

MURRAY STATE UNIVERSITY STAFF CONGRESS

2026-2027 STRATEGIC ACTION PLAN

Purpose

The Murray State University Staff Congress Strategic Action Plan provides a roadmap for the work of Staff Congress during the 2026-2027 year. The plan is based on recommendations developed through the 2025-2026 Staff Survey process and refined by Staff Congress into a manageable set of priorities.

The purpose of this plan is to guide committee work, monitor progress throughout the year, and provide accountability to the staff members we represent. Each initiative identifies the expected outcomes, major actions, responsible committee(s), and measures of success. Individual committees are responsible for determining the specific tasks and timelines necessary to accomplish their assigned initiatives.

This Strategic Action Plan is intended not only to guide the work of Staff Congress during the 2026–2027 year, but also to establish practices that can be sustained over time. Committees are encouraged to document their work, develop repeatable processes, and provide appropriate resources and recommendations to ensure successful initiatives can be continued and refined by future committee members.

GOAL 1: Foster an engaged, supported, and valued workforce.

Staff Congress will advocate for policies, programs, and resources that support the well-being, professional success, and recognition of Murray State employees. Through communication, collaboration, and employee engagement, Staff Congress will promote a workplace where staff members feel informed, supported, and valued.

Objective 1.1: Improve employee awareness of benefits, resources, and opportunities available to staff.

Staff Congress will enhance communication by helping employees better understand the benefits, services, discounts, and professional opportunities available to them.

Committee Actions

Measures

Develop and publish an annual Staff Resource Guide highlighting employee benefits, discounts, campus resources, and frequently requested information.

Resource Guide completed and distributed annually.

Develop and distribute a Welcome Back communication each fall highlighting employee

Communication distributed prior to the start of the fall semester.

Committee Actions

Measures

resources, important reminders, and Staff Congress initiatives.

Review the completed research regarding an optional four-day summer work week and develop recommendations for Staff Congress regarding potential next steps.

Recommendations developed for Staff Congress consideration and potential advocacy with university leadership.

Lead Committee: Personnel Policies & Benefits

Objective 1.2: Recognize and celebrate the contributions of Murray State staff.

Staff Congress will promote employee engagement by recognizing staff accomplishments and creating meaningful opportunities to celebrate the contributions of Murray State employees.

Committee Actions

Measures

Develop and launch a "We Are MSU" campaign to highlight the contributions and impact of Murray State staff through employee stories and recognition.

Employee recognition stories published throughout the year.

Develop at least one new employee recognition initiative that highlights staff contributions throughout the year.

New recognition initiative launched.

Collaborate with campus partners to promote employee appreciation and engagement opportunities.

At least two collaborative recognition activities completed annually.

Review existing staff recognition efforts and recommend opportunities to improve participation and visibility.

Recommendations developed for Staff Congress consideration and potential advocacy with university leadership.

Lead Committee: Staff Special Events & Recognition

Goal 2: Promote a Healthy, Respectful, and Sustainable Work Environment

Staff Congress will promote a workplace culture that supports employee well-being, professional growth, and respectful collaboration. By identifying opportunities for improvement and encouraging open communication, Staff Congress will help foster a positive and supportive work environment for all employees.

Objective 2.1: Promote a healthy, safe, and supportive workplace.

Staff Congress will identify opportunities to improve the employee work environment by encouraging communication, promoting wellness, and advocating for improvements that support a positive workplace culture.

Committee Actions

Measures

Identify recurring employee concerns related to facilities, staffing, and workload and prepare recommendations for Staff Congress discussion with university leadership.

Annual summary of concerns and recommendations presented to Staff Congress.

Partner with Human Resources to improve employee understanding of wellness resources and leave policies that support employee well-being, including the appropriate use of sick leave for mental health and other qualifying wellness needs.

At least one informational resource or communication developed during the year.

Develop recommendations for strengthening workplace culture by promoting psychological safety, respectful communication, and constructive employee feedback.

Recommendations developed for Staff Congress consideration and potential advocacy with university leadership.

Lead Committee: Working Conditions

Objective 2.2: Encourage professional growth, effective supervision, and a culture of respect.

Staff Congress will encourage opportunities for employee development by promoting effective supervision, recognizing positive workplace practices, and supporting professional learning.

Committee Actions

Measures

Develop recommendations for implementing a "Blueprint for Excellent Supervisors" initiative.

Recommendations developed for Staff Congress consideration and potential advocacy with university leadership.

Coordinate at least one professional development opportunity highlighting effective supervisory practices and leadership.

Professional development opportunity completed annually.

Develop educational resources and recommendations that promote consistent and effective implementation of the University's remote/flexible work policy for supervisors and employees.

Educational resources and recommendations developed and shared with appropriate university stakeholders.

Incorporate supervisor development and workplace best practices into Staff Success Week programming.

Staff Success Week program includes at least one supervisor or workplace best practices session.

Lead Committee: Community, Involvement, and Access Committee

Goal 3: Strengthen Institutional Trust, Communication, and Advocacy

Staff Congress will strengthen communication, transparency, and employee engagement by fostering meaningful dialogue between staff and university leadership. Through effective communication and ongoing assessment, Staff Congress will serve as a trusted resource and advocate for Murray State employees.

Objective 3.1: Increase awareness of Staff Congress and improve communication with employees.

Staff Congress will expand its visibility by providing timely, relevant, and accessible communication that encourages employee engagement and awareness of Staff Congress initiatives and resources.

Committee Actions

Measures

Develop an annual communications plan identifying key messages, communication methods, and outreach opportunities.

Communications plan completed annually.

Evaluate the effectiveness of Staff Congress communication efforts and recommend improvements based on employee engagement.

Communication assessment completed with recommendations presented to Staff Congress.

Lead Committee: Communications

Objective 3.2: Strengthen employee feedback and advocacy efforts.

Staff Congress will encourage ongoing employee participation by providing opportunities for staff to share ideas, concerns, and feedback while using that information to guide Staff Congress priorities and advocacy efforts.

Committee Actions

Measures

Analyze feedback received through quarterly surveys, listening sessions, and other employee engagement opportunities to identify emerging issues and develop annual Staff Congress advocacy priorities.

Annual advocacy priorities developed and presented to Staff Congress for consideration.

Develop and publish a "You Said, We Did" communication summarizing actions taken in response to employee feedback.

Quarterly communication distributed to employees.

Lead Committee: Staff Survey

This Strategic Action Plan identifies the major initiatives Staff Congress will pursue during the year and is intended to complement, not replace, the ongoing responsibilities assigned to committees through the Staff Congress Constitution, Bylaws, and committee charges.