

MURRAY STATE UNIVERSITY STAFF CONGRESS

2025-2026 GOALS AND OBJECTIVES

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

OBJECTIVE	ACTION ITEMS	MEASURABLE	RESPONSIBLE	DATE DUE	STATUS
GOAL: Advocate for compensation and benefits improvements					
Promote equitable, competitive compensation and benefits for Murray State University staff by advocating for adjustments that recognize merit, professional development, and experience; increasing awareness of and access to existing benefits; and collaborating with administration and the Board of Regents to evaluate and enhance policies that impact staff well-being.	<p>1. Advocate for pay increases [merit, experience-based, professional development (certifications, conferences, trainings)]</p> <p>2. Education and efficient use of existing benefits (tuition waivers, textbook scholarship); education and advocacy of existing benefits; spousal hiring; flexible work advocacy and education (Staff Success Week roundtable discussion)</p>	<p>1. Written proposal or presentation submitted to administration by June 30, 2026, outlining recommendations for pay increases.</p> <p>2. At least two educational sessions or communications distributed to staff, with post-event/communication feedback collected.</p> <p>3. Formal correspondence or presentation delivered to the Board of Regents in Fall 2026, requesting review and evaluation of the Evergreen Study.</p>	<p>1. Executive committee with input from Personnel Policies and Benefits committee.</p> <p>2. Personnel Policies and Benefits committee; Community Involvement and Access committee</p> <p>3. Executive Committee</p> <p>4. Parking Benefit committee</p> <p>5. Personnel Policy and Benefits committee, Executive Committee</p>	Internal dates to be determined by assigned committee. All work to be completed by June 30, 2026.	

	<p>3. Communication with Board of Regents to drive evaluation and review of the Evergreen Study in 2026-27 after completion of the third year</p> <p>4. Explore reduced or free staff parking permits</p> <p>5. Review pay equity for internal vs. external hires</p> <p>6. Re-examine definition of “family” for sick-leave usage/flexibility</p>	<p>4. Written summary of research findings and recommendations presented to Staff Congress.</p> <p>5. Data report comparing salaries for internal and external hires completed and shared with HR.</p> <p>6. Proposed revision of “family” definition submitted to HR and/or relevant university policy committees.</p>	6. Personnel Policy and Benefits committee		
GOAL: Advocacy and representation					
Serve as a visible and effective voice for Murray State University staff by maintaining consistent communication, actively seeking feedback, and providing clear pathways for staff to	<p>1. Quarterly information update (simple quick link, specific updates)</p> <p>2. Quarterly questionnaire (minimal questions, gathering data)</p>	<p>1. Four quarterly updates distributed to staff through established communication channels.</p> <p>2. Four quarterly staff questionnaires completed with a</p>	<p>1. All Staff Congress members, supported by Executive Committee</p> <p>2. Staff Survey committee</p> <p>3. Executive Committee</p>	Internal dates to be determined by assigned committee. All work to be completed by June 30, 2026.	

share concerns and ideas with Staff Congress.	3. Anonymous link for suggestions and concerns (share feedback link in RNI/MyGate)	response rate of at least 25%. 3. Launch and maintenance of an anonymous online feedback link, with submissions reviewed monthly by Executive Council. Documented follow-up on at least 80% of concerns or suggestions submitted through the anonymous link.			
GOAL: Support new and current employee Development					
Enhance the orientation, integration, and ongoing professional growth of Murray State University staff by developing welcoming processes for new employees, providing regular morale check-ins, and increasing awareness of professional development opportunities.	1. Have Staff Congress President include the following in welcome email: Staff Success Week, Past Recordings 2. Have Staff Congress President provide monthly updates of new employees by department 3. Develop new employee check-ins: Discuss	1. Monthly welcome emails sent to all new staff, including information on Staff Success Week and resources. 2. Monthly new-employee list distributed to Staff Congress members. 3. Implementation of at least two new-employee check-in sessions per semester.	1. Staff Congress President 2. Staff Congress President 3. Executive Committee 4. Executive Committee	Internal dates to be determined by assigned committee. All work to be completed by June 30, 2026.	

	<p>administrative issues/questions and employee morale; create a list of facilitators</p> <p>4. Establish Welcome Committee (Staff Congress Ambassadors) – welcome card, gift, list of people to reach out to</p>	<p>4. Establishment of a Welcome Committee (Staff Congress Ambassadors) by Fall 2025, with at least 75% of new employees contacted personally.</p>			
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