

Good morning.

Management experts tell us that “**culture eats strategy for breakfast,**” a quote often misattributed to famed management expert Peter Drucker. Drucker’s original statement, “**Culture, no matter how defined, is singularly persistent**” does not pit culture against strategy- but maintains that culture is the one thing that an organization will always have, whether the employees of that organization intentionally work on it or not. While strategy provides vital focus, culture determines whether an organization is successful in meeting the goals outlined in its strategy.

This year’s staff senators worked tirelessly to improve **culture** for FHSU staff members. Our Events and Promotion Committee, chaired by **Misty Koonse**, hosted four staff socials, a holiday door decorating contest, and a staff appreciation wall with over 100 submissions. Our communications chair **Tyler Marcotte** sent 15 cards of condolence or congratulations to staff members. Our Recognition Committee, chaired by **Hannah Hearld**, met regularly to review nominations and select recipients for the Staff Member of the Month award, receiving more than 40 nominations in the first month. **Bob Duffy**, our representative on the Staff Development Funding Committee, worked with the committee and Vice President Wesley Wintch to increase professional development funding for staff members. While staff were previously eligible for just \$500/year, they are now eligible for \$800/year if attending and \$1000/year if

presenting. Our Scholarship Committee, chaired by **Diana Staab**, continued the tradition of rewarding funds to staff members, to reduce the financial burden of books and materials as they pursue their own degree goals. Our newly formed Compensation Committee, chaired by **Bob Duffy**, began reviewing the most pertinent of staff concerns about compensation, work that will certainly continue into next year and beyond, as the senate maintains a focus on staff compensation.

You cannot do a job like this without mentorship from people who know more than you do, and who are willing to share their expertise and guidance. Accordingly, I'd like to thank **VP Wesley Wintch** for his persistent engagement with Staff Senate this year; **University Counsel Joe Bain** for advice regarding KOMA regulations; **Edie McCracken and the Memorial Union staff** for their flexibility and direction in creating a productive meeting arrangement; **President-Elect Les Mackey** for his willingness to ask tough questions; **Secretary Diana Staab** for her work on minutes and communications; **Past President Bob Duffy** for his innate sense of calm and reason as well as his counsel; **former President Jennifer Whitmer**, for her historical expertise and mentorship; and **AAUP President Janett Naylor-Tincknell**, and **Faculty Senate President Elodie Jones**, for their counsel and support. Finally, I would like to thank **President Tisa Mason** for her accessibility, dedication to transparency, and mentorship.

To our 2024-2025 President Les Mackey and the incoming

senators, we now step aside and make way for your leadership. As you both continue the work we started and set your own goals, may your efforts **better culture at Fort Hays State University**. Because the **people** of the University and the **culture** in which they work will always be more important and more relevant to success than any strategy, platform, innovation, or building.