

MURRAY STATE UNIVERSITY STAFF CONGRESS

2024-2025 Goals and Objectives

Adopted August 21, 2024

Purpose: Provide support to Murray State University staff by representing their needs, concerns, and interests through these enhanced efforts by the Staff Congress membership.

Goal: Provide ongoing opportunities for staff to share information and provide feedback.

OBJECTIVE:	ACTION ITEMS:	MEASURABLE:	RESPONSIBLE:	DATE DUE:	STATUS:
Provide staff with ongoing opportunities to engage in targeted conversations about campus issues.	Quarterly staff listening sessions focused on specific topics. Create constituency groups among Staff Congress representatives for wider dissemination of information and feedback. Create a communication plan to advertise all events and activities.	Increased feedback from staff regarding ongoing issues on campus. Improved communication with staff members regarding key issues and time-sensitive information.	Executive Committee. All Staff Congress members. Committee chairs.	June 30, 2025	

Goal: Facilitate the research and development of additional staff recognition programs, including enhanced promotion of current awards

OBJECTIVE:	ACTION ITEMS:	MEASURABLE:	RESPONSIBLE:	DATE DUE:	STATUS:
Create a streamlined approach to promoting and soliciting staff excellence awards. Develop other ways to recognize the work of staff.	Realign the award groups to reflect the Staff Congress membership representation. Increase promotion of awards to gather nominations. Create smaller awards on a monthly basis that create a "database" of possible award nominees. Review and, if needed, revise the current nominating procedure and stipend policy for Staff Excellence awards.	Increased number of applicants for Staff Excellence awards. Simpler nominating policy, leading to higher number of applications for awards. Standardized stipend policy.	Staff Events and Recognition Committee, Communications Committee, Executive Council	June 30, 2025	

Goal: Help new employees with acclimation and provide ongoing support for current employees.

OBJECTIVE:	ACTION ITEMS	MEASURABLE:	RESPONSIBLE:	DATE DUE	STATUS
Provide initial and ongoing support for new employees as they acclimate to campus employment. Provide continued training and leadership development for current employees.	Continue efforts to create a welcome committee for new employees. Survey new employees at key stages to determine what supports were useful and what they needed more of. Create a "new employee track" during Staff Success Week. Provide ongoing workshops and forms on a quarterly basis for current staff members.	Increased understanding of campus by new staff. Increased opportunities for current staff to participate in training events. Overall increase in morale reported on staff survey.	Staff Perspectives Survey committee, Working Conditions committee, Communications committee, Executive Council	June 30, 2025	

Goal: Provide support and guidance to Standing Committees to accomplish the 2024-2025 goals and objectives plan.

OBJECTIVE:	ACTION ITEMS	MEASURABLE:	RESPONSIBLE:	DATE DUE	STATUS
Give counsel and support to standing committees by creating action items for the year.	Create an archive of Staff Congress working documents and archives on Google Space. Executive Council will provide individual support to committee chairs and committees.	Increased use of Staff Congress drive to archive all working materials for committees.	All members, with key support provided by Executive Council.	June 30, 2025	