University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Budget & Finance CWC Action Plan

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: Develop new employee onboarding process. Provide departmental resources and a consistent welcome package. *(Aligned with system strategy 2.)*

Strategy 2: Establish all-hands meetings to share announcements, introduce new employees, announce work anniversaries (and/or birthdays), and provide each department a chance to highlight projects or accomplishments. *(Aligned with system strategy 3.)*

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: Leverage campus and system DEI resources for training and professional development and encourage attendance at scheduled system DEI training opportunities. *(Aligned with system strategies 1 and 2.)*

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: Encourage participation in professional development opportunities, such as conferences, trainings (including leadership trainings), and skills development. Provide clear communication on available resources (including budget) for professional development opportunities.

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

Strategy 1: Adopt a practice of debriefing major projects with guided discussions addressing successes, failures, and opportunities for continuous improvement. *(Aligned with system strategy 1.)*