

# UNIVERSITY MISSION, VALUES, AND GUIDING PRINCIPLES

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Mission

Values

Guiding Principles

By statute, Colorado State University is a comprehensive graduate research university with selective admission standards. Charged with offering a comprehensive array of baccalaureate, master's, and doctoral programs, it holds exclusive statewide authority for programs in agriculture, forestry, natural resources, and veterinary medicine.

In May 2010, the Board of Governors adopted the following mission statement for Colorado State University:

## 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.

CSU has further adopted the following values:

## 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 University Policy Office (<https://policy.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

Colorado State University is committed to providing an environment that is free from discrimination and harassment based on race, age, creed, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, gender identity/ expression, or pregnancy in its employment, programs, services and activities, and admissions, and, in certain circumstances, marriage to a co-worker. The University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Colorado State University is an equal opportunity and equal access institution and affirmative action employer

and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action.

The Title IX Coordinator is the Director of the Office of Title IX Programs and Gender Equity, 123 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-1715, [titleix@colostate.edu](mailto:titleix@colostate.edu) ([titleix@colostate.edu](mailto:titleix@colostate.edu)).

The Section 504 and ADA Coordinator is the Director of the Office of Equal Opportunity, 101 Student Services Building, Fort Collins, CO 80523-0160, (970) 491-5836, [oeo@colostate.edu](mailto:oeo@colostate.edu).

The Coordinator for any other forms of misconduct prohibited by the University's Policy on Discrimination and Harassment is the Vice President for Equity, Equal Opportunity and Title IX, 101 Student Services Building, Fort Collins, Co. 80523-0160, (970) 491-5836, [oeo@colostate.edu](mailto:oeo@colostate.edu).

Any person may report sex discrimination under Title IX to the Office of Civil Rights, Department of Education: <https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>.

### **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 deplores, 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 (<http://catalog.colostate.edu/general-catalog/policies/>) section of this Catalog.

### **Principles of Community**

The Principles of Community (<https://diversity.colostate.edu/resources/principles-of-community/>) support the Colorado State University mission and vision of access, research, teaching, service and engagement. A collaborative and vibrant community is a foundation for learning, critical inquiry, and discovery. Therefore, each member of the CSU community has a responsibility to uphold these principles when engaging with one another and acting on behalf of the University.

**Inclusion:** We create and nurture inclusive environments and welcome, value and affirm all members of our community, including their various identities, skills, ideas, talents and contributions.

**Integrity:** We are accountable for our actions and will act ethically and honestly in all our interactions.

**Respect:** We honor the inherent dignity of all people within an environment where we are committed to freedom of expression, critical discourse, and the advancement of knowledge.

**Service:** We are responsible, individually and collectively, to give of our time, talents, and resources to promote the well-being of each other and the development of our local, regional, and global communities.

**Social Justice:** We have the right to be treated and the responsibility to treat others with fairness and equity, the duty to challenge prejudice, and to uphold the laws, policies and procedures that promote justice in all respects.