

CU System Administration aspires to be a desirable place to work, with a diverse, talented workforce that is empowered 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.

GOAL: SYSTEM ADMINISTRATION URM & NEW HIRES RECRUITMENT & ONBOARDING

Strategy: *Use inclusive language and broad qualifications in all job descriptions and postings for a greater reach to more diverse populations.*

- Bias mitigating AI tool for job descriptions and postings.
- Year-for-year substitution of experience in lieu of education to broaden applicant pool.
- Demonstrated ability to work within/cultivate diverse teams and promote diversity across organization.
- Expand and embed search advocacy training into all aspects of hiring and HR processes.

Strategy: *Broaden recruitment efforts to include more URM employment sites and professional organizations.*

- [DirectEmployers](#) includes military/veterans, diversity, disability, etc. JobElephant to recommend other sites to post positions Examples from recent recruitments: [BlacksInHigherEd.com](#), [DisabledPerson.com](#), [PWOCN.org](#), [ALPFA.org](#), [JBHE.com](#), [WomenAndHigherEd.com](#), [Prospanica.org](#).

Strategy: *Provide search committees guidance, materials, and training for non-biased and inclusive hiring.*

- HR provide [guidance and materials](#) including search checklist and hiring manager resources.
- Search committee training on implicit bias and best practices via Skillsoft and LinkedIn Learning.
- Provide applicant demographics to hiring manager and VP before candidate screening.

GOAL: SYSTEM ADMINISTRATION STAFF RETENTION

Strategy: *Strengthen employees' sense of connection to and community within System Administration.*

- Develop, educate, implement System Administration principles of community in spring 2024.
- Create an [onboarding](#) framework.
- Facilitate in-person and virtual engagement opportunities.

Strategy: *Increase employees' awareness and understanding of identity and culture and strengthen their skills and abilities to engage in culturally responsive ways.*

- Implement Fall 2023-Spring 2024 programming.
- Explore creation of URM staff and affinity groups/employee resource groups in spring 2024.
- Implement Spring 2024 Book Club: *Caste* by Isabel Wilkerson.
- Explore and catalog asynchronous options available in HR portal.

Strategy: *Address barriers to employee participation in relevant professional development opportunities to support their growth, learning and acquisition of new skills.*

- Learning needs of staff were assessed in spring 2023 to guide training program efforts. Training included: feedback and goals setting, the performance process, progressive discipline, professional development tools and resources, LinkedIn Learning, Compensation 101, and sharing additional training resources through System Staff Council newsletters.
- Focus Friday for individual departments to provide time for employees to concentrate on learning topics and department wide learning events hosted at the end of the year.

ABOUT CWC & PULSE SURVEYS

- 88% (514 of 586) of system staff responded to the CWC Pulse Survey administered in 2023.
- Comparable to 89% (502 of 566) in CWC Survey in 2021.
- Improvement shown in themes: belonging, environment, growth & development, and value & respect.
- Action plan updates will be made in 2024 to cultivate a sense of belonging and inclusive culture.

Colorado Demography

System Administration compared to the state population. CU data from CU Diversity Report and CO population from U.S. Census.

	System Admin (%)	System Admin (#)	CO CENSUS (18+)	CO CENSUS (Total Pop)	CO CENSUS (Under 18)	Denver County (Total Pop)	Boulder County (Total Pop)
	2023	2023	2020	2020	2020	2021	2021
<i>American Indian or Alaska Native</i>	0.4%	2	0.6%	0.5%	0.5%	0.5%	0.4%
<i>Asian, Asian American</i>	10.4%	59	3.6%	3.1%	3.3%	3.9%	4.8%
<i>Black, African American</i>	2.5%	14	3.7%	3.9%	4.2%	9.0%	1.0%
<i>Hispanic or Latino</i>	11.8%	67	19.2%	21.7%	31.6%	29.5%	14.1%
<i>Native Hawaiian/Pacific Islander</i>						0.2%	0.1%
<i>More than one race</i>	1.9%	11	4.3%	3.1%	7.8%	2.5%	2.4%
<i>White</i>	67.9%	387	68.6%	67.5%	52.6%	54.6%	77.4%
<i>Unknown</i>	5.3%	30					
<i>% People of Color</i>	26.8%	153	31.4%	32.4%	47.4%	45.4%	22.7%
<i>% URM (System Admin Definition)</i>	14.6%	83	23.5%	26.1%	36.3%	39.1%	15.5%

CU Diversity Report

System Administration Only, data as of Nov 1 of each year, regular full-time faculty & staff, IPEDS methodology. Nov 2023 is preliminary.

	Nov 2019	Nov 2020	Nov 2021	Nov 2022	Nov 2023
Sex	468	537	530	533	570
<i>Female</i>	280	329	322	326	358
<i>Male</i>	188	208	208	207	212
<i>% Female</i>	59.8%	61.3%	60.8%	61.2%	62.8%
<i>% Male</i>	40.2%	38.7%	39.2%	38.8%	37.2%
Race/Ethnicity	468	537	530	533	570
<i>American Indian or Alaska Native</i>	1	1	1	1	2
<i>Asian, Asian American</i>	44	50	54	56	59
<i>Black, African American</i>	14	17	17	14	14
<i>Hispanic or Latino</i>	28	51	50	56	67
<i>More than one race</i>	26	8	8	7	11
<i>White</i>	317	368	370	371	387
<i>Unknown</i>	38	42	30	28	30
<i>People of Color</i>	113	127	130	134	153
<i>URM (System Admin Definition)</i>	43	69	68	71	83
<i>American Indian or Alaska Native</i>	0.2%	0.2%	0.2%	0.2%	0.4%
<i>Asian, Asian American</i>	9.4%	9.3%	10.2%	10.5%	10.4%
<i>Black, African American</i>	3.0%	3.2%	3.2%	2.6%	2.5%
<i>Hispanic or Latino</i>	6.0%	9.5%	9.4%	10.5%	11.8%
<i>More than one race</i>	5.6%	1.5%	1.5%	1.3%	1.9%
<i>White</i>	67.7%	68.5%	69.8%	69.6%	67.9%
<i>Unknown</i>	8.1%	7.8%	5.7%	5.3%	5.3%
<i>People of Color</i>	24.1%	23.6%	24.5%	25.1%	26.8%
<i>URM (System Admin Definition)</i>	9.2%	12.8%	12.8%	13.3%	14.6%