

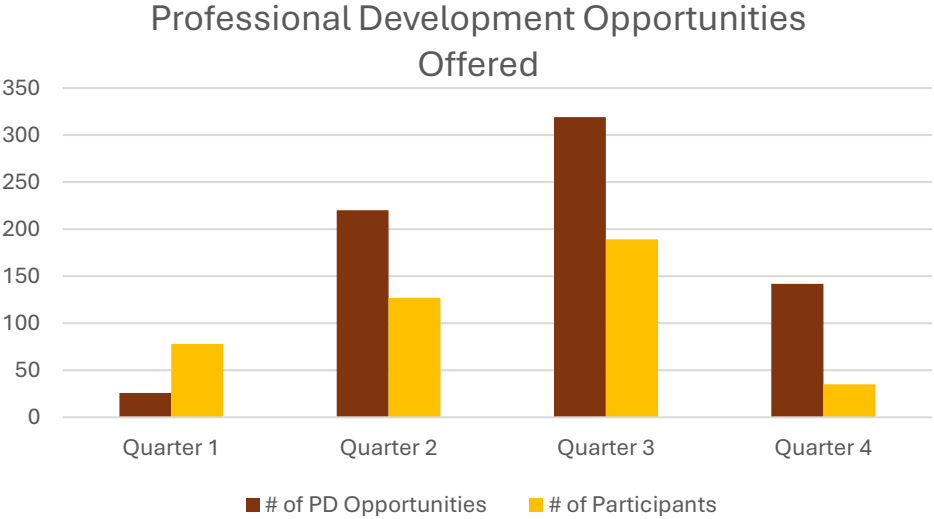
PROFESSIONAL DEVELOPMENT & EMPLOYEE SATISFACTION

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 results, a structured and transparent communication strategy will be implemented, ensuring that 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.

Q4 HIGHLIGHTS

- ✓ CampusWorks has successfully compiled all employee feedback and have identified key themes:
 - Faculty and staff are highly engaged and deeply committed to Winthrop’s mission and long-term success.
 - Capacity constraints present significant sustainability risks.
 - Clear roles, aligned priorities, and transparent decisions are essential to institutional effectiveness.
 - Communication and trust hinge on timely, two-way engagement and visible follow-through on input.
 - Silos and fragmented systems hinder collaboration, despite strong demand for cross-functional work.
 - Investment in people is critical to performance and retention.

CONTINUING OBJECTIVES

- Deliver Employee Performance Management training for supervisors by May 31.
- Deliver Q4 professional development training for supervisors by May 31- *Leading High Performing Teams*.
- The CampusWorks final report and presentation to the Cabinet and the Board of Trustees is on target for the June Board Meeting

Status: 
Lead: Beverly Gilliam
Pillars: Enhance
Date: 05/8/2026

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.

