

Commitment to a Welcoming and Learning-Centered Student Experience

Augustana's Mission:

"Augustana College, deeply rooted in the liberal arts and sciences and an inclusive expression of Lutheran higher education, is committed to offering a challenging education that develops the qualities of mind, spirit and body necessary for students to discern their life's calling of leadership and service in a diverse and changing world."

In accordance with its mission, Augustana College strives to ensure academic success for all students by nurturing an atmosphere that is welcoming and learning-centered. This results in students feeling valued and supported in their learning process.

These principles acknowledge the wide range of ways faculty contribute to Augustana's educational mission--through teaching, advising, research, creative work, and service--while affirming our shared commitment to cultivating an environment where all students can thrive. Faculty are encouraged to interpret these principles broadly in ways consistent with their disciplines, pedagogical approaches, and professional identities.

Candidates for tenure, promotion, and review should include examples of engagement with the following principles in their Case Making Statements and provide evidence in their supporting materials of their efforts to:

- **Embrace difference:** Engage thoughtfully with a range of ideas, perspectives, cultures, or communities through teaching, scholarship, or service.
- **Foster a sense of belonging:** Enable a welcoming space where every student can feel seen, valued, and supported.
- **Address needs with intention:** Ensure that students have opportunities and resources to succeed in learning, advising, and professional and scholarly mentorship.
- **Focus on student-centered learning:** Prioritize the needs of students in and beyond the classroom by utilizing evidence-based teaching, advising, and learning strategies.

What might this look like? Examples could include:

- Implement Universal Design for Learning (UDL) strategies for syllabus development, course policies, assignments, and in-class activities
- Include examples of your discipline's breadth and depth of thought in course materials
- Assess how your teaching approach includes all students in your classroom
- Identify how your course and/or advising strategies connect students with resources on campus to bolster their learning experiences and sense of belonging
- Connect your research and/or service to Augustana's mission statement and/or Five Faith Commitments
- Attend CELTS workshops and reflect on how you implement strategies into your teaching, scholarship, and/or service