



Pillars of Practice

Ground & Guide: How will the programs within the unit measurably create the ground from which to guide students toward developing universal, transferable skills, a broad set of disciplinary knowledge, an ethical compass, and a moral imagination? How will leaders of offices ground and guide employees toward efficiencies in terms of time, effort, and resources to ensure careful stewardship of the mission, vision, ethos, and values of the university?

⇒ *Ground and Guide to Achieve through Discipline*

Connect & Strengthen: How will the people within the unit measurably improve the ability of the university to connect with students and strengthen our ability to educate them holistically and in a way that will open doors of opportunity? How will the supervisors within the unit measurably improve teamwork within offices, strengthen the bonds between offices, and improve overall quality of performance to serve students and fulfill the mission, vision, ethos, and values of the university?

⇒ *Connect People and Processes to Strengthen Quality*

Cultivate & Shape: How will the programs within the unit measurably cultivate a sense of belonging and a culture of teaching and learning excellence to help shape students into active, conscientious citizens who pursue personal fulfillment and professional achievement. How will the leaders within our units cultivate a sense of belonging and a culture of excellence? We must establish a culture that constructs positive character in order to fulfill the mission, vision, ethos, and values of the university.

⇒ *Create a Culture of Teaching and Learning that Leads to Excellence*

Create & Grow: How will the programs within the unit measurably expand and build upon mission, vision, ethos, and values of the university to provide students with broader educational opportunities and fulfill the knowledge-needs of the region?

⇒ *Pursue Innovation to Create Opportunity for Students and Grow the University*