



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: In FY22, we developed a set of team Core Values (IA CARES) and a Vision Statement (Insight with Impact). We developed department onboarding materials that include both elements. In FY23, we will operationalize these elements through continued conversations at team meetings and including them in the performance goal setting and evaluation processes.

Strategy 2: Increase awareness of Internal Audit and establish rapport with System Administration departments through lunch-and-learns, "fireside chats", and enhanced Internal Audit website.

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: Encourage the team to attend/complete DEI courses made available by System Administration. Communicate upcoming events and remove barriers to participating. Share the DEI calendar to create stronger awareness of events, such as heritage month, to amplify the impact of related events.

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: In FY22, we rolled out an updated Continuous Professional Education (CPE) model that creates a transparent, consistent, and equitable access to professional development opportunities. In FY23 and beyond, we will continue to leverage this approach.

Strategy 2: Continue knowledge-sharing within the team in FY22, by which team members who attended conferences share their key takeaways with the rest of the team.

Strategy 3: Create opportunities for team-wide soft skill building, such as communication, collaboration, trust, etc. The first of such events was held in August 2022. We will plan at least two sessions per year going forward.



Strategy 4: Encourage the team to leverage training opportunities provided by System Administration, using tools and resources readily available through LinkedIn Learning and Skillssoft.

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

Strategy 1: We rolled our Cornerstone in FY22. In FY23, we will strengthen the extent of using Cornerstone by: (1) operationalizing team Vision and Core Values by translating them into performance goals; (2) participate in the 360/mid-year review activities.

Strategy 2: Specifically for audit engagements, we will roll out Project Evaluation Forms, that will enable supervisors a standardized and transparent platform to provide feedback and coaching based on the outcomes of every engagement, which will be timelier and more relevant for employees.