

Assurance Argument
Central Michigan University - Mount
Pleasant, MI

Review date: 04-13-2026

1 - Mission

The institution's mission is clear and articulated publicly; it guides the institution's operations.

1.A. Mission Alignment

The institution's educational programs, enrollment profile and scope of operations align with its publicly articulated mission.

Argument

Central Michigan University (CMU) is in Mount Pleasant, a city with a population of approximately 22,000. Established in 1892 as the Central Michigan Normal School and Business Institute, CMU is one of Michigan's fifteen public universities. CMU currently serves 10,238 undergraduates and 3,933 graduate students, with 10,788 students on its main campus and 3,383 students enrolled exclusively online and locations across Michigan and in Kansas. CMU offers more than 230 academic programs at the undergraduate, master's, specialist, and doctoral levels. It is recognized by the Carnegie Foundation as an R2: Doctoral University – Higher Research Activity institution. CMU is also classified within the Carnegie Foundation's new Opportunity Colleges and Universities designation as an institution providing higher access and higher earnings, one of only 27 institutions in the country with both R2 recognition and Opportunity Colleges and Universities designation. In addition, CMU established the nation's 137th College of Medicine to address a growing shortage of primary care physicians in Michigan, particularly in rural areas.

An eight-member Board of Trustees (the board) governs the university. The governor appoints the board with the consent of the Michigan Senate and with authority granted through the state constitution. The board governs the business affairs of the university and has ultimate authority to adopt, alter, or delete university policy. In its Bylaws, the board reserves certain powers to itself and delegates all other authority, including the power to adopt university policy, to the President. The board is autonomous in its decision-making, although it is bound by the fiscal constraints of the state funding process. The President is the chief executive officer of the university as well as an *ex officio* member of the board.

CMU's Mission, Vision, Core Values, and Strategic Plan

CMU's publicly articulated mission statement, "*Central Michigan University is defined by the success of our students and alumni, and by our collective impact with the communities we serve,*" reflects its broad commitment to education, research, and service. The vision statement supports the mission statement, "*Central Michigan University will be nationally known for preparing innovators, learners, and leaders who positively impact their local and global communities.*" CMU publishes its mission statement in several key areas, including on the CMU website and on Academic Senate agendas and minutes.

CMU is a public regional university that plays a critical role in Michigan's higher education ecosystem and beyond. Since its founding in 1892, CMU evolved from a teachers' training school into a comprehensive institution dedicated to student success, academic excellence, and community engagement. Throughout its history, CMU focused on addressing the needs of its communities, such as remediating Michigan's rural teacher shortage, supporting economic development (e.g. appointment to workforce development board, industry partnerships, environmental resource monitoring and research by way of its Great Lakes wetlands research), and developing leaders, producing alumni in action - those who innovate, serve the public good, and contribute meaningfully to society.

As of Fall 2025, CMU enrolled 14,171 students, with 10,788 attending classes on the Mount Pleasant campus. This contributes to the university reflecting a vast and influential network of over 245,000 alumni worldwide, many of whom lead in education, science, business, healthcare, government, the military, the arts, and more. CMU remains committed to accessibility and quality education, expanding its reach through online programs and off-campus centers across Michigan and beyond, ensuring that students in rural, urban, and global communities can benefit from its programs.

The CMU mission statement and strategic plan are regularly reviewed and revised. In 2022, the board charged a Strategic Planning Executive Committee (SPEC) to create a strategic planning process, including structures, to gather broad-based input from the university community and the broader, external community. SPEC charged a Strategic Planning Team (SPT) to carry out information-gathering sessions to distill and synthesize the information received, and to develop a draft plan for the SPEC and the board. As part of the strategic planning process, SPEC also worked closely with the board to develop an updated mission statement, vision statement, and set of core values. The strategic planning groups built upon the previous strategic plan, "Advancing Excellence: CMU's Strategic Plan, 2017-2022" as well as the work completed through a separate design thinking process called strategic envisioning, which began in 2019 and continued through the COVID-19 pandemic. Strategic envisioning was a prelude to the work of the SPEC and the SPT. This approach called for university stakeholders to determine the future needs of students, employers, and society due to external pressures. The strategic planning process included 40 information-gathering sessions and online information collection to provide opportunity for all constituents to share feedback, if desired.

Upon approval of the plan, CMU created a robust implementation process, and tasked cross-divisional groups with actively working to achieve the identified priorities and goals. CMU developed the revised Mission, Vision, and Core Values and Strategic Plan through iterative working sessions between the SPEC and the board. The board adopted the revised mission statement and strategic plan in September 2023. CMU shared these revised Mission, Vision, and Core Values and Strategic Plan during numerous campus update sessions. Of course, CMU values the revision of all planning documents but most importantly is the mission statement. The mission ultimately drives the Strategic Plan, which holds our four institutional priorities which then inform CMU's investment of resources. All divisions, departments, and units align their goals with these four priorities:

- Inspire Student and Scholarly Success
- Engage Communities
- Enhance Organizational Culture
- Ensure Institutional Sustainability.

Documents related to the process and outcomes of the strategic planning process are prominently displayed on campus and easily searchable on the CMU website. Institutional priorities set the strategic direction for CMU, and discussions related to strategic planning are inclusive and public. The strategic plan guides CMU's scope of operations, including its entire academic enterprise, which is at the heart of CMU's mission.

Educational Programs

In support of CMU's mission focus on the "success of our students and alumni" and on "our collective impact with the communities we serve," CMU offers over 230 academic programs at the undergraduate and graduate levels, including 15 doctoral degrees. We offer these programs face-to-face in Mount Pleasant, and via online and hybrid delivery through CMU Innovation and Online. Currently, Innovation and Online delivers the following fully online programs: 15 undergraduate degrees, 3 undergraduate certificates, 15 graduate degrees, 23 graduate certificates, one education specialist, and 3 doctoral programs.

CMU requires new programs be designed and proposed at the department or interdisciplinary council level following the framework outlined in the Curriculum Authority Document. The respective college dean must then approve to ensure adequate resources and supported proposals are then forwarded to the Academic Planning Council (APC) for further discussion and review. Applications to the APC for new programs include an explanation of student and market demand, evaluation of competing programs, identification of a potential student population, demonstration of employability of graduates, and a full budget outline before the APC determines a recommendation. The APC then forwards this recommendation to the Provost/Executive Vice President for consideration.

CMU offers several new programs and initiatives to help meet the needs of the local, state, and regional communities. New undergraduate programs, such as the major in Commercial Music, the Prelicensure Bachelor of Science in Nursing program, and the new minor in Applied Artificial Intelligence prepare students for emerging career fields that are in high demand across Michigan and beyond. These programs provide hands-on learning opportunities, industry-relevant and transferable skills, and pathways to employment in critical sectors such as healthcare, technology, and the creative industries—supporting both student success and the economic vitality of the state.

At the graduate level, the Graduate Certificate in Finance allows students to refine and expand their knowledge and skills in finance, enhancing their qualifications for leadership roles in business and public service. The postgraduate School Counseling Certificate provides a pathway for individuals to become licensed school counselors within the state of Michigan, helping to address the urgent need for qualified mental health professionals in K–12 schools.

Faculty and Student Research and Creative Activity

Priority I of CMU's Strategic Plan emphasizes the value of "supporting our faculty and strategically investing in research and creative endeavors that address society's grand challenges and enrich the learning opportunities for all." CMU is committed to advancing impactful faculty-led research with an imbedded goal of preparing students to address challenges in a rapidly changing world. A clear and enduring commitment to the CMU mission is evidenced by advancing scholarly and creative activities to support "the success

of our students and alumni.” Faculty mentor undergraduate and graduate research projects, blending teaching with scholarship in a synergistic way. Students collaborate with faculty on research teams, have opportunities to co-author publications, present with faculty at professional conferences, and share in the entirety of the data collection process.

CMU is proud of its Honors Program. Just between 2022 and 2024, Honors program students completed 355 capstone projects supported by 251 unique faculty members. Student Creative and Research Endeavor Exhibition (SCREE) displayed 517 student presentations supported by 351 faculty sponsors. Each year, SCREE showcases the scholarly work of undergraduate, graduate, and College of Medicine students who have explored new realms with the support of CMU faculty. SCREE celebrates this innovative research and creative work of students by providing them with an opportunity to share their research and scholarly and creative endeavors with the university community.

The Office of Graduate Studies reported a total of 375 theses, dissertations, and student/faculty journal articles published during these same years, 2022-2024. Faculty bring their expertise, theoretical knowledge, and applied research in and out of the classroom to engage and enrich student experiences. This ongoing process leads to the dynamic research partnerships referenced here enhancing the critical thinking skills and efficacy of our students while simultaneously raising the academic profile of the university, its faculty, and the participating students. By supporting interdisciplinary collaborations and integrating students and faculty into the research process, CMU is a vital partner in driving solutions that benefit both local and global communities.

Co-Curricular Programming and Student Support

CMU holistically supports student success and personal development through various services and co-curricular initiatives. By the time first year students start their first semester at CMU, approximately half have attended Leadership Safari and/or IMPACT, where students form friendships, start the networking process, build affinity for CMU, develop leadership skills, and engage in volunteerism.

Residence Life creates welcoming, vibrant living environments that encourage academic achievement, personal development, and social responsibility. Students living on campus also benefit from academically and socially sponsored living and learning communities that empower them to become responsible, engaged citizens. Student Activities & Involvement facilitates programs focusing on artistic, athletic, cultural, recreational, professional, social topics, and other special interest student organizations numbering more than 300 different groups.

The Mary Ellen Brandell Volunteer Center connects students to hundreds of volunteer opportunities on campus, in the local community, and across the country. The center offers a variety of programs, including its Alternative Breaks service-based experiences and the Financial Wellness Collaborative, which offers student-centered financial education using resources that contribute to informed financial decisions. In addition, the center supports the CMU Student Food Pantry. Recognizing the challenges food insecurity can have on student success by negatively influencing academic performance, mental health, retention and persistence, the CMU Student Food Pantry provides essential care products along with both perishable and non-perishable food items, helping students focus on academics. These services reflect CMU's commitment to fostering an inclusive, supportive environment where

all students can thrive.

Licensure, Regulatory Services, and Human Capital oversees the Veterans' Resource Center (VRC), which offers educational benefit assistance and transition support for veterans, active duty military, and spouses and dependents of veterans and active duty military members. The VRC helps students successfully make the transition from military environments to their unique CMU educational journey.

To support students' mental health needs, the Counseling Center offers individual and group counseling, including urgent appointments in person and via telehealth. Additionally, the Counseling Center provides 24/7 support for urgent mental health concerns through an after-hours phone service. CMU CARES provides additional support for students facing life and academic challenges by connecting them with necessary services and resources. Physical health is prioritized through CMU Health, which offers comprehensive primary and specialty care, both on the Mt. Pleasant campus and throughout the Great Lakes Bay Region. Recreation programs, intramural sports, and over 40 club sports further enhance students' physical well-being, promoting stress relief and camaraderie. Many recreation/workout facilities are available on the main CMU campus. One of these, the Student Activity Center (SAC), offers students access to an aquatic center, a multi-purpose fitness room, wellness studio, esports activity center, weight training center and other facilities to support physical health and community.

Critical thinking and critical perspectives are enhanced through ongoing programming efforts. For example, CMU supports students' personal and intellectual growth through several activities such as those offered at the Institute for Transformative Dialogue and the related coursework offered through the Intergroup Relations and Justice minor, where students gain the skills to engage in challenging conversations to learn about different perspectives through developing active listening skills. Students enrolled in coursework within the Human Development and Family Studies program can participate in the Poverty Simulation to learn about and experience living as a family member experiencing poverty or a service provider struggling to provide adequate resources. All students can learn about ways to create accessible environments that promote inclusion and independence for all people within the Disability Studies and Community Inclusion minor and graduate certificate programs.

Enrollment Profile

CMU engages in strategic enrollment management designed to align student recruitment, retention, and success efforts with institutional goals, ensuring long-term sustainability, academic quality, and financial stability. In the spirit of shared governance, CMU formed a revised Strategic Enrollment Management Committee in March of 2025. Representatives from across the university participated as part of this committee. CMU engaged an external consultant, to assist with developing CMU's next Strategic Enrollment Management (SEM) plan. The plan is based on pertinent data, e.g. enrollment trends, demographic data, application yield rates, retention and graduation rates, to inform recommendations on recruitment, admission standards, student success programs, and academic program development.

The enrollment profile of CMU students for Fall 2025 is as follows: Undergraduate students 10,238, graduate students 3,933, students of color 2,957, and international students 1,204.

Over the last 10 years, as other universities have experienced, CMU's overall enrollments declined, reflecting the impact of some of the more salient reasons including the continued decline of high school graduates in Michigan, the global COVID pandemic, and increased competition for students from flagship institutions that contributed to enrollment challenges just mentioned which have impacted regional public universities across the country. Despite these external challenges, CMU's enrollment has begun to level, with a total decline of 2.9% since Fall 2022. CMU is currently a test-optional university as many are in the state of Michigan. Still, CMU maintains its high standard and admits students who the university considers will be successful based on their high school Grade Point Average (GPA) as well as the academic rigor and demonstrated trend of their high school coursework. The academic profile of the Fall 2025 entering class was a median SAT score of 1100 and median high school GPA of 3.55. In Fall of 2025, one-year retention rate for new freshman rose to 78.2%, the highest rate in 6 years and slightly above the pre-pandemic average.

Scope of Operations

CMU operates as a comprehensive public institution where its educational activities and academic programs reflect its mission, governance approvals, and accredited authority. The university offers undergraduate, graduate, specialist, and doctoral credentials across a wide range of disciplines, including the liberal arts, sciences, and professional and applied fields, through curricula approved by faculty governance and the board. CMU delivers instruction primarily through in-person programs at the Mount Pleasant campus and supports the growth of online and hybrid modalities that provide expanded access to students while maintaining institutional oversight and academic quality. These delivery approaches serve a diverse student population that includes traditional residential students, adult learners, transfer students, and working professionals. The university also provides approved distance education programs and instruction at authorized off-campus locations, all of which remain within CMU's accredited degree levels and institutional authority. The full range of academic offerings, instructional locations, and delivery methods is regularly reviewed to ensure continued alignment with the university's mission and compliance with Higher Learning Commission requirements, seeking appropriate approvals whenever required.

CMU is organized under a presidential model with clearly defined academic and administrative divisions that support its mission as a comprehensive public university. The academic division is led by the Provost and Executive Vice President and comprises the colleges that deliver instruction and oversee academic programs, including the College of the Arts and Media, College of Business Administration, College of Education and Human Services, The Herbert H. and Grace A. Dow College of Health Professions, College of Liberal Arts and Social Sciences, Covenant Healthcare College of Medicine at Central Michigan University (CMED), and the College of Science and Engineering. Additionally, graduate education and academic support units such as the libraries and curriculum and instructional services are within the academic division. Several operational divisions further support the university. These divisions manage core institutional functions, including University Engagement & Student Affairs, Student Recruitment and Retention, Finance and Administrative Services, University Advancement, and Governmental & External Relations. These divisions operate under senior leadership reporting to the President and are aligned through shared governance structures, with the board governance, to ensure coordinated decision-making, regulatory compliance, and effective support of the university's educational mission.

CMU's Mission Statement, Vision Statement, and the Strategic Plan are the guiding principles for all planning and budgeting. To support the ongoing operations of the university, CMU employs a hybrid budget model that balances centralized control with decentralized autonomy and provides incentives for growth including resource preservation for innovation and entrepreneurship. CMU believes the deans are in the best position to make key decisions that fall within their areas of responsibility; thus, tuition dollars are allocated to the colleges. The central administration and service center funding is dependent on cost pool allocations charged/attributed to the academic colleges and revenue-generating units.

CMU's operating budget for FY2025 is \$443 million, of which 50% comes from tuition and fees, 22% from state appropriations, 17% from residence life and auxiliaries, and the remainder from other revenue. CMU is a financially strong institution.

The Vice President of Finance and Administrative Services and a committee composed of the University President, Provost/Executive Vice President, Vice President of Student Recruitment and Retention, Senior Vice Provost for Academic Administration and Resources, the University Budget Officer, the Chief of Staff to the President, and the Executive Director of Academic Planning and Analysis review the budget documents from each of the divisions. This group also reviews projections for the following three years. In the case of new initiatives that would require additional base budget funding, requests require alignment with the strategic plan and are submitted to the Office of Financial Planning and Budgets, which summarizes prioritized requests by division and submits the overall summary to the President's Office. The president utilizes an internal review group to vet requests for potential funding. This internal group at times forwards specific requests to the CMU Budget Priorities Committee, a joint presidential-Academic Senate body, for review and recommendation.

Sources

- Academic Planning Council
- Academic Senate Agenda of February 3 2026
- Advancing Excellence - CMU's Strategic Plan 2017-2022
- Alternative Breaks
- Applied Artificial Intelligence Minor
- Carnegie Classification of Institutions of Higher Education
- Carnegie Classifications - R2 Research and Opportunity Colleges
- CMU Cares
- CMU Health
- CMUs 2023-2028 Strategic Plan
- Commercial Music Major
- Counseling Center
- Curriculum Authority Document
- Doctoral Degrees
- Financial Planning and Budgets
- Financial Wellness Collaborative
- Graduate Certificate in Finance
- Great Lakes Restoration Initiative
- IMPACT
- Innovation and Online Michigan Locations

- Institute for Transformative Dialogue
- Leadership Safari
- Licensure Regulatory Services and Human Capital
- Mary Ellen Brandell Volunteer Center
- Mi Career Resource Hub
- Michigan Workforce Development Board
- Nursing BSN
- Operating Budget 2025-2026
- Postgraduate School Counseling Certificate
- Poverty Simulation
- Reimagining the CMU Budget Model
- Residence Life
- Strategic Plan Archives
- Strategic Planning Process
- Strategic Progress
- Student Activities and Involvement
- Student Food Pantry
- Translational Accelerator
- University Mission Vision and Values
- Veterans Resource Center
- Board of Trustees Bylaws
- Priority Four - Institutional Sustainability
- Priority One - Student Success
- Priority Three - Organizational Culture
- Priority Two - Community Engagement

1.B. Mission and Public Good

The institution's operation of the academic enterprise demonstrates its commitment to serving the public good.

Argument

CMU's commitment to the public purpose of higher education is clearly articulated in its mission statement and strategic plan and is deeply integrated across its programs and operations. This section outlines CMU's dedication to serving the public good and provides representative examples of how CMU demonstrates that commitment. The university views its contribution to the public good as a responsibility to positively impact society through education, research, civic engagement, and service—particularly through the development of informed and ethical citizens, including students, faculty, and staff.

CMU's mission and strategic plan serve as the foundation for its work to advance the well-being of local, state, national, and global communities. While student learning is at the core of its purpose, the university also embraces a broader responsibility to enhance the communities it serves. Faculty and students alike engage in research that addresses the needs of these communities and contributes to the common good.

The mission explicitly links the university's reputation to its "collective impact with the communities we serve," underscoring the institution's public orientation. As a public research university, CMU's mission is realized through accessible, high-quality academic programs, robust community partnerships, applied research that addresses real-world challenges, and a campus culture rooted in service, inclusion, and ethical leadership.

Guided by its core values—integrity, respect, inclusiveness, equity, and social responsibility—CMU fosters citizenship, sustainability, and engagement. The university's Leadership Standards Initiative further strengthens this commitment by promoting a culture of service, accountability, effective communication, and collaboration. Advancing the public good is not a peripheral objective at CMU; it is central to the university's identity and a primary measure of its impact.

Education

CMU also demonstrates its commitment to the public good through a wide range of educational programs that prepare students for productive careers, meaningful lives, and responsible citizenship. All undergraduates complete the University Program (UP), which introduces students to major fields of human knowledge and fosters critical thinking across disciplines. Through courses in the humanities, natural sciences, and social sciences, students develop the intellectual tools needed to navigate complex issues and contribute as thoughtful, informed citizens.

CMU offers a variety of academic programs that directly serve community needs. The Public and Applied Liberal Arts major partners students with local businesses and nonprofits to address real-world challenges. Accredited teacher education programs address the state's

teacher shortage, particularly in rural areas. Programs in school psychology, counseling, and social work prepare students to deliver essential mental health services. The Environmental Engineering program equips students to address sustainability and climate-related challenges. Programs within the Herbert H. and Grace A. Dow College of Health Professions (Health Professions) address shortages and specialized needs within a range of health-related fields.

Students in the College of Business Administration (CBA) participate in the annual New Venture Challenge, where student entrepreneurs compete to receive startup funding to launch socially and economically impactful ventures. Meanwhile, students in the arts engage the broader community through performances, exhibitions, and collaborative projects on and off campus. CMU also supports community access to student-led media including radio and television stations, a campus media company (CM-Life), and a student-run public relations firm.

Research

CMU's research enterprise is intentionally aligned with public benefit. The university promotes economic, cultural, and social development through faculty and student research activities, and through research centers that target pressing societal needs. The CMU Research Corporation (CMURC), a nonprofit business incubator, exemplifies this commitment by supporting entrepreneurs with mentoring, space, and programming in Mount Pleasant, Bay City, Saginaw, and Midland. Designated as a small business support hub by the Michigan Economic Development Corporation, CMURC facilitates regional growth by leading initiatives such as the Great Lakes Bay Business Hub.

CMU's Institute for Great Lakes Research takes a multidisciplinary approach to understanding the complex environmental issues affecting the Great Lakes basin. This institute promotes and facilitates collaborative research and education on the Great Lakes by partnering with other institutions and agencies to leverage CMU expertise and training. External agencies supporting research include the Environmental Protection Agency, the U.S. Fish and Wildlife Service, the Michigan Department of Natural Resources and Environment, and the Sea Grant.

The Center for Merchandising and Design Technology provides research and product testing advancing the use of innovative and multidisciplinary approaches to solving apparel and textile design problems. The CMU Pediatricians Clinical Research Institute enhances pediatric care through partnerships with the Children's Hospital of Michigan. The university's mission guides these and other research initiatives to improve lives across Michigan and beyond.

Civic Engagement

CMU maintains a strong commitment to civic engagement through strategic partnerships with communities and organizations across the region and state. Guided by Priority II of its strategic plan, the university actively builds and strengthens relationships with external constituencies to meet shared goals. CMU faculty, staff, and students regularly participate in civic life, with university representatives serving on city, county, and township commissions. Partnerships with the City of Mount Pleasant, the Saginaw Chippewa Indian Tribe, and Union Township exemplify CMU's place-based impact. The newly established Community

Relations Committee (CRC), comprised of engaged community members and university representatives, is focused on promoting signature events and initiatives that build meaningful, lasting connections between CMU and the community. These efforts align with Priority III of the strategic plan, fostering a culture of belonging and mutual benefit. In 2025, CMU awarded to the CRC a CMU Go Grant to hold a “Paint the Town Maroon” event to encourage campus members to show their pride by displaying signs, posters, stickers and more and encourage visitors to explore the Mount Pleasant community.

Experiential learning is also a cornerstone of CMU’s civic mission. Through academic service-learning and internships, students contribute to community programs and local organizations, gaining real-world experience while advancing public priorities. These experiences include service on boards, commissions, and participation in local business and nonprofit operations. As previously mentioned, the Mary Ellen Brandell Volunteer Center connects students to hundreds of volunteer opportunities on campus, in the community, and across the country. CMU has one of the largest Alternative Breaks programs, including volunteer hours, in the country annually. For example, in the 2021-2022 National Alternative Breaks Survey by Break Away, CMU’s Alternative Breaks Program received the No. 1 ranking.

Service

Service to the region and state is central to CMU’s identity as a public institution. CMU Health delivers quality care at eight locations across the Great Lakes Bay Region, providing services in urban, suburban, and rural communities. Faculty physicians and over 100 resident doctors serve medically underserved populations. The Carls Center for Clinical Care and Education on campus further expands access to services in auditory, speech-language pathology, mental health, and physical therapy.

The Rural Health Equity Institute (RHEI) reflects CMU’s expanded service mission, focusing on improving healthcare access in rural areas. RHEI leads the Preventing Suicide in Michigan Men initiative, a CDC-funded program that uses a telehealth model to support mental health in rural communities. CMU Health Professions students contribute through Mobile Health Central, a mobile clinic that delivers essential screenings and referrals across the state.

CMU’s commitment to service also includes strengthening the educator workforce. Through the MiCAREER Resource Hub, CMU leads statewide efforts to improve teacher recruitment and retention in rural districts. The Child Development and Learning Laboratory supports early childhood education while providing teaching experience to students, with priority enrollment for local Head Start-eligible children.

These integrated efforts reflect CMU’s mission-driven dedication to advancing the public good through education, research, civic engagement, and service.

Sources

- 2025 Go Grant Recipients
- A Mission of Impact Learning and Leadership
- Alternative Breaks
- Art and Design Events

- Carls Center for Clinical Care and Education
- Central Michigan Life
- Child Development and Learning Laboratory
- CMU Alternative Breaks Ranking
- CMURC
- Community Relations Committee
- Environmental Engineering Major
- Institute for Great Lakes Research
- Leadership Standards Initiative
- Michigan Consortium for Addressing Rural Education Expansion and Retention Resource Hub
- Mobile Health Central
- Moore Hall Television
- New Venture Challenge
- Partner Organizations
- PR Central
- Preventing Suicide in Michigan Men
- Priority Three - Organizational Culture
- Priority Two - Community Engagement
- Public and Applied Liberal Arts Major
- Rural Health Equity Institute
- The Center for Merchandising and Design Technology
- University Program
- University Theater
- WMHW-FM

1.C. Mission and Diversity of Society

The institution provides opportunities for civic engagement in a diverse, multicultural society and globally connected world, as appropriate within its mission and for the constituencies it serves.

Argument

Engaging a Diverse and Global Community

While CMU primarily serves undergraduate and graduate students from Michigan, its mission and reach extend across the region, the nation, and the globe. As a public regional university grounded in shared core values—integrity, respect, compassion, inclusiveness, equity, social responsibility, excellence, and innovation—CMU offers a broad array of opportunities for civic engagement within a diverse, multicultural, and globally connected society. CMU offers multiple, well-established opportunities for civic engagement that connect students to a diverse, multicultural, and globally engaged society. Again, through the Mary Ellen Brandell Volunteer Center, students participate in sustained community service, nonprofit partnerships, and civic initiatives at the local and regional levels, integrating public service into their educational experience. CMU's Forensics: Speech and Debate team travels the country to participate in debates about pressing contemporary issues with the aim of engaging in civic dialogue and learning about social responsibility. CMU also promotes global civic awareness through robust study abroad and international education programs that allow students to engage directly with communities and cultures around the world. Together, these initiatives reflect the university's commitment to preparing students for responsible citizenship and meaningful participation in an interconnected global society.

Institutional Commitment to Inclusion and Equity

CMU's commitment to diversity and inclusion is codified in key institutional policies and practices, including the CMU core value of inclusiveness. In 2020, the board passed a resolution affirming CMU's ongoing commitment to social justice, equity, and the cultivation of an inclusive and supportive environment for all members of the university community. This builds upon CMU's Sexual and Gender-Based Misconduct Policy first adopted in 2015 and last amended in 2025, which not only complies with legal standards but exceeds them by prohibiting discrimination or harassment based on a broad range of characteristics.

The Office of Civil Rights and Institutional Equity (OCRIE) is charged with the oversight of related policy compliance. Its lead, the Assistant to the President for Institutional Equity & Compliance, also serves as the university's Title IX Coordinator. OCRIE ensures that complaints are addressed through clearly defined processes outlined in the Equal Opportunity and Affirmative Action Protocols and the university's comprehensive Sexual and Gender-Based Misconduct Policy.

Strategic Direction for DEIJB

In 2023, CMU advanced its diversity mission with the launch of A Call to Action: Strategic Plan for Diversity, Equity, Inclusion, Justice, and Belonging (DEIJB) 2023–2028. This plan identifies three overarching goals: (1) Equalize Graduation Rates, (2) Diversify Faculty and Staff, and (3) Foster a More Inclusive Community. These goals align directly with CMU’s mission to prepare ethical leaders who will positively impact local and global communities. The plan calls for measurable progress in addressing gaps in degree completion and persistence for Black, Indigenous, and People of Color (BIPOC) students. It also underscores the importance of recruiting and retaining a diverse faculty and staff, ensuring that all students can thrive in a representative and inclusive academic environment. Insights from campus climate surveys provide direction for institutional policies that support belonging and engagement across all campus populations.

Collaborative Leadership and Student Engagement

CMU intentionally includes students as partners in institutional decision making through formal governance structures and university-wide initiatives. Students hold voting membership on the Academic Senate and serve on standing committees that address curriculum, academic policy, and educational quality. Student representatives also participate in shared-governance bodies such as the board committees and presidential advisory groups, providing direct input on strategic priorities and campus-wide decisions.

Curricular Foundations for Global Citizenship

CMU prepares students to succeed in a global society through its academic curriculum. All undergraduates complete nine general education credits in the University Program’s “Studies in Discrimination, Culture, and Diversity” subgroup. In addition, students may pursue specialized credentials such as undergraduate certificates in Cultural Competency and LGBTQ+ Studies, and graduate certificates in Equity-Centered Teaching and Learning and International Health.

CBA offers a major in International Relations. Students may pursue an international internship, and degree programs such as the Master of Arts in Education (Training and Development) and the Master of Arts in Higher Education Administration and Social Justice further emphasize CMU’s academic commitment to inclusive excellence. These offerings support the development of intercultural understanding, ethical reasoning, and leadership grounded in principles of equity and social justice.

Inclusive Co-Curricular and International Opportunities

CMU supports a diverse student body through intentional recruitment efforts in metropolitan areas of Michigan, other states, and abroad. Given the post-pandemic revitalization of study abroad programs, CMU increased global learning opportunities for CMU students, who now engage with peers from a broad range of cultural backgrounds. Programs such as TRIO Upward Bound and Michigan GEAR UP bring middle and high school students from underrepresented communities to campus, building educational pipelines and early college exposure.

On campus, the Division of University Engagement and Student Affairs promotes intercultural learning through its Diversity Education initiatives and supports over 60 department- and unit-level DEI programs. Faculty and staff can further develop their cultural awareness through the Faculty Diversity and Inclusion Fellowship Program. The

“Conversations That Matter” series offers regular facilitated discussions on complex social topics, encouraging active listening and civic dialogue.

Signature events such as the Klymyshyn Symposium on Inclusive Excellence and Social Justice, the Campus Diversity Gala, and the Emma Norman Todd Distinguished Lecture Series highlight the intersection of academic inquiry and community engagement. The Multicultural Academic Student Services office also provides year-round programming that celebrates cultural heritage and promotes mutual understanding.

CMU students can participate in numerous Registered Student Organizations focused on cultural, faith-based, political, and multicultural identities. These groups offer leadership and learning opportunities that enhance students’ cultural competence and interpersonal skills in diverse settings.

Partnership with the Saginaw Chippewa Indian Tribe

CMU’s long-standing formal partnership with the Saginaw Chippewa Indian Tribe is central to its commitment to diversity and inclusion. Supported by CMU’s Office of Indigenous Affairs, this partnership fosters educational initiatives, cultural programming, and shared resources that benefit both the university and the broader community. The partnership also affirms CMU’s continued and respectful use of the Chippewa name as a symbol of pride and honor, rooted in a mutual commitment to enhance the quality of life in the region.

Together, these policies, programs, partnerships, and practices demonstrate CMU’s deep and ongoing commitment to preparing students to engage meaningfully and ethically in a diverse, multicultural society and a globally interconnected world.

Sources

- Board of Trustees Minutes of November 21 2025
- Cultural Competency Undergraduate Certificate
- Division of University Engagement and Student Affairs
- Education - Training and Development MA
- Equal Opportunity and Affirmative Action Protocol
- Equity Centered Teaching and Learning Graduate Certificate
- International Health Graduate Certificate
- International Internships
- International Relations Major
- LGBTQ+ Studies Undergraduate Certificate
- MA in Higher Education and Social Justice
- MI Gear Up
- Multicultural Academic Student Services
- Sexual and Gender-Based Misconduct Policy
- Registered Student Organizations
- Saginaw Chippewa Indian Tribe
- Social Justice and Equity Resolution
- Strategic Plan for Diversity Equity Inclusion Justice and Belonging 2023-2028
- Studies in Discrimination Culture and Diversity
- Study Abroad
- TRIO Detroit Pre-College Program

- University Mission Vision and Values
- What it Means to Be a Chippewa
- Office of Civil Rights and Institutional Equity

Criterion 1 Summary

The institution's mission is clear and articulated publicly; it guides the institution's operations.

Argument

Central Michigan University regularly reviews its mission and strategic plan culminating in establishing structures and processes for gathering broad-based input from the university community and beyond to develop its new strategic plan and to update its mission statement, vision statement, and core values, accomplished in 2023 with Board of Trustees approval.

CMU's mission and vision statements, educational programs, and core values demonstrate the connection between its academic activities and the institution's role in the region, state, nation, and the entire world. CMU commitment to focusing on "the success of our students and alumni" is interwoven throughout all meaningful university activities but especially in the development of new programs and initiatives.

CMU further demonstrates its commitment to the public good and to the needs of external constituencies through educational programming and services related to teaching, healthcare, technology, and to environmental stewardship. The relationship between CMU and the constituents within the communities that CMU serves is collaborative. An example is the provided internship sites for our students and oftentimes becoming their employers after graduation. CMU's success is defined by the success of our students and alumni, and by our collective impact with the communities we serve.

Sources

There are no sources.