



A RESOLUTION BY THE PITZER STAFF COUNCIL

Topic: A RESOLUTION IN SUPPORT OF SUPERVISOR TRAINING

Introduced: April 5, 2017

Author(s): Kirsten Carrier and Dana Pike

Approved: April 19, 2017

Request: A Pitzer Staff Council resolution in support of regular, ongoing training for supervisors.

WHEREAS, there is currently no additional training for supervisors at Pitzer, defined as any Pitzer or contracted employee of Pitzer who supervises any other employee, including student employees; AND

WHEREAS, the Staff Focus Groups and “Campus Climate Factor Mapping” document point to Staff experiencing a “Culture of Fear and Retaliation” that is associated with “Management and Supervision” as well as “Staff Turnover” due to “Low satisfaction among staff”, and “Overworked/overloaded Full-Time Staff”; AND

WHEREAS, there is currently little guidance, training, or expectations for supervisors on:

1. How to write and give performance evaluation feedback to their staff
2. How to recognize and appreciate the efforts of staff
3. Human Resource policies supervisors should know
4. Best practices on supervision techniques and team dynamics
5. Inclusivity in the workplace; AND

THEREFORE BE IT RESOLVED that the Pitzer Staff Council requests that the Office of the President and Human Resources move to implement regular, ongoing supervisor-specific support mechanisms and trainings for all staff supervisors, including the supervisors in contracted services; AND

THEREFORE BE IT RESOLVED that these trainings should include items such as: supervisor conversations, opportunities to learn from best practices, and training for the development of leadership skills including, but not limited to, team organization and training, staff performance management, staff recognition, conflict resolution, and effective communication; AND

BE IT FURTHER RESOLVED that Staff Council should be involved in the development and implementation of this training; AND

BE IT FURTHER RESOLVED that this training should be envisioned and created no later than fall 2017, in order to be launched in early 2018; AND

44

45 **BE IT FINALLY RESOLVED** that Staff Council will send this resolution to the
46 President and Human Resources.

Kirsten Carrier & Dana Pike, Co-Chairs