



www.csusm.edu

STRONGER TOGETHER

We are CSUSM



California State University San Marcos is a bold trailblazer

Since our founding in 1989, we have cultivated a culture of inclusion with an unwavering passion and dedication to our inspiring students.

We prepare tomorrow's leaders. As a public institution, we know the transformative power of higher education as a catalyst for achieving dreams. We pride ourselves on helping students become the leaders our region and our world need.

We build great communities. We intentionally broaden access for traditionally underserved students. Our faculty and staff share their knowledge to improve lives and champion the needs of our region.

We solve critical issues. Our dedicated faculty are expanding the frontiers of knowledge and translating discoveries into life-changing applications. We empower our students to find the answers to the important questions our communities face.

Diversity is central to our mission, helping us remain innovative, creative and entrepreneurial. Join us in creating pathways to college for all students. Join us in putting ingenuity to work each day to better serve our students and our region. Join us and be part of something truly one-of-a-kind.

Stronger together, we are CSUSM.





Before joining CSUSM, I lived and worked in seven countries on two continents and was interested in continuing to live and work in a diverse environment. Both CSUSM and North County deliver on that. I was told that the University offers many opportunities to contribute, irrespective of rank, and I have found that to be abundantly true. We continue to offer leadership opportunities to incoming faculty willing to take them on and that is truly unique and extremely constructive.

– *Dr. Catalin Ratiu, Director of Global Business Management Option, Associate Professor Management*



Great Minds Doing Great Work

Every job matters at CSUSM. We all play a critical role in ensuring the success of our endeavors. Our unwavering commitment to a “people first” philosophy supports a culture in which every employee is a leader, empowered to decide, change and shape our future – and you will, too.

Trailblazers

As a younger university, we chart new territory. We continually set higher goals and outpace our peer institutions. We boldly move forward – advancing the landscape of higher education because our students are counting on us.

- Recognized with the Higher Education Excellence in Diversity (HEED) Award every year since 2014
- 10+ guaranteed admission agreements with local school districts
- Among the first to be recognized as an Asian Pacific Islander-Serving Institution
- More than a decade as a Hispanic-Serving Institution
- Named a Great College to Work For® by The Chronicle of Higher Education



A Diverse and Inclusive Workplace

At CSUSM, we know that inclusion accelerates innovation and diverse perspectives inform better decision-making. Diversity isn’t a threshold, it’s an intentional and always-evolving state of mind and heart. Together, we are committed to inclusive excellence and fostering a fair and open environment for the exchange of ideas.

CSUSM is proud to be an Equal Opportunity Employer and supports diversity and inclusion in its recruitment, hiring, retention and promotion policies and practices. We are committed to equal employment opportunity to provide equal employment opportunity for all persons regardless of their age, disability, gender, genetic information, gender identity or expression, nationality, marital status, race or ethnicity, religion, sexual orientation, and veteran or military status.

Where Colleagues Become Friends

Work is more fun when you have a sense of community in the workplace. Helping to foster that connectivity across campus, CSUSM has seven active faculty and staff groups:

- Asian Pacific Islander Faculty and Staff Association
- Black Faculty and Staff Association
- Faculty Staff Retirees Association
- Jewish Faculty and Staff Association
- Latino Association of Faculty & Staff
- Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Ally Faculty and Staff Association
- SAND: Staff Appreciation and Development Committee



I’ve been at several universities, and what stands out to me most about the CSUSM community is our shared commitment to students and social justice. I come to campus every day confident that I’m making an impact on a diverse group of learners as well as the critical issues they’re grappling with, which makes the work that much more meaningful.

– *Char Booth, Associate Dean, University Library*

Passionate about Student Access and Success

Our student body – 17,000 strong – brings a wealth of experiences, backgrounds and perspectives, which makes our University and our region stronger.

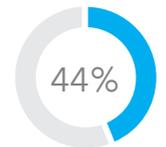
Nearly half of our students come from traditionally underrepresented backgrounds, including former foster youth, American Indians and veterans. More than half of our students are first-generation college students.

Our students not only gain a world-class education at CSUSM, they acquire the real-world experience needed to thrive.



45,000+
Alumni

9 student academic
support services
departments



44%
Percentage
of student
population of
Latin@ descent
for fall 2017

140+



Active student
organizations

60+ bachelor's
and master's
degree programs,
including recently
added programs
for American
Indian studies,
engineering,
public health and
social work



The Faculty Experience

CSUSM's diverse faculty make our University a special place to learn and work.

Our faculty offer hands-on and collaborative learning experiences, cutting-edge technology and academic programs relevant to the rapidly changing global environment. We engage in the latest research and other creative activities to prepare our graduates to lead and compete in the digital age.

Students are active participants in the learning process and have the opportunity to engage with faculty while learning about complex subjects. Students work closely with junior and tenured faculty whose commitment to sustained excellence in teaching, research and community partnership enhances their learning.



I felt an excitement when I first got here, almost like I could plant something and it could grow. I still feel an excitement today because I feel a sense of ownership and want to continue to enhance the ideas I was encouraged to implement on campus.

– Dr. Kristin Stewart, Assistant Professor of Marketing



CSUSM offers rigorous undergraduate and graduate programs distinguished by exemplary teaching, innovative curricula and the application of new technologies. We provide a range of services that respond to the needs of a diverse student body, expanding student access to an excellent and affordable education. As a public university, we ground our mission in the public trust, alignment with regional needs and sustained enrichment of the intellectual, civic, economic and cultural life of our region and state.

It is through their collaboration with faculty that students become prepared for the challenges

and demands of today and tomorrow.

Among CSUSM's unique offerings is our Faculty Mentoring Program, which since 1991 has paired first-generation and economically disadvantaged students in a one-on-one mentoring relationship with a faculty member to increase retention rates.

Our Faculty Center nurtures a culture of collaboration and collegiality across campus by offering a wealth of programs and activities designed to support professional development in the areas of teaching, learning, research



and service. The Faculty Center offers support at all career stages with numerous groups and professional learning communities that allow faculty to work together on projects, learn something new or just chat informally.

Every year, new faculty participate in our New Faculty Institute to help set them up for success. The New Faculty Institute kicks off in the fall with an orientation designed to help new faculty to be successful in their first semester. There are additional workshops throughout the year as well as two half-day retreats. Workshop topics include inclusive pedagogy, research,

networking and campus resources. You'll even go on an occasional field trip!

Through the Faculty Center, you will also have professional development opportunities regardless of the stage of your career. In addition to the New Faculty Institute, this includes:

- Connections, a mentoring program that connects junior faculty with more senior mentors
- Mid-career resources to help you navigate your next steps
- Retirement planning to help you prepare for the next transition



CSUSM is a young and dynamic university that serves first-generation students who are bright and do not take for granted the opportunity of university education. CSUSM's commitment to recognize and support research makes it an ideal place to work, teach, conduct impactful research with undergraduate students and train the future generation of researchers and problem solvers.

– Dr. Ali Ahmadiania, Assistant Professor, Computer Science and Information Systems

The Staff Experience

Staff share a vital connection with our student body, playing a supportive and motivational role in helping students achieve their goals.

Human Resources, in partnership with campus departments and external expert trainers, hosts robust professional and personal development programs that engage, inspire and equip staff to continue to grow and help with career advancement. Additionally, e-learning programs provide employees access to thousands of online courses, books and videos at no cost.

CSUSM's Staff Appreciation and Development initiative, better known around campus as SAND, serves all staff by providing staff recognition and appreciation while also hosting social activities, outings and professional enrichment opportunities.



Working Together as One

CSUSM is structured in five distinct divisions, along with the Office of the President, all working together as a powerful engine to serve our students. That engine is fueled by a passionate workforce of 2,000+ employees share a camaraderie that can only be described as uniquely CSUSM. Perhaps it's our University-first culture. Perhaps it's the collaboration found in our research, initiatives and ideas. Or maybe it's the fact that you can't walk campus without seeing someone you know.

- Academic Affairs
- Community Engagement
- Finance and Administrative Services
- Student Affairs
- University Advancement

CSUSM's more than 60 academic programs are organized into four colleges, in addition to the University Library and Extended Learning.

- College of Business Administration
- College of Education, Health and Human Services
- College of Humanities, Art, Behavioral and Social Sciences
- College of Science and Mathematics

LED BY PRESIDENT
KAREN HAYNES, PH.D.,
senior president in the
California State University
system and the first
woman to hold that title.



“My colleagues motivate and inspire me each day, and I’m proud to be part of a university that embraces and values all members of the campus community.”

– Alan Brown, Multimedia Productions Specialist

Outstanding Benefits and Excellent Perks

When it comes to treating our employees right, our priorities include providing an outstanding benefits package. After all, once you become a Cougar, we want to ensure that you stick around.

As a CSUSM employee, you will have access to deep discounts from thousands of name-brand merchants as well as discounted tickets to concerts, sporting events and theme parks through our Perks at Work program.

We also offer eligible staff the option to work a 9/80 schedule during the summer, allowing employees to take every other Friday off.

CSUSM’s comprehensive program of benefits to eligible employees and their families includes:

- **Health insurance:** With more than a dozen options – including a handful at no monthly cost to the employee – we have something to fit everyone’s needs.
- **Dental and Vision:** Provided at no cost to employees.
- **Retirement:** Employees are automatically enrolled in the California Public Employees Retirement System (CalPERS) and CSU retiree medical, dental and vision benefits are available to employees and their eligible dependents.
- **Tuition Waiver:** Eligible employees can take California State University courses at reduced rates. They can even transfer their benefit to a spouse, registered domestic partner or dependent child.
- **On-campus Child Development Center:** Since 2007, our Center for Children and Families has



provided convenient, high quality childcare to students, faculty and staff, as well as families in the larger community. Childcare and preschool education is available to children from six weeks to 5 years old with low teacher-student ratios.

- **Additionally, CSUSM offers** generous paid time off, including vacation, sick leave, up to 30-day paid parental leave, 13 paid holidays and one personal holiday each year.

A Place to Call Home

There’s more to the climate in San Marcos than the near-perfect weather, scenic environment and proximity to all the best Southern California has to offer. There is a climate of innovation and entrepreneurship. Known as the craft beer capital of the U.S. (did we mention we launched an EngiBeering™ program?), a hotbed for biotech and aerospace, and fueled by tourism (which brings a whole new meaning to staycations), San Diego County is an especially attractive area for dual-career families. Is an urban city lifestyle your thing? We have you

covered. Like a laid-back coastal vibe? We dig it. Prefer rolling hills and ranches? We have that, too. Want the perfect mix of everything? Welcome to San Diego County. Add vibrant culture, top-rated K-12 public schools, a foodie’s paradise, world-class attractions, and you are home.

With an average temperature of 72 degrees, San Marcos is a year-round outdoor playground. It’s a short 15-minute drive to the beach and less than two hours to snow-capped mountains in the winter.



“We often see diversity and inclusive buzzwords in mission and vision statements at other workplaces, but at CSUSM we actually get to live it. It’s a strategic priority with real impact that benefits the CSUSM community at all levels.”

– Jay Franklin, Director of Recruitment and CRM administrator, Extended Learning