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

UIS Culture & Updates [1]

October 30, 2024 by ES and UIS Communications [2]

Our System HR team partners with departments across System Administration in many ways. One way we collaborate with departments is by providing support through the employee lifecycle during recruitment and onboarding. Our HR Operations Team has worked diligently to update our onboarding processes and website for our hiring managers. We also have a Welcome Portal for new employees, providing easy-to-access resources and FAQs.

One department that has worked to improve their own HR processes is University Information Services (UIS). Both recruitment and onboarding have a profound impact on UIS culture, and UIS Operations and HR devoted a lot of time during 2023 and 2024 to build a more robust and comprehensive onboarding program to integrate new employees joining CU more effectively and improve their initial experiences.

Recruitment

- Revised and re-implemented the UIS Employee Recruitment Incentive Program, where UIS employees can receive financial compensation for referring employees. UIS employees may receive $1500 for referring an employee for a University Staff recruitment or $3000 for a tough to fill position.

Onboarding

- Added new employee and hiring manager checklists to provide additional guidance and resources on UIS SharePoint page.
- Implemented the addition of 30- and 90-day onboarding surveys for new employees to understand gaps and inefficiencies with onboarding.

Training

- UIS Operations and Employee Services are now conducting quarterly Supervisor Trainings where processes surrounding recruitment, onboarding, and performance management are shared with new and seasoned supervisors.

UIS strives to create an unparalleled recruitment and onboarding experience, where new employees can enter into the CU Community feeling heard, seen, and confident in the support they receive during their time here. We will continue to learn from our new employees to improve their initial experiences, adding new programs and processes that help everyone involved.

SSC [3]
Display Title:

UIS Culture & Updates
Send email when Published:
No

Source URL:https://www.cu.edu/blog/system-staff-council/uis-culture-updates

Links
[1] https://www.cu.edu/blog/system-staff-council/uis-culture-updates [2] https://www.cu.edu/blog/system-staff-council/author/171300 [3] https://www.cu.edu/blog/system-staff-council/tag/ssc