Supervisor Training@Iowa aims to establish a comprehensive approach to supervisory development at the University of Iowa.

Phase one focuses on:
- Training staff and faculty in supervisory roles to develop common knowledge, strengthen supervisory skills, and promote consistent, equitable employment practices
- Training all administrative supervisors at the University of Iowa by December 2020

FOCUSBING ON FUNDAMENTALS
Supervisors can choose from online or in-person training. Curricula will be developed during fall 2019 with emphasis on:

- Creating an equitable and inclusive team culture
- Enhancing performance coaching, management, and documentation
- Engaging employees to maximize performance
- Ensuring consistent hiring, onboarding, compensation, and related practices

IDENTIFYING SUPERVISORS
All staff and faculty who supervise regular UI employees in any category will complete the training. Numbers fluctuate, but an estimated 3,000 supervisors will be eligible.

RESPECTING CURRENT SKILL LEVELS
Assessment tools will gauge supervisors’ current knowledge and skills. Supervisors who’ve completed eligible training recorded in My Training will receive credit. Others may demonstrate their knowledge by completing assessments based on the new curriculum.

SCHEDULE MILESTONES

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ADDRESSING SHARED PRIORITIES

Supervisor Training@Iowa responds to:

- **External review of employment practices**: Called for more consistent application of employment-related policies and practices across campus
- **Diversity, equity, and inclusion action plan**: Emphasized promoting, modeling, and implementing DEI values and embedding DEI in all HR practices
- **Working at Iowa engagement surveys**: Consistently identify supervisory skills and feedback as areas for improvement
- **Shared governance and HR leader recommendations**: Commonly prioritize supervisor training

COLLABORATING ON CURRICULUM

Shared governance leaders, HR leaders, and stakeholders will oversee and implement the project.

PLANNING FOR FUTURE NEEDS

Once training for all current/new supervisors is complete, the project may expand to:

- **Phase 2**: Leadership competency development and implementation, ongoing training for new supervisors
- **Phase 3**: Curriculum enhancements, additional leadership development, expansion to other supervisory groups