

**Staff Council 2006-07  
Two-Year Strategic Plan**

**Implemented – August 2006  
Activities to Date – January 2008**

According to the statement of purpose as written in the Constitution, Staff Council serves as the official University liaison between staff and other university constituencies, and is a recognized part of the official University governance process. Staff Council provides a visible and proactive voice on issues having significant staff impact. To that end, the Council strives to represent the concerns of staff and to provide a forum for staff to voice those concerns; to facilitate shared governance for staff in University planning and decision making; and to preserve the Catholic, Vincentian and urban nature of the University community by being sensitive to and caring for the needs of each other and those we serve.

In order to actualize this purpose, we offer the following goals and objectives to provide direction for the actions of Council over the next two years.

***Goal 1: Increase Involvement of University Staff***

Staff Council will seek out and listen to the voices of staff on issues of significant staff impact as well as increase staff involvement in council and university-sponsored events.

**Objective 1.A:** Promote increased staff involvement and increase staff presence at monthly Staff Council meetings

- Set precedent of well-run, on-time, and organized monthly meetings (Jan 07)
- Increased attendance of staff and guest speakers at monthly meetings (Jan 07)
- Increased involvement in St. Vincent's Week Activities, including hosting a Vincentiana Collection Lecture and a clothing drive (Jan 07)
- **Second annual involvement in St. Vincent's Week Activities, with Special Collections Lecture and clothing drive (Jan 08)**
- **Creation of a Staff Council iTunes web site to host meeting web cast sessions (Jan 08)**

**Objective 1.B:** Solicit issues of significant impact from staff

- Increased use of the Voice of Staff web site (Jun 07)
- **Addition of flash polls on the web site to gauge staff involvement on a variety of issues (Jan 08)**

**Objective 1.C:** Increase staff involvement in university governance

- Representation on SRAC (two Council members); 07/08 Budget Approved (Jan 07)
- Representation on university-wide committees including UBCC and Speech/Expression Policy Task Force (Jan 07)
- Implementation of university-wide committee interest survey and database (Jan 07)

***Goal 2: Promote Staff Development***

Staff Council will call for, and work to create more training and professional development opportunities for all staff at DePaul.

**Objective 2.A:** Engage the university in a conversation about professional development for staff

- Passed a Staff Council Resolution calling for university action on professional development (Jun 07)
- Began Professional Development Working Group (Jun 07)

**Objective 2.B:** Call for training programs for staff on issues such as time management, diversity, dealing with different work styles, organizational skills, technology, management issues, etc.

- Working with Office of EVP on training portal revision (Jun 07)

**Objective 2.C:** Explore, with the Office of Human Resources, the idea of creating a resource for staff seeking professional development opportunities

### ***Goal 3: Increase Diversity Efforts***

The University strategic plan calls for DePaul to be a model of diversity. Staff Council will work in service to the objectives outlined in University plan as well as increase the awareness and appreciation of the diversity of the University staff.

**Objective 3.A:** Foster effective partnerships with Office of Diversity, as well as other University offices, to advance diversity issues to promote increased awareness of diversity through educational programs and cultural events

- Hosted Brown Bag Event, October 2006
- Hosted Cultural Heritage Day, October 2006
- Hosted MLK /Heroes of Peace Events, January 2007
- **Hosted Cultural Heritage Day, October 2007**

**Objective 3.B:** Explore opportunities to provide staff development around issues of diversity

- Sponsored Diversity Training Workshop with the Office of Institutional Diversity, November 2006

**Objective 3.C:** Educate and inform the Leadership regarding diversity issues

- Appointment of Council representative to the President's Diversity Council (Jan 07)

### ***Goal 4: Strengthen Relations with Human Resources***

Staff Council will work to strengthen its relationship with the Office of Human Resources (HR) so that it can better serve as a liaison between the staff members of the University and this Office on employment-related issues.

**Objective 4.A:** Maintain an open dialogue with Human Resources about Human Resources.

- Regular attendance at meetings of Human Resources representatives to discuss policies and issues, September and October 2006 (Jan 07)

- Review and passage of revised HR policies (Jan 07)
- Review of Compensation Philosophy Document (Jan 07)

**Objective 4.B:** Review current performance appraisal process to make them more effective, efficient and more meaningful to staff.

**Objective 4.C:** Develop and strengthen the relationship between Human Resources and Staff Council to better serve the staff at DePaul.

- Regular attendance of Staff Council representatives at the University Benefits and Compensation Committee meetings to ensure staff input on issues and future planning (Jan 08)

**Goal 5: Advance Communication Efforts**

Staff Council will enhance both its communications with all university staff as well as its internal communications among members.

**Objective 5.A:** Improve mechanisms for communicating with staff

- Implementation of a two-year strategic plan (Jan 07)
- Use of web casts (Jan 07)
- Use of PowerPoint presentations for Voice of Staff (Jan 07)

**Objective 5.B:** Promote the Redesigned Council Website

- Implementation of site counter (Jan 07)
- Up-to-date Voice of Staff submissions archive (Jan 07)
- Timely upload of meeting Minutes to web site (Jan 07)
- Addition of monthly meeting summary to web site two days following each meeting (Jan 08)

**Objective 5.C:** Create a Marketing Plan to Increase Awareness of Staff Council

- Marketing Plan created and implemented (Jan 07)