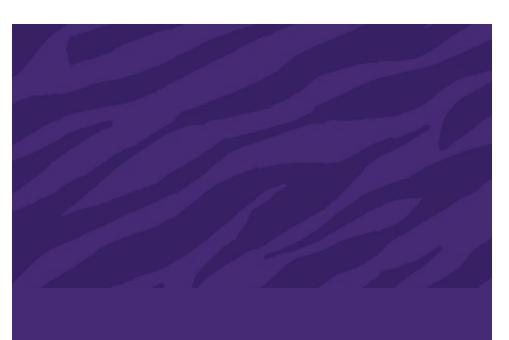LSU | Staff Senate

LSU STAFF SENATE
STRATEGIC PLAN
2025–2030

LSU STAFF SENATE

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. It is comprised of duly elected representatives from the University staff and serves as a recognized voice of the LSU staff.

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.

PURPOSE

The LSU Staff Senate is comprised of duly elected representatives from the staff of the University. To this end, the Staff Senate will:

- **Promote and protect** the welfare of the LSU staff to the extent that the Staff Senate policies are consonant with State Civil Service regulations, Bylaws and Regulations of the Board of Supervisors, University Policy Statements (PS), and System Permanent Memorandum (PM), while not impinging on the academic life of the University;
- **Review policies** proposed or previously adopted by others that may affect the welfare of staff and make recommendations about these to the President;
- **Promote the effective exchange of information** between the LSU administration and staff; and
- **Propose and maintain programs** to enhance the personal and professional well-being of the staff, as well as encourage their vocational and educational development.

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.
- **Tactic 1.1.2:** Meet regularly with the council of staff advisors to facilitate conversation on system-wide issues.
- **Tactic 1.1.3:** Hold annual meetings with Faculty Senate and Student Government to align on shared governance efforts.
- **Tactic 1.1.4:** Secure additional staff seats on university-wide committees and governance councils.

Key Performance Indicators (KPI) are the measurable results of our tactics. These indicators should be observed, recorded, and reported as indicators of how well our tactics are working.

KPI 1.1.1: Number of meetings held; documented policy changes from staff input.
KPI 1.1.2: Number of meetings, collaborative initiatives launched.
KPI 1.1.3: Number of meetings, joint initiatives implemented.
KPI 1.1.4: 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.
- **Tactic 1.2.2:** Conduct quarterly strategy meetings between executive staff and committee chairs to enhance coordination.
- **Tactic 1.2.3:** Annually review and update committee charters to ensure alignment with institutional priorities.

Key Performance Indicators (KPI)

KPI 1.2.1: Survey completion, approval of new term structure.
KPI 1.2.2: Number of meetings, documented improvements in collaboration.
KPI 1.2.3: 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).
- **Tactic 1.3.2:** Develop and implement staff recognition initiatives (e.g., monthly awards, leadership spotlights).
- **Tactic 1.3.3:** Regularly assess appreciation efforts and identify new ways to support staff.

Key Performance Indicators (KPI)

KPI 1.3.1: Number of events, staff participation rates.
KPI 1.3.2: Number of recognition programs launched; staff feedback on morale.
KPI 1.3.3: Staff feedback received (e.g. surveys, ratings, website feedback form submissions).

Goal 2: Advocacy and 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.).
- **Tactic 2.1.2:** Work with the Office of Emergency Preparedness and LSU Police to develop safety plans for campus units.

Key Performance Indicators (KPI)

KPI 2.1.1:   Number of events, participation rates, survey feedback.
KPI 2.1.2:   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.
- **Tactic 2.2.2:** Collaborate with HRM, LSU Online & Continuing Education, Faculty Technology Center, and ORED, et al. to expand training opportunities.

Key Performance Indicators (KPI)

KPI 2.2.1:   Stack responses, implementation of new initiatives based on feedback.
KPI 2.2.2: Number of staff participants in training opportunities, and participant feedback.

Goal 3: Effective Communication and 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.
- **Tactic 3.1.2:** Assign senators to relay key information to respective department/unit staff via staff meetings, email communication, etc.

Key Performance Indicators (KPI)

KPI 3.1.1:   Utilize newsletters, social media, and email campaigns to share important staff updates.

KPI 3.1.2:   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.
- **Tactic 3.2.2:** Work with HRM to be included in onboarding of new hires.
- **Tactic 3.2.3:** Expand marketing of staff scholarships and professional development funds to ensure awareness and accessibility.
- **Tactic 3.2.4:** Hold Staff Senator "Office Hours" on Teams for staff to communicate directly with senator(s)

Key Performance Indicators (KPI)

KPI 3.2.1:   Event attendance, feedback on outreach methods.

KPI 3.2.2:   Number of employees receiving information packets, number of orientation visits, feedback from new employees.

KPI 3.2.3:   Number of applications, increase in staff participation in development programs.

KPI 3.2.4:   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.
- **Tactic 3.3.2:** Develop a social media posting schedule to ensure regular updates and engagement.
- **Tactic 3.3.3:** Maintain an online repository of Staff Senate initiatives, resources, and updates.

Key Performance Indicators (KPI)

KPI 3.3.1: Number of events attended; engagement rates.
KPI 3.3.2: Increase in followers, engagement levels.
KPI 3.3.3: Website traffic, number of resource downloads.

Objective 4: Ensure staff are informed, engaged, and able to provide input through multi-channel communication strategies.

Strategy 3.4: Implement clear, accessible, and consistent communication efforts across all staff levels.
- **Tactic 3.4.1:** Enhance the Staff Senate website to highlight resolutions, updates, minutes and bring awareness to the use of the Staff Senate Online Feedback form
- **Tactic 3.4.2:** Host two virtual Q&A town halls annually for direct staff engagement

Key Performance Indicators (KPI)

KPI 3.4.1: Number of staff submissions and visits to the website.
KPI 3.4.2: 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
- **Tactic 4.1.2:** Enhance the staff recognition program to celebrate staff contributions
- **Tactic 4.1.3:** Develop an annual staff engagement survey to assess needs and interests.

Key Performance Indicators (KPI)

KPI 4.1.1: Number of attendees per event, Number of first-time attendees per event.

KPI 4.1.2: Number of submissions/ applicants for the recognition program.

KPI 4.1.3: Response rate of respondents indicating satisfaction with staff senate engagement opportunities

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