

STAFF SENATE RESOLUTION #219

Title: Request for Revision of University of Wyoming Supervisor Training Policy

Date: April 6, 2016

Author: Senator Rachel Stevens

Sponsors: Senators Debbie Allred and Manuel Gallegos

1 WHEREAS, the University of Wyoming is governed by federal and state labor laws requiring
2 compliance at all levels and in all departments of the University, and;

3 WHEREAS, failure to comply with federal and state labor law by any department of the
4 University creates a financial risk to the University as a whole as well as personal risk for
5 University employees in supervisory roles, and;

6 WHEREAS, University of Wyoming Presidential Directive 4-2010-2¹ states that supervisors are
7 expected to complete training on the performance management process, and;

8 WHEREAS, effective management correlates with high productivity and good employee
9 morale while ineffective management correlates with low productivity and poor employee
10 morale²;

11 THEREFORE, be it resolved that the Staff Senate of the University of Wyoming requests that
12 a mandatory supervisor training program be implemented, and;

13 THEREFORE, be it further resolved that supervisor training should be required for all UW
14 personnel (whether they are staff, faculty, or administrative personnel) who manage one or
15 more classified staff members, to be completed within one calendar year of becoming a
16 supervisor, and;

¹ http://www.uwyo.edu/generalcounsel/_files/docs/presidential%20directive%20updates%202016/pd%204-2010-2.pdf

² <http://employeeengagement.com/wp-content/uploads/2013/06/Gallup-2013-State-of-the-American-Workplace-Report.pdf>

17 THEREFORE, be it further resolved that supervisor training should include a range of topics
18 including but not limited to:

- 19 1. Federal and state labor law
- 20 2. UW employment policy and procedures
- 21 3. Effective management and communication practices
- 22 4. Effective employee evaluations techniques
- 23 5. Mentoring and professional development
- 24 6. Change management and organizational culture, and;

25 THEREFORE, be it further resolved that completion of supervisor training should be included
26 in the annual performance evaluation or equivalent for every UW employee that supervises
27 one or more classified staff members.

Date of Passage: _____

**“Being enacted on _____, I do hereby sign my name hereto and approve this
Senate action.”** _____

Staff Senate President, Arron Sullivent