



### **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:** Streamline ES onboarding so all department employees have a unified experience (Incorporate Health Trust); Utilize Teams channel to bring awareness and connection through personal ice breakers, celebrations/accomplishments; Promote continued use of Motivosity

**Strategy 2:** Utilize virtual and in-person professional development offerings and All Staff meetings to provide opportunities for connection

**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:** Enhance the ES engagement program through Lunch and Learns, and during the 2023 in-person department retreat. Incorporate DEI sessions and promote offerings from DEI office.

### **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:** Capitalize on LinkedIn Learning and Skillsoft and continue to share meaningful opportunities in Focus Friday communications

**Strategy 2:** Define specific hours for employees to focus on individual professional development.

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

**Strategy 1:** Provide opportunities for the ES management group to collaborate and work to align department goals and priorities.