Human Resources

Management Academy

Cornell provides the following development programs for those in supervisory and management roles.

Two programs are prerequisite to attendance at Management Curriculum courses:

- New Supervisor Orientation Certificate Program for all new supervisors
- Supervisor Development Certificate Program for all supervisors

Register at CULearn

Management Academy Curriculum

The curriculum addresses nine competencies and two levels, Applied and Mastery. Each level includes both core and elective courses. Supervisors may take courses individually, or pursue Management Academy certificates at the Applied and Mastery levels.

Skills addressed by the program include:

The purpose of the curriculum is to further develop the skills of current managers in:

- Managing the effective business and administrative operations of a relatively mid-sized department covering one or more functional areas or employees with a single area of expertise.
- Assisting with developing organizational operating policies and procedures and
monitoring for compliance.
• Estimating human resource needs, recommending candidates for employment, and
directing the work of departmental staff to meet deadlines.
• Managing conflict, projects, initiating new activities in support of goals, and promoting
change initiatives and recognizing and utilizing the skills of others.
• Serving as liaison between other departments and representing the unit and/or the
department.
• Building networks across the university.

Eligibility

Participants are nominated to attend the Applied and Mastery curricula.

• Participants are nominated by a supervisor in alignment with the unit's succession
strategy.
• Participants most often hold a position that is E, F, G, H, I

More Information

For additional information, please click on the courses above or contact Jim Sheridan at
254-1360 or Jennifer Fonseca at 254-1635.