

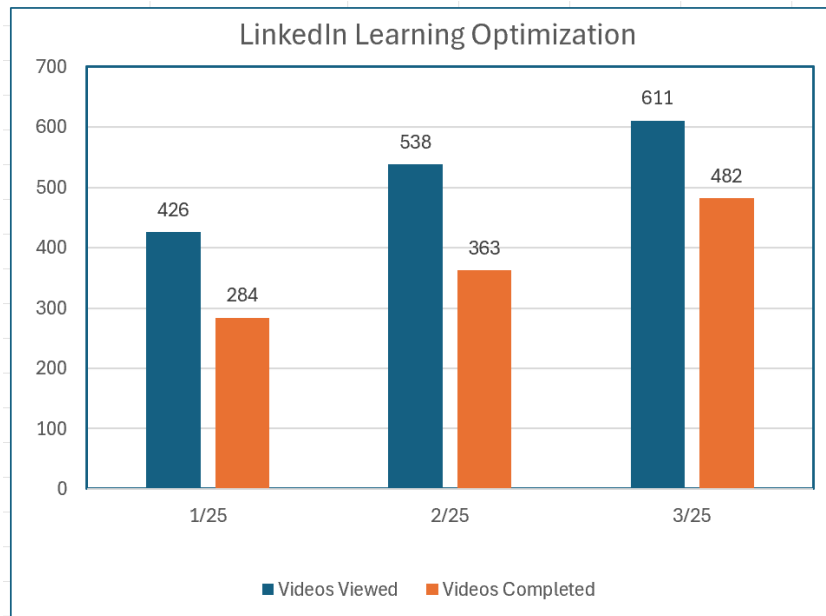
# PROFESSIONAL DEVELOPMENT INITIATIVE

Start: July 1, 2024

Finish: June 30, 2025

Budget: \$31,200

Actual YTD: \$31,200



## RISK/MITIGATION

LinkedIn Learning optimization will continue to fluctuate based on intentional marketing of the platform resulting in higher usage and other factors such as end of the semester preparation resulting in lower usage.

## Q3 HIGHLIGHTS

- ✓ HR process training offered to employees and supervisors including staff performance management processes and student, temporary, and regular employee hiring processes.
- ✓ Provided all employees with total compensation statements on February 17, 2025.
- ✓ The Professional Development Committee of the Staff Assembly hosted an in-person LinkedIn Learning “watch” event to collectively view a Microsoft Teams/OneDrive training video.
- ✓ Delivered 13 Listen and Learn sessions, engaging over 120 faculty and staff.
- ✓ Continued the final phase of Career Concentration courses for the spring, summer, and fall, aiming to reach 200 trained faculty for the Flight Ready QEP.

## Q4 OBJECTIVES

- Update staff Employee Performance Management policy and forms and offer training sessions for faculty and staff.
- Implement processes to provide offer letters to newly hired staff to improve communication and onboarding experience.
- Identify LinkedIn Learning training modules that will be intentionally marketed to employees.
- Host the John Bird and Seung Lee Writing Residency, offering faculty a week of mentorship.
- Plan and develop the New Faculty Mentoring Program for Fall 2025.

Status:



Lead: Lisa Cowart

Pillars: Enhance

Date: 4/9/25

## DESCRIPTION

*Based on data gathered from the October 2023 employee satisfaction survey and the 2024 strategic planning process, professional development and HR-related communication and process training enhancements are provided to Winthrop employees.*

