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Mission and Values

Mission Statement:
The Radford University Staff Senate believes that the best possible educational environment for all students can be achieved when the college invests in the professional skills, academic knowledge, personal health, and cultural proficiency of all of its employees. Thus, provision for continued advocacy, resources, and professional development opportunities for Classified and Wage employees is essential for their effectiveness in advancing student success.

The goal of Staff Senate is to serve as a representative body for classified and wage staff and to provide resources and recommendations to aid in the development of skills, competencies, and personal qualities that will provide the potential for better performance and satisfaction on the job. To that end, Staff Senate plans, coordinates, and provides a variety of activities that engage staff in an active and creative intellectual life.
Goals

The goals of Staff Senate are aligned with the goals of the University, namely, to promote student retention and success, staff retention, safe and inviting facilities, and diverse co-curriculum. Most directly, Staff Senate supports these goals through the development of skills, knowledge, and attitudes in these areas:

Unity and Cooperation
by fostering positive relationships and open communication between classified and administrative personnel

Organizational Competence
by creating an environment that provides objective and effective learning opportunities to ensure and promote organizational competence

Cultural Proficiency
by providing opportunities for employees to have cultural experiences that contribute to and broaden the cultural proficiency of the staff community

Health and Wellness
by encouraging and promoting healthy life choices among all staff

Advise and Advocate
by providing referrals for staff concerns to appropriate organizations or personnel
2018-2019 Senators

Karen Montgomery
President
Academic Affairs Senator

Allison McCoy
Vice President
Academic Affairs Senator

Kim Dowdy
Secretary
Student Affairs Senator

Kristina Contreras
Parliamentarian
Enrollment Management Senator

Angela Arnold
Student Affairs
Alternate Senator

Bridgett Valentine
University Relations
Senator

Lida Mitchell
Information Technology
Senator

Connie Leathers
Information Technology
Alternate Senator

Pam Duncan
Finance and Administration
Senator

Pam McAllister
University Relations
Alternate Senator

Sharon Proffitt
Finance and Administration
Senator

Christi Wayne
Academic Affairs
Senator

Neal Thompson
Finance and Administration
Alternate Senator

Lee Ratcliffe
Finance and Administration
Senator

Kara Pfaff
Past President
Advisor
Staff Senate Events

Throughout the 2017-18 academic year, Staff Senate provided eight (8) staff senate meetings and six (6) alternate events. Those in attendance received training, information, activities, resources, and community engagement. Events were provided with a minimal budget and in conjunction with existing resources, such as Chartwells and other sponsors.

- **Staff Senate Meetings** – Every third Thursday each month, excluding July
- **Annual Ice Cream Social** – August 11th, 2017
- **Employee Benefits Fair** – October 12th, 2017
- **Staff Senate Student Scholarship** – April 2018
- **Keep It Green Awards** – April 19th, 2018
- **Annual Staff Picnic** – May 10th, 2018
- **Bea Covington Award** – May 10th, 2018
Staff Senate Survey

The annual Staff Senate survey was created in March 2017 to determine behaviors and attitudes of classified staff regarding university practices and job satisfaction. Research indicated that prior to March 2017 classified staff had not been surveyed regarding opinions of Radford University and their job positions. Therefore, beyond the inaugural year for this survey, no historical data exists for classified and wage staff attitudes of the University. This survey allowed for a baseline foundation to use in coming years to gauge staff satisfaction and engagement.

This survey was designed by Staff Senate and adapted from a similar Noel-Levitz format.

The data collected from this survey provides valuable information to assist Staff Senate and the Administration with policy legislation, resource distribution, and campus improvements. Additionally, the data allows Staff Senate to build goals for the upcoming year.
Performance Data

Classified and Wage staff members were surveyed in May 2018 to determine individual satisfaction levels regarding Radford University and job performance. Staff provided answers to statements such as “classified staff are involved in future plans for the university,” “classified staff take pride in their work,” “I am provided the necessary materials to do my job,” “I am paid fairly for the work I do,” and “I am proud to work at Radford University”. A total of 140 classified and wage staff members (93 Non-Exempt, 47 Exempt) submitted surveys. Surveys were anonymous and completed on a volunteer basis. Response choices were in a Likert style choosing from, depending on the statement, “Very important – Not Important At All” or “Very Satisfied – Not Satisfied At All.”
Per the results of the survey, 52% of respondents stated that they take pride in their work and 55% stated they have the information needed to do their job well. Furthermore, 67% of respondents stated that the work they do is appreciated by their supervisor and 69% feel the work they do is valuable to Radford University. However, 58% of respondents feel they are not paid fairly for the work they do and classified staff morale is not high.

When asked to rank institutional goals by importance, results indicated that respondents favored:

1st Increasing classified staff morale – 32%
2nd Retention of current students through graduation – 21%
3rd Increasing new freshman enrollment – 19%

Respondents had the opportunity to provide write-in comments and suggestions. Some of the positive highlights include: “I am excited about the direction of the university…,” “I am very happy with our offices located in Heth Hall,” “Very happy within my department,” “I have an amazing supervisor who values her employees,” “I truly believe that the administration has made an effort to improve communication with staff,” and “I think we have made a lot of progress!”

Some of the concerns from respondents on improving morale and communication included: “…improved communication and training would increase satisfaction ratings,” “have the supervisors treat everyone equal and with respect. No more threats please,” and “my education, experience and current pay do not represent my 20+ years working for RU.”

With the comments and suggestions provided, Staff Senate can develop goals for the next senate term that address staff member concerns while continuing to provide resources and education that will align with the University Strategic plan.
Proposed Goals

Staff Senate intends to build upon the foundation established in the last two years of data collection. The goals for the academic year 2018-19 continue to support the mission and values set forth in the University Strategic Plan. Proposed goals are as followed:

- Work with Human Resources staff to support revising the Classified Staff Handbook to ensure policies and procedures are up-to-date and relevant
- Foster stronger relationships with Human Resources, VGEA, and other departments/units on campus and in Richmond
- Be more involved in shared governance between the University administration, Administrative Professional Senate, Faculty Senate, and the Student Government Association
- Ensure classified staff policies and procedures are accessible on the Staff Senate website and through tools provided by University Relations
- Work with university support services to provide more training and professional development to
  - Increase staff member participation at open senate meetings and serving on senate committees
  - Provide more training for staff senators
- Conduct town hall style meetings in each division to allow staff to ask questions personally and receive valuable information on resources and advocacy

By achieving these goals, Staff Senate will be supporting Radford University’s Strategic Plan in that more engaged, satisfied staff members will cultivate pride in the University, integrate brand identity and university values in communications with external constituents, participate in more community engagement and economic growth, and be supportive of philanthropic giving. Reaching these goals will contribute to the overall student success at Radford University.