University Mission, Values, and Guiding Principles

- **Mission**
  Inspired by its land-grant heritage, Colorado State University is committed to excellence, setting the standard for public research universities in teaching, research, service and extension for the benefit of the citizens of Colorado, the United States, and the world.

- **Values**
  - Be accountable
  - Promote civic responsibility
  - Employ a customer focus
  - Promote freedom of expression
  - Demonstrate inclusiveness and diversity
  - Encourage and reward innovation
  - Act with integrity and mutual respect
  - Provide opportunity and access
  - Support excellence in teaching and research

- **Guiding Principles**
  CSU is a community dedicated to higher learning in which all members share in pursuit of knowledge, development of students, and protection of essential conditions conducive for learning. These protections are presented in the form of university policies, applicable federal and state laws, and statements of fundamental rights and responsibilities, which govern both the academic setting and the university community as a whole. Some of the policies and expectations described in this Catalog are among those most relevant to students, faculty, and staff; others are focused specifically on the student population but are not intended to serve as an exhaustive list of all policies that pertain to students or life on campus. A complete guide to CSU policies is available online through the Office of Policy and Compliance (http://opc.prep.colostate.edu).

  CSU expects students to maintain standards of personal integrity that are in harmony with the educational goals of the institution; to observe national, state, and local laws, and University regulations; and to respect the rights, privileges, and property of other people. Principles of academic honesty, respect for diversity, and pursuit of lifestyles free of alcohol and drug abuse are examples of these standards. Students are not only members of the academic community; they are, additionally, members of the larger society and thus retain the rights, protection guarantees, and responsibilities which are held by all citizens.

- **Commitment to Diversity**
  CSU has a unique mission in the State of Colorado. As a land grant university we are committed to a foundational principle of inclusive excellence recognizing that our institutional success depends on how well we welcome, value, and affirm all members of the CSU community. Only through the inclusion of the rich diversity of students, staff, faculty, administrators, and alumni can we truly be excellent in our pursuits.

  Our inclusive excellence efforts hinge on four key ideas:

  **Broad and inclusive definition of diversity.**
  We recognize that to truly be inclusive we must draw attention to the depth and breadth of the diversity represented at CSU. Our definition includes age, culture, different ideas and perspectives, disability, ethnicity, first generation status, familial status, gender identity and expression, geographic background, marital status, national origin, race, religious and spiritual beliefs, sex, sexual orientation, socioeconomic status, and veteran status. We also recognize that the historical exclusion and marginalization of specific social groups must be addressed to promote equity.

  **Inclusiveness and excellence are interdependent.**
  We recognize that to continue to stay current in the global marketplace and stay relevant in an increasingly diverse world, we must embody inclusion. To practice inclusiveness is excellence.

  **Everyone is responsible for inclusive excellence.**
  All members of the campus community (administrators, faculty, staff, students, and alumni) must recognize and assume responsibility for the climate of the university. A unit or person can drive the process, but every individual at CSU assumes responsibility for positive change.

  **Inclusive excellence goes beyond numbers.**
  Historically, diversity has been gauged by demographics or numbers; we must move beyond solely numbers toward an inclusive community that embeds diversity throughout the institution in multiple areas including demographics, policies, and communications; curriculum,
pedagogy, and student learning; recruitment, hiring and retention, evaluation and supervision.

Achieving inclusive excellence is a long-term commitment and must have a comprehensive broad approach, embedding appreciation of all members and inclusion best practices into the very fabric of CSU's organizational culture.

**Equal Opportunity and Nondiscrimination**

CSU does not discriminate on the basis of race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, or gender identity or expression, or pregnancy. CSU complies with the Civil Rights Act of 1964, related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Age Discrimination in Employment Act of 1967, as amended, Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the ADA Amendments Act of 2008, the Genetic Information Nondiscrimination Act of 2008, and all civil rights laws of the State of Colorado. Accordingly, equal opportunity of employment and admission shall be extended to all persons. CSU shall promote equal opportunity and treatment in employment through a positive and continuing affirmative action program for ethnic minorities, women, persons with disabilities, and veterans.

Admission of students, employment, and availability and access to CSU's programs and activities are made in accordance with these policies of nondiscrimination. Off campus householders who desire to list student accommodations with CSU must certify that they will comply with CSU's policy on nondiscrimination in student housing.

Any student or University employee who encounters acts of discrimination, either on or off campus, is urged to report such incidents to the Office of Equal Opportunity of CSU, located in 101 Student Services. Any person who wishes to discuss a possible discriminatory act without filing a complaint is welcome to do so.

Any of the above discriminatory acts can also be the subject of complaints to the Department of Education, Office for Civil Rights, as well as to the Office of Federal Contract Compliance Programs, Equal Employment Opportunity Commission, and the Colorado Civil Rights Division; information on filing complaints with any of these agencies is available in the Office of Equal Opportunity (http://oeo.colostate.edu).

**Freedom from Personal Abuse**

CSU acknowledges the right of all people to freedom from personal abuse. Abusive treatment of individuals on a personal or stereotyped basis prevents the attainment of CSU's objective to create and maintain an environment that supports, nurtures, and encourages people to excel in teaching, learning, and creativity. Therefore, CSU deprecates, condemns, and will act energetically to prevent all forms of personal abuse, including sexual harassment. For statements of university policy concerning discrimination, harassment, sexual harassment, and other misconduct, see the University Policies section of this Catalog.

**Strategic Plan**

A comprehensive 10-year strategic plan for achieving this mission in a way that supports these values was adopted in 2006 and revised in January 2014. This revised strategic plan has the following key objectives:

**Teaching and Learning**
- Assure excellence in academic programs
- Create distinctive undergraduate experiences
- Enhance the quality and role of graduate education
- Expose students to diverse cultures
- Integrate academic and co-curricular experiences

**Research and Discovery**
- Foster excellence in research, scholarship, and creative artistry
- Improve discovery capabilities
- Focus research in key areas of institutional strength and societal and global needs

**Outreach and Engagement**
- Engage citizens through community involvement
- Prepare and empower learners outside the campus environment
- Foster excellence in intercollegiate athletics

**Sustainability, Accountability, Infrastructure**
- Expand fundraising and marketing
- Build necessary infrastructures
- Nurture human capital
- Guarantee financial stability

**Diversity**
- Embed commitment to diversity in all key objectives
- Promote an environment that encourages excellence, access, and inclusion

For a copy of the full plan, see the Office of the Provost (http://provost.colostate.edu).