

Faculty and Staff New Hires and Retention

Efforts Underway at CU Anschutz

CU Anschutz's Strategic Plan Emphasizes Recruitment & Retention of Diverse Employees

One of CU Anschutz's five campus-wide strategic initiatives for 2021-2026 is to Invest in Our People. As part of this initiative, three task forces with representation from across the campus were convened in 2022-23 to research and make recommendations regarding Holistic Hiring, Staff Pathways, and Faculty Promotion & Tenure, respectively. Each task force inventoried efforts across campus and researched national best practices and trends, then made recommendations to the senior leadership team. That team is currently reviewing, prioritizing, and implementing recommendations as appropriate.

Full recommendations and an extensive catalogue of ongoing activities can be found here:



Highlights: Recruitment and Retention Efforts

ALL EMPLOYEES

Leveraging Data for Analysis and Decision-making

The Office of Institutional Research and Effectiveness is working with Schools/Colleges and the Office of Diversity, Equity, Inclusion, and Community Engagement to provide ongoing annual updates of faculty new hire data with an emphasis on targeted diverse populations. Utilizing applicant data to identify trends across process and by unit, CU Anschutz is working with the director of IT data analytics in Central HR to build Tableau dashboards to help departments and Schools/Colleges review their hiring metrics.

The Administration & Finance team has also completed two salary compression pools and conducted other HR reviews.

Expanding Access to Mentoring

New as of 2024, the BIPOC Opportunities for Networking and Development (BOND) Mentoring Program is accepting 10 staff and 10 faculty mentees into its pilot cohort. While this program will prioritize minoritized populations, it is available to all staff and faculty who are interested in fostering a diverse community that values equity and inclusion.

Improving Sense of Belonging for All Employees

The Campus and Workplace Culture Survey was conducted in fall 2021, and the Deans of each School/College developed action plans in response to the results. A pulse survey focused on a sense of belonging and wellness will be conducted in spring 2024 to assess progress.

To help resolve workplace conflicts with collaboration and community, the newly formed Office of Academic Resources will be implanting "adaptable resolution," which uses early intervention strategies to find mutually agreeable resolutions with support from trained facilitators.

The Veteran's Employee Resource Group (ERG) was formed by Veterans in early 2023 with the vision to enhance workplace culture, advocate for Veteran's needs, and empower our Veterans on campus to excel. The goals of the Veterans ERG are to: build camaraderie, support holistic wellbeing of Veterans, increase workplace satisfaction and retention, develop mentorship opportunities for Veterans, grow community engagement, and leverage unique experiences to help our campus excel.

Enhancing Recruitment Strategies

The Colorado School of Public Health has completed a successful pilot of an innovative Search Advocate Program. Search advocates are existing faculty and staff who serve on searches and who have been trained to ensure that search processes are equitable. There are plans to scale this program to the full campus in the near future.

Human Resources has established an active presence for CU Anschutz on Glassdoor and is working to respond to employee comments on this page. That dialogue demonstrates that CU Anschutz is an engaged employer that listens to its employees and prioritizes employee satisfaction. It's also an opportunity for individuals considering CU Anschutz as an employer to learn more about the institution from the employee's perspective.

Human Resources is also participating in a pilot with CIRCA, a Talent Acquisition vendor. This vendor directly connects with millions of local candidates and underrepresented job seekers, utilizes our network of community-based organizations and niche job boards, and enhances visibility into job posting engagement, allowing for targeted outreach and improved recruitment insights.

The central HR Talent Acquisition unit has increased their community outreach efforts in 2023 to develop more diverse relationships to expand our talent pipeline and demonstrate that CU Anschutz is an employer of choice. Specifically, our unit has partnered with Mi Casa Resource Center, State of Colorado Department of Vocational Rehabilitation, Spring Institute, and Hiring Our Heroes. In addition, the Information Strategy and Services team has put together list of recruiting sources that focus on diverse candidates, with a primary focus on IT jobs.

The central HR Talent Acquisition unit is actively in the process of building a SkillBridge internship program for the CU Anschutz campus. This is an opportunity for departments to promote an internship opportunity for transitioning active-duty military members. In the last 6 months or less of a military member's active service, they can do an unpaid internship through the military. The service member is still considered active duty and paid by the military. This allows the service members to learn valuable skills to prepare them for the civilian workforce as they transition from the military. The program is anticipated to be launched in March 2024.

PRIMARILY FACULTY

Longitudinal Recruitment for Faculty

The Office for Educational Outreach and Pathways Initiatives provides sustained, comprehensive programs across all educational levels to promote access and increase the numbers of underrepresented populations among health sciences faculty.

Revisiting Promotion & Tenure Processes and Policies

The Faculty Promotion & Tenure Task Force convened in 2023 to, in part, identify opportunities to reward achievements in areas such as DEI and community engagement – and, in turn, to retain faculty who excel in those areas. Recommendations from the task force are currently under review by academic leadership for possible implementation in the years to come.

PRIMARILY STAFF

Developing personalized professional development plans

The Learning & Development Team has launched an online, self-paced manager certification program, as well as a competency-based program for entry to mid-level HR professionals. It has also developed and facilitated a variety of specialized programs such as team retreats, specialized manager programs, and career coaching.

Enhancing Opportunities for Advancement and Career Mobility within CU Anschutz

Human Resources has opened the internal CU Careers job board for the campus to utilize. This is an opportunity for departments to list openings first with internal employees before reaching out to external audiences.