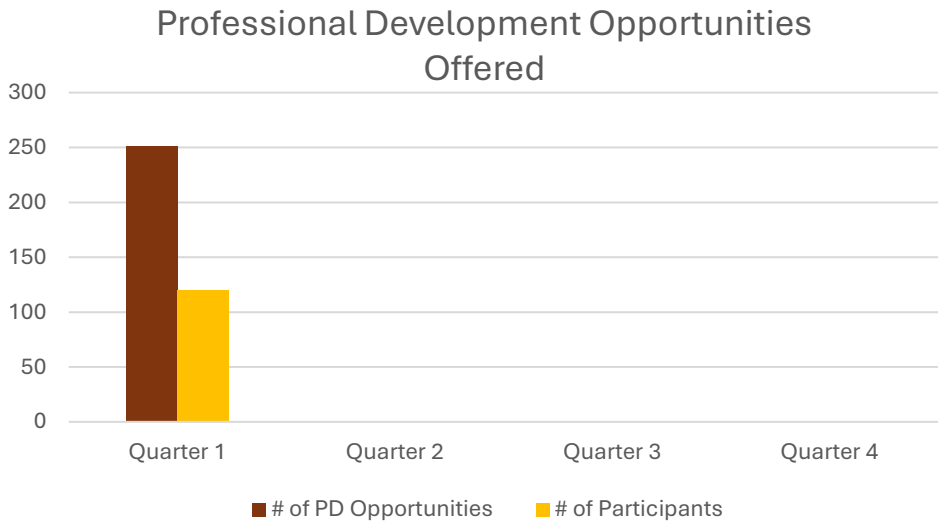
PROFESSIONAL DEVELOPMENT & EMPLOYEE SATISFICATION

Status:
Lead: Beverly Gilliam
Pillars: Enhance
Date: 10/9/2026

Start: July 2026	Budget: $125,000
Finish: June 2027	Actual YTD: $0



Q1 HIGHLIGHTS

- ✓ Successfully launched 5 Fall 2026 Welcome to Winthrop New Staff Orientation sessions.
- ✓ Created and scheduled "Change Champion" training sessions to equip all supervisors with the knowledge, skills, and tools to effectively lead organizational change and support employee engagement.

Q2 OBJECTIVES

- Develop and implement a comprehensive university communication strategy that improves transparency, consistency, and engagement across campuses.
- Foster a culture where continuous improvement is embedded in daily operations through employee involvement, process improvement, and data informed decision making.
- Strengthen two-way communication by creating regular opportunities for faculty and staff to provide feedback and influence decision making.
- Empower employees to identify opportunities, improve processes, and make data informed decisions that advance institutional excellence.

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.

RISK/MITIGATION

Establish clear governance, consistent communication practices, and defined accountability for strategic initiatives. Invest in leadership development and employee training to build change management, communication, and continuous improvement skills across the campus. Foster engagement by creating meaningful opportunities for faculty and staff to provide feedback, participate in decision making, and be recognized for their contributions. Regularly monitor progress using performance metrics and data dashboards, communicate outcomes, and adjust strategies as needed to sustain momentum and continuous improvement.