Honorable Trustees,

The Staff Senate is the representative voice for all staff in matters relating to the University. The Staff Senate:

- Provides feedback and consultation regarding interests/concerns that affect staff;
- Integrates staff into University governance and affairs;
- Facilitates communication between staff, administration, faculty, and other partners;
- Fosters staff development and recognition to support staff retention;
- Monitors, reviews, and makes recommendations on policies, programs, and initiatives that impact staff;
- Disseminates information about initiatives, programs, and policies that impact staff and share resources needed to navigate University systems;
- Encourages a sense of community and engagement among all staff by the promotion and facilitation of staff participation in the University community.

As the Chair of the Staff Senate, I asked each committee to adopt 2-3 OKRs (Objectives and Key Results) to help the Staff Senate in achieving the goals bulleted above. An objective is significant, action oriented, unambiguous, and inspiring. An objective is where one wants to get, it is a direction, it is what one hopes to accomplish such that at a later time anyone can easily tell if the objective was reached. Choosing the right objectives in one of the hardest things to do and requires a great deal of thinking and courage to do well. Key results are specific and time bound, aggressive yet realistic, and measurable and verifiable. It is how one measures the progress toward the objective. One must identify 3-5 measurable outcomes or key results for each objective to indicate if the objective is being achieved. Key results are quantitative in nature. These OKRs were set by each committee during the July Staff Senate retreat and will be monitored and assessed at each Staff Senate meeting.

As an example, the first OKR for the Public Relations Committee is:

**Objective 1**

**Improve communication with constituents through interesting and timely communication disseminated through multiple channels, and through supporting staff senators in communicating directly with their constituents.**

**Key Result 1.1**

Send Staff Senate newsletter bimonthly, with a 75% open rate by the end of the fiscal year.

**Key Result 1.2**

Increase staff involvement in Staff Senate sponsored events by 50% on average from the beginning of the fiscal year (July-October) to the end of the year (March-June).

**Key Result 1.3**

For every Staff Senate social media account (Facebook, Twitter, LinkedIn, Snapchat), increase key metrics by 50% by the end of the fiscal year.

**Key Result 1.4**

Have at least one PR committee member at every Staff Senate sponsored event to take photos/video and count attendance.

Adopting OKRs will help the NC State Staff Senate focus on what matters by increasing transparency and collaboration, measuring progress, and accomplishing its goals. In this the 24th session, Staff Senate includes 30 returning senators, 47 new senators, and 3 elected officers, representing nearly 6,000 staff, across all 100 counties of the State of North Carolina. This next year promises to be one filled with great opportunities for the Staff Senate to serve its constituents in meaningful ways and to make staff feel encouraged and appreciated each day.

Respectfully Submitted,

Jason Painter, PhD
Director, The Science House
Chair, NC State Staff Senate, 2017-2018