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: Aligned with System Strategy 2 - Overhaul of Onboarding process, roles, and activities for UIS Employees, dovetailing into the larger System Onboarding refinement effort

Strategy 2: Aligned with System Strategy 3 - Crowdsourcing & Implementation of ideas board (and budget) to build connectedness at a team level

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: Aligned with System Strategy 3 - Launch of UIS internal team (tiger team? Self-selected) to research and create a proposal for UIS DEI training and awareness program

Strategy 2: Aligned with System Strategy 3 – Employee creation of cultural symbol to identify, strengthen and engage employees through a strongly held and widely shared mindset supported by internal values and structure. Employees will be involved in creating the "what", "how" and "why" of the department's cultural identity.

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: Aligned with System Strategy 1 - Refine and Relaunch Education/Communications around UIS Annual Professional Development Program along with actions to aid employees with carving off professional development time in the work week

Strategy 2: Aligned with System Strategy 2 – Launch of UIS Leadership training curriculum

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

Strategy 1: Aligned with System Strategy 1- Reinforcement & Education campaign of the UIS Progression path across teams to aid employees in understanding their opportunities for growth and guide supervisors in their coaching and growth of team members

Strategy 2: Refinement of UIS-specific management track (in partnership with Employee Services) resulting in resources and communication educating on this updated path for employee development