



University
of Idaho

SUPERVISING IN THE TIME OF COVID19

PROMOTING A POSITIVE WORKPLACE ENVIRONMENT AND NAVIGATING CONFLICT

NOVEMBER 10, 2020



PRESENTERS

Diane Kelly-Riley, Interim Vice Provost for Faculty

Brian Smentkowski, Director of Center for Excellence in Teaching and Learning

Laura Smythe, Ombuds

Brandi Terwilliger, Director, Human Resources



MEETING LOGISTICS

I Please mute if not speaking.

I "Raise hand" to indicate questions. We will monitor "Chat" for other questions/comments along the way.

I Notice: These slides and the recording of this session will be available at <https://www.uidaho.edu/human-resources/managers>



CHALLENGES TO FOSTERING A POSITIVE WORKPLACE ENVIRONMENT

I Substantial budget cuts—unplanned vacancies

I Global pandemic

I Challenges and pressures of daily life

I Isolation

I Anxieties about COVID19



OMBUDS REPORT 2019-2020

The Ombuds has observed significant fatigue and stress resulting from the many changes in leadership, the high turnover in staff, unfilled vacancies in staff and faculty positions, concerns about student enrollment/retention and budget constraints and the many initiatives that have been started, stopped, and changed direction as a result of changing leadership and changing vision. The turnover and reorganizations have caused many to feel that their workload is unsustainable and have caused others to have new position descriptions presented to them with very little sense of agency regarding the changes in those new descriptions. Changes in leadership cause stress due to the inherent uncertainty regarding anticipated changes in vision and priorities for the University. Concerns about a restricted budget cause stress not only due to increasing/changing workloads but also due to worry about employment security.

- The report contains many recommendations to help address fatigue and stress.
- The Supervising in the Time of Covid: Managing Employee Morale covers strategies—see <https://www.uidaho.edu/human-resources/managers>.

TAKING STEPS TOWARD FOSTERING A POSITIVE WORKPLACE

- Return to mission, vision, and values—why do they matter
- Time to talk about clarifying your unit's essential work—looking at what your unit used to do—who you have remaining—and how do you rebalance your unit's work to make it manageable?





BUILDING A COHESIVE CLIMATE





NAVIGATING DIFFICULT CONVERSATIONS



QUESTIONS?





NEXT SESSION

I Would you like another session on December 8, 2020?

I Please vote here: <https://bit.ly/UIAfterThanksgiving>

I Let us know if you would attend and help select the focus for that session!

THANK YOU!!



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THANK YOU

FOR FURTHER ASSISTANCE:

[HTTPS://WWW.UIDAHO.EDU/HUMAN-RESOURCES/MANAGERS](https://www.uidaho.edu/human-resources/managers)

HR@UIDAHO.EDU

PROVOST@UIDAHO.EDU

OMBUDS@UIDAHO.EDU