

## Student outreach

- Professional practice program w/ Informatics: mock interviews, mentoring
- Bepko Internship Program
  - 8<sup>th</sup> year, 17 internship projects
  - Targeted to under-represented populations in IT
- Make IT Happen Techfest, multiple career fairs: promote IU IT resources and job opportunities
- Employment opportunities through Technology Center Consulting and Support Center
  - Campus employment enhances student retention
  - TCC bottom rung of career ladder to many successful IU IT leaders
- Student Ambassadors Program

## Work climate

- 80%+ response rate (700+ employees at IUPUI and IUB)
- Questions related to employee experience/organizational culture showed
  - 95.6 I feel comfortable working with people from diverse backgrounds
  - 87.9 UITS is striving to recruit people from diverse backgrounds
  - 84.5 UITS is striving to retain people from diverse backgrounds
  - 83.0 I would choose to remain employed at UITS given comparable opportunities
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## Leadership development

- Staff participation in rigorous IT Leaders Program designed to enhance the professional and personal development of individuals who will play increasingly important management and leadership roles within information technology
  - Five different sessions with sister CIC schools (29 participants)
  - First on-site IU IT Leaders Program (14 UITS staff members, 12 from extended IT communities on all campuses)
  - Boot Camp: 22 emerging leaders engrossed in two full day sessions at Bradford Woods building leadership competencies