



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: Host regular department gatherings and activities to foster connectivity throughout the OOTP & 8th Floor (e.g., bi-annual all department meetings, team highlights, brown bags, informal events, training, etc.).

Strategy 2: Develop methods for keeping department employees (specifically OOTP & 8th floor staff members) informed of relevant information, updates and changes within the department (e.g., OOTP listserv, 8th floor listserv, shared calendar, all-department meetings, etc.)

Strategy 3: Create department-specific onboarding materials to complement forthcoming onboarding resources and tools being developed by Employee Services to create a consistent onboarding experience for all employees within the department.

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: Communicate and encourage OOTP staff to participate in DEI-related training offered through the system and campuses.

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: OOTP Leaders are to clarify and communicate what budget and/or resources are available within their specific office to professional staff along with process for requesting funding.

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

Strategy 1: OOTP Leaders are to clarify and communicate what budget and/or resources are available within their specific office to professional staff along with process for requesting funding.