

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

---

**Council Motion:** To request that University Human Resources resume offering the full Crucial Conversations training to Professional and Scientific staff in calendar year 2020.

**Submitted by:** Policies and Procedures Committee  
May 24, 2019

---

**Whereas:** The Professional and Scientific Council's FY18 Strategic Priorities have identified an ongoing need for supervisory training and professional development for staff.

**Whereas:** Constituent feedback consistently identifies supervisory communication skills and effectiveness in providing constructive comments as an area that needs special attention.

**Whereas:** The Crucial Conversations Training is an award-winning course with a proven record of changing employee behavior in higher education.

**Whereas:** Iowa State University Extension and Outreach offers Crucial Conversations training several times a year as part of its Signature Programs series, but training is only available to Extension and Outreach staff.

**Whereas:** University Human Resources has made Crucial Conversations Training available to staff in the past.

**It is moved:** That the Professional and Scientific Council recommends that University Human Resources implement a plan to resume offering Crucial Conversations Training on campus for staff in calendar year 2020.

**Distribution:** Wendy Wintersteen, University President  
Jonathan Wickert, Senior Vice President and Provost  
Martino Harmon, Senior Vice President for Student Affairs  
Pam Cain, Interim Senior Vice President for University Services  
Kristi Darr, Interim Vice President, University Human Resources  
Deanna Clingan-Fischer, Ombuds Officer