Light campaign that was announced in November. One goal of the campaign is to have 100% of faulty and staff to participate in the campaign. Everyone will need to feel compelled to give in an area that touches a passion or interest. It is Development’s job to get everyone there. Broad based participation is necessary to meet our goals, not just the large leadership gifts. During the university’s largest crisis, Baylor’s friends and alumni continued to make gifts to the university at the same level. It is important for Advancement to connect back to the 4 pillars stated in Illuminate.

A new welcome center at the corner of University Parks Drive and I-35 along with an alumni center was announced at the launch of the Give Light campaign. We may see progress on this as early as next fall. We are half-way to the goal of $1.1 billion dollars, it is a fully comprehensive plan which has all of campus working together toward the same goal. Baylor has been very successful at facility related donations, but we are also trying to build endowments to benefit the entire university.

**New Business**

- Open discussion on use of toll tags on university vehicles.
Committee Reports

**Constitution and Bylaws**: Staff Council will vote on proposed changes to the bylaws (increasing the number of annual meetings to 12 from 9) in the January Staff Council Meeting. Many things happen in the life of the university during the time Staff Council is dormant and we would like to capitalize on those summer months to be more effective.

**STEPP Luncheon**: The first STEPP Luncheon of the year was on November 27 at McLane Stadium in featuring Drayton McLane as the speaker. It was well attended with more than 110 attendees. We were able to make a donation to The Store (a food pantry for only students) at Baylor.

**Membership**: Due to a vacancy on Staff Council in the Academic Affairs division, we have asked Kasey Ashenfelter from Texas Hunger Initiative to join Staff Council. He will join us at the January meeting.

**Spirit Shirts**: A report was provided with recommendations for next year’s committee. Jeanne Carey brought up the suggestion that the spirit shirt committee be considered part of the service committee because it is a service to the university and contributed money to the scholarship fund.

**Treasurer and Scholarship**: The total pledge since 11/30/2018 are $54,296.45 with an outstanding balance of $860.00.

**Student Life**: Discussed New to BU survey that is sent to all new students. The committee noted that students can feel more or less connected to the university life depending on their race. White students felt more connected while Black and Hispanic students in general felt less connected.

**Faculty Senate** – Faculty Senate was disappointed in the way that the new retirement plan was rolled out and have informed Human Resources that they would have preferred to be involved earlier in the process. A full week for Thanksgiving break is being considered in the 2021/2022 school year.

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.