**Mission:**
To serve the university as a representative committee of Administrative/Professional (A/P) Staff

**Core Values:**
- Act with INTEGRITY
- ADVOCATE for A/P Staff
- COMMUNICATE effectively
- COLLABORATE creatively and inclusively

**Goal 1: Be representative of A/P Staff**

**Strategy 1: Build relationships with constituents**
- Actively share information
- Solicit feedback
- Address concerns
- Recruit new APSAC representatives

**Metric:**
- 12 monthly updates distributed by the end of the respective month
- Increase member applications by 5% annually for the next 3 years
- Get monthly count of unique website hits (Google Analytics)
- Semi-annual APSAC performance survey

**Strategy 2: Build relationships with senior administration**
- Participate on key university committees
- Ensure A/P staff input is considered
- Contribute to policy development
- Improve reporting processes

**Metric:**
- Track the number of standing University and adhoc committees APSAC is involved in
- Measure the number of initiatives that are put forth by APSAC that are a) adopted by the University and b) not adopted by the University
- 100% submission of constituent tracking contact reports
Goal 2: Strengthen APSAC’s presence

Strategy 1: Enhance APSAC’s communication methods
- Develop a communication plan by June 1, 2011
- Invite guests to share and receive information

Metric:
- Count the number of University representatives that present at APSAC meetings

Strategy 2: Increase APSAC’s visibility
- Promote activities, events, and changes
- Promote APSAC to constituents
- Engage supervisors to encourage staff utilization of APSAC offerings

Metric:
- Evaluate the effectiveness of promoting events through various media.

Goal 3: Champion professional development for A/P staff

Strategy 1: Provide professional development opportunities
- Lovell Leadership Series, Hadley Speaker Series, APSAC Professional Development Grants for A/P staff

Metric:
- Measure attendance at events
- Track reviews of APSAC events (Qualtrics)
- Track and analyze grant application data

Strategy 2: Create professional development opportunities for APSAC members
- Develop two offerings using university resources to enhance skills of APSAC members (e.g. change management, leadership, communication, writing...) each calendar year for the duration of this plan

Metric:
- Analyze effectiveness of opportunities via Qualtrics survey