Campus & Workplace Culture Survey

System Administration Action Plan

FOUR CAMPUSES UNITED
ALL FOUR:ONE

University of Colorado

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CWC 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.

Objective

- Provide an update on our progress to date for responding to our survey results

- Share the System Administration Action Plan

- Outline next steps for departmental action planning and implementation

CWC Survey Administration Timeline

Fall 2021:
Full Survey Administration

2022:
Results Analysis and Action Planning

2023-2025:
Implement Action Plans, Conduct Check-ins and Pulse Surveys

Fall 2025:
Full Survey Administration

Action Plan Creation

2022 Timeline:

► **May:** System Administration Town Hall with office-level results

► **May-August:**

- Separate meetings with department leaders and employees to share department results and collect feedback and input

- Developed System Administration Action Plan

► **September-November:** Department Action planning process

Sources of information utilized:

► Survey results

► Feedback and recommendations from leadership

► Feedback and recommendations from employees

► Research around effective practices for building inclusive environments and support employee growth and development

Focus Areas for System Administration

Belonging

2 goals, 6 strategies

Growth & Development

2 goals, 4 strategies

System Action Plan

Belonging

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

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

Growth & Development

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

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

Belonging

Goal: Strengthen employees' connection to and sense of 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 and provide onboarding framework to 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 positive culture, wellness, build connections across departments, and promote transparency beginning FY 2023.

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Belonging

Goal: 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 live 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.

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Growth & Development

Goal: 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 assess needs to develop and launch additional new offerings in FY 2024.

► **Strategy 2:** Develop, socialize, and initiate leadership and supervisory training model in FY 2024.
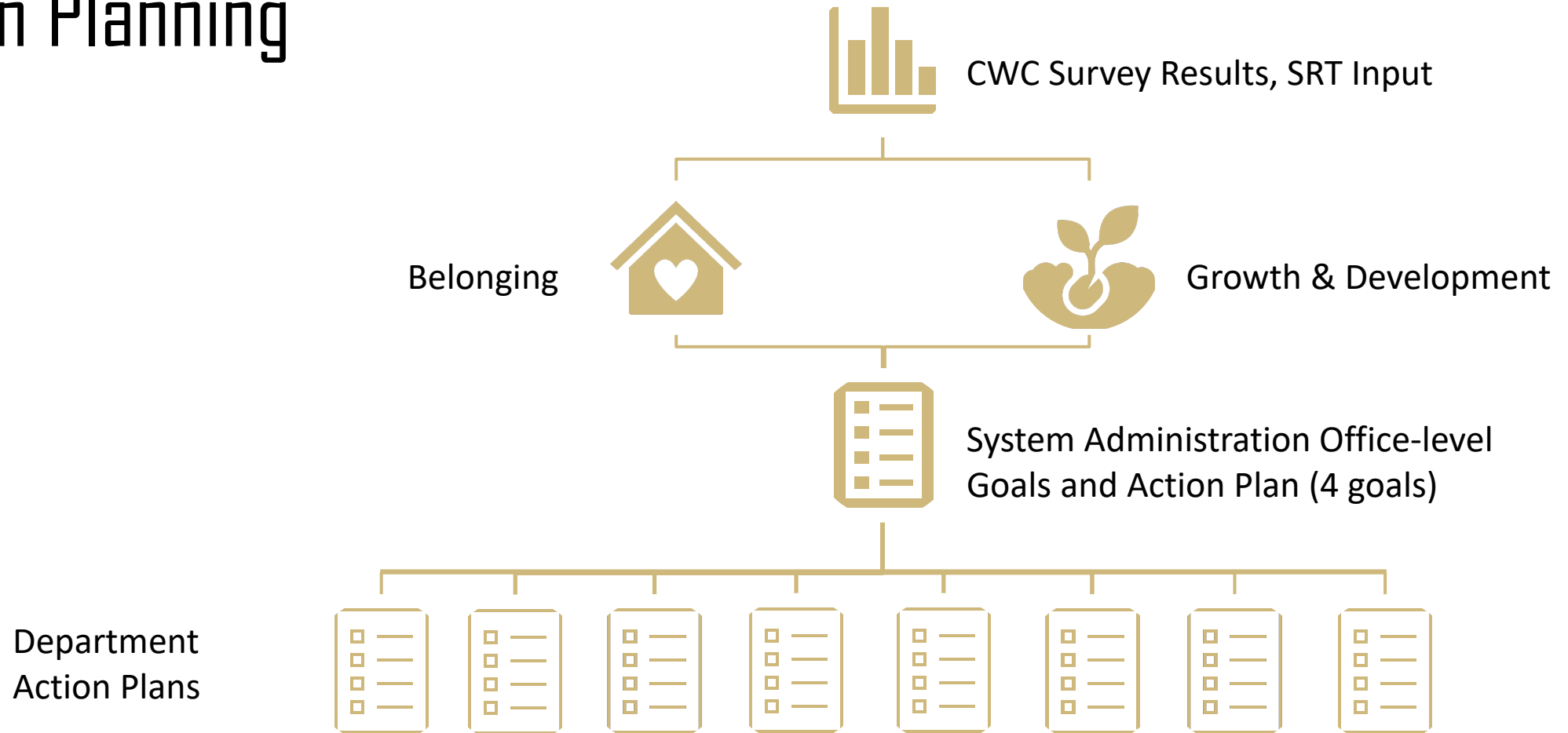
Growth & Development

Goal: 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.

Action Planning

CWC Survey Results, SRT Input

Belonging

Growth & Development

System Administration Office-level Goals and Action Plan (4 goals)

Department Action Plans

Department Action Plan Timeline

September:

Debrief meetings with department leaders

October 10 -21:

First meeting with planning team to discuss action planning process

Oct 31 - Nov 11:

Second meeting to review draft with planning team

November 18:

Finalized department action plans due

Next Steps

September: Socialize System Administration Action Plan with department Leaders during department meetings

September-November: Department action planning

December 2022 – January 2023: Begin action plan implementation

2023 Quarterly Check-Ins: February, May, August

Oct/Nov 2023: Pulse surveying for System employees

Questions?

System CWC Website

- CWC Website: www.cu.edu/cwc-system

- Tableau: www.cu.edu/2021-cwc-survey-system-admin-results

- Internal Tableau: https://viz.cu.edu (select the "System IR" site, then "CWC Survey")

- Additional Questions?

  - Questions about survey or data– ir@cu.edu

  - Action planning and DEI Initiatives: systemdei@cu.edu