LSU | Staff Senate

Strategic Plan 2020-2025

LSU Staff Senate Mission & Vision

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.

Our Goals & Values

The Staff Senate's goals align to promoting and protecting the welfare of the LSU staff, engaging in effective change, delivering proposals and making recommendations to enhance the staff experience. In order to bring forth effective change, seven areas have been identified.

1. Providing tactical staff representation by creating stronger mechanisms for identifying on campus constituent groups.

2. Identify how to effectively receive feedback or suggestions from staff on a regular basis through resource gathering. Ensuring a mechanism is in place to receive feedback from staff, provide staff resources i.e., retirement, laws and regulations, and technical.

3. Serving as an advocate and affecting the greater good for staff through resolutions, amendments, and strategic initiatives.

4. Increase information, knowledge sharing, and resources through effective communication.

5. Successfully implement a dynamic and flexible strategic plan with items drawn out in this document that will be reviewed on an annual basis.

6. Increase staff participation within Staff Senate through volunteerism, senator mentor program, staff senate orientation, and other programs and events.

7. Collaborate with administration, organizations, and special interest groups to strengthen relationships and move LSU forward.

Be the cause for change

1 Tactical Staff Representation

1. Increase visibility of staff through existing and new mechanisms.
    a. Keep in place effective outreach such as placards on doors, new staff reception, and other events.
    b. Develop new ideas for informing staff on who their representatives are.
2. Reevaluate how the executive board and committees are structured.
    a. Determine alternatives for longer presidency terms that may be a greater time commitment than possible, while weighing the opportunity cost for relationships that may be built within the term.
    b. Create a stronger dialogue and collaboration 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.
    a. Meet with upper administration to learn how to become involved and to discuss poll results and share staff concerns.
    b. Review current senate reporting structure on campus to identify appropriate channels of communication and ensure that this is reflected in proper organizational charts.
    c. Ensure consistent communication with the Board of Supervisors that aligns with the monthly communication with the Counsel of Staff Advisors to provide additional material for Board of Supervisors meetings.
    d. Increase and maintain representation/voting member seats in campus-wide committees, caucuses, and special interest groups. This may include, but is not limited to, ad hoc committees, critical decision-making, policy, search committees that affect staff - specifically for upper administrative hires.
4. Establish a structure for units to be represented by a staff senator associated with that unit.
    a. Meet with other Louisiana and SEC Staff Senates to share and learn about alternative reporting structures, initiatives, compensations, etc.
    b. Explore having representatives for each college and unit to make it convenient for staff members to reach out their representative directly.
    c. Create contact lists to maximize outreach to specific constituency groups.
    d. Increase training opportunities for senators regarding responsibilities and engagement in a positive and professional way.

e. Personalize communications regarding events, etc. instead of solely relying on broadcast emails.
f. Maintain and increase interests and involvement in smaller EEO categories.

5. Increase participation with non-members.
    a. Proliferate electronic voting.
    b. Providing voting stations for support staff.
6. Develop and maintain university-wide staff appreciation.
    a. Staff Appreciation Committee will coordinate staff appreciation efforts and events i.e., recognition program: Tiger Stripes.
    b. Research, implement and maintain opportunities to show university-wide appreciation.

2 Resource Gathering

1. Administer annual surveys to staff to receive feedback regarding concerns and needs staff have and what priorities are shared throughout the campus.
    a. Determine ways to receive best possible response rate and meaningful feedback.
    b. Increase frequency and analysis of information based on a communication plan.
2. Receive feedback from all staff using various modalities.
    a. Set up a booth throughout campus i.e., Free Speech Circle, and invite conversations with staff.
    b. Utilize social media to gather information and spark conversation.
    c. Sit with staff departments (go to location versus them having to reach out to us) and establish constituency with which each area is familiar with their representative and knows who to address regarding concerns.
    d. Establish constituency with an area familiar with representative knows who to address regarding their concerns to adequately address issues and sensitive situations.
3. Determine a way to anonymously receive and/or provide feedback.
    a. Ensure the University retains the Ombudsperson position.
    b. Develop a feedback mechanism that will be located on the Staff Senate website and by other means.
4. Utilize established methods for gathering information.
    a. Establish and maintain a strong relationship between Staff Senate and Human Resource Management.
    b. Have regular and consistent meetings with Human Resource Management.
5. Encourage more frequent visitation/representation by areas not and/or underrepresented by Staff Senate.
    a. Encourage staff to invite prospective and interested senators to meetings.

    b. Encourage potential members to attend at least one Staff Senate meeting before running for a term.
    c. Encourage the Staff Senate Community Outreach Committee to coordinate efforts.
    d. Reach out and engage staff interested in Staff Senate and who have volunteered for the Senate.
    e. Develop and maintain a senator mentor program for newly elected members.

3 Advocacy and Affecting Change

1. Make and implement decisions that have a positive impact on all staff.
    a. Impact staff through legislative processes and the ability to create solutions.
2. Become more involved in government and university governance.
    a. LSU Staff Day at legislature.
    b. Become the LSU System leader for staff governance.
3. Continue to collaborate with Faculty Senate and Student Government.
    a. Meet with Faculty Senate and Student Government executive committees to determine areas of potential collaboration.
4. Increase and coordinate fundraising efforts.
    a. Determine greatest needs for fundraising.
    b. Maximize all fundraising opportunities.

4 Communication

1. Increase outreach to staff.
    a. Identify additional campus events to participate in that includes the new staff orientation.
    b. Evaluate possible promotional materials or handouts to disseminate at events e.g., welcome packer for new staff that are unable to 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 staff scholarship and other supported benefits.
    f. Collect and analyze quantitative and qualitative data regarding staff outreach and provide an explanation of the types of data collected, why it is collected, how it will be collected, stored, shared, and how long it will be retained for.
    g. Finalize the process for staff to apply to the Professional Development Fund that has been established with the LSU Foundation. These funds may be used for staff to attend conferences and workshops, etc.
    h. Collaborate with LSU Foundation to develop a process and mechanism for staff to apply and have money awarded.
2. Proliferate identity of being a source of information for staff.
    a. Create an FAQ webpage for staff.
    b. Encourage constituents to have staff senators participate in staff meetings across campus.
    c. Increase proactivity in keeping staff informed of legislation.

3. Strategize ways for each senator to share and promote information to specific groups and personalize information.
4. Hold meetings in alternate buildings across campus.
a. Separate meetings at different locations to increase exposure.
b. Offer a digital modality option.

5 Implement a Dynamic Strategic Plan

1. Set a plan for success to incorporate strategic planning and execution in regular operations of the Senate.
2. Maintain and update the strategic plan annually and when necessary.
3. Successfully reach the seven goals the Long Range Review and Planning Committee has established by the end of 2025.
4. Align the Strategic Plan and goals to University goals.

6 Participation

1. Increase participation within Staff Senate.
2. Provide staff with tools and resources for success.
3. Encourage growth and failing forward.
4. Recognize the hard work performed and completed by staff and highlight the extra miles taken.
5. Encourage teamwork.
6. Provide an autonomous environment to develop, create, and innovate positive changes for staff on and off campus.

7 Collaboration

1. Encourage collaboration with organizations, special interest groups and administration.
2. Build trust and relationships throughout campus.
3. Foster a creative culture.

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