



AUBURN UNIVERSITY

HUMAN RESOURCES

[AUB.IE/HRPATHWAYS](http://AUB.IE/HRPATHWAYS)

# SUPERVISOR PATHWAYS

CURRENT ENROLLMENT 2020

Supervisor Pathways is designed to provide Auburn University Supervisors with meaningful knowledge, skills, and behaviors necessary to be an effective manager and a developer of others.

## PATHWAYS AND THE AU STRATEGIC PLAN

As an answer to Goal 4 of Auburn’s 2019-2024 Strategic Plan, Supervisor Pathways was created to focus on the *“...proper training of staff supervisors, with an emphasis on customer service, collaboration, communications, transparency, and proactivity.”*

## HOW IT WORKS

To “complete the path”, each participant will need to accomplish four steps.

1

### Attend the Supervisor Pathways orientation

#### CURRENT ORIENTATION PARTICIPATION

92

STARTED IN JANUARY

20

BEGAN IN MARCH

95

STARTED IN SEPTEMBER

Enrollment opened in Fall 2019 with over 200 interested Auburn employees enrolling within the first week.

### Complete 26 classes

#### CLASSES INCLUDED ON THE PATHWAY

Supervisor Basics • Coaching Fundamentals • Behavioral Interviewing • Americans with Disabilities Act • Family Medical Leave Act • Fair Labor Standards Act • Title IX • Basic HIPAA Training • Contemporary Issues in Workplace Diversity and Inclusion • Reasonable Suspicion • Introduction to Performance Management • Performance Management Fundamentals • Feedback in a Flash • Legally Effective Hiring Processes • Preventing and Managing Absenteeism • Employee Misconduct • The Weagle Worker Way • Temporary Employment Services • Plus 5 electives centered around Leadership, Supervision, Communication, and Teamwork.

2

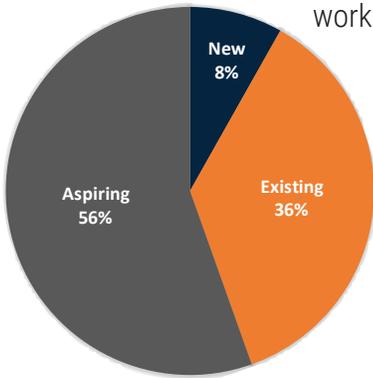




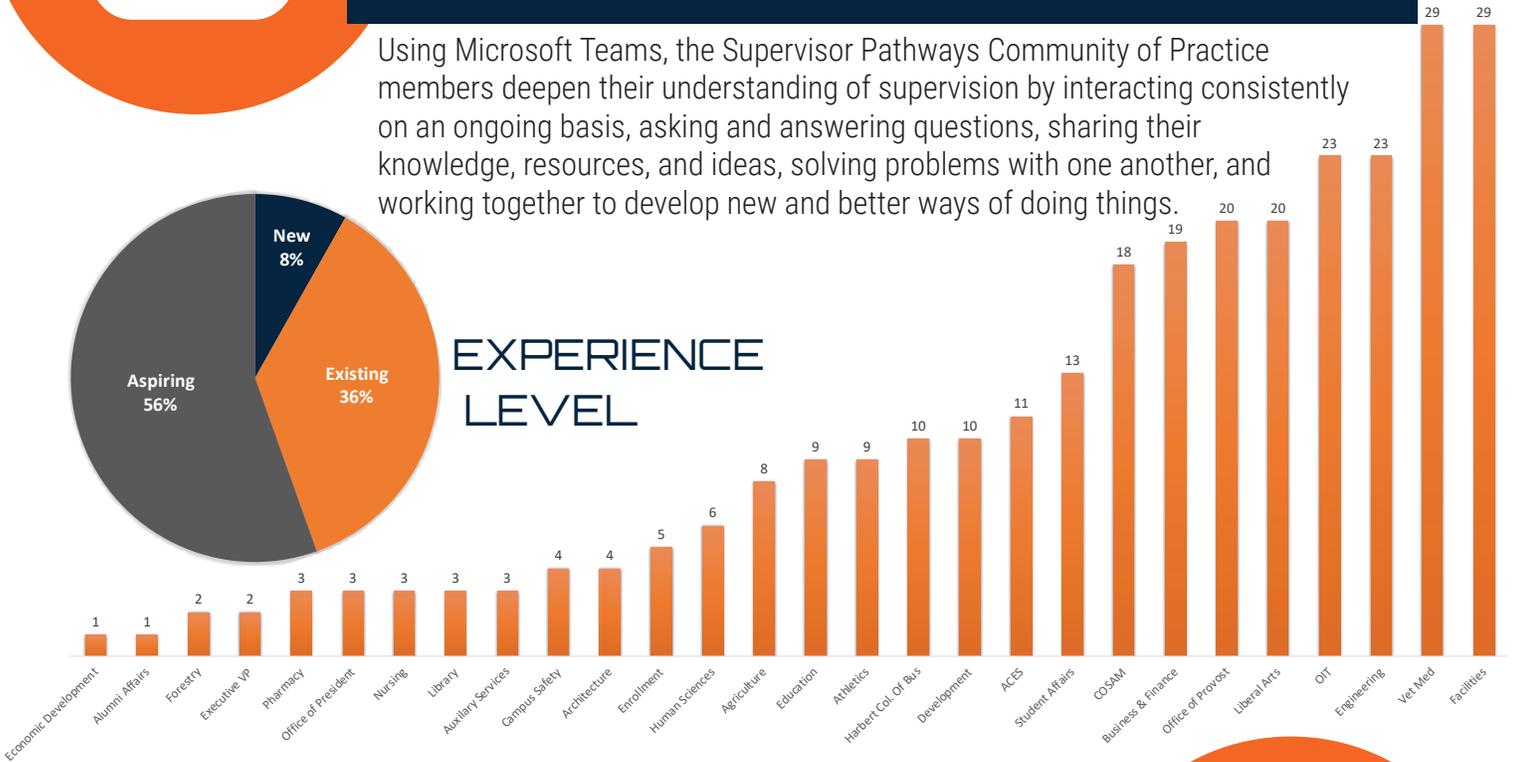
# Participate in a year-long Community of Practice based on experience and department

## ENROLLMENT BY DEPARTMENT

Using Microsoft Teams, the Supervisor Pathways Community of Practice members deepen their understanding of supervision by interacting consistently on an ongoing basis, asking and answering questions, sharing their knowledge, resources, and ideas, solving problems with one another, and working together to develop new and better ways of doing things.



## EXPERIENCE LEVEL



# Complete a Supervisor Pathways Project

## FOLLOW THE STEPS TO PROCESS CHANGE



The Supervisor Pathways Project that will connect coursework and learnings to operations or process improvement in the participant's current position.

The project should also tie directly to Auburn's Performance Management Process and should be a major goal discussed by the participant and their supervisor. It may be considered a "stretch" goal, and be weighted heavily in the performance year. As the project progresses, dialogue between participant and supervisor should be part of the Coaching & Feedback component of Performance Management.

