



# **School of Global Environmental Sustainability & The CSU Climate Initiative**

**STRATEGIC PLAN *2025***



## LETTER FROM THE *Director*

Dear Colleagues and Friends,

It is with great enthusiasm that I share our new strategic plan—a vision shaped by the creativity, insight, and commitment of our community. This plan reflects both the urgency of the climate and sustainability challenges we face and the unique role our School plays in advancing solutions.

Over the past year, we have asked ourselves big questions: How can we prepare students to lead in uncertain times? How can we support faculty in sparking innovative research across disciplines? How can we connect more meaningfully with communities and policymakers across Colorado and beyond? And how can we strengthen our own capacity to thrive as an institution?

This plan responds to those questions with a clear direction for the years ahead. It is designed to help us grow as a hub for bold ideas, to expand our reach and impact, and to ensure we are building the systems and structures that allow us to meet the challenges of a rapidly changing world.

What excites me most is not just the priorities we have identified, but the opportunities they create: for collaboration, for discovery, and for meaningful engagement. This plan is a call to action—to ourselves, to our partners, and to the wider community—to step forward together in shaping a more sustainable and just future.

I am grateful for your continued partnership and support, and I look forward to the work ahead.

Dr. Courtney Schultz  
*Director, SoGES*  
*Professor, Natural Resource Policy*

# MISSION

- 1 Provide a challenging, integrative, and forward-thinking education that equips students with the knowledge and tools to be future leaders addressing climate change and sustainability grand challenges;
- 2 Facilitate and conduct innovative, interdisciplinary research that leads to new and deeper understanding of climate change and sustainability issues; and
- 3 Engage with the public and private sectors, decision-makers, and other partners to translate discoveries into useful information and practical solutions.

# VISION

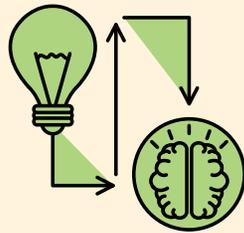
*Our vision is a future that is sustainable, resilient, just, and equitable—realized through interdisciplinary research, education, and engagement that propel solutions to the world's most urgent climate and sustainability challenges.*

## CORE VALUES



### **Interdisciplinarity**

Collaboration across fields is essential.



### **Innovation**

Responsive, creative models for education and research.



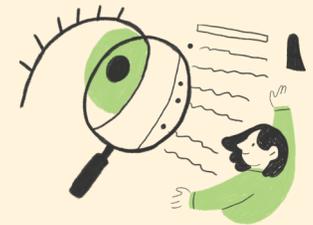
### **Inclusivity**

Advancing equity and access to solutions.



### **Impact**

Ensuring our work leads to real-world change.



### **Integrity**

Grounded in transparency, accountability, and rigor.

# Strategic Priorities Overview

## OUR FOUR PRIORITIES



1

### Innovative Education

Create bold, interdisciplinary academic programs that prepare students to lead in climate and sustainability.



2

### Expand Research Community

Invest in faculty collaborations and seed funding to spark innovative, interdisciplinary research.



3

### Strengthen External Engagement

Connect CSU knowledge to communities, policymakers, and partners across Colorado and beyond.



4

### Build Institutional Capacity

Grow the staff, governance, and communications systems needed to thrive in a changing landscape.

# INNOVATE EDUCATION

## Preparing Students for a Changing World

*Students today are seeking programs that connect their passions to real-world change. We are responding with dynamic offerings that emphasize systems thinking, interdisciplinary perspectives, and cultivating a sense of possibility and agency for shaping the future.*

## OUR PRIORITIES

- Refresh existing minors and certificates to meet demand.
- Launch new credentials in Climate Change Studies and Sustainability.
- Strengthen advising, mentorship, and career pathways.
- Maintain the Sustainability Leadership Fellows (SLF) program for Ph.D. students and postdoctoral scholars, and expand to include master's students.
- Continue our Climate Across the Curriculum training for faculty members to strengthen integration of climate change content into any course.
- Expand opportunities by exploring additional educational needs and opportunities, fellowships, seminars, and student leadership programs.

## MILESTONES

- 
- Launch a Sustainability Certificate and update our graduate certificate within 18 months.
  - Build enrollment in climate change courses, the Climate Change and Society undergraduate certificate, and in the Climate Change Studies Minor.
  - Double student enrollment in SoGES credentials by 2030.
  - Achieve 90%+ satisfaction in advising and mentorship.
  - Build nationally recognized undergraduate and graduate programs.

# EXPAND THE RESEARCH COMMUNITY

## Sparking Bold Ideas Through Collaboration

*Complex challenges require creative, interdisciplinary teams. We bring together CSU faculty from across colleges and disciplines to pursue new directions in climate and sustainability research.*

### OUR PRIORITIES

- Fund and expand our interdisciplinary Global Challenge Research Teams.
- Launch interdisciplinary collaboratories—open groups exploring topical areas for faculty to build community.
- Provide flexible support for emerging opportunities, including rapid response funding for issues requiring immediate data collection.
- Offer trainings in policy engagement and science communication.



### MILESTONES

- Double the number of funded research teams in the next 18 months.
- Generate at least five interdisciplinary proposals each year seeded through SoGES within three years.
- Measure diverse involvement from faculty members, with strong participation across ranks and colleges and clear outcomes.
- Be recognized as a vibrant campus hub for interdisciplinary collaboration, assisting with faculty recruitment and retention.

# STRENGTHEN EXTERNAL ENGAGEMENT & THE CLIMATE HUB AT SPUR

## Connecting CSU with Communities and Policymakers

*Our work reaches far beyond campus. Through public events, partnerships, and the Spur Climate Hub in Denver, we translate knowledge into action.*

## OUR PRIORITIES

- Expand public engagement through conferences, seminars, and events.
- Build new partnerships with businesses, nonprofits, and governments.
- Provide training for faculty and students in policy and communication.
- Expand our work with K-12 educators and to support high school students in pursuing climate literacy.
- Position the Climate Hub at Spur as a national resource.



## MILESTONES

- Host Spur events annually, beginning in 2025.
- Co-host a major national conference by 2026.
- Develop partner surveys to track quality of engagement.
- Demonstrate measurable contributions to policy and community outcomes.

# BUILD INSTITUTIONAL CAPACITY

## Growing a Resilient and Impactful Organization

*To thrive, we must invest in people and systems that make us strong, adaptable, and ready for the future.*

## OUR PRIORITIES

- Hire leadership in education, development, and communications.
- Modernize our website and social media presence.
- Expand fundraising, philanthropy, and new revenue streams.
- Establish stronger governance and advisory structures.

## MILESTONES



- Launch new website and communications strategy in 2025.
- Achieve 100% growth in engagement across digital platforms in three years.
- Grow external revenue to \$200,000 annually by 2030.
- Secure major philanthropic gifts to sustain core programs.

# FUNDRAISING PRIORITIES



## Climate Across the Curriculum

Expand faculty integration of climate topics into classes, reaching thousands of new students annually.

## Student Support

Fund internships, fellowships and leadership training.



## Research Seed Funding

Invest in interdisciplinary teams tackling grand challenges of sustainability and climate change.



## Academic Innovation

Support the launch of new degrees and certificates.



## Public Engagement

Sponsor conferences, speakers, and events at CSU Spur.



## & OPPORTUNITIES TO GET INVOLVED

- **Students:** Enroll, engage, and lead.
- **Faculty:** Collaborate and innovate.
- **Partners:** Join projects, host interns, and co-create solutions.
- **Supporters:** Invest in programs that shape the future.



# *OUR COMMITMENT*

**WE WILL HOLD OURSELVES ACCOUNTABLE THROUGH TRANSPARENT REPORTING, ANNUAL UPDATES, AND CLEAR METRICS FOR SUCCESS.**

**This is a moment of urgency, but also of opportunity. Together—with students, faculty, partners, and supporters—we can build a healthier, more sustainable, and more just future.**

## *JOIN US*

-  [\*\*SOGES@COLOSTATE.EDU\*\*](mailto:SOGES@COLOSTATE.EDU)
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**COLORADO STATE UNIVERSITY**

Climate Initiative  
School of Global Environmental Sustainability  
CSU Climate Hub at SPUR