Vision
CU System Administration aspires to be a desirable place to work with a diverse workforce of top talent who are empowered, included, 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:
- (Central Advancement) Create opportunities to engage in volunteering as an office/department – helps get to know people across System and within our Department

Strategy 2:
- (Central Advancement) Encourage staff to come into the office for main monthly meetings. Create incentives, provide snacks, food, other training. Find ways to fold in-person elements into regular schedules.

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:
- (Central Advancement) Leverage Campus offerings around DEIB, trainings, and activities

Strategy 2:
- (Central Advancement) Host mandatory trainings for managers and Directors on DEIB management practice

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

Strategy 1:
- (Central Advancement) Communicate to ensure that every employee is aware of their professional development benefit. Team makes use on a recurring basis.

Strategy 2:
- (Central Advancement) Communicate major and minor conference opportunities to the entire office. Advancement specific conferences will be highlighted for the team.

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

Strategy 1:
• (Central Advancement) Conduct annual team goal setting retreats – tied to Spring/Summer in-person visits. Also tackle individual goal setting at this time.

Strategy 2:
• (Central Advancement) Communicate to and educate all staff on how growth paths work at CU and in Advancement. Highlight career levels, and how to progress through levels and career at CU.

Strategy 3:
• (Central Advancement) Set up and facilitate mentorships that are not your supervisor. Create a structure or resource to find a mentor.