**Executive Order and Legislation Task Force Recommendations**

**May 15, 2025**

Colorado State University Pueblo was designated an HSI in 2002 and has been working to improve students' academic experience since then. Over the last decade, with the support of several Title V grants and CSU System support, we have made strides towards identifying and enhancing strategies that would create optimal student outcomes, which is why we have been so successful in the Title V grant writing area. Currently, we have 5 Title V grants that have been awarded.

With the changes from the Federal Administration, CSU Pueblo leadership, with the support of the EO Task Force, that the federal designation as a Hispanic Serving Institution (HSI) should guide our responses to the current federal guidance and drive decision-making and operational change created a strategic avenue for developing a framework for outlining and prioritizing campus decisions.

Based on the research-driven identification of best practices for HSI, the following are Approved Recommendations by the EO Task Force:

Shared FERPA guidelines with administrative staff and faculty to ensure best practices for students were upheld, which will be continued at the start of each semester.

Approved: February 27, 2025

CSU Pueblo supports students wearing affinity / multicultural stoles as part of their graduation attire - acknowledging the importance of cultural heritage at graduation.

Approved: March 13, 2025

Update the language on CSU Pueblo job descriptions to reflect the importance of the CSU Pueblo community in the hiring process.

Approved: April 3, 2025

Update the APC employee evaluation process to align with equal employment practice.

Approved: April 10, 2025

Updated the Search and Screen Orientation to highlight the importance of creating search committees representative of the campus community.

Approved: May 8, 2025

Transition the title of "Gender Neutral" bathrooms to Family Restroom.

Approved: March 13, 2025

Transition the "Office of Institutional Equity and Title 9" title to the "Office of Civil Rights Compliance and Title IX" to clarify the functional role of the campus.

Confirm that all Student Organizations have open membership per Student Affairs policy.

Approved: March 13, 2025

We support the continuation of Heritage Months and HSI Week, as well as other holidays that highlight our mission, including First Generation Day and MLK Day of Service.

Approved: March 21, 2025

Recommendations: April 17, 2025

Update the Faculty handbook to remove committees that are no longer active and or reflective of current campus practice.