
Staff Congress adopted new goals and objectives for 2022-2023. The purpose was to provide support to Murray State University staff by representing their needs, concerns, and interests through these enhanced efforts by the Staff Congress membership. Action items and ways to measure success were established to give guidance to responsible committees.

Create a multi-faceted approach to increase communication and engagement of staff, with intentional involvement of the regional campuses.

> Objective: Develop a comprehensive and inclusive communications plan to inform and engage staff through in-person contact and electronic communications.

Realign Staff Congress membership to accurately reflect constituency categories

> Objective: Review the number of Staff Congress members in position categories to ensure staff are being fairly represented across constituency groups.

Provide enhanced support and guidance to Standing Committees so their work will reflect the 2022-2023 goals and objectives plan.

> Objective: Increase involvement of Standing Committees by creating measurable action items for the year.

The Credentials and Election Committee tackled a Staff Congress Bylaws revision that was specified in the Goals and Objectives. This revision addressed the need of realigning the membership to accurately reflect the representation of constituency groups. The committee restructured the representation model based on common job types. The new model is based on each Vice

President's office representative at each site. The new model is based on each Vice President's office representative at each site.

The following list of recommendations and comments are the result of the Staff Survey Committee's evaluation of the 2022-23 Staff Perspective Survey that was administered from March 6-30, 2023.

This recommendation regarding Supervisor training was made in 2022 and has now been completed. There is a need to explore opportunities for increased training or workshops regarding workplace culture/morale and bullying. It is

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- Obtained administrative rights to Staff Congress's Facebook page. Updated and maintains page.
 - Added Instagram to social media channels.
 - Developed a communication calendar for social media.
 - Promoted events to encourage attendance and promoted post-event successes.
 - Created Staff Spotlight social media posts to promote excellence in staff service.

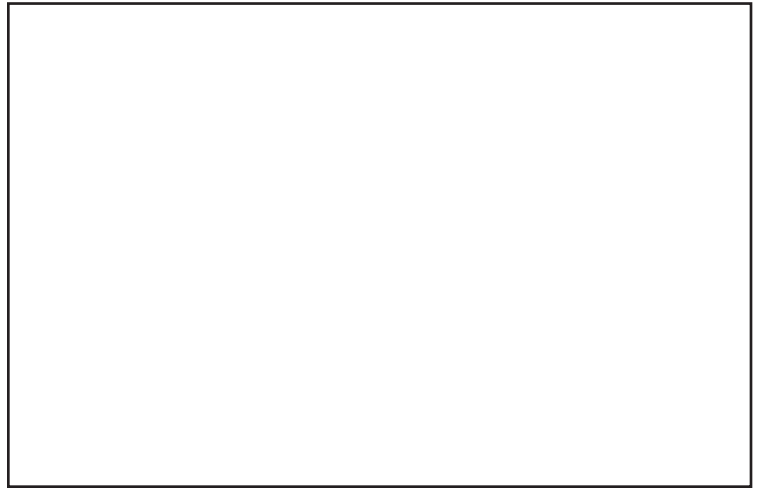
 - Studied Staff Congress organization structure and suggested moving from a model based on job classification to one based on the University's organization structure.
 - Revised Staff Congress bylaws to transition to the organization structure model, add a representative for extended campuses, and give full voting and candidacy rights to Breathitt Veterinary Center employees.

 - Conducted research from peer institutions in the areas of cultural competency training programming and recruitment/retention of diverse staff.

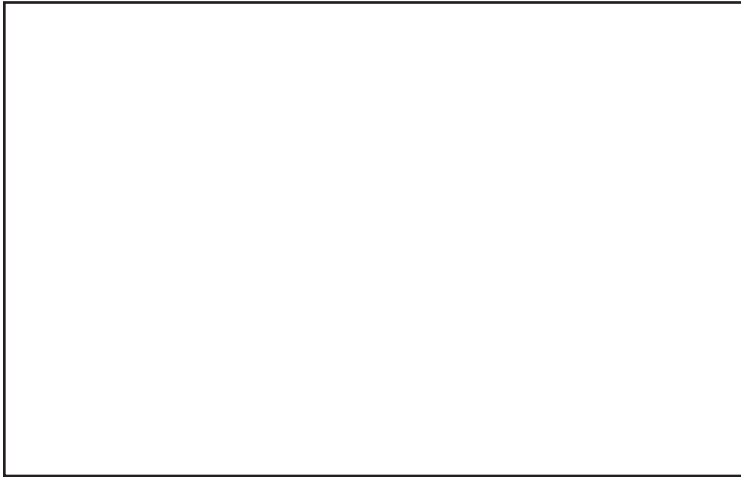
 - Review of other benchmark universities' policies and procedures.
 - Determined that the University's policy on call backs and after-hours communications is not as robust as other institutions. A revised policy proposal has been written and passed by Staff Congress. It is currently pending review by Human Resources, University Administration, and Legal Counsel.
- Reviewed budgets of the Kay R. Hayes Staff Professional Development Scholarship and the Staff Congress Foundation/ Marie Jones Textbook Scholarship.
 - Scheduled several rebate nights at area restaurants as scholarship fundraisers.
 - Fundraising was so successful that two professional development scholarships were awarded in Spring 2023

 - Formalized procedures for all major Staff Congress events (Children's Holiday Party, Staff Holiday Recognition, Spring Staff Appreciation Breakfast).
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Staff Listening Sessions, Fall 2022



Children's Christmas Party December 3, 2022



Staff Recognition & Holiday Gathering December 13, 2022



Staff Appreciation Breakfast May 18, 2023

