Overarching themes: Working Collaboratively/Communicating Effectively

 Aiming for tangible, realistic, achievable and measurable results

| **Goals** | **How do we achieve this goal?** | **Related events/activities** | **How do we share our work?** |
| --- | --- | --- | --- |
| To promote staff development opportunities, promotion opportunities, and retention rates for staff. | Learning and professional development, educating people on those opportunities, to promote programs that already in place.Staff Senate should recognize award recipients from various programs, specifically noted at graduation ceremony | * Faculty Staff Enrichment Day
* Customer Service Certificate
* HR Liaison Certificate
* Global Professional Staff Exchange Program
* CLUB Office
* IT Training
* BYTE Week
* Library—monthly meetings on research
* Outstanding Achievement Awards
* Awards Ceremony (Professional Programs
* Learning Expo
* Employee of the Month
 | **Measure**Counters on visit on websiteRetention rates increased**Share**Having opportunities mentioned in newsletter |
| To advocate for and promote awareness of meaningful personnel policies that add value to employee work experiences.  | Building a collaborative relationship with Mason Human Resources and Payroll to promote awareness and provide clarity of existing programs and policies. Being conscientious of and advocating for legislation that positively impacts pay, personnel practices, and benefits of state employees. Present all issues with brought forth Clarify what university can do and what state and federal constraints are. | * Human Resources
* Town Hall meetings and Forums
* State Policies via Governmental Office
* SS General Meetings
* SS Newsletter
* VGEA
* Mason Lobbies
 | **Measure**Survey staff to compare awareness to HR services and programs **Share**Promote HR sessions and eventsAdvocate v. educationPartner with other university senates |
| To create stronger ties with deans, directors, and supervisors to provide a network of support for staff members who are serving the university beyond their position responsibilities. | Look for the natural connections to the conversations staff senator have in their work a day life. Staff Senators should let their deans, directors, supervisors know what’s going on in SS whenever possible.Promote senators’ hard work in staff or departmental meetings by the senator or executive committee | * Search Committees
* Letter from Dr. Cabrera for new and returning senators on elections
* Outstanding Supervisor Award Deans and Provost’s Dinner
 | **Measure**Increased communication with these populations**Share**Add Staff Senate to your email signature |
| To increase staff senate visibility among all constituents. | Visibility beyond Staff Appreciation Events. Explore a new promotional item | * Staff Senate names tags, pins, etc.
* Brand consistency
* Highlight senators on FB page and website
* Add SS on tagline for email
* SS Office hour for buildings that don’t have a senator
* Blood Drive
* Orientation for New Employees
* Health and Fitness expo
* Arlington Summer Social
* PW Summer Social
* Patriot Packout
* Toys for Tots/Food Drive
 | **Measure**SAE surveys to increase variety in places they “see” staff senateIncreased number of interactions between senators and constituents**Share**Add Staff Senate to your email signatureDepartment/Staff meetingsEmail updates to your supervisor |
| To collaborate with students and faculty in meaningful dialogue and events to promote active participation within the Mason community  | Attend campus wide events, departmental events, and host various opportunities for others to join us.  | * Convocation
* Graduation Ceremonies
* Mason Lobbies
* Faculty Senate
* Student Government
 | **Measure**Increased number of events/activities where Staff Senate is represented**Share**Blurbs in Newsletter * “Where Staff Senate will be this month…”

Calendar on websiteSocial Media outletseFiles |