

**STAFF SENATE RESOLUTION #219**

**Title:** Request for Expansion and Implementation of a 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<sup>1</sup> 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 substantial financial risk to the University as a whole as well as personal  
5 risk for University employees in supervisory roles, and;

6 WHEREAS, University of Wyoming Presidential Directive 4-2010-2<sup>2</sup> 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 morale<sup>3</sup>;

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

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<sup>1</sup> Including but not limited to: Age Discrimination in Employment Act, Americans with Disabilities Act, Civil Rights Act of 1964, Equal Pay Act, Fair Labor Standards Act, Family and Medical Leave Act

<sup>2</sup> [http://www.uwyo.edu/generaicounsel/\\_files/docs/presidential%20directive%20updates%202016/pd%204-2010-2.pdf](http://www.uwyo.edu/generaicounsel/_files/docs/presidential%20directive%20updates%202016/pd%204-2010-2.pdf)

<sup>3</sup> <http://employeeengagement.com/wp-content/uploads/2013/06/Gallup-2013-State-of-the-American-Workplace-Report.pdf>

16 supervisor, and;

17 THEREFORE, be it further resolved that supervisor training should include a range of topics

18 including but not limited to:

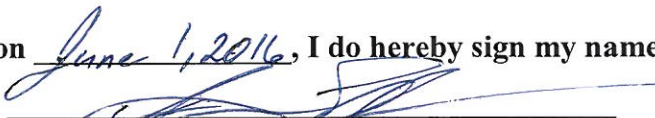
- 19 1. Federal and state labor law;
- 20 2. UW employment policy and procedures;
- 21 3. Effective management and communication practices;
- 22 4. Effective employee evaluations techniques;
- 23 5. Mentoring and professional development;
- 24 6. Change management and organizational culture;

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 **who** supervises

27 one or more classified staff members.

**Date of Passage: June 1, 2016**

“Being enacted on June 1, 2016, I do hereby sign my name hereto and approve this  
Senate action.” 

**Staff Senate President, Arron Sullivent**