

2015-2020 STRATEGIC PLAN

MISSION

The Louisiana State University Staff Senate promotes and protects the welfare of the LSU staff by representing the interest of and the issues impacting all staff members.

VISION

The Staff Senate seeks to enhance its visibility as a vital governance organization, recognized as the voice of the LSU staff. The Staff Senate will be an essential partner in University planning and viewed as a valued resource by the administration when critical decisions are made that affect staff members. The Staff Senate seeks to continually support the vision, mission, and Flagship Agenda of Louisiana State University.

GOALS

- **Stronger representation:** Create stronger mechanisms for representation
- **Resource gathering:** Identify how to most effectively hear feedback or suggestions from staff, doing so on a regular basis
- **Advocacy and impact:** Impact the greater good for staff through resolutions, amendments, and strategic initiatives
- **Communication:** Increase information sharing and resources
- **Strategic plan implementation:** Successfully implement the items drawn out in this working document

<u>Goal</u>	
Stronger representation: Create stronger mechanisms for representation	
Strategies/ Mechanisms	<ol style="list-style-type: none"> 1) Increase visibility of staff via current and new mechanisms <ol style="list-style-type: none"> a. Keep in place effective outreach such as Placards on doors and new staff reception b. Develop new ideas for informing staff on who their representatives are 2) Reevaluate how the executive board and committees are structured <ol style="list-style-type: none"> a. Determine alternatives for longer presidency terms which may be a greater time commitment than possible, while weighing the opportunity cost for relationships that could be built within this time period b. Create a stronger dialogue between executive staff and committee chairs c. Evaluate the charges of standing and ad hoc committees 3) Increase participation in critical campus-wide decisions with upper administration <ol style="list-style-type: none"> a. Distribute a poll via social media to determine the campus climate and determine need for greater representation

	<ul style="list-style-type: none">b. Meet with upper level administration to learn how to become more involved and to discuss poll resultsc. Review current Senate reporting structure on campus for more appropriate channels of communication and ensure that this is indicated in proper org chartsd. Sharpen communication with Board of Supervisors to ensure monthly communication with the Counsel of Staff Advisors and to provide additional material for Board of Supervisors meetingse. Leverage and increase representation/voting member seats in campus-wide committees on any critical decision (policy, executive position search, etc.) that affect staff, especially with upper level staffing hiring decisions <p>4) Establish a structure for units to have a specific Senate representative</p> <ul style="list-style-type: none">a. Meet with other Louisiana and SEC Staff Senates to share and learn about alternative reporting structures, initiatives, compensation, etc.b. Explore having representatives for each College and Unit to make it easy for staff members to reach out to Senators directlyc. Create contact lists to maximize outreach to specific constituency groupsd. Increase training opportunities for Senators on their responsibilities as well as possible methods of response while maintaining a positive, professional decorume. Use structure as a conduit to get word out about events on a more personal level (as opposed to a broadcast)f. Continue to increase interest and involvement in smaller EEO categories <p>5) Increase participation with non-members</p> <ul style="list-style-type: none">a. Proliferate electronic votingb. Provide voting stations for support staff <p>6) Continue to build a university-wide appreciation for staff</p> <ul style="list-style-type: none">a. Assign a committee to oversee the implementation of staff appreciation measuresb. Research and implement opportunities to show university-wide appreciation
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<u>Goal</u>	
Resource gathering: Identify how to most effectively hear feedback or suggestions from staff, doing so on a regular basis	
Strategies/ Mechanisms	<ol style="list-style-type: none"> 1) Send surveys to staff annually to get a pulse of what concerns and priorities are shared campus wide <ol style="list-style-type: none"> a. Determine ways to receive maximum input 2) Receive feedback from all staff using various mechanisms <ol style="list-style-type: none"> a. Set up a booth on various parts of campus such as free speech ally to invite conversations with staff b. Utilize social media to gather information and spark conversation c. Sit with staff departments (“go to them” vs. “come to us”) and establish constituency with which each area is familiar with their representative and knows who to address regarding their concerns d. Establish constituency with an area familiar with representatives in which the representative knows who to address regarding their concerns to adequately address issues and, at times, sensitive situations 3) Determine a way to anonymously allow feedback <ol style="list-style-type: none"> a. Encourage the university to re-fill Ombudsperson position b. Create feedback feature on Staff Senate site 4) Utilize methods already setup for gathering information <ol style="list-style-type: none"> a. Create a direct line between Staff Senate and Human Resource Management b. Meet regularly with Human Resource Management 5) Encourage more frequent visitation/representation by areas not represented on Staff Senate <ol style="list-style-type: none"> a. Encourage staff to bring prospective Senators to meetings b. Encourage potential members to attend at least one Staff Senate meeting before running for a seat c. Single out those who are already volunteering d. Investigate the possibility of creating a mentor program for newly elected members

<u>Goal</u>	
Advocacy and impact: Impact the greater good for staff through resolutions, amendments, and strategic initiatives	
Strategies/ Mechanisms	<ol style="list-style-type: none"> 1) Make and implement decisions that have an impact on all staff <ol style="list-style-type: none"> a. Impact staff through legislative processes and the ability to create resolutions 2) Become more involved in government and university governance <ol style="list-style-type: none"> a. LSU staff day at legislature

	<ul style="list-style-type: none"> b. Become the LSU System leader for staff governance <p>3) Partner with Faculty Senate and Student Government</p> <ul style="list-style-type: none"> a. Meet with Faculty Senate and Student Government executive committees to determine areas of potential collaboration <p>4) Increase and identify fundraising efforts</p> <ul style="list-style-type: none"> a. Determine greatest needs for fundraising b. Maximize all fundraising opportunities
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<u>Goal</u>	
Communication: Increase information sharing and resources	
Strategies/ Mechanisms	<p>1) Increase outreach to fellow staff</p> <ul style="list-style-type: none"> a. Identify additional campus wide events in which to participate including new staff orientation b. Evaluate possible promotional materials or handouts to disseminate at various events (e.g. have a welcome packet for new staff that don't attend the new staff breakfast) c. Encourage Senators to increase social media presence d. Increase media publications of Staff Senate activities e. Increase marketing and publicizing of scholarships and other Staff Senate supported benefits f. Be more quantitative in approach, using collected data to illustrate point of view, when reaching out to fellow staff members <p>2) Proliferate identity of being a source of information for staff</p> <ul style="list-style-type: none"> a. Create an FAQ page to be made available online for staff b. Encourage constituents to have Staff Senators participate in staff meetings across campus c. Increase proactivity in keeping staff informed of legislation <p>3) Strategize ways for each Senator to share and promote information to specific populations and personalize information</p> <p>4) Hold meetings in alternate buildings across campus</p> <ul style="list-style-type: none"> a. Separate meetings at different locations to increase exposure

<u>Goal</u>	
Strategic plan implementation: Successfully implement the items drawn out in this working document	
Strategies/ Mechanisms	<p>1) Set a plan for success to incorporate strategic planning and execution in regular operations of the senate</p> <p>2) Maintain and update the strategic plan as necessary</p> <p>3) Successfully reach the five goals Long Range Review and Planning Committee has established by the end of 2020</p>