System Administration Action Plan

Vision

CU System Administration aspires to be a desirable place to work with a diverse workforce of top talent who are included, empowered and valued. System Administration actively works to develop and maintain an inclusive culture where employees feel a sense of belonging, can find and build community, and are able to meaningfully contribute to CU's mission and purpose.

Focus Area: Belonging

Goal 1: Strengthen employees' sense of connection to and community within System Administration.

Strategy 1: Develop and socialize System Administration organizational values to create shared language and a foundation for connection within System during FY 2023.

Strategy 2: Create onboarding framework for supervisors and departments that integrates values and offers recommendations for community building during FY 2023 and 2024.

Strategy 3: Facilitate opportunities (e.g., quarterly town halls, events, etc.) for staff to engage in-person and virtually to foster culture, wellness, build connections across departments, and promote transparency beginning FY 2023.

Goal 2: Increase employees' awareness and understanding of identity and culture and strengthen their skills and abilities to engage in culturally responsive ways.

Strategy 1: Curate self-paced asynchronous DEI resources that would be available to all employees during FY 2023.

Strategy 2: Host quarterly lunch and learn sessions based on topics in asynchronous resources during FY 2023.

Strategy 3: Research and develop educational programming around DEI and cultural responsiveness to launch in FY 2024.

Focus Area: Growth & Development

Goal 1: Address barriers to employee participation in relevant professional development opportunities to support their growth, learning and acquisition of new skills.

Strategy 1: Develop and provide training opportunities to employees using tools and resources readily available during FY 2023 and launch additional new offerings in FY 2024.

Strategy 2: Develop, socialize, and initiate leadership and supervisory training in FY 2024.

Goal 2: Ensure employees and supervisors engage in effective employee goal setting, feedback, coaching, and career growth processes to support employee development.

Strategy 1: Review and analyze relevant formal and informal processes to determine successes, challenges, and opportunities during FY 2023.

Strategy 2: Based on analysis from FY 2023, revise processes and resources to better support managers and employees with effective approaches to support employee development during 2024.