



## **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:**



# University of Colorado **Advancement- CWC Action Plan**

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

- **(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.