

## PILLAR 2

### Teaching and Learning

In service to our students, UAFS will continue cultivating exceptional learning & developmental experiences by building a campus culture that recognizes and rewards the excellence and innovation of our faculty/staff.

We are committed to promoting equity within our community, understanding that diversity is a strength that prepares our students for continued success and empowers our faculty and staff in their work. Further, we take pride in providing our community with resources that support exceptional scholarly and creative endeavors, ensuring that our students, faculty, and staff can thrive and make a lasting impact.

#### 2.1: Transformational Learning Experiences

- **Strategy 1:** Provide opportunities for students to engage in original research and creative activities with faculty and staff.
- **Strategy 2:** Provide quality in-class experiences and technology to help students hone practical skills and industry knowledge that will best prepare them for their future professional trajectories.
- **Strategy 3:** Enhance student development through out-of-classroom experiences, including experiential learning, civic engagement, leadership opportunities, artistic performances and activations and athletic competition.
- **Strategy 4:** Ensure students are challenged intellectually and supported to meet high academic standards maintained by continual assessment of learning outcomes at the course, program, and university level.

#### 2.2: Faculty and Staff Development

- **Strategy 1:** Reward demonstrated excellence and innovation in teaching, scholarly and creative activities, and service among both faculty and staff.
- **Strategy 2:** Develop strategies to attract and retain exemplary faculty and staff whose education, professional training, and lived experiences contribute to the vitality of the university community.
- **Strategy 3:** Develop and implement strategies that promote employee equity in salary, responsibility, and opportunities.
- **Strategy 4:** Invest in and support continual professional development for faculty and staff to ensure the individuals training the next generation of professionals are at the leading edge of their fields.
- **Strategy 5:** Support the advancement of faculty and staff as skillful and knowledgeable career mentors, ensuring that students in every academic program are exposed to the multitude of career pathways available to them.

#### 2.3: Academic Resource Development and Space Utilization

- **Strategy 1:** Expand access to physical and digital resources that promote scholarly and creative endeavors.
- **Strategy 2:** Develop systems to support grant writing and implementation.
- **Strategy 3:** Invest virtual and physical collaboration spaces that center learning, research, innovation, community-building, and socialization.
- **Strategy 4:** Establish centers of excellence to enhance academic programs in high-demand fields, support student success, and power the regional economy.