



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: Continue providing opportunities for staff to connect with campuses and PSC through *formal* events like No Agenda forums, showcases, virtual town halls and office hours.

Strategy 2 Formalize an onboarding program to increase engagement from day one. Include mentorship and buddy programs as part of this strategy.

Strategy 3: Develop a framework based on employee feedback (survey) to foster *informal* opportunities to connect. Evaluate the program by soliciting feedback 2-3 times per year.

Examples: Lunch and learns, coffee hours-virtual, trivia games-virtual, potlucks, attending other team meetings, continuation of skip levels, etc.

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: Increase **awareness and sharing**: engage employees to share their culture, traditions, etc. Highlight cultures in the internal newsletter, meetings, and through the teams. Use DEI calendar to help identify holidays.

Strategy 2: Form a **development plan** to increase skills and abilities to engage in culturally responsive ways by utilizing LinkedIn learning courses, guest speakers, and other CU resources.

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: Highlight the catalog of CU and other professional development offerings. Share the catalog so employees can engage in personalized professional



Procurement Service Center (PSC) CWC Action Plan

development opportunities. Supervisors can use the catalog to help employees chart a plan to define and reach their goals.

***Examples:** CU at the Top, offer cohort opportunities such as Six Sigma, certificate programs, etc.*

Strategy 2: Work with supervisors to ensure that staff are supported in time away for professional development opportunities. PSC needs to find capacity to support these opportunities.

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

Strategy 1: Assist supervisor skill development. Ensure they have the knowledge, skills, and abilities to help staff develop effective goals and provide feedback and coaching to help staff successfully achieve their goals.

Strategy 2: Share leadership goals to help employees align with organizational goals as part of the goal setting process. Commitment of leadership to support the time needed to achieve goals.