

## **Pillar: Faculty and Staff Success**

Vision Statement: UVU cultivates a thriving environment of opportunity and excellence, attracting and retaining excellent educators and empowering faculty and staff to excel individually and collaboratively in a shared responsibility for student success.

Objective #1: Foster a workplace culture that attracts and retains innovative and discipline-leading faculty and staff.

- Goal 1A: Develop proactive mechanisms to attract and incentivize retention of excellent faculty and staff members.
- Goal 1B: Enhance and optimize faculty retention, tenure, and promotion frameworks and annual performance review processes to support career growth and institutional excellence.
- Goal 1C: Support faculty and staff in becoming leaders in their disciplines and within the university by providing opportunities for professional growth and recognition.
- Goal 1D: Provide informal opportunities for faculty and staff to connect and exchange feedback.

Objective #2: Invest in faculty and staff professional development to elevate teaching quality, scholarly works, and the effectiveness of student support services.

- Goal 2A: Support faculty and staff training and certification in updated pedagogical methods and technologies to enhance the delivery of engaging and effective instruction.
- Goal 2B: Support faculty and staff training in the skills and resources necessary to provide comprehensive support to students.

Objective #3: Advance discovery, knowledge, and engagement through faculty- and staff-led entrepreneurship, research, and scholarly and creative works.

- Goal 3A: Enhance resources and support systems for faculty pursuing scholarly and creative works.
- Goal 3B: Cultivate interdisciplinary collaborations among faculty and staff from different departments and fields of expertise.
- Goal 3C: Identify and develop engagement opportunities with business and community partners.