

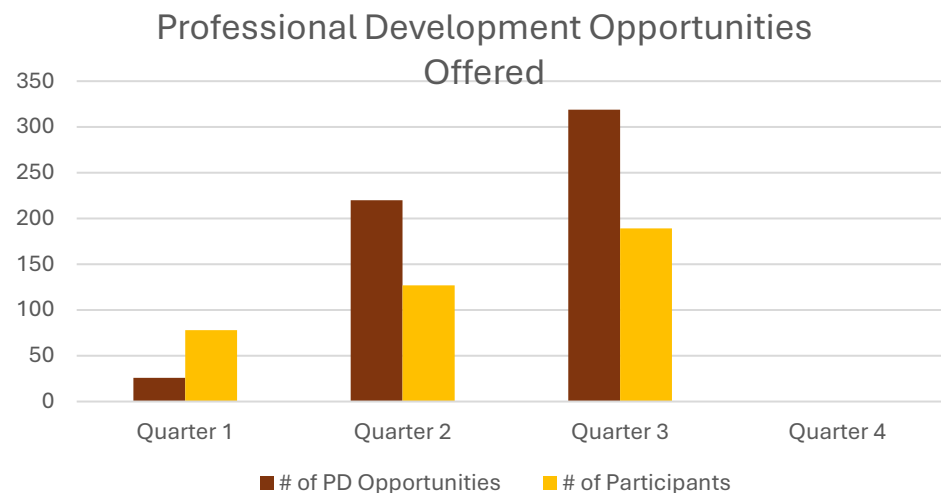
PROFESSIONAL DEVELOPMENT & EMPLOYEE SATISFICATION

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 results, a structured and transparent communication strategy will be implemented, ensuring results are shared in a clear, contextualized, and constructive manner. Messaging will emphasize organizational improvement, not individual evaluation, and will highlight both strengths and opportunities for growth.

Q3 HIGHLIGHTS

- ✓ Successfully hosted the Organizational Effectiveness Assessment town hall, with more than 200 employees participating both in person and virtually.
- ✓ Successfully facilitated three conflict resolution professional development training sessions for supervisors.
- ✓ Successfully launched the first phase of the Organizational Effectiveness Assessment with CampusWorks.
 - ✓ Developed a communication plan.
 - ✓ Conducted an organizational insight survey.
 - ✓ Conducted individual/group interviews.
- ✓ Closed out the Annual Staff Review 2025-2026 period with a 92% completion rate.

Q4 OBJECTIVES

- Deliver Employee Performance Management training for supervisors.
- Deliver Q4 professional development training for supervisors- *Leading High Performing Teams*.
- CampusWorks final report and presentation to Cabinet, the Board of Trustees and campus.

Status:



Lead: Beverly Gilliam

Pillars: Enhance

Date: 04/10/2026

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.

