

TALENT MANAGEMENT SYSTEM



COLORADO STATE UNIVERSITY

Sample Language to Include in Job Postings

Job postings are recruitment tools used to entice potential applicants to apply to positions at CSU. The language used in a job posting should fully encompass why CSU is the best place to work touching on our outstanding community, incredible city, surrounding natural areas and our impressive benefits and employee privileges. Below are some examples of sample of language to use in a posting announcement. OEO highly encourages departments to use this language in the Description of Work Unit field when creating posting requests.

About the University

- Colorado State University is a land-grant Carnegie Class Doctoral/Research-Extensive University experiencing aggressive growth in faculty recruitment, student enrollment, and research expenditures. Research productivity per tenure-track faculty member is among the highest in the country within like universities. CSU's annual research expenditures totaled more than \$332 million in 2016.
- As a land-grant institution, Colorado State University (CSU) offers a broad range of instructional programs in the biological, biomedical, veterinary, and agricultural sciences. On campus enrollment totals over 28,300 full-time students, including over 5,000 graduate and professional students and about 2,000 international students from over 90 countries.
- Colorado State University, a prestigious Carnegie Doctoral Research University, was established in 1870 and remains inspired by its land-grant heritage and world-class faculty, staff and students. CSU is the largest employer in Fort Collins with more than 7,400 faculty and staff.
- Founded in 1870, Colorado State University is a land-grant institution with an enrollment of over 27,000 undergraduate and graduate students. CSU faculty engage in world-class research that attracts more than \$300 million in research funding annually.
- Colorado State is Colorado's school of choice. More Colorado high school graduates enroll as freshmen at CSU than any other school in the state.
- With 2,200+ international students and scholars representing more than 100 countries, the campus continues to adopt an international worldview. When these students arrive, they're not alone; more than 20 percent of tenure-track faculty are international.

- 9 of 10 CSU grads say they would choose CSU again. Not only have more than 86 percent secured their first-destination plans within six months of receiving their diplomas, but they also earn more than the national average for college graduates.
- CSU is one of the world's top research universities and a recognized leader in cancer research, atmospheric science, animal science, climate change, forest and wildlife management, engineering, and water. In 2015-16, CSU recorded its eighth consecutive year with more than \$300 million in research expenditures, ranking among the nation's top universities without a medical school.
- Colorado State University is one of the nation's top public research universities and an institution on the rise. In the last decade, CSU has produced record enrollment, built on all-time highs in student diversity and student success; record fundraising far outpacing ambitious goals; groundbreaking research driven by a highly productive faculty; a campus revitalized by a transformational building campaign; and, perhaps most important, an unrivaled learning environment where nine of 10 recent graduates say they would choose CSU again and rate their education as excellent.
- Colorado State University welcomed 5,423 students in its record-breaking freshman class for Fall 2018 semester while marking 11 consecutive years of record enrollment. CSU's enrollment for 2018-19 is 33,877 students – an increase of 464 students from 2017-18. The freshman class grew by 299 students over last year and includes 3,414 in-state students and 2,009 from outside Colorado. Out-of-state freshman enrollment increased by 18 percent, including a 26 percent increase in students from California, Texas and Illinois – the three states that consistently send the largest number of students to CSU. In addition, the freshman class is 27.3 percent ethnically diverse, and 22 percent of the freshmen are first-generation students. And in keeping with CSU's land-grant mission to make education accessible to all, 86 percent of the freshmen (4,592 students) are receiving some sort of financial aid. CSU's record enrollment includes more Colorado high school graduates than any other university, and with outreach and engagement programs in every county in Colorado, CSU serves the state while also seeking to make a global difference.
- Colorado State University has a campus culture that is driven by a desire always to do better and a vision to be the best place to learn, work, and discover. Our [Principles of Community](#) – Inclusion, Integrity, Respect, Service, and Social Justice – reflect our core values and support CSU's mission and vision of access, research, teaching, service, and engagement. Each member of our community has a responsibility to uphold these principles when engaging with one another and acting on behalf of the University.
- It's been said that a university is only as good as its faculty, and for that CSU is fortunate indeed. CSU is home to world-class faculty who are exploring solutions to global problems through their research, expertise, and creative endeavors. Through their innovative teaching and mentoring excellence, they are shaping the minds of young scholars and helping to pave the way for the next generation of movers and shakers. Our faculty have [won numerous prestigious academic and professional honors](#) for these contributions to our society and the world.

- CSU is a research powerhouse consistently counted among the top performing research universities in the nation – each year for the past decade posting more than \$300 million in expenditures. A leader in areas such as [atmospheric science](#), [energy](#), [water](#), [veterinary and translational medicine](#), [natural resources](#), [chemistry](#), [occupational therapy](#), and [anthropology](#), and with ongoing and traditional strength in areas such as [engineering](#) and [food production](#), CSU is clearly established as a premier research institution.

About Fort Collins

- Fort Collins, which has been home to CSU since the University's inception in 1870, is a vibrant, friendly city of 161,000 tucked against the foothills of the Rocky Mountains in Northern Colorado. The city boasts a lively arts and cultural scene, shopping in historic Old Town, a strong economy, and is a haven for outdoor enthusiasts. With more than 200 miles of bike paths and trails, easy access to the scenic Poudre River and majestic Rocky Mountain National Park, and within easy driving distance of Colorado's iconic ski areas, it is a year-round paradise. Boasting a mild climate, thriving high-tech industry, and some of the best microbreweries in the world, it's no wonder Fort Collins annually ranks among the most livable small cities in the United States.
- Fort Collins is an attractive community of approximately 160,000 at the base of the Front Range of the Rocky Mountains, 65 miles north of Denver. The city is routinely recognized as one of the most desirable places to live in the United States. It consistently ranks high on quality of life measures by numerous publications; see <http://www.fcgov.com/fcfacts.php?ID=6> for the complete list. The Front Range has developed into a high-technology hub with companies such as Agilent, HP, IBM, Intel, Keysight Technologies, Avago Technologies, AMD, Xilinx, Ball Aerospace, Lockheed Martin, Raytheon, and Northrop Grumman located in or near Fort Collins. The city offers a pleasant climate with excellent schools and abundant cultural and recreational opportunities nearby. More information on Fort Collins is available at www.visitftcollins.com.
- Colorado State University is located in Fort Collins, which is about 65 miles north of Denver. Fort Collins is a growing community and is home to approximately 150,000 people. The city sits at the northern end of Colorado's Front Range. The view west of campus is of the Rocky Mountains, while the eastern view is of the high plains. The climate is semi-arid with over 300-days of sunshine a year and annual precipitation of about 13 inches. This is a community recognized for the high quality of its schools, its commitment to locally-owned businesses and sustainability, and its beautiful physical and vibrant cultural environments.
- CSU is located in the city of Fort Collins, 60 miles north of Denver along the beautiful Front Range of the Rocky Mountains. The University is the city's largest employer, giving Fort Collins a University-town atmosphere. Enhanced by relationships with CSU, the city has become a magnet for highly innovative new industries and is at the forefront of clean and alternative energy technologies, biotechnology, and software/hardware sectors. Hewlett-Packard, Agilent Technologies, AMD, Intel, Broadcom Technologies, Advanced Energy, QLT Inc., Otterbox, Waterpik, Woodward Industries, and Anheuser-Busch are some of

the major employers in Fort Collins that help drive an environmentally conscious healthy economy. Fort Collins is considered the microbrewery capital of Colorado, home to 19 breweries that include Odell and New Belgium. Fort Collins is also home to the campus of the Natural Resources Research Laboratory, and to Offices of the Colorado Division of Wildlife, U.S.D.A., the National Park Service, U.S. Geological Survey, and U.S. Forest Service. The Centers for Disease Control Vector-borne Infections Diseases Laboratory is located on the CSU Foothills campus, 2.5 miles west of the main campus. Additionally, a large number of biotech and telecommunication firms are located in the Denver-Boulder area south of Fort Collins. The University of Colorado in Boulder, the University of Colorado Anschutz Medical Campus in Aurora, and the University of Wyoming in Laramie are all within a 70-mile radius.

- Fort Collins is located next to the foothills of the Rocky Mountains, nestled along the Cache La Poudre River, the first river in Colorado to be designated a National “Wild and Scenic River.” Fort Collins has a population of over 165,000 and is ranked among the most educated and healthiest cities in the nation. This ranking reflects the highly educated workforce, drawn to Fort Collins by the strong academic environment and the clean and sustainable industries that thrive in the community. The city of Fort Collins is consistently ranked as one of the “Best Places to Live in America,” with nearly 50 similar designations from numerous magazines and polls since 2005 (see: <http://www.fcgov.com/visitor/fcfacts.php>). A 2010 Gallup Poll ranked Fort Collins as the third best city in the nation for overall well-being. The city of Fort Collins boasts an outstanding public school system and a multitude of cultural activities, including a center for performing arts, a symphony orchestra, repertory theaters, choral society, and a dance company. The historic Old Town district of Fort Collins hosts live music and thriving local dining scene throughout the year. The city maintains several indoor pools, indoor soccer fields, ice arenas, over 600 acres of parks, 30,000 acres of natural areas, and over 20 miles of pedestrian, biking, and hiking trails.
- The university’s home in Fort Collins, CO, repeatedly has been named one of the best places in the country to live. In 2015 the Smithsonian Institution named the city as one of six Places of Invention across the nation, featuring Fort Collins and CSU as a hub for energy innovation in an exhibit at the National Museum of American History in Washington, D.C. By tackling environmental problems and creating clean, sustainable alternatives to existing energy sources, CSU, the city and community businesses are actively pursuing collaborations that result in local innovations with worldwide impact.

Benefits and Employee Privileges

- CSU encourages professional development and offers 9 credits of higher education per fiscal year to eligible full-time employee types. For more information regarding the employee study privilege, please go to <http://www.hrs.colostate.edu/benefits/study-privilege.html>.
- CSU employees have access to multiple employee privileges offering free or greatly discounted opportunities. For more information, please see the full list located at <https://commitmenttocampus.colostate.edu/>.

- Full-time administrative professional and faculty employees accrue nearly five weeks of paid annual leave and 15 days of paid sick leave every year.
- CSU offers comprehensive health benefits and insurance plans to our employees and their families. More information regarding the available plans can be found at <http://www.hrs.colostate.edu/benefits/fap-insplans-ancillary.html>.
- CSU is not a social security employer. Administrative Professional and Faculty employees can participate in the defined contribution plan (DCP) or PERA (if eligible) or for retirement savings. For the DCP, a regular or special appointment will receive a CSU match equal to 12% of the pre-tax monthly salary and employees contribute 8%. For more information, please see the full list of retirement benefits located at <http://www.hrs.colostate.edu/benefits/mandatory-retirement-plans.html>.
- CSU is committed to helping employees achieve a positive work-life balance. To assist with this effort, CSU provides paid Parental Leave for a parent to bond and care for their new child. For more information, please see the parental leave guide located at <http://hrs.colostate.edu/benefits/parental-leave-afap.html>.

Remote and Hybrid Work Language

- This position is a 12-month full-time appointment, based in Fort Collins, with the potential for flexible work arrangements, including remote work.
- Remote work candidates will be considered however on-campus presence may be necessary periodically (e.g.: staff retreat) but not on a regular basis.
- Remote work is negotiable depending on the experience of the candidate.