Published on *University of Colorado* (https://www.cu.edu)

Meet the System HR People Operations Team [1]

September 23, 2024 by (not verified) [2]

The System HR People Operations Team is here to support you throughout your journey at CU.

The team is currently comprised of three members. Beth Marcotte, People Operations Manager, Jennifer D'Angelo Dekker, Senior People Operations Analyst, and Nick Thomas, Senior People Operations Analyst.

The team has 16 years of CU human resources experience which they leverage daily to support the staff at CU System Administration. The People Operations team supports employees throughout their life cycle at CU, from onboarding, pay and leave management, providing coaching support & resources, to separation.

People Operations collaborates regularly with the Talent Acquisition team when new hires are selected and provides support to hiring managers and new employees to ensure they are set up for success from their first day and beyond. Providing a monthly New Employee Orientation session, the team covers important information that new employees need at the start of their tenure with CU.

The team also provides support to existing employees by managing job records to ensure employees are paid on time and accurately, and that their leave balances are accurately reflected. Additionally, the People Operations Team supports the CU Leave Team administering leave of absences for employees needing FAMLI, FMLA, Parental Leave, etc.

People Operations also serves as an advisor and can answer any questions or concerns employees may have by providing resources and coaching. Employees and managers are encouraged to contact our team by e-mailing systemhr@cu.edu [3] where we can ensure the appropriate team member responds to your request.

Additionally, the People Operations has been utilizing hiring and exit data metrics to provide trend analyses to executive leaders every six months. This includes hiring demographic information, turnover rates, and themes collected via onboarding & offboarding surveys

Lastly, the People Operations team is responsible for the exit process. When an employee leaves CU, the team conducts exit interviews & surveys to gain insight into an employee's experience working at CU System Administration. This information is gathered and shared with leadership to ensure CU System continues to be a great place to work!



Beth Marcotte
People Operations Manager
beth.marcotte@cu.edu [4]



Jennifer Dekker
Sr. People Operations Analyst
jennifer.dangelo@cu.edu [5]



Nick Thomas
Sr. People Operations Analyst
nicholas.thomas@cu.edu [6]

SSC [7], People & Culture [8]
Send email when Published:
No

Source URL:https://www.cu.edu/blog/system-staff-council/meet-system-hr-people-operations-team

Links
[1] https://www.cu.edu/blog/system-staff-council/meet-system-hr-people-operations-team
[2] https://www.cu.edu/blog/system-staff-council/author/0 [3] mailto:systemhr@cu.edu
[4] mailto:beth.marcotte@cu.edu [5] mailto:jennifer.dangelo@cu.edu [6] mailto:nicholas.thomas@cu.edu
[7] https://www.cu.edu/blog/system-staff-council/tag/ssc [8] https://www.cu.edu/blog/system-staff-council/tag/people-%26-culture