

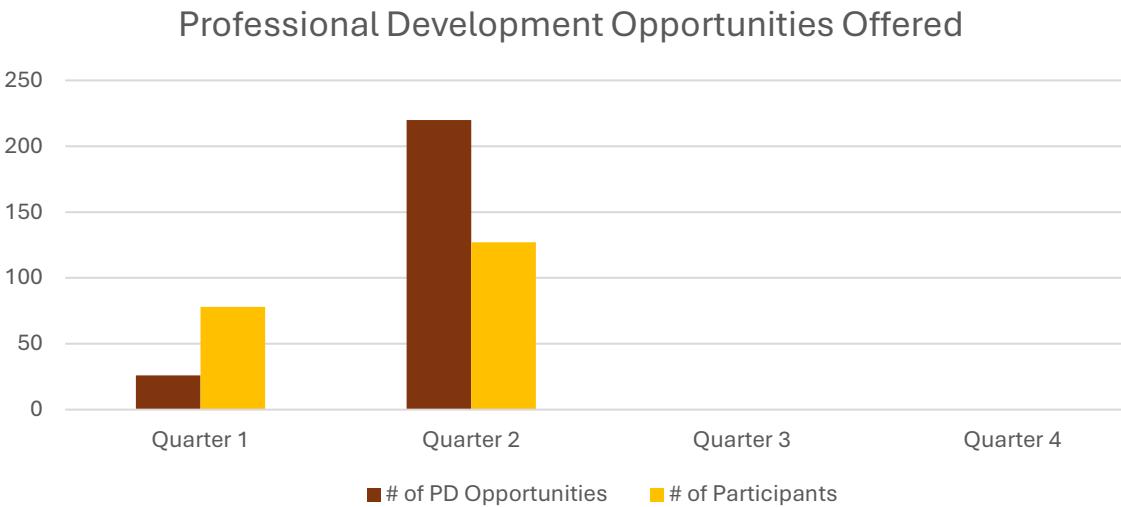
PROFESSIONAL DEVELOPMENT & EMPLOYEE SATISFACTION

Start: July 2025

Finish: June 2026

Budget: \$100,000

Actual YTD: \$0



RISK/MITIGATION

To mitigate risks associated with the rollout of the organizational effectiveness assessment, the committee will conduct early briefings with Cabinet and develop a proactive communication plan to ensure clarity, transparency, and campus-wide awareness of the assessment process.

Q2 HIGHLIGHTS

- ✓ Identified and partnered with an organizational effectiveness assessment consultant.
- ✓ Completed the employee satisfaction survey.
- ✓ Successfully developed and implemented a telecommuting policy and plan in compliance with Governor McMaster's Executive Order (2025-31).
- ✓ Achieved 101.5% of goal with 203 faculty plus 3 staff trained on ACUE's career readiness concentration.
- ✓ 31 Winthrop participants earned a full ACUE certificate

Q3 OBJECTIVES

- Design, deliver, and facilitate three professional development courses for supervisors.
- Conduct EPMS training sessions.
- Launch the first phase of the organizational effectiveness assessment.
 - Collect and analyze documents.
 - Develop a communication plan.
 - Conduct organizational insight survey.
 - Review current operational structure.
 - Conduct individual/group interviews.

Status:

Lead: Beverly Gilliam

Pillars: Enhance

Date: 01/09/2026

DESCRIPTION

Professional development and employee satisfaction programs and initiatives are imagined, developed, and offered to faculty and staff based on employee feedback from previous satisfaction survey and strategic planning processes.

