

NEW HEIGHTS OF IMPACT

WARNER COLLEGE STRATEGIC PLAN



WARNER COLLEGE
OF NATURAL RESOURCES
COLORADO STATE UNIVERSITY

LETTER FROM THE DEAN

Thank you for engaging with Warner College of Natural Resources Strategic Plan, *New Heights of Impact*. This document defines our purpose and shared identity. It describes strategic priorities to advance the College's mission, vision, and goals and articulates the values that underpin our work.

Significant input from the Warner College Community shaped this plan. We held college-wide meetings, workshops, surveys, and conversations. It was wonderful to see the community come together around our collective future. I am grateful to all the faculty, researchers, staff, students, and alumni who participated. I am particularly impressed by how the student body engaged and by their insights into our identity and future directions.

ADDRESSING CRITICAL EARTH SCIENCE AND NATURAL RESOURCES OPPORTUNITIES & CHALLENGES:

Climate change, habitat fragmentation, biodiversity loss, and associated One Health issues at the intersection of wildlife and human disease are at the heart of the environmental challenges threatening all species on Earth. In all regions of the world, including the North American West, issues related to the quality and quantity of clean water for humans, wildlife habitat, energy development, and agriculture will continue to define critical challenges for generations to come. Communities must continue building resilience against wildfire and global environmental change. We need to effectively manage mineral resources, wildlife, forests, rangelands, watersheds, and riparian areas. Only then can we ensure equity in the distribution of the benefits of healthy economies and healthy biodiverse ecosystems.

Our work is oriented around education, science, discovery, problem-solving, and improving the world for humankind and all species. I believe Warner College is uniquely positioned to enhance society's understanding of the Earth – from the atmosphere to its core – and including its 4.5-billion-year history, its ecosystems, and all its inhabitants, human and nonhuman, as they relate to major natural resources, science, and environmental challenges and hazards.

WE ARE WARNER:

Warner College's academic departments, and associated agencies, research centers, and institutes span a variety of disciplines, and they help implement and deliver critical solutions to practitioners, policymakers, and the public. Our research advances basic knowledge and informs policy to effectively manage natural resources and solve challenges. We merge scientific disciplines to create novel solutions to complex problems through transdisciplinary excellence. We strive to effectively address issues with authentic community engagement and a growing emphasis on incorporating Indigenous science into our practices. We always aim to exemplify an inclusive and collaborative spirit, bent on making the world a better place for humankind and all species on the planet.



Thank you for joining our journey to make a positive difference in the world.

A handwritten signature in black ink, appearing to read 'A. Aguirre'.

A. Alonso Aguirre
Dean of Warner College



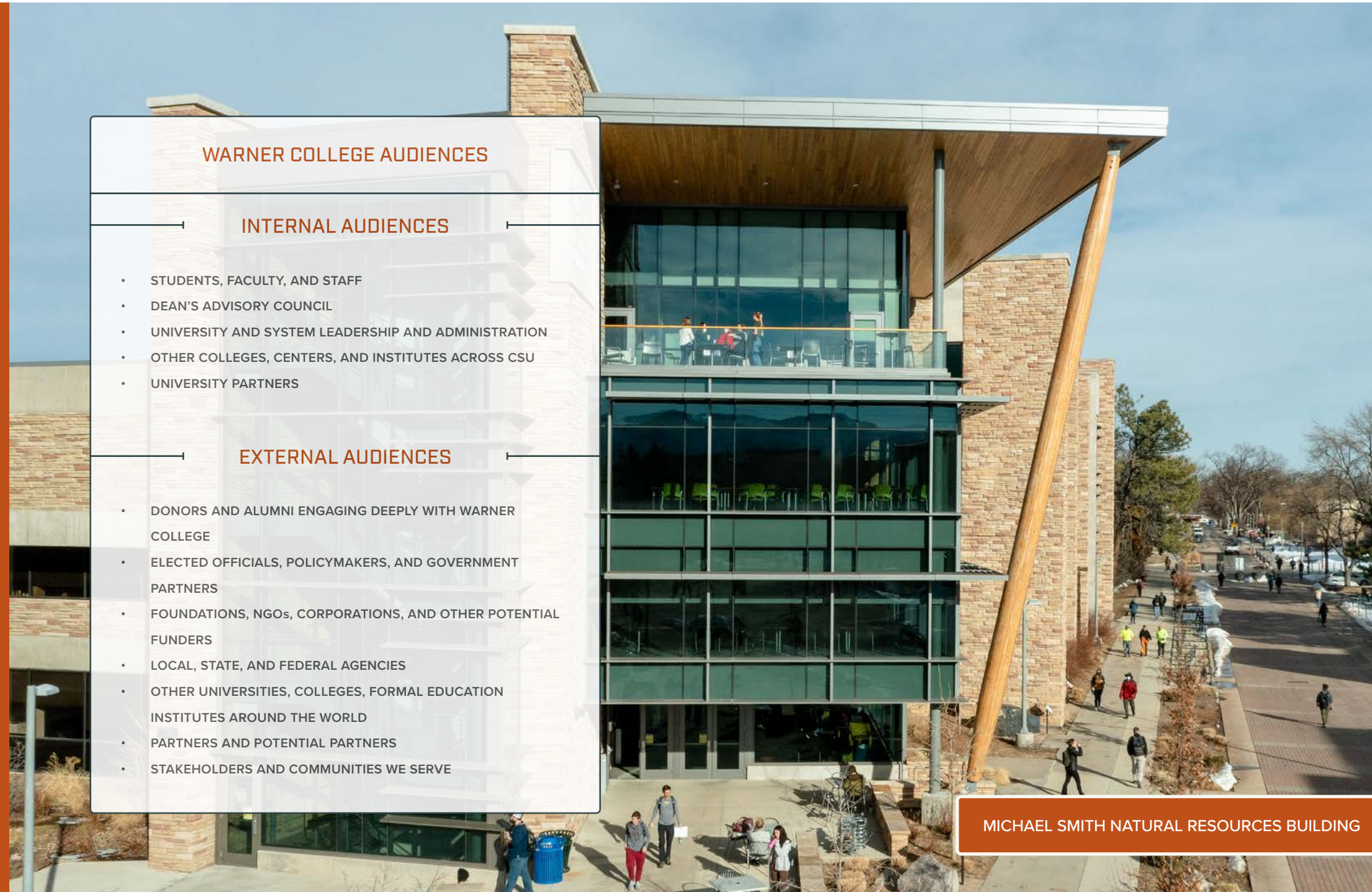
INTRODUCTION

The plan is a result of an engagement process that took place over the 2022-2023 academic year.

It aims to accomplish the following outcomes:

- Describe Warner College's collective purpose and shared identity and define its mission, vision, goals, and values.
- Identify major priorities that will move the College forward in a positive direction over the next five to ten years.
- Serve as a conduit to introduce the College and its priorities as we engage internal and external audiences and the communities we serve.

This document is intended to meet the needs of numerous audiences, both internally and externally.



WARNER COLLEGE AUDIENCES

INTERNAL AUDIENCES

- STUDENTS, FACULTY, AND STAFF
- DEAN'S ADVISORY COUNCIL
- UNIVERSITY AND SYSTEM LEADERSHIP AND ADMINISTRATION
- OTHER COLLEGES, CENTERS, AND INSTITUTES ACROSS CSU
- UNIVERSITY PARTNERS

EXTERNAL AUDIENCES

- DONORS AND ALUMNI ENGAGING DEEPLY WITH WARNER COLLEGE
- ELECTED OFFICIALS, POLICYMAKERS, AND GOVERNMENT PARTNERS
- FOUNDATIONS, NGOs, CORPORATIONS, AND OTHER POTENTIAL FUNDERS
- LOCAL, STATE, AND FEDERAL AGENCIES
- OTHER UNIVERSITIES, COLLEGES, FORMAL EDUCATION INSTITUTES AROUND THE WORLD
- PARTNERS AND POTENTIAL PARTNERS
- STAKEHOLDERS AND COMMUNITIES WE SERVE

MICHAEL SMITH NATURAL RESOURCES BUILDING

In brief, this strategic plan includes:

- **The Vision** | A desired future state the College strives to achieve as it fulfills its mission.
- **The Mission** | Warner College's reason for existence. The Mission states what we do and why we do it.
- **Eight Values** | Key principles that sustain the College and guide fulfillment of the Mission and Vision.
- **Five Strategic Goals** | Priority outcomes identified through engagement with the College community.

College goals will be measured through activities listed under the headings, "to achieve x..."

Additionally, there are some examples of tactics and actions that can and have supported advancing the College's goals.



CSU MOUNTAIN CAMPUS

MISSION, VISION, & VALUES

OUR MISSION & VISION

WE EXIST TO

Advance and integrate scientific disciplines with transdisciplinary approaches that enable effective solutions to critical global challenges and make a positive difference in the world.

WE ENVISION

Our role as a leader in creating a sustainable and equitable world for all humankind by discovering and sharing knowledge of the Earth and its systems, including land and water, and the life they support. We deliver transformative solutions to society's urgent challenges and enlightened answers to crucial scientific questions.

OUR VALUES

CREATE A MORE **SUSTAINABLE AND EQUITABLE** WORLD FOR HUMANKIND

ENHANCE **DIVERSITY, EQUITY, INCLUSION, AND ENVIRONMENTAL JUSTICE**

RECOGNIZE THE **INTRINSIC VALUE OF ALL SPECIES ON THE PLANET**

HELP PEOPLE THRIVE THROUGH **EDUCATION, EXPERIENTIAL LEARNING, AND MENTORING**

CREATE AND SHARE SCIENCE THAT **ENHANCES UNDERSTANDING AND INFORMS POLICY**

STEWARD EARTH'S RESOURCES TO THE BENEFIT OF ALL PEOPLE AND SPECIES

BE A **COLLABORATIVE PARTNER AND HONOR DIVERSE PERSPECTIVES**

CULTIVATE **TRANSDISCIPLINARY APPROACHES** TO ADDRESSING SCIENTIFIC CHALLENGES

WARNER COLLEGE IDENTITY

COMMUNITY

For over a century, Warner College has promoted a tight-knit, passionate sense of community among dedicated students, faculty, and staff. This spirit of community has been integral to the College's culture and success. We have trained professionals through significant hands-on education and building a strong understanding of Earth and its ecosystems. Our teaching legacy runs deep, and we continue to innovate, support, and teach students the value of interdisciplinary connections and authentic engagement with communities. Our graduates have gone on to outstanding careers where they have tackled society's challenges and advanced their professions. They make a global difference every day.

LAND-GRANT PROGRAM

As a land-grant natural resources program, Warner College is at the forefront of education and research to understand the Earth from the atmosphere to the biosphere, and deep into its very core. Our science addresses the most pressing challenges of our time through our exciting fundamental and applied research. This creates a spectrum of engagement with our students, the public, our stakeholders, and the scientific community and promotes an in-depth understanding of the Earth and its ecosystems. We implement solutions to natural resource management, earth sciences, One Health, and conservation challenges throughout Colorado, the nation, and the world.

LAND ACKNOWLEDGEMENT

CSU's Land Acknowledgement holds us accountable to our founding responsibilities and legacy as a land-grant institution. The institution was established at a dire cost to Indigenous communities. Moreover, given our position in relation to the environment and natural resources, we must ensure we contribute to Indigenous communities in positive ways and learn from, and incorporate, Indigenous science into our teaching, research, engagement, and service.



WARNER IS TRANSDISCIPLINARY

Society's most pressing challenges require novel solutions. These will emerge from transdisciplinary collaborations that bring together diverse perspectives. The intent is to create new ways of solving problems. Transdisciplinary approaches are based broadly on the inherently complex nature of Earth and environmental issues. Solving these problems also requires strong connections to human communities. Indigenous science and individual place-based, ecological knowledge should be honored and leveraged to identify solutions that can be successful and sustained effectively.

CREATING COLLABORATIVE PARTNERSHIPS

We believe collaborative and transdisciplinary approaches are fundamental to success. They strengthen our ability to live out our vision and achieve our mission. The College's academic departments, centers, and institutes incorporate interdisciplinary programs that encompass physical and earth sciences, natural and environmental sciences, social sciences, and policy. Our faculty, staff, and students collaborate extensively with CSU's seven other academic colleges, CSU's Division of Extension and Engagement, and other programs at CSU. As a result, we believe Warner College is uniquely positioned among its peers to excel in transdisciplinary education, research, outreach, and engagement.

WARNER COLLEGE DEPARTMENTS

ECOSYSTEM SCIENCE & SUSTAINABILITY

ESS SEEKS TO UNDERSTAND ECOSYSTEM FUNCTION AND CHANGE ACROSS SPACE AND THROUGH TIME BY EXAMINING INTERACTIONS WITHIN AND BETWEEN NATURAL AND HUMAN SYSTEMS. THROUGH DISCOVERY AND EDUCATION, ESS CONTRIBUTES TO UNDERSTANDING AND SUSTAINING ECOSYSTEMS AND THEIR SERVICES IN THE CONTEXT OF STRESSES SUCH AS CHANGING CLIMATE, SPECIES INTRODUCTIONS, AND LAND-USE CHANGE AND INTENSIFICATION.

FISH, WILDLIFE, & CONSERVATION BIOLOGY

FWCB EXPANDS THE FRONTIERS OF KNOWLEDGE THROUGH OUR BROAD-BASED EXPERTISE IN APPLIED ECOLOGY, QUANTITATIVE METHODS, AND HUMAN DIMENSIONS IN THE CONSERVATION AND MANAGEMENT OF FISH AND WILDLIFE.

FOREST AND RANGELAND STEWARDSHIP

FRS DEVELOPS KNOWLEDGE TO MANAGE FOREST AND RANGELAND SYSTEMS FOR ECOLOGICAL AND HUMAN BENEFITS. FRS' APPLIED RESEARCH EXAMINES BIOLOGICAL, SOCIAL, AND PHYSICAL ATTRIBUTES OF FORESTS, WOODLANDS, SHRUBLANDS, AND GRASSLANDS TO CREATE SUSTAINABLE ECOSYSTEMS.

GEOSCIENCES

THE GEOSCIENCES DEPARTMENT'S RESEARCH, TEACHINGS, AND ENGAGEMENTS SPAN THE SURFACE AND SUBSURFACE GEOSCIENCES. GEOSCIENCES DEVELOPS AND DISSEMINATES KNOWLEDGE TO ADVANCE THE UNDERSTANDING AND MANAGEMENT OF EARTH'S PHYSICAL PROCESSES AND RESOURCES.

HUMAN DIMENSIONS OF NATURAL RESOURCES

HDNR'S VISION IS TO REIMAGINE LEARNING AND DISCOVERY TO BENEFIT PEOPLE AND THE NATURAL WORLD. OUR FOCUS IS ON UNDERSTANDING AND ATTENDING TO THE NEEDS AND VALUES OF HUMANS, HUMAN SOCIETY, AND CULTURE AS THEY RELATE TO CONSERVATION AND ENJOYMENT OF THE NATURAL ENVIRONMENT.

WARNER COLLEGE CENTERS

CENTER FOR COLLABORATIVE CONSERVATION

THE CCC WAS CREATED TO MAKE UNIVERSITY RESEARCH AND EDUCATION FULLY RELEVANT TO CONSERVATION PRACTICE. THE CENTER'S APPROACH IS TO TRANSFORM CONSERVATION INTO A UNITING FORCE THROUGH COLLABORATION.



CENTER FOR ENVIRONMENTAL MANAGEMENT OF MILITARY LANDS

CEMML IS AN INTERDISCIPLINARY TEAM OF ENVIRONMENTAL AND SOCIAL SCIENTISTS. WE WORK CLOSELY WITH THE DOD AND OTHER AGENCIES TO MANAGE NATURAL AND CULTURAL RESOURCES THAT ACCOMPLISH MISSION-SPECIFIC GOALS BENEFITING THE ENTIRE NATION.



CENTER FOR HUMAN CARNIVORE COEXISTENCE

CHCC INTEGRATES TRANSFORMATIVE SCIENCE, EDUCATION, AND OUTREACH TO MINIMIZE CONFLICT AND FACILITATE COEXISTENCE BETWEEN HUMANS AND CARNIVORES.



COLORADO NATURAL HERITAGE PROGRAM

CNHP IS COLORADO'S ONLY COMPREHENSIVE SOURCE OF INFORMATION ON THE STATUS AND LOCATION OF COLORADO'S RAREST AND MOST THREATENED SPECIES AND PLANT COMMUNITIES.



COLORADO STATE FOREST SERVICE

CSFS STRIVES TO ACHIEVE STEWARDSHIP OF COLORADO'S DIVERSE FOREST ENVIRONMENTS FOR THE BENEFIT OF PRESENT AND FUTURE GENERATIONS.



ENVIRONMENTAL LEARNING CENTER

ELC CONNECTS PEOPLE WITH NATURE BY FACILITATING EDUCATIONAL, INCLUSIVE AND SAFE EXPERIENCES IN THE NATURAL ENVIRONMENT AND ADVANCES THE FIELD OF ENVIRONMENTAL EDUCATION THROUGH SOUND RESEARCH AND PRACTICE.



NATURAL RESOURCE ECOLOGY LAB

NREL IS AN INTERDISCIPLINARY ECOLOGY RESEARCH AND TEACHING UNIT AT COLORADO STATE UNIVERSITY. OUR MISSION IS TO IMPROVE UNDERSTANDING OF THE COMPLEX INTERACTIONS BETWEEN ECOSYSTEMS, HUMANS, AND MANAGEMENT ACTIVITIES.



LOCAL TO GLOBAL IMPACTS FOR A SUSTAINABLE FUTURE

ADDRESSING EARTH'S ENVIRONMENTAL CHALLENGES



COLORADO

- COLORADO STATE UNIVERSITY
- COLORADO STATE FOREST SERVICE OFFICES
- CSU MOUNTAIN CAMPUS
- SPUR CAMPUS

THE WEST

WE HAVE EXPERTISE IN MANAGING THE UNIQUE WORKING LANDS AND PROTECTED AREAS OF THE REGION.

THE WORLD

WE WORK IN OVER 80 COUNTRIES AND ON EVERY CONTINENT.

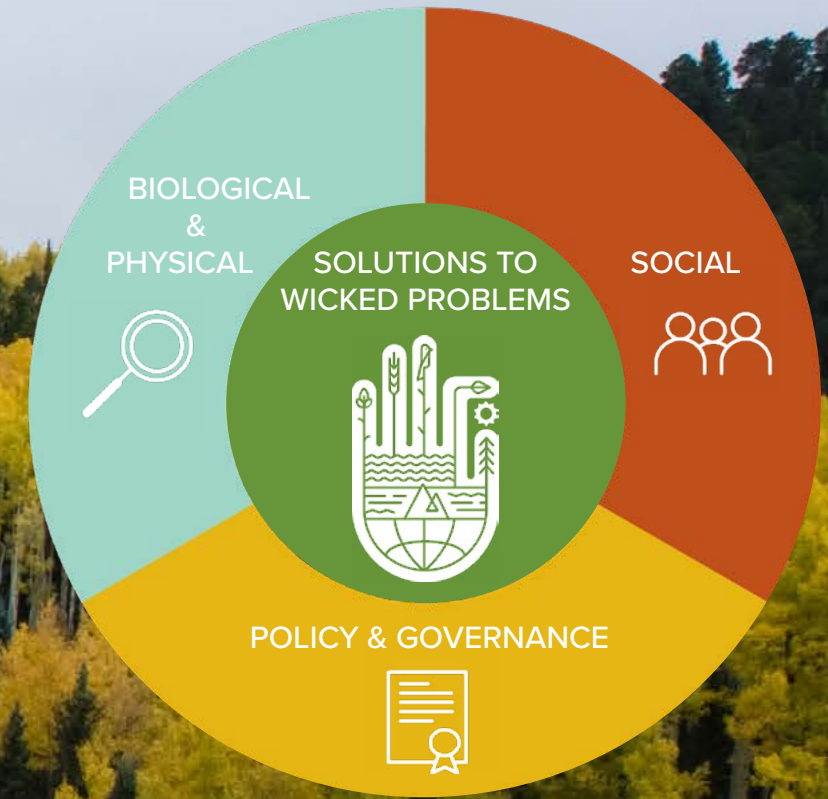
GLOBAL CHALLENGES

- ADAPTATION THROUGH RESILIENCE
- CLIMATE CHANGE
- ECOSYSTEM HEALTH
- HUMAN, WILDLAND, WILDLIFE, AND NATURAL RESOURCE INTERACTIONS
- LOSS OF BIODIVERSITY
- MITIGATING NATURAL HAZARDS
- SUSTAINABLE WATER, ENERGY, AND MINERAL RESOURCES

PRACTICES FOR SUCCESS

- APPLIED AND FUNDAMENTAL RESEARCH
- COLLABORATION
- COMMUNITY ENGAGEMENT
- EDUCATION AND TRAINING
- EQUITY AND INCLUSION
- ONE HEALTH
- TRANSDISCIPLINARITY

CONFLUENCE OF THE SCIENCES



WHERE WARNER EXCELS | EDUCATION, RESEARCH, & ENGAGEMENT

- ADDRESSING THE CHALLENGES OF PARKS AND PROTECTED AREAS MANAGEMENT AND GLOBAL TOURISM
- ADVANCING THE ENVIRONMENTAL LITERACY OF THE PUBLIC AND FUTURE DECISION-MAKERS THROUGH SCIENCE COMMUNICATIONS
- COLLABORATING WITH A VARIETY OF PARTNERS ON CONSERVATION ISSUES
- COMPREHENDING HUMAN AND WILDLIFE COEXISTENCE
- CREATING STATE-OF-THE-ART TECHNIQUES TO OPTIMIZE ALL KINDS OF ENERGY DEVELOPMENT
- DISCOVERING THE INTRICACIES OF THE EARTH'S GEOLOGY AND NATURAL SYSTEMS
- ENSURING WATER QUANTITY, QUALITY, AND THRIVING WATERSHEDS WITH INNOVATIVE SCIENCE
- EVALUATING THE IMPACTS OF CHANGING CLIMATE ON PEOPLE, WILDLIFE, AND ENVIRONMENTS AROUND THE WORLD
- HELPING SUSTAIN HEALTHY WILDLIFE POPULATIONS AND DIVERSE HABITATS
- INVOLVING COMMUNITIES TO SOLVE COMPLEX NATURAL RESOURCES CHALLENGES
- RESTORING LANDSCAPES FOLLOWING DISTURBANCE OR INTENSIVE HUMAN USE
- STUDYING FOREST AND RANGELAND ECOSYSTEMS, THEIR BENEFITS, AND RESILIENCE
- UNDERSTANDING THE IMPACTS, ECONOMICS, ECOLOGY, AND BEHAVIOR OF WILDFIRE



GOAL 1

EXCELLENCE AS A NATURAL RESOURCES LAND-GRANT COLLEGE

Address society's urgent challenges through transformative teaching, research, outreach, engagement, and service.

THE LOGIC | As a land-grant institution, CSU is charged with contributing to society in positive ways. It provides and facilitates access to education, research, and discovery that increases our understanding of the world and addresses urgent societal challenges. We need to be transformative as we serve students through impactful teaching, society through innovative research and service, and communities through outreach, direct action, and capacity building.

TO ADDRESS SOCIETY'S CHALLENGES, WE WILL:

- Equip students with a scientific understanding of the Earth, its environment, and natural processes and prepare them to thrive as citizens and professionals by giving them competitive skills so they can have success in the workforce today and into the future.
- Produce peer-reviewed, fundamental, and applied research, communicating research results to improve the collective understanding of the Earth, its 4.5-billion-year history, its interconnected systems, and the human relationship to the planet.
- Partake in service, engagement, and outreach activities that build capacity in communities and solve natural resources challenges in Colorado, the nation, and around the world.



TACTICS THAT SUPPORT GOAL 1

CREATED & UNDERWAY

- ESTABLISHED THE DEAN'S AWARDS FOR TRANSDISCIPLINARY APPROACHES TO SOLVING WICKED PROBLEMS
- IMPLEMENTED THE COLLEGE'S UNIVERSITY-FUNDED STUDENT SUCCESS INITIATIVES:
 - CREATED, AND ARE SUSTAINING, A NEW RESIDENTIAL LEARNING COMMUNITY
 - FIRST-YEAR STUDENTS' MOUNTAIN CAMPUS EXPERIENCES
 - TARGETED PEER MENTORING PROGRAM
- TRANSDISCIPLINARY TRAVEL GRANTS FOR EARLY CAREER FACULTY AND DOCTORAL STUDENTS

FUTURE

- ESTABLISH A NEW PROGRAMMATIC AREA WITH AN EMPHASIS ON OCEAN SYSTEMS
- DEEPEN EXTERNAL PARTNERSHIPS AND PARTNERSHIPS AROUND ONE HEALTH-RELATED ISSUES WITH CSU'S ONE HEALTH INSTITUTE AND OTHER ACADEMIC UNITS
- ESTABLISH STRONGER CONNECTIONS AND PARTNERSHIPS WITH CSU'S OFFICE OF ENGAGEMENT AND EXTENSION
- PROVIDE EARLY CAREER FACULTY MEMBERS WITH TRAINING AND RESOURCES THAT CONTRIBUTE TO THEIR SCHOLARLY SUCCESS



TACTICS THAT SUPPORT GOAL 2

CREATED & UNDERWAY

- LED THE OFFICIAL LAUNCHING OF THE INTERNATIONAL BIODIVERSITY NETWORK, AN EGALITARIAN GLOBAL FELLOWSHIP OF DEDICATED CONSERVATION SCIENTISTS AND ADVOCATES WHO HAVE A KEY VOICE IN SETTING THE INTERNATIONAL AGENDA FOR ENVIRONMENTAL STEWARDSHIP, AND WHOSE PROGRAMS IN THEIR COUNTRIES SERVE AS MODELS FOR EXCELLENCE IN CONSERVATION PRACTICE
- REVAMPED THE COLLEGE INTERNATIONAL AFFAIRS COMMITTEE TO SERVE AS A KEY GROUP IN ADVANCING THESE ACTIVITIES

FUTURE

- CREATE NEW COURSES VIA PARTNERSHIPS WITH INTERNATIONAL INSTITUTIONS AT THE CSU TODOS SANTOS CENTER
- DEVELOP STRATEGIES FOR INCREASING INTERNATIONAL STUDENT POPULATIONS AND ESTABLISHING EXCHANGE PROGRAMS WITH INTERNATIONAL INSTITUTIONS FOR STUDENTS, FACULTY, AND STAFF
- INCREASE INTERNATIONAL MEMORANDUMS OF UNDERSTANDING WITH INTERNATIONAL INSTITUTIONS INCLUDING 14 COUNTRIES FROM LATIN AMERICA, AFRICA, AND SOUTHEAST ASIA, REPRESENTING THE INTERNATIONAL BIODIVERSITY NETWORK
- APPLY TO HOST A UNESCO CHAIR AT WARNER COLLEGE
- DEVELOP A COURSE IN INTERNATIONAL RELATIONS FOR CONSERVATION AND NATURAL RESOURCES

CSU TODOS SANTOS CENTER



GOAL 2

GLOBAL NATURAL RESOURCES LEADERSHIP

Demonstrate global leadership in creating a sustainable and equitable world by increasing the international nature of our research, teaching, outreach, and service.

THE LOGIC | To enhance our international impact and meaningfully address global challenges, the College must build on longstanding existing strengths in international work with additional investments and resources. New partnerships with international institutions can provide significant experiential education opportunities to students for studying abroad and participating in internships in diverse settings. Increasing the utilization of CSU's international Todos Santos Center across the College offers additional opportunities for international engagement. In this way, everyone will see the importance of the role they play in advancing the College and its strategic goals.

TO DEMONSTRATE GLOBAL LEADERSHIP, WE WILL:

- Increase partnerships with international institutions to enhance educational programming and our research enterprise.
- Incentive joint publications with international colleagues focused on transnational issues.
- Increase the international student population of the College in all programs and at all student levels.
- Expand academic exchanges of scholars and students.
- Define and develop international extension programs and conduct advising and consulting activities internationally.



GOAL 3

ENHANCE EXPERIENTIAL EDUCATION

Give students critical hands-on training to connect knowledge and skills to real-world applications.

THE LOGIC | The College has an impactful legacy of laboratory and field education that emphasizes practical and hands-on teaching and training. It is imperative that we sustain this emphasis and create new opportunities for students in field courses, internships, undergraduate research, and other experiential opportunities. Fostering these opportunities helps effectively prepare students to become future scientists and natural resource professionals. Additionally, high-impact learning experiences, such as field and laboratory courses, are proven to enhance student retention, graduation rates, and job placements. Leveraging CSU's facilities: the CSU Environmental Learning Center, CSU Mountain Campus, Todos Santos Center, and SPUR will be critical for achieving this goal.

TO REACH THIS GOAL, WE WILL:

- Build new opportunities for field study, skills development, and project-based learning.
- Sustain and expand students' access to engaging co-curricular experiences including internships, externships, undergraduate research, fellowships, and educational opportunities abroad.
- Create partnerships to enhance pipelines for student employment.
- Leverage exchange programs for faculty at diverse and international institutions to build, increase, and enhance opportunities for experiential education for students, faculty, and instructors through workshops, short courses or other training opportunities.

TACTICS THAT SUPPORT GOAL 3

CREATED & UNDERWAY

- 19 INTERNSHIPS WITH COLORADO STATE FOREST SERVICE
- CONTINUE TO PARTICIPATE IN UNIVERSITY EFFORTS TO ENHANCE THE CSU MOUNTAIN CAMPUS FOR TEACHING AND RESEARCH
- UTILIZE TARGETED DEVELOPMENT EFFORTS TO GENERATE FUNDING FOR EXPERIENTIAL EDUCATION AND ADDRESS BARRIERS TO FACULTY AND STUDENT SUCCESS

FUTURE

- CONTINUE SUPPORTING INTERNSHIPS FOR STUDENTS VIA PARTNERSHIPS
- CREATE SHORT COURSES AND WORKSHOPS THAT GIVE STUDENTS SKILLS AND CERTIFICATIONS AND BETTER OPPORTUNITIES FOR INTERNSHIPS
- ESTABLISH A NEW NATURAL RESOURCES COURSE THAT COMPLEMENTS OR SUPPLEMENTS NR220 (OR AS AN ALTERNATIVE TO NR220) TO BE OFFERED AT OTHER CSU CAMPUSES, SUCH AS THE TODOS SANTOS CENTER OR SPUR



TACTICS THAT SUPPORT GOAL 4

CREATED & UNDERWAY

- ELEVATED ROLE OF DIRECTOR OF DIVERSITY AND INCLUSION TO ASSISTANT DEAN FOR DIVERSITY AND INCLUSION
- CREATED PARTNERSHIPS FOR GRADUATE EDUCATION WITH MULTIPLE HISTORICALLY BLACK COLLEGES AND UNIVERSITIES
- TARGETED UNDERGRADUATE RECRUITMENT WITH SELECT ALLIANCE PARTNERSHIP AND DENVER PUBLIC SCHOOLS
- DISTRIBUTING FACULTY AND STAFF NEWSLETTERS FROM THE WARNER COLLEGE DEI PROGRAM
- CREATED COLLEGE-WIDE MINOR IN DIVERSITY, EQUITY AND INCLUSION IN NATURAL RESOURCES
- CREATED RESIDENTIAL LEARNING COMMUNITY FOR DIVERSITY AND EQUITY LEADERSHIP

FUTURE

- INCREASE ACCESS TO EXPERIENTIAL LEARNING FOR STUDENTS WITH DISABILITIES
- ESTABLISH PARTNERSHIPS WITH HISPANIC AND INDIGENOUS-SERVING INSTITUTIONS AND THEIR NATIONS
- DEVELOP COURSE IN INTERNATIONAL RELATIONS FOR CONSERVATION AND NATURAL RESOURCES
- CONTINUE ESTABLISHING PIPELINES AND RELATIONSHIPS WITH DIVERSE INSTITUTIONS AND ORGANIZATIONS



GOAL 4

ELEVATE DIVERSITY, EQUITY, AND INCLUSION

Increase and sustain DEI efforts by fostering an inclusive culture and broadening participation in our professional and scientific fields.

THE LOGIC | Human society and all life on Earth thrive when natural resources are sustainably managed to the benefit of all people, species, and future generations. Everyone fundamentally deserves equitable access to the benefits of a healthy environment. Science has demonstrated that diverse ecosystems are more resilient than homogeneous ones. Similarly, organizations like Warner College are more robust and successful when diverse perspectives are honored and engaged with at every level.

Warner College's aspirations to be a leader in creating a sustainable and equitable world begin at home within our community. Our commitment to diversity, equity, inclusion, and environmental justice is grounded in CSU's Land-Grant Mission and Principles of Community: Inclusion; Integrity; Respect; Service; and Social Justice.

In alignment with our land-grant mission, we seek to merge scientific education with cultural considerations and context, so that our students excel as leaders and advocates for equity and service to those often underserved in natural resources.

TO MEANINGFULLY ADDRESS DEI, WE WILL:

- Create and maintain a welcoming, supportive, and inclusive culture and environment.
- Enhance the cultural competencies of all Warner College community members.
- Broaden participation of traditionally marginalized communities in Warner College programs through partnerships and collaborations with diverse individuals, organizations, and institutions such as Hispanic-serving, Tribal, and Historically Black Colleges and Universities (HBCUs).
- Implement a comprehensive recruitment strategy that will increase the racial and ethnic diversity of the students, faculty, and staff in the College to mirror the demographics of the state of Colorado.
- Systematically address bias incidents in the College and take consistent and appropriate actions to prevent, mitigate, and resolve issues.



GOAL 5

CULTIVATE A HEALTHY CULTURE AND GENERATE RESOURCES

Foster organizational health and culture by providing an exceptionally positive, supportive, and fulfilling place to learn and work, and cultivate and grow crucial resources.

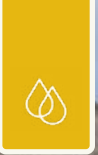
THE LOGIC | The mission of Warner College emphasizes collaboration and meaningfulness. Its vision sets an expectation for leadership and impact, as the College is committed to transdisciplinary research, learning, and engagement.

These will be achieved only when students, faculty, staff, alumni, donors, and partners feel connected to an extraordinary organizational culture. Warner College strives to be an organization where everyone feels supported and can advance to personal and professional success. We are known across CSU as a College with a strong community. This demonstrates the commitment community members have and reflects an infectious passion for working across disciplines to advance humankind's understanding of the Earth and its systems and its ability to solve difficult challenges. With focused effort, we can harness our strong existing culture and build on it to make it truly exceptional.

Strong stewardship and growth in College resources are vital to success. This necessitates an effective and efficient administrative environment, successful attainment of program funding, and securing and maintaining high-quality space and infrastructure. Advancement activities are vital to provide resources beyond College-based funding and support programs, students, and facilities. Embracing and fostering strategic partnerships and engagement with campus leaders, alumni, community members, stakeholder organizations, Federal, State, and local agencies, non-governmental organizations, and policymakers can help extend the College's resources and increase its impacts.

TO FOSTER AN EXCEPTIONAL HEALTH AND CULTURE AND CULTIVATE RESOURCES, WE WILL:

- Remove barriers and constraints and enhance support for processes, policies, resource growth, and facilities for students, faculty, and staff.
- Increase College resources so programs can achieve their funding and engagement potential, scholarships can aid students, and College facilities can grow and improve to meet the needs of faculty, staff, and students.
- Maintain consistent engagement and communications among the College's internal audiences and bring awareness to opportunities that encourage collaborations and resource production.
- Support university goals for addressing compensation challenges and pathways for professional growth.
- Create strategic partnerships to leverage College resources and increase our impacts.



TACTICS THAT SUPPORT GOAL 5

CREATED & UNDERWAY

- CONTINUE STRATEGIC DEVELOPMENT EFFORTS TO BRING RESOURCES TO THE COLLEGE AND ITS PROGRAMS
- DISTRIBUTE THE WARNER WIRE, THE EMAIL NEWSLETTER FOR FACULTY AND STAFF
- FOSTER STRATEGIC PARTNERSHIPS WITH ALUMNI, DONORS, AND PHILANTHROPIC ORGANIZATIONS
- PROVIDE WARNER COLLEGE COMMUNITY EVENTS
- SECURE FUNDING TO INCREASE SCHOLARSHIPS, FELLOWSHIPS, AND JOB OPPORTUNITIES FOR STUDENTS

FUTURE

- SUPPORT A UNIVERSITY CAPITAL CAMPAIGN FOR THE CSU MOUNTAIN CAMPUS
- SECURE ADDITIONAL FUNDING TO ENHANCE INTERNATIONAL STUDENT RECRUITMENT AND SUPPORT

EVALUATING PROGRESS

TEAMWORK

The Dean will charge teams of individuals from throughout the Warner College community with goal implementation as well as evaluation of progress within each goal. These teams will be responsible for integrating efforts under each goal and fostering initiatives, proposals, and projects to support the goals. The leads of each team will comprise the College's Strategic Plan Implementation Team.

ENGAGE WITH US

College leadership, faculty, staff, students, and members of the Dean's Advisory Council and other interested alumni will all be invited to engage. Membership will be evaluated annually with appropriate engagement to create opportunities for a variety of people in the College community to participate. The groups will work with the Dean and College leadership to prioritize and advance work that helps to fulfill each goal area and meet periodically to share updates, discuss actions, and coordinate. These efforts will be cataloged, and progress highlighted, in annual reports, released in the beginning of each academic year, from the Dean to the CSU and College Communities.



TO VIEW THIS STRATEGIC PLAN ONLINE, VISIT:

warnercnr.colostate.edu/strategicplan

OR SCAN THE QR CODE:



FOR MORE INFORMATION, CONTACT:

Warner College of Natural Resources

COLORADO STATE UNIVERSITY
410 Michael Smith Natural Resources Building
1401 Campus Delivery

WARNERCNR.COLOSTATE.EDU • 970-491-6675

CSU IS AN EQUAL ACCESS AND EQUAL OPPORTUNITY UNIVERSITY.