

Staff Senate Strategic Plan 2025-2030

VALUES

Advocacy

Driving positive change by gathering resources, implementing initiatives that enhance the well-being and success of LSU Staff, raising awareness, and amplifying their voices to make meaningful impact.

Accountability

Upholding accountability by ensuring our actions align with our values through transparency and clear communication

Communication

Ensuring transparency and engagement across all staff levels through consistent updates, feedback mechanisms, and multi-channel outreach.

Involvement

Encouraging active staff participation in Senate initiatives, leadership, and decision-making to strengthen engagement and collaboration.

Representation

Providing recognition through collaboration, staff empowerment, appreciation, participation, and inclusion.

SUPPORTING GOALS

GOAL 1: STAFF REPRESENTATION IN UNIVERSITY GOVERNANCE. Enhance staff leadership, visibility, and participation in university decision-making, ensuring that staff voices influence institutional policies.

- **Objective 1: Strengthen staff influence in university policy decisions.**
 - **Strategy 1.1:** Expand staff representation in governance, legislative processes, and institutional decision-making.
 - **Tactic 1.1.1:** Hold quarterly meetings with senior administration to provide structured input on staff-related policies.
 - **KPI:** Number of meetings held; documented policy changes from staff input.
 - **Tactic 1.1.2:** Meet regularly with the council of staff advisors to facilitate conversation on system-wide issues.
 - **KPI:** Number of meetings, collaborative initiatives launched.
 - **Tactic 1.1.3:** Hold annual meetings with Faculty Senate and Student Government to align on shared governance efforts.
 - **KPI:** Number of meetings, joint initiatives implemented.
 - **Tactic 1.1.4:** Secure additional staff seats on university-wide committees and governance councils.

- **KPI:** Number of new staff seats added; impact on decision-making.
- **Objective 2: Strengthen Staff Senate structure, leadership, and effectiveness.**
 - **Strategy 1.2:** Optimize Staff Senate operations for sustainability and efficiency.
 - **Tactic 1.2.1:** Conduct a survey of past Senate presidents to assess alternative presidency term lengths.
 - **KPI:** Survey completion, approval of new term structure.
 - **Tactic 1.2.2:** Conduct quarterly strategy meetings between executive staff and committee chairs to enhance coordination.
 - **KPI:** Number of meetings, documented improvements in collaboration.
 - **Tactic 1.2.3:** Annually review and update committee charters to ensure alignment with institutional priorities.
 - **KPI:** Completion of reviews, feedback from committee members.
- **Objective 3: Strengthen staff appreciation and recognition programs.**
 - **Strategy 1.3:** Continue to foster a culture of staff recognition and engagement.
 - **Tactic 1.3.1:** Organize quarterly staff appreciation events (luncheons, awards, networking).
 - **KPI:** Number of events, staff participation rates.
 - **Tactic 1.3.2:** Develop and implement staff recognition initiatives (e.g., monthly awards, leadership spotlights).
 - **KPI:** Number of recognition programs launched; staff feedback on morale.
 - **Tactic 1.3.3:** Regularly assess appreciation efforts and identify new ways to support staff.
 - **KPI:** Staff feedback received (e.g. surveys, ratings, website feedback form submissions)

GOAL 2: ADVOCACY & DEVELOPMENT. Enhance staff well-being, safety, and professional growth by advocating for resources, training, and security initiatives.

- **Objective 1: Improve staff safety, well-being, and security.**
 - **Strategy 2.1:** Implement initiatives that enhance staff well-being and preparedness.
 - **Tactic 2.1.1:** Partner with university health and/or wellness-related units (e.g., LSU Rec Center, Department of Kinesiology, Department of Social Work) to offer mental health and wellness opportunities (e.g., stress management, mindfulness, exercise, nutrition, etc.).
 - **KPI:** Number of events, participation rates, survey feedback.
 - **Tactic 2.1.2:** Work with the Office of Emergency Preparedness and LSU Police to develop safety plans for campus units.
 - **KPI:** Number of plans created; staff participation in drills.
- **Objective 2: Expand staff professional development opportunities**
 - **Strategy 2.2:** Strengthen access to career advancement, skill-building, and leadership programs.

- **Tactic 2.2.1:** Seek feedback from staff to assess training needs and priorities.
 - **KPI:** Stack responses, implementation of new initiatives based on feedback.
- **Tactic 2.2.2:** Collaborate with HRM, LSU Online & Continuing Education, Faculty Technology Center, and ORED, et al. to expand training opportunities.
 - **KPI:** Number of staff participants in training opportunities, and participant feedback.

GOAL 3: EFFECTIVE COMMUNICATION & OUTREACH. Increase staff awareness, engagement, access to university resources, and transparency of staff senate activities through improved communication strategies.

- **Objective 1: Improve staff access to university decisions and resources.**
 - **Strategy 3.1:** Strengthen internal communication channels for staff updates and engagement.
 - **Tactic 3.1.1:** Utilize newsletters, social media, and email campaigns to share important staff updates.
 - **KPI:** Engagement rates, number of information campaigns conducted.
 - **Tactic 3.1.2:** Assign senators to relay key information to respective department/unit staff via staff meetings, email communication, etc.
 - **KPI:** Number of meetings attended, emails communicated, feedback from departments/unit.
- **Objective 2: Strengthen direct engagement with staff.**
 - **Strategy 3.2:** Personalize communication and outreach strategies.
 - **Tactic 3.2.1:** Send personalized invitations and reminders for staff events.
 - **KPI:** Event attendance, feedback on outreach methods.
 - **Tactic 3.2.2:** Work with HRM to be included in onboarding of new hires
 - **KPI:** Number of employees receiving information packets, number of orientation visits, feedback from new employees.
 - **Tactic 3.2.3:** Expand marketing of staff scholarships and professional development funds to ensure awareness and accessibility.
 - **KPI:** Number of applications, increase in staff participation in development programs.
 - **Tactic 3.2.4:** Hold Staff Senator “Office Hours” on Teams for staff to communicate directly with senator(s)
 - **KPI:** Number of sessions, attendees
- **Objective 3: Increase visibility of Staff Senate initiatives.**
 - **Strategy 3.3:** Expand Staff Senate presence across campus and online.
 - **Tactic 3.3.1:** Identify key campus events for Staff Senate participation.
 - **KPI:** Number of events attended; engagement rates.

- **Tactic 3.3.2:** Develop a social media posting schedule to ensure regular updates and engagement.
 - **KPI:** Increase in followers, engagement levels.
- **Tactic 3.3.3:** Maintain an online repository of Staff Senate initiatives, resources, and updates.
 - **KPI:** Website traffic, number of resource downloads.
- **Objective 4:** Ensure staff are informed, engaged, and able to provide input through multi-channel communication strategies.
 - **Strategy 4.1:** Implement clear, accessible, and consistent communication efforts across all staff levels.
 - **Tactic 4.1.2:** Enhance the Staff Senate website to highlight resolutions, updates, minutes and bring awareness to the use of the Staff Senate Online Feedback form
 - **KPI:** Number of staff submissions and visits to the website
 - **Tactic 4.1.3:** Host two virtual Q&A town halls annually for direct staff engagement
 - **KPI:** Number of attendees

GOAL 4: EXPECTATIONS FOR STAFF SENATORS. Increase Staff Involvement in the Staff Senate

- **Objective 1:** Foster engagement by increasing participation in Senate initiatives and leadership opportunities.
 - **Strategy 4.1:** Develop structured engagement opportunities that are accessible, inclusive, and rewarding.
 - **Tactic 4.1.1:** Host four networking or town hall events annually
 - **KPI:** Number of attendees per event, Number of first-time attendees per event
 - **Tactic 4.1.2:** Enhance the staff recognition program to celebrate staff contributions
 - **KPI:** Number of submissions/ applicants for the recognition program
 - **Tactic 4.1.3:** Develop an annual staff engagement survey to assess needs and interests
 - **KPI:** Response rate of respondents indicating satisfaction with staff senate engagement opportunities