
BLUEPRINT FOR SUCCESS:

OBJECTIVE 4.2

TRANSFORMATIONAL GOAL

- By 2030, 88% of employees rate their career satisfaction as high with no disparities based on employee classification or demographic characteristics, reflecting an increase of 19-percentage points from 2025.

GOAL 4

- Lead a transformative college culture that embraces demographic change, elevates the visibility of the workforce and economic development, and boldly communicates Foothill's story through meaningful engagement and outreach

OBJECTIVE 4.2

- Foster a college culture of growth and engagement, providing employees with opportunities to thrive.

WHERE ARE WE NOW?

CAMPUS CLIMATE SNAPSHOT

- About one-third feel there are career advancement opportunities
- Roughly half report a strong sense of belonging
- Transparency and well-being perceptions are mixed
- Satisfaction declines with years of service

WONDERINGS



What role does professional development play in supporting a college culture of growth and engagement?



How must professional development evolve if we are serious about fostering a culture where employees thrive?



What kinds of professional development are necessary to move career satisfaction from an aspiration to a measurable outcome?