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WELCOME



FROM THE PRESIDENT

Baylor University has been proud to call Waco its home for more than 135 years. Our diverse student body of over 19,000 students comes from across the U.S. and 90 countries to enjoy all the wonderful things our hometown has to offer.

The oldest continually operating university in Texas, Baylor is one of the largest employers in McLennan County. We value our role as a community partner — providing volunteers to local organizations, collaborating with area public schools, supporting community causes and investing in the economic development and quality of life in Central Texas. We prioritize serving the community alongside remarkable leaders and organizations committed to our city. Together, we strongly believe in the potential of our community.

Though the past few years may have been challenging in some respects, both Baylor University and the Waco community have continued to thrive. The strength of our partnership is evident throughout this report as we share Baylor's commitment to areas of economic development, health, education, cultural wealth and city growth. We know the future is bright for Baylor and Waco and look forward to continued investment in our shared interests for many years to come.

ABOUT THE UNIVERSITY

ABOUT

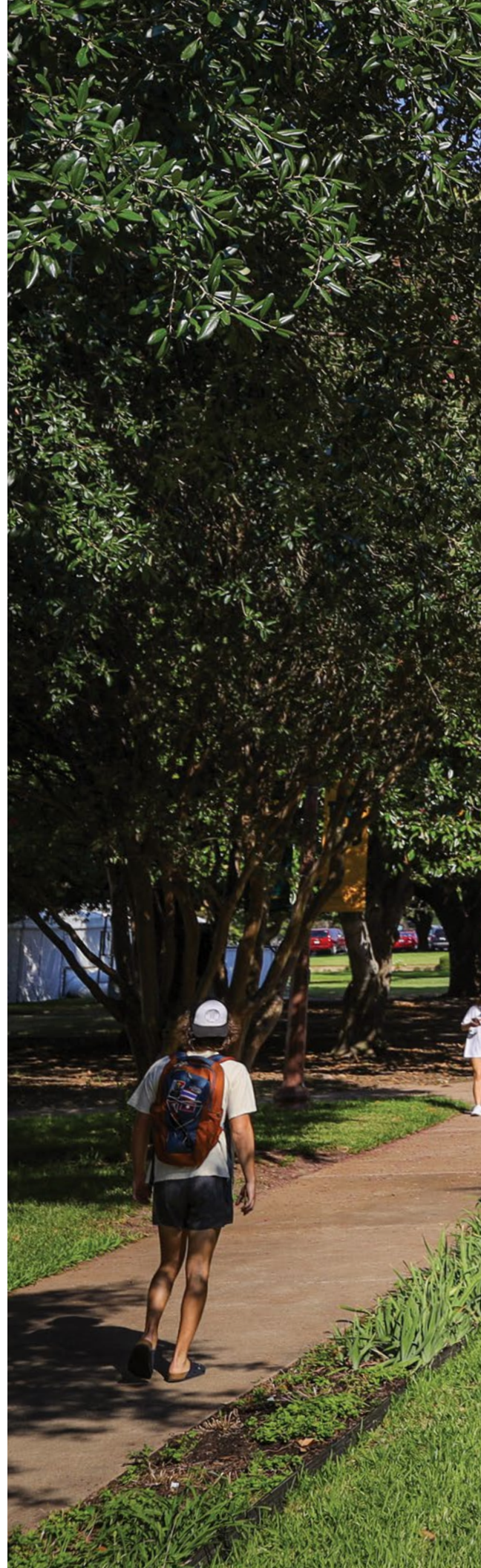
Baylor University is a private Christian university and a nationally ranked Research 1 institution located in Waco, Texas. Chartered in 1845 by the Republic of Texas through the efforts of Baptist pioneers, Baylor is the oldest continually operating university in Texas.

MISSION

The mission of the University is to educate men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community.

VISION

Guided by a bold vision, *Pro Futuris*, Baylor University is on a course toward preeminence as a Christian research university. *Illuminate*, the University's strategic plan, outlines details to that end as the University builds on historic strengths and strategically invests in new areas of research and service.





QUICK FACTS...

- The campus spans approximately 1,000 acres along the Brazos River in Waco, Texas
- Total Owned and Leased Spaces: 9,411,900 sq. ft.
- Total Enrolled Students: 20,626 (Fall 2021)
- Total Faculty: 1,151
- Total Staff: 1,774
- Degree Programs: 126 baccalaureate, 79 masters, 47 doctoral, a juris doctor and two education specialist programs
- 50 percent of the 2020 freshman class were in the top 10 percent of their high school class
- 38 percent of the Fall 2021 freshman class are minority students
- 39 percent of students live on campus in 12 residence halls
- 330 clubs and organizations, including 40 national and local sororities and fraternities
- 19 varsity sports
- Waco-area Alumni: 20,270

KEEPING #WACOSAFE

BAYLOR'S COVID-19 RESPONSE

FALL 2020

Students, faculty and staff returned to in-person learning for the Fall 2020 semester following the early months of the COVID-19 pandemic. Keeping the campus community and the University's Waco neighbors safe from spread of COVID-19 were amongst the highest priorities. Before returning to campus, faculty, staff and students were required to test negative through University-provided COVID-19 test kits from Everlywell. Additionally, upon return to campus, all University students, faculty and staff received Welcome Back Kits with supplies to keep one another and #WacoSafe.

- Welcome Back Kits with masks that were required in indoor spaces
- Tent space for socially distanced meetings and small gatherings

SPRING 2021

- Masks required indoors
- Weekly testing for all unvaccinated individuals
- MyLabsDirect Partnership to increase capacity for campus and community testing

COMMUNICATING WITH THE COMMUNITY

- Baylor Connections, a weekly podcast on KWBU
- Strategic Communications Coop participation









ECONOMIC IMPACT

Through local spending and as one of McLennan County's largest employers, Baylor University has a significant impact on the economic vitality of our community. Annually, the University spends nearly \$62 million locally and pays \$317 million in salary to full- and part-time faculty and staff.

STATISTICS

\$61,556,282

IN ANNUAL LOCAL SPENDING

8,400

TOTAL FULL-TIME, PART-TIME AND
CONTRACT EMPLOYEES

\$317 million

IN SALARY AND WAGES FOR
FACULTY AND STAFF

\$1.1 billion

IN NET ASSETS
(PROPERTY, PLANT & EQUIPMENT)



SUSTAINABILITY & TRANSPORTATION

SUSTAINABILITY HIGHLIGHT

In April 2020, a Baylor Student Government bill allocated more than \$30,000 for the planting of 26 trees in new locations across campus. Baylor Sustainability then provided funding for an additional tree, bringing the total to 27 new saplings.

"Trees help keep students cool as they walk to class (thus decreasing AC costs), prevent erosion of the land, make our campus more beautiful and may even reduce the risk of depression," explains former Student Government leader Kate Moffatt (BA '21). "With all these things in mind, the decision to draft the bill was

easy. We're so thankful for the opportunity to help improve our community."

New trees planted on campus this summer include pecan, Bradford pear, mountain laurel and Chinese pistache. The new greenery is spread across campus, including sites near Truett Seminary; Rogers Engineering and Computer Science Building; McCrary Music Building; North and South Russell, Penland, Brooks residence halls; and other locations alongside trees and benches donors have given over the years in tribute to fellow Bears.



CAMPUS KITCHEN

This student-led organization focuses on minimizing food waste and alleviating hunger in the Waco community.

Fall 2020

Students collected and donated 212 pounds of food during Turkeypalooza, the annual food drive event.

Spring 2021

In late March, pandemic restrictions lifted and the kitchen team was able to resume preparing meals for local agencies. In just a few weeks, 350 meals were distributed to their partners at Mission Waco Youth Center, The Store at Baylor and The Cove.

TRANSIT RIDERSHIP

Baylor University partners with Waco Transit to provide transportation to students, visitors and members of the community around and near campus. This provides local jobs through the City of Waco and also reduces vehicular traffic on campus to support our commitment to the environment. By providing safe and reliable transportation, Waco Transit offers more access to campus activities for students and members of the community alike.

143,079

ANNUAL RIDERSHIP

8,108.75

TOTAL HOURS OF BUS SERVICE IN 2020-2021

ZIPCAR

Zipcar, a car sharing program, provides an alternative means of transportation to the campus community. Baylor hosts two Zipcars and has 281 memberships which serve both students and the community.

ZIPCAR MEMBERSHIPS

264

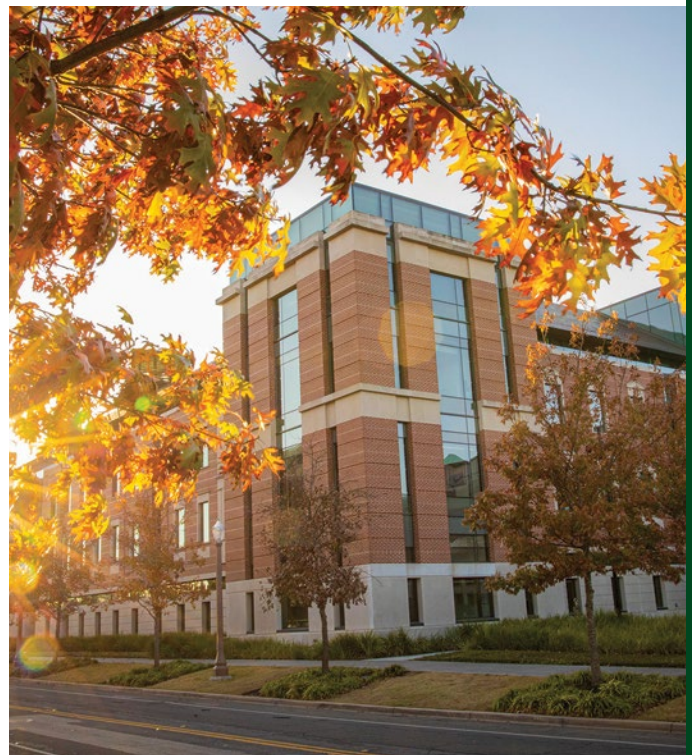
STUDENTS

17

COMMUNITY MEMBERS

ADDITIONAL SUSTAINABILITY NOTABLES:

The Baylor Campus is home to seven LEED Green Buildings. LEED (Leadership in Energy and Environmental Design certification) is a globally recognized symbol of sustainability achievement and leadership.



RESEARCH

At Baylor University, research is more than an academic enterprise. Through short- and long-term initiatives, Baylor utilizes institutional capabilities and faculty research to transform lives around the world through ground-breaking advances and evidence-based, capacity-building partnerships that address the significant challenges confronting our world and create a foundation for future discoveries — and it all starts in Waco, Texas.

\$39,765,000

TOTAL RESEARCH SPENDING

RESEARCH HIGHLIGHTS

205

ACTIVE PATENTS
(INCLUDING THOSE PENDING)

71

PATENTS ISSUED IN FISCAL YEAR 2021
(U.S. AND/OR FOREIGN)

25

PATENTS FILED IN FISCAL YEAR 2021
(U.S. AND/OR FOREIGN)





WHERE WE ARE, WHERE WE ARE GOING:

Illuminate, Baylor University's strategic plan, has one overarching goal: To bring light to the world as we accelerate our quest toward preeminence as a Christian research university, building on Baylor's historic strengths and strategically investing in new areas of research and service.

In the 2020-2021 fiscal year, Baylor was classified as an R2 institution with high research activity. Baylor continues to pursue research excellence in every area of the University. (As this report neared completion, Baylor was named a Research 1 university as classified by the Carnegie Classification of Institutions of Higher Education, placing it among the nation's most elite universities.)

RESEARCH

(CONTINUED)



LAB TO MARKET AT THE BRIC

Lab to Market Collaborative (L2M) is a united effort between Baylor University, Blueprints Lab and Waco Ventures to establish a perpetual pipeline of ideas, inventions and technologies and to effectively move them from the laboratory to the marketplace with speed and agility. L2M uniquely translates technology into products and services that have real-world impact.

The collaborative's innovative lab-to-market process brings together three independent organizations that provide unique expertise to drive invention, development and sales of high-quality, lower-risk technologies.

2020-2021 Accomplishments

L2M received a \$1.5 million grant from the U.S. Department of Commerce to fully

develop the L2M program and to facilitate the process of industry using Baylor core research capabilities as well as faculty research and development abilities. The grant funds a prototyping function that moves technologies into the marketplace and the necessary labor force to analyze which technologies are worthy of such investment.

L2M and Waco Ventures launched Verifi Technologies to provide Nondestructive Evaluation (NDE) and Nondestructive Testing (NTE) of composite materials. Based on the work of Baylor engineering professor David Jack and his team, Verifi Technologies uses modified ultrasound processing and unique proprietary control systems to do real-time structural analysis testing of composite materials in aircraft, automobiles, racing bikes, military equipment and many other products. The solution this provides in manufacturing



and operational equipment testing is game-changing and valuable due to the lowering of manufacturing costs and the reduced downtime caused by safety testing.

Baylor announced an anonymous alumni gift of \$1.5 million to establish a newly endowed faculty position for L2M in Honor of Terry S. Maness, D.B.A. The Terry S. Maness Endowed Chair in Lab-to-Market Entrepreneurship also qualifies for the Foster Academic Challenge program, a donor-supported dollar-for-dollar match for faculty positions that advance the priorities of *Illuminate*. The Maness Endowed Chair will assist L2M with leadership, strategic planning and coordination of collaborations between faculty and industry stakeholders to produce viable and efficient strategies for the commercialization of research.

ADDITIONAL RESEARCH NOTEABLES:

- The Baylor Science Building is home to 500,000 square feet of labs, classrooms and offices.
- The Baylor Research and Innovation Collaborative is home to over 300,000 square feet of functional space, with 63,000 square feet built out for academic research and 13,500 square feet built out for industrial collaborative partners.



CULTURAL ENRICHMENT:

FINE ART

Opportunities for cultural enrichment abound at Baylor University, where visitors can experience campus museums, theatrical and musical performances and more. While COVID-19 impacted how these offerings were delivered, the University continued to showcase cultural arts through virtual offerings and in-person opportunities with special health and safety measures in place.





Baylor's renowned art, theater and music departments host high-caliber productions, shows and concerts that are open to the public. Both theater and music are involved in the community in various ways, including summer camps and special performances for school groups.

THEATER

- 12 shows last season (1 in-person and outdoors, 11 virtual)
- 4,550 virtual tickets sold
- 91 student acting opportunities
- 53 student design opportunities

MUSIC

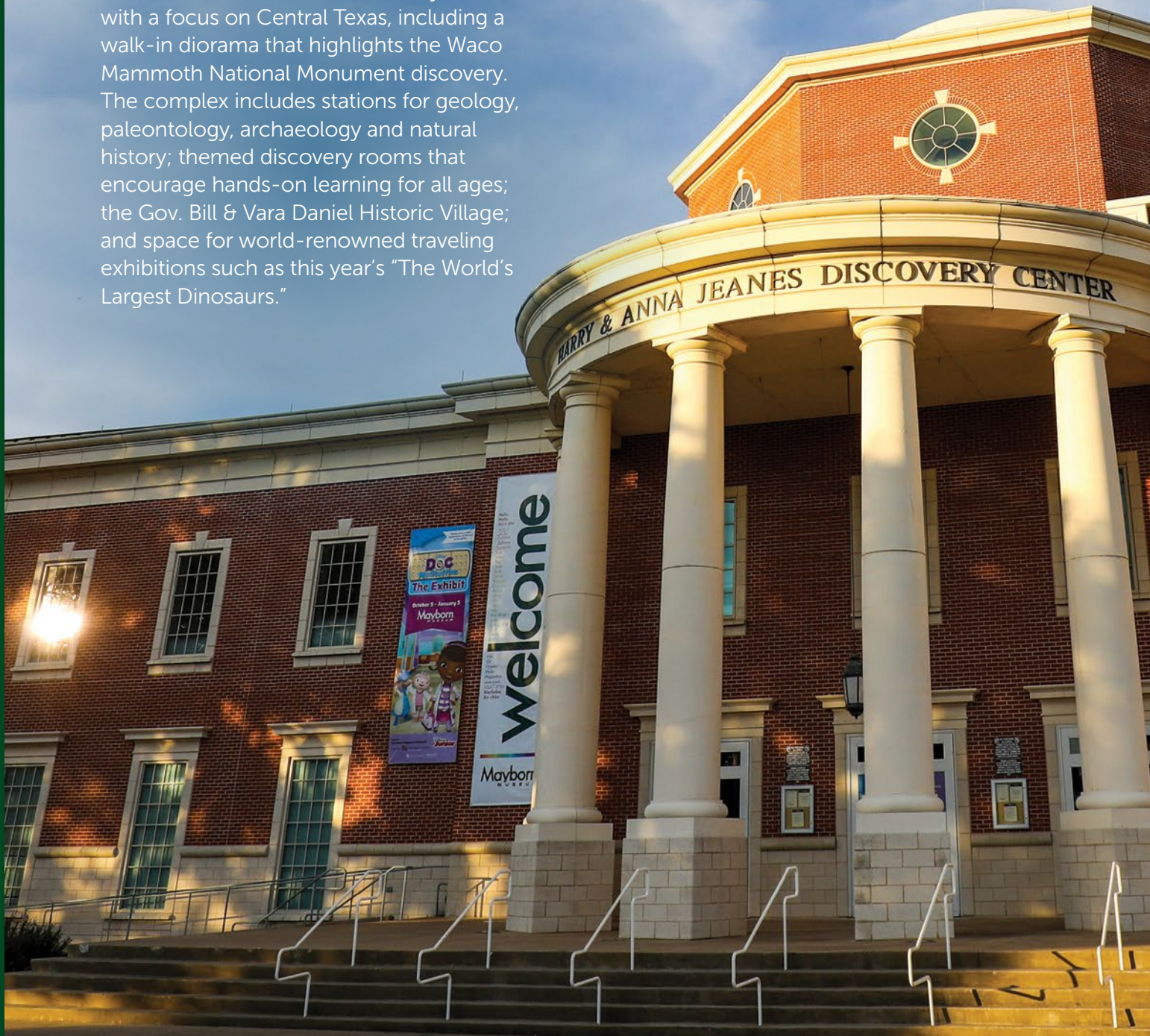
- 375+ free performances available through in-person and live streaming
- 5,000 special events tickets for live performances
- 200 Summer Music Camp attendees (2021 via livestream), 800 Summer Music Camp attendees planned for Summer 2022
- Semper Pro Musica Solo and Chamber Music Competition Final Round
- Baylor Symphony Orchestra Youth Concerts, in partnership with the Waco Symphony Orchestra, reach 6,000 students each year.



CULTURAL ENRICHMENT: MUSEUMS AND CAMPUS ATTRACTIONS

THE MAYBORN MUSEUM COMPLEX

The Mayborn Museum Complex features a natural science and cultural history museum with a focus on Central Texas, including a walk-in diorama that highlights the Waco Mammoth National Monument discovery. The complex includes stations for geology, paleontology, archaeology and natural history; themed discovery rooms that encourage hands-on learning for all ages; the Gov. Bill & Vara Daniel Historic Village; and space for world-renowned traveling exhibitions such as this year's "The World's Largest Dinosaurs."





THE MARTIN MUSEUM

The Martin Museum of Art is committed to the advancement and understanding of art through an active program of collections, stewardship, conservation, innovative exhibitions, education, interpretive programs and special events to serve and enrich Baylor University and the communities of Waco and Central Texas. Free to the public, Martin Museum serves as a vital resource for teaching and scholarship in a broad variety of disciplines.

THE ARMSTRONG BROWNING LIBRARY

The Armstrong Browning Library is a research center and museum dedicated to the study of the lives and works of Victorian poets Robert and Elizabeth Barrett Browning. It houses the world's largest collection of Browning materials and other fine collections of rare 19th century books, manuscripts and works of art.

BEAR HABITAT

School groups and campus visitors frequently enjoy visiting the home of the Baylor mascots, Judge Joy and Judge Lady. The two North American black bears make their home on Baylor's campus at the Bill & Eva Williams Bear Habitat. The Bear Habitat is fully accredited by the U.S. Department of Agriculture as a Class C Zoo and is the first university facility in the world to earn Association of Zoos and Aquariums accreditation. The habitat offers guided tours by request.



CULTURAL ENRICHMENT:

CAMPUS VISITS AND LOCAL ALUMNI EVENTS

STUDENT LIFE

Although the Division of Student Life's work on campus is directed to and for the Baylor student body, many of its events are open to the public and bring in a number of visitors to campus. Baylor University's Homecoming celebration is the oldest in the nation. Due to the COVID-19 pandemic, many of these events took place virtually, broadcasting local traditions to a larger audience.

While the Homecoming parade did not occur in 2020, local businesses lining the traditional parade route and located throughout downtown rallied alongside the University for The Art of Homecoming. Twelve local businesses hosted a Homecoming mural painted by a local artist on their storefronts for the duration of Homecoming weekend.





ADMISSIONS EVENTS

Baylor's Undergraduate Admissions office hosts a number of events annually drawing thousands of prospective students and their families to Waco for tours and activities on the Baylor campus and in the community.

ADMISSIONS EVENTS

6,758

CAMPUS VISITS/IN-PERSON TOURS

40,070

VIRTUAL/ONLINE EXPERIENCES

15,534

PEOPLE ON CAMPUS
FOR ADMISSIONS EVENTS

ALUMNI

Over 20,000 Baylor alumni call Waco home, flinging their green and gold locally. Baylor Alumni Engagement hosted 119 virtual opportunities that could be accessed by Waco alumni, friends and families.

In-person and virtual "Made in Waco" events showcased the stories of local entrepreneurs, including Hole in the Roof, Waco Cha, Waffle Chic, Quetzal Co. Tacos and Nightlight Donuts.

ATHLETICS



Baylor's world class athletics department is guided by the vision of *Preparing Champions for Life*. Each year, our student-athletes engage with the local schools and organizations through service hours, all while performing at the highest level on the field. Together, the campus community and the city rally behind the Bears as Waco cheers for the home team on gameday.

STUDENT ENGAGEMENT AND SERVICE IN 2020-21

- 1,174 community engagement hours
- Student-athletes volunteered 1,203 hours throughout the Waco community
- 308 student-athletes served the Waco community, with 129 completing at least four hours of service, making up 885 hours total
- 212 student-athletes went to at-risk Waco elementary schools, in-person or virtually, to support their efforts to increase reading literacy rates among third grade students
- Baylor's Student-Athlete Advisory Committee (SAAC) collaborated with the local YMCA to do an Easter Egg Hunt and the Salvation Army for a clothing drive to serve the Waco community

STUDENT ENGAGEMENT & SERVICE

1,174

COMMUNITY ENGAGEMENT HOURS

1,203

HOURS OF VOLUNTEER SERVICE BY STUDENT-ATHLETES

212

STUDENT-ATHLETES WENT TO AT-RISK ELEMENTARY SCHOOLS TO HELP IN READING LITERACY



SHOWCASING THE CITY

Baylor hosted 102 NCAA Division 1 home games in Waco which aired on FOX and ESPN's family of networks during the 2020-2021 academic year. The Worldwide Leader in Sports shared scenes of Waco on national broadcasts for football (4), men's basketball (11), women's basketball (13), baseball (30), softball (18), volleyball (13), soccer (8) and acrobatics & tumbling (5).

NATIONAL CHAMPIONS

Men's Basketball Champions: In the national title game match-up, head coach Scott Drew's

Bears blew out national No. 1 seed (and previously undefeated) Gonzaga 86-70 to hoist the trophy for the program's first national championship.

Parade & Celebration: On April 13, 2021, Baylor University, the City of Waco, the Greater Waco Chamber of Commerce and the Bear Foundation, alongside the Waco community, honored the championship team with a parade and ceremony throughout downtown Waco. The parade commenced at 14th and Austin Avenue, ending in front of City Hall, and included student-athletes, coaches, administrators, invited guests, local city officials and other honorees.

A CULTURE OF COMMUNITY SERVICE

Throughout the academic year, the Baylor Family, including faculty, staff and students, volunteered more than 150,000 hours serving the community and supporting local organizations and initiatives through service projects, philanthropy and beyond. Student organizations, academic units and more pitch in outside of the classroom to help Waco thrive.

STEPPIN' OUT

Fall 2020: Volunteers assembled “no-sew” blankets for the Humane Society and Compassion Ministries, created holiday stockings for Soldier’s Angels, and assembled hundreds of toiletry kits for local shelters and pantries. Volunteers also completed online projects to positively impact their communities.

Spring 2021: Volunteers cleaned outdoor sites, donated food, donated to charity and served virtually. Their work provided Shepherd’s Heart with 428 pounds of food and \$2,037 in donations, feeding 413 families. Thirty-two student organizations volunteered with Keep Waco Beautiful’s clean-up project, completing more than 800 hours of service, collecting 235 bags of trash and cleaning nine locations.





BAYLOR AUTISM RESOURCE CENTER (ARC)

Baylor ARC under the School of Education (SOE) provided nearly 3,000 hours of autism-related services to the community through weekly clinic-based programming and applied research intervention.

School of Education faculty Dr. Stephanie Gerow and Dr. Tonya Davis have been awarded approximately \$2 million in external funding to support applied research and community outreach interventions that provide free essential services and educational opportunities for individuals with autism and their families and caregivers.

External funding from the Organization for Autism Research provided an SOE doctoral student (Marie Kirkpatrick) the opportunity to explore, within a local school district, the use of iPads to support mathematics learning, on-task behavior and social interactions for young students with autism.

A CULTURE OF COMMUNITY SERVICE

(CONTINUED)

GEORGE W. TRUETT THEOLOGICAL SEMINARY

Truett hosts community programs in partnership with local organizations including Mission Waco and La Puerta Waco. Forty-two Truett students served in local churches and non-profits and 11 students volunteered their time at summer youth programs.

LIVING-LEARNING CENTER

Baylor's Residence Hall Association's move out food donation drive raised 1,397.25 pounds of food for The Store, the University's on-campus food pantry.

The Honors Residential Community

- The HRC Service Committee organized eight letter-writing events through the Loving Through Letters Service Project, where students wrote letters of encouragement to groups in the greater Waco Community, including local retirement homes and Aramark staff members.
- On Mondays and Thursdays, volunteers from the HRC served as tutors for reading, math and science through after-school programs at G. W. Carver Middle School in East Waco.
- In March 2021, the HRC hosted a collection drive for The Cove.
- volunteered throughout the year at local food pantries on and off campus, including Caritas, Shepherd's Heart and The Store
- distributed food at the Free Farmers Market
- donated items to food drives, including the Thanksgiving Food Drive and the Cesar Chavez Middle School Drive
- delivered the Santa's Workshop Experience Kit to seven different schools
- collected reusable water bottles for students in the Transformation Zone schools
- delivered meals to quarantined students

Lead LLC students

- delivered 1,063 student and 145 staff encouragement cards to J.H. Hines Elementary and G.W. Carver Middle School

Baylor & Beyond LLC students raised \$545 for World Hunger Relief, Inc. through Christmas t-shirt sales and various competitions.





HEART OF TEXAS REGIONAL HISTORY FAIR

The Heart of Texas Regional History Fair took place virtually. A total of 120 students from 18 schools across Waco and the Belton/Temple area participated. Eighteen teachers sponsored the students. Eleven students from our region went on to win at the Texas History Day competition in April and seven of those students advanced to National History Day. The regional event was made possible with the support of local businesses, Baylor departments, museums and nonprofit organizations.



A CULTURE OF COMMUNITY SERVICE

(CONTINUED)

SCHOOL OF EDUCATION

- Graduate students and undergraduate students provided approximately 86,600 hours of service in classrooms and districts across McLennan County.
- An additional 86,000 hours of student volunteer service hours took place in tutoring sessions, both in group and one-on-one settings for K-12 students.
- Baylor faculty and graduate students provided support to more than 300 local and state-based families through the Caregiving Coaching program, a telehealth training program for parents of children with developmental disabilities. The Baylor volunteers used Baylor-provided iPads and video conferencing to help parents define behavioral goals and implement evidence-based Applied Behavior Analysis Strategies.

HANKAMER SCHOOL OF BUSINESS

- During the Christmas season, the Hankamer School of Business partnered with University High School's Make a Wish Come True program for children in Waco ISD, providing 20 \$100 gift cards to help ensure these children had a Christmas gift.
- Through VITA (Volunteer Income Tax Assistance Program) in coordination with University High School and La Vega High School, 40 Baylor accounting majors and three professors participated in the IRS' VITA program. Baylor representatives were heavily involved in preparation and quality review of approximately 650 tax returns, generating more than \$1.1 million in refunds for Waco-area taxpayers.





DIANA R. GARLAND

SCHOOL OF SOCIAL WORK

- Baylor's GSSW hosted trainings on community mental health and addressing anti-racism. The Trauma Sensitive Congregations Luncheon Series and Difficult Conversations Series were hosted by the Center for Church and Community Impact in partnership with Baylor Public Deliberation.
- Social work interns provided more than 125,000 hours of community service this year. Student placements and partnerships with Waco ISD, Waco Family Medicine, the Veterans Administration and Ecclesia Community Church provided unique opportunities for students to receive funding and provide notable community impact.
- The Garland School of Social Work had 28 BSW and 94 MSW interns placed in Waco in the 2020-21 academic year.

A CULTURE OF COMMUNITY SERVICE

(CONTINUED)



BAYLOR LAW SCHOOL

Adoption Day 2020 was the 13th annual adoption event. Twenty-nine children were adopted by 21 families, bringing the total since 2008 to 338 children adopted through this program. Forty-six law students volunteered in 2020. Baylor Law received \$1,500 in cash and about \$1,200 of in-kind donations from alumni and the community to provide a gift basket for each child who was adopted that day.

Operating in one of the most expensive and highly specialized areas of law, Baylor Law's Intellectual Property Law & Entrepreneurship Clinic helps enterprising inventors, budding businesses and creative not-for-profit entities with patents, trademarks and other intellectual property matters. Serving as a pro bono clinic, clients pay no legal costs for services, while students receive valuable hands-on experience in one of

the profession's most complex and fastest growing arenas.

- Total number of clients for this fiscal year: 24
- Total number of student volunteers: 17

In February 2021, Baylor Law School successfully put on the 16th People's Law School, despite road closures and power outages due to the winter storm. The purpose of this event is to provide the public with an "open law school" so that they can learn about their legal rights and better understand the legal system. The seminar had 500 registered attendees and 15 speakers, which included faculty and practicing attorneys. Attendees chose three of the 15 offered courses completely free of charge. Law students volunteered and helped to facilitate the webinars and emcee the sessions.



HIGHLIGHTS

29

CHILDREN WERE ADOPTED BY
21 FAMILIES

338

CHILDREN HAVE BEEN ADOPTED
THROUGH BAYLOR'S ADOPTION
DAY PROGRAM

\$2,700

IN DONATIONS
(EITHER IN CASH OR IN-KIND)

ENVISIONING EQUITY

During 2020, Baylor's Office of External Affairs launched the Envisioning Equity series that provides space for Wacoans to come together and learn of opportunities to address inequities in the areas of health, education, economic opportunity and criminal justice. Panels featured community experts including Dr. Illiana Neuman, Paula Solano, Mariela Guitterez and Louis Garcia and covered topics such as the role of structural racism in COVID-19 inequities, how race impacts practitioners and patients, and how to achieve racial equity in healthcare through community collaboration.



COMMUNITY ENGAGEMENT INVENTORY

Across campus, faculty and staff are committed to advancing Baylor's mission of worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community. The Waco Community Partnership Survey, a collaboration between the Office of External Affairs and departments across campus, was created out of the need to identify and quantify the impact that Baylor faculty and staff are having in the Waco community. Particularly, we sought to answer the question: In what capacity are Baylor faculty and staff collectively impacting the Waco community by leading, engaging and supporting?

During the summer of 2020, all 2,883 faculty and staff were asked to complete the Waco Community Partnership Survey via a University-wide email. The survey was divided in three sections to capture the three main areas of Baylor's mission: Academic Engagement, Service Engagement and Leadership Engagement. Each section provided a list of initiatives and definitions related to each area of engagement to guide participants throughout the survey. Both quantitative and qualitative data was chosen to be collected to provide greater depth to the impact of faculty and staff.

Over 30% of faculty and staff completed the survey with 76% and 20% of those involved in academic and service engagements, respectively. With Baylor University being home to more than a thousand faculty members who

are experts in their field of study, this survey provided greater insight on the skills that faculty and staff can offer in support of the community. Program management, strategic planning and leadership development resulted as the top three skill sets held by faculty and staff who responded. Community organizations are currently represented by Baylor faculty and staff serving in various leadership roles in over 10 well-defined focus areas. Over 20% of faculty and staff who have not previously engaged in leadership opportunities answered positively to being interested in serving — solidifying the commitment to leadership and guidance as the University seeks to expand its impact.

The Waco Community Partnership Survey highlighted the various ways faculty and staff are engaging with community partners—furthering intentional and purposeful community engagement. Current findings will be utilized to further develop the online repository of University-wide resources that will be available to local nonprofits and organizations in the Waco community in four main areas: capacity, grantmaking, recognition and strategy, which are available to local nonprofits and organizations in the Waco community. Those who are interested in serving will be contacted to gain more insight on commitment and be listed as a community partner. Future iterations of the survey will target departments with low response rates to more accurately capture the collective impact across the institution.

The Office of External Affairs strives to lead, engage, support and celebrate the collective impact of Waco. The Waco Community Partnership Survey highlighted the impact of faculty and staff committed to working in partnership with our neighbors. We are committed to continual collaboration with Baylor partners in marshaling the resources of the University in support of goals and opportunities that are important to our community.



KEY FINDINGS

1,034

TOTAL RESPONSES

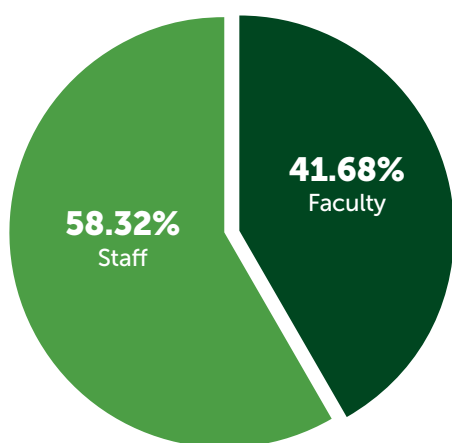
603

STAFF RESPONSES

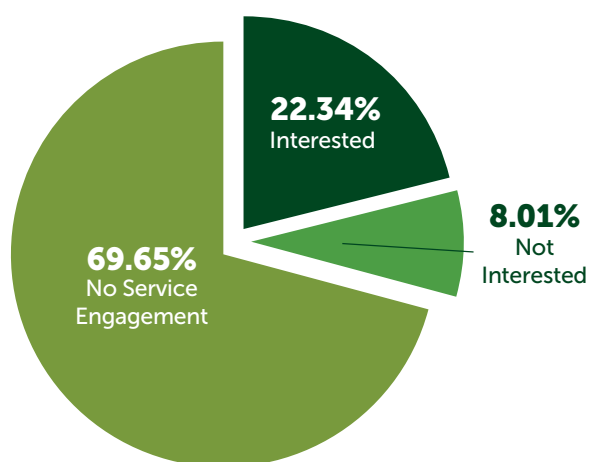
431

FACULTY RESPONSES

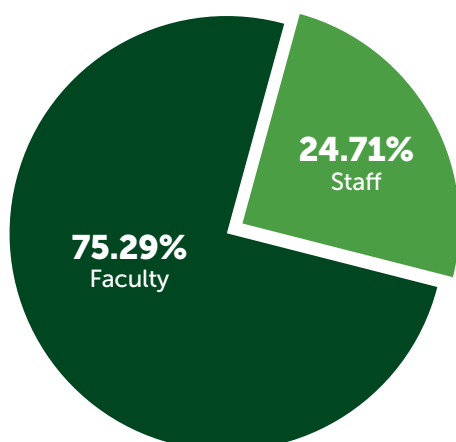
**TOTAL
RESPONSES: 1,034**



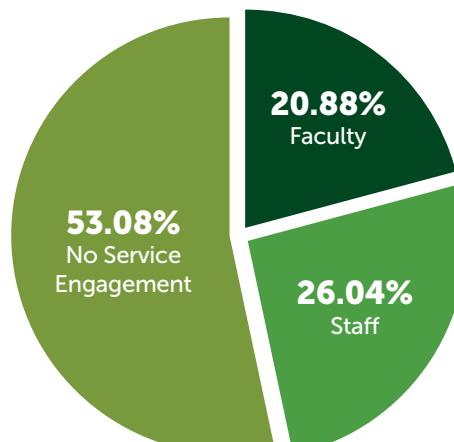
**RESPONDENTS
INTERESTED IN SERVING**



**FACULTY VS. STAFF
ACADEMIC ENGAGEMENTS**



**FACULTY VS. STAFF
SERVICE ENGAGEMENTS**

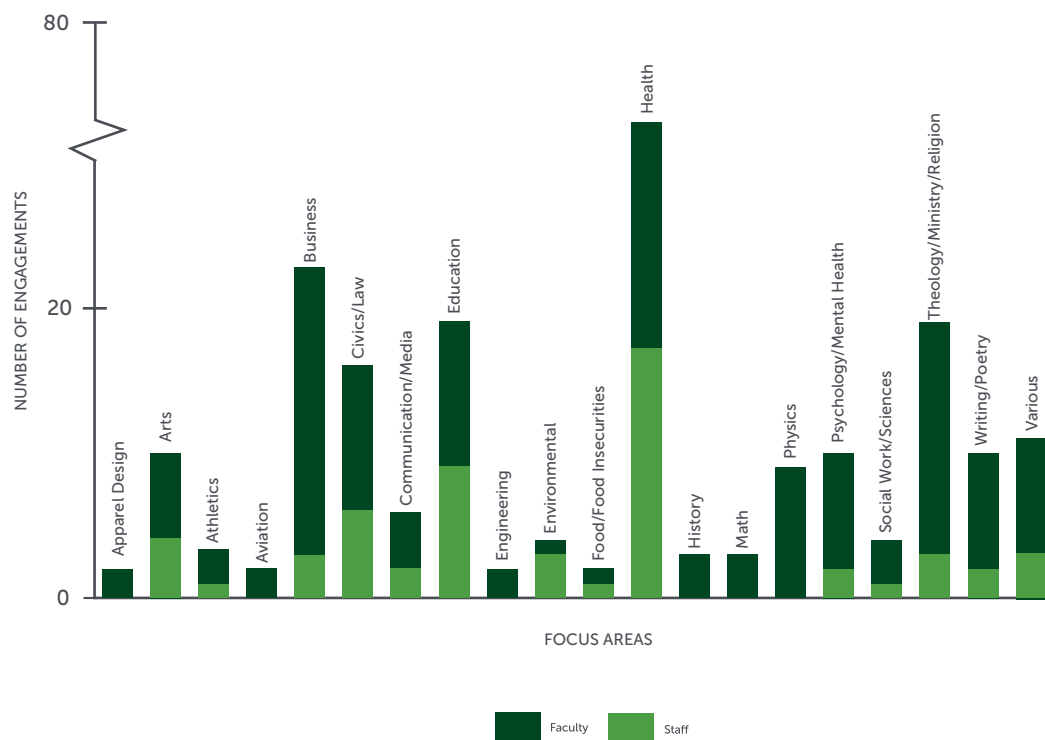


KEY FINDINGS:

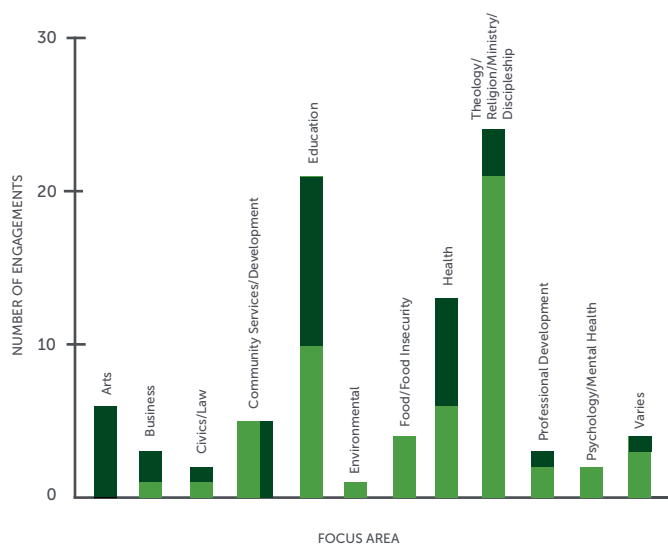
FOCUS AREAS

(CONTINUED)

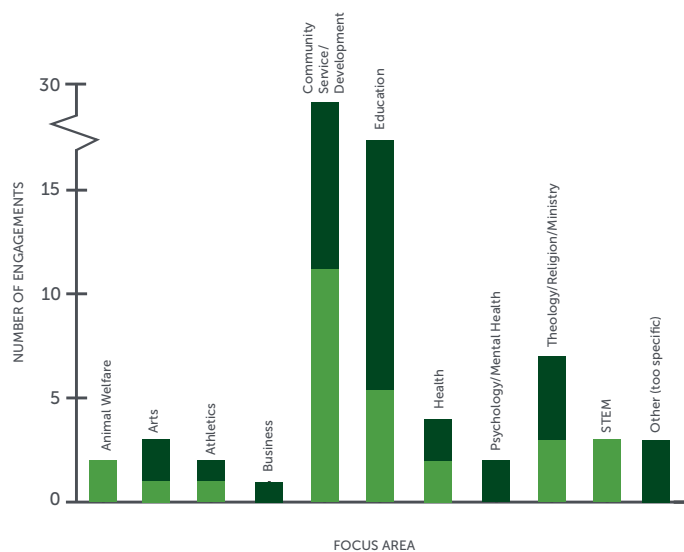
ACADEMIC ENGAGEMENTS



SERVICE ENGAGEMENTS



LEADERSHIP ENGAGEMENTS





TOP AREAS WHERE THERE IS A DESIRE TO SERVE

#1 - Education

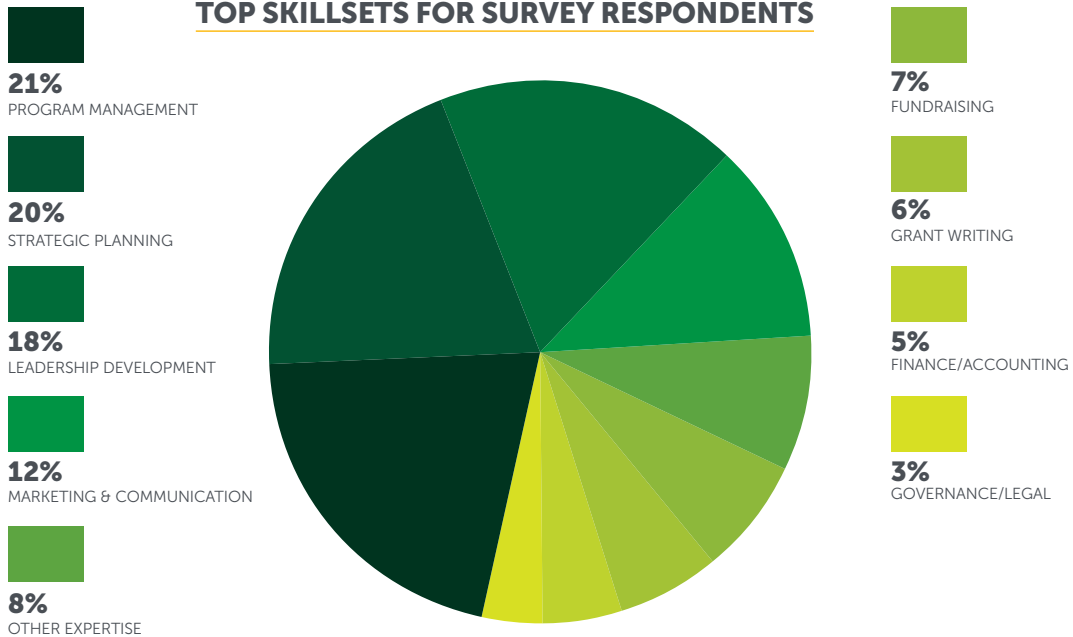
#2 - Health

#3 - General Science

#4 - Arts

#5 - Ministry

TOP SKILLSETS FOR SURVEY RESPONDENTS



\$8,500

COMMUNITY CANCER ASSOCIATION

The Community Cancer Association is a nonprofit in McLennan County that works with local cancer patients and their families to address some of the financial issues that occur as a result of their health condition.



\$15,000

ESTHER'S CLOSET

Esther's Closet is a program that offers professional, size-inclusive clothing to women who have upcoming interviews or have found employment as well as professional development and industry-specific certification programs.



\$21,700

TALITHA KOUM INSTITUTE

Talitha Koum Institute is a mental health therapeutic nurturing center focusing on the brain development of at-risk children from infancy to 5 years old.



\$4,800

THE COVE

Philanthropy & the Public Good: Learning How to be Solid Gold Neighbors

Each fall semester, a group of Baylor students takes part in a class designed to ignite interest and participation in philanthropy, encourage giving and equip students to make a transformational impact. Through the course, students research and consider more than 60 nonprofits from the community, and after an intentional, thorough evaluation, select a short list of organizations to visit and recommend for consideration through formal presentations.

By the end of the semester, students have a narrowed the list of organizations and recommend their selections for funding. They partner with the Solid Gold Neighbor Ambassador Council to grant thousands of dollars to area organizations. The course not only teaches students how to evaluate nonprofits and understand the grantmaking process, it also encourages students to think critically about their place in the nonprofit world and consider how to give back to their communities after leaving Baylor.

Fall 2020 funding for the course was provided by the Baylor/Waco Foundation, led by the Solid Gold Neighbor Ambassador Council and composed of 25 local community members representing the five areas of focus of Baylor's Solid Gold Neighbor community engagement initiative: economic development, health, education, cultural wealth and city growth. Additional funding was provided by Aramark and the Philanthropy Lab.

Following COVID-19 masking and physical distancing guidelines, students gathered in the Cox Reception Hall in Armstrong Browning Library, along with President Linda A. Livingstone, Ph.D., to deliver the good news virtually to each nonprofit. The class of 16 students spent the semester evaluating nearly 50 nonprofit organizations, ultimately landing on the seven to fund:



\$5,000

ADVOCACY CENTER FOR CRIME VICTIMS AND CHILDREN

The Advocacy Center is an umbrella nonprofit organization of programs that serve to bring about healing to children and adults who are victims of crime and to facilitate change to end violence through advocacy, collaboration and community awareness.



\$10,000

CARE NET PREGNANCY CENTER OF CENTRAL TEXAS

Care Net Pregnancy Center provides a caring, confidential atmosphere to discuss pregnancy options and sexual health while respecting each individual.



**BAYLOR
★ WACO
FOUNDATION**

The Baylor/Waco Foundation, guided by local business leaders and current Baylor students through Baylor's Philanthropy & Public Good course, grants funds to local nonprofits working in economic development, health, education, cultural wealth and city growth, focus areas of Baylor's community engagement initiative.



\$15,000

CASA OF MCLENNAN COUNTY

CASA of McLennan County's mission is to provide a trained volunteer, a Court-Appointed Special Advocate, for every abused and neglected child in the county so they may ultimately thrive in safe, nurturing and permanent homes.



The Cove is a teen nurturing center designed to provide a safe space for students experiencing homelessness to access the resources they need to thrive.



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