Supervisory Excellence:
A Unified Approach to Supervisory Development

Recent Employment Practices Review findings:

- Policies are compliant with federal and state law but would benefit from clarification
- No inequitable treatment based on protected class but there are areas to improve
- Recommended training for supervisors, search committee members and employees

Supervisor Training@Iowa

Synergies:
- Campus wide DEI action plan-build leadership skills and embed DEI in all HR Practices
- Working@Iowa survey results-enhance supervisor skills
- Stakeholders such as shared governance groups and HR Leaders- call for increased access to supervisor development

Supervisor Training@Iowa charge

Develop campus wide training to include:

- Creating an equitable and inclusive culture
- Engaging employees to maximize performance
- Performance management and coaching, documentation
- Ensuring consistent HR practices in hiring, onboarding, compensation, development, etc.
- Leveraging the Employee Value Proposition

Scope

Phase one (August 2019-Dec 2020):
- Permanent faculty and staff administrative staff supervisors (current and new)

Phase two (pending approval):
- Leadership competency development and implementation

Phase Three
- Sustainability and improvement of the training
- Continue to train new supervisors
- Encourage leader development as appropriate
- Consider other populations as appropriate

Project structure: roles and responsibilities

Role	Description
Project Sponsors	Most senior members of the project who are responsible to the University for the success of the project and ensures continuity of project sponsorship. The Project Sponsors act as a champion, keeps the project aligned with UI's strategy and direction, is responsible to maintain the project funding, and governs risks escalated by the Steering Committee.
Project Steering Committee	Responsible for content development in all modules as well as oversight of all aspects of the project including coordination of five subcommittees. Escalates concerns to the Project sponsors when necessary.
Senior HR Leaders/T@I Governance council	Provide input, participate in pilot training where possible and give feedback on all aspects of the project including content and delivery quality. Champion the training in own orgs and units

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Project structure: roles and responsibilities

Role	Description
Online module development subcommittee	Creates engaging and interactive online course modules based on the content developed by the Steering Committee. The committee chair serves on he Steering Committee
CQ workbook subcommittee	Maps existing training to compliances. Creates and monitors the compliance and qualifications workbook and makes adjustments as needed. The committee chair serves on the Steering Committee
Communication and change management subcommittee	Creates and implements a change management plan and communication plan for the project. The committee chair serves on the Steering Committee.

Project structure: Leadership
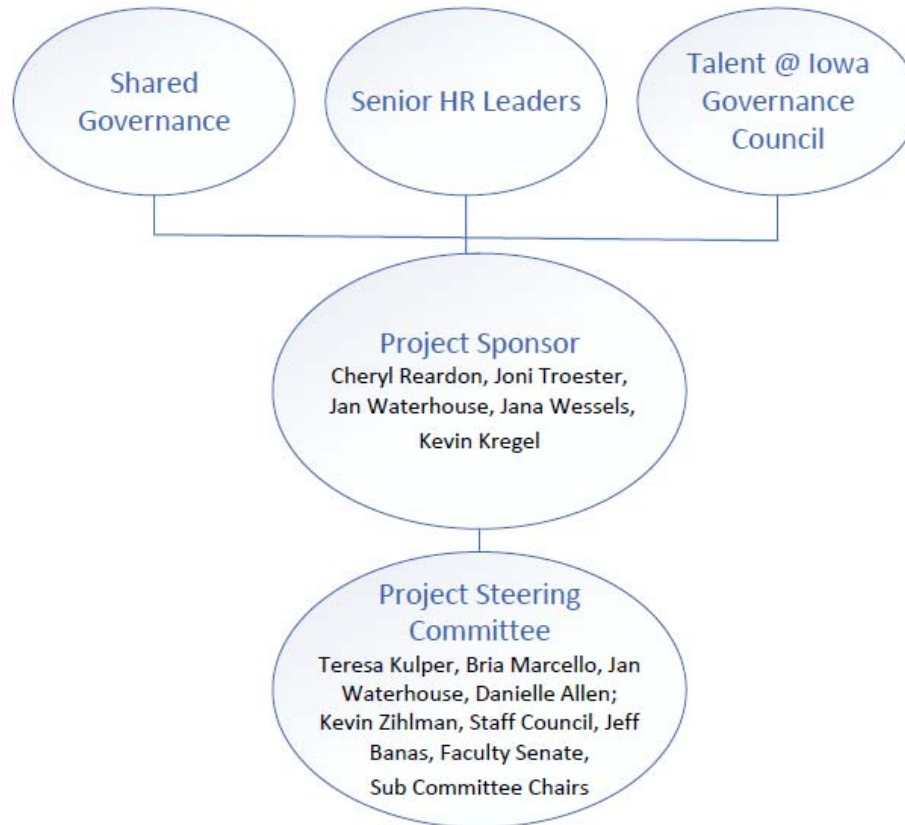
Project Structure: working groups

Call to Action

Staff council reps can get involved:
- Send your content ideas to Kevin or Teresa
- Send your communication/change management ideas to Blair Wagner
- Spread the word about the opportunity to take the training
- Participate in the pre-pilot or pilot sessions, provide feedback

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