



COLLEGE OF EDUCATION  
STRATEGIC PLAN 2035





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## **THE AUBURN UNIVERSITY COLLEGE OF EDUCATION STRATEGIC PLAN 2035 PROVIDES A SHARED FRAMEWORK FOR ALIGNING OUR PRIORITIES, RESOURCES, AND EFFORTS.**

It is intended to guide decision making, support collaboration, and ensure the college's work remains strategically focused and responsive to the needs of the communities and professions it serves.

In advancing this 10-year plan, the college will prioritize work that demonstrates meaningful impact on student success, discovery, professional practice, and community outcomes, consistent with its mission and land-grant responsibilities. Decisions about investment, priorities, and growth will reflect strategic focus, responsible stewardship, and long-term sustainability, recognizing that impact is strengthened through clarity and discipline rather than breadth alone.

The college understands that its mission is carried out through the collective contributions of faculty, staff, and students working across teaching, research, outreach, and engagement. By fostering collaboration, accountability, and continuous improvement, the college will strengthen effectiveness, trust, and public value. Purposeful partnerships and outreach will extend the reach and relevance of the college's work, and reputation and confidence will follow from the quality and impact of these efforts.

The framework outlined here provides broad direction and shared priorities while preserving the flexibility needed to support faculty work in research, teaching, and outreach as informed by disciplinary expertise, professional standards, and shared governance processes.

Throughout this plan, health and education are understood as interconnected and mutually reinforcing dimensions of human and community well-being. Together, they encompass the college's work to advance learning, development, performance, opportunity, and quality of life through teaching, research, clinical practice, and engagement.

## Vision

Grounded in Auburn University's land-grant mission, the College of Education advances health, education, and human potential through teaching, research, clinical practice, leadership preparation, and community engagement that strengthen schools and health organizations, expand opportunity, and improve lives across Alabama and beyond.

Through this sustained impact, the college will be recognized nationally as a leader in preparing professionals, generating knowledge, and addressing pressing societal challenges.

## Mission

The College of Education is building a better future by advancing health and education through teaching, research, and engagement that improve lives and strengthen communities.

Through preparing professionals, generating knowledge, and cultivating collaborative partnerships, the college expands opportunity, informs practice and policy, and promotes well being in the communities it serves.



# GOALS

**Goal 1: Exceptional Student Experience.**

*Prepare students for leadership and impact in health and education professions.*

**Goal 2: Impactful Research and Scholarship.**

*Generate research that shapes practice, informs policy, and improves lives.*

**Goal 3: Transformative Engagement.**

*Work in partnership with schools, communities, and organizations to address shared challenges.*

**Goal 4: Commitment to Excellence.**

*Strengthen people, systems, and culture to sustain excellence.*

## GOAL ONE: EXCEPTIONAL STUDENT EXPERIENCE

### Goal Statement

We will deliver a distinctive educational experience that prepares students for meaningful professional lives, develops leadership capacity, and supports success across the full student lifecycle.

### Why this matters

Alabama and the nation depend on well prepared health and education professionals who are ready to lead, adapt, and make a difference from the moment they enter the workforce.

### Subgoal 1.1: Student Success and Completion



We will support students' academic progress, persistence, and timely completion through coherent programs, clear pathways, and meaningful learning opportunities that prepare graduates for professional success and lifelong contribution.

#### **ACTION ITEMS:**

- Elevate academic program quality and reputation through employer demand, curricular stewardship, and evidence of student success.
- Ensure clear and relevant course progressions that support academic, professional, and personal goals.
- Align academic programs with societal needs and emerging technologies to foster curiosity and lifelong learning.
- Expand student financial support, including scholarships in areas of high need.
- Strengthen undergraduate learning community initiatives.
- Expand doctoral research fellowships.
- Solidify professional development programs for students.

## GOAL ONE: EXCEPTIONAL STUDENT EXPERIENCE

### Subgoal 1.2: High Impact Learning and Practice



We will expand access to experiential, clinical, research, and community engaged learning opportunities that connect classroom learning to real-world practice and professional contexts.

#### **ACTION ITEMS:**

- Ensure all students have access to at least one transformative high impact experience.
- Cultivate partnerships to deliver experiential learning opportunities aligned with career pathways.

### Subgoal 1.3: Teaching Excellence and Learning Innovation



We will promote instructional excellence and continuous innovation in curriculum and pedagogy, ensuring that learning experiences reflect both foundational knowledge and emerging trends in the field.

#### **ACTION ITEMS:**

- Ensure programs and courses reflect foundational and emerging trends in disciplinary knowledge and practical skills.
- Invest in faculty development, effective teaching, and continuing improvement.
- Assess student progress and deliver support to ensure positive academic outcomes, including students' time to degree.

## GOAL ONE: EXCEPTIONAL STUDENT EXPERIENCE

### Subgoal 1.4: Supportive Student Environment



We will foster an environment that supports student well being, belonging, and engagement by aligning advising, mentoring, facilities, technology, and student life with the goal of a vibrant and supportive educational experience.

#### **ACTION ITEMS:**

- Provide leadership opportunities through college and program level student organizations.
- Foster a culture in which every student feels welcomed, valued, respected, and engaged.
- Enhance participation opportunities in disciplinary organizations, advisory groups, and alumni networks.
- Support and enhance student academic advising and professional mentoring.
- Elevate graduate level advising and curriculum models.
- Enhance physical and technical infrastructure to support an optimal academic experience.
- Foster a climate of social connection through shared spaces and informal programming.

## GOAL TWO: IMPACTFUL RESEARCH AND SCHOLARSHIP

### Goal Statement

We will advance research and scholarship with local, state, and national influence to address critical health and education challenges, strengthen practice and policy, and generate new knowledge.

### Why this matters

Research that improves practice, learning, health, and well being strengthens communities, informs policy, and ensures that health and education systems respond effectively to real-world needs.



### Subgoal 2.1: Research Impact and Visibility



We will elevate the visibility and influence of the college's research by communicating its impact, relevance, and applications to health and education challenges.

#### **ACTION ITEMS:**

- Deploy strategic communications to highlight faculty and student research.
- Expand outreach to media, ranking bodies, and key stakeholders, including partners in state and federal agencies.

## GOAL TWO: IMPACTFUL RESEARCH AND SCHOLARSHIP

### Subgoal 2.2: Strategic Research Distinction



We will strengthen research areas with strategic distinction to position the college as a national leader in addressing critical health and education challenges.

#### **ACTION ITEMS:**

- Identify and strengthen distinctive and strategic research areas aligned with institutional priorities and societal needs.
- Support interdisciplinary collaborations that address complex challenges in health and education.
- Invest in initiatives with strong potential for national prominence and external funding growth.
- Align communications and external engagement efforts with areas of research distinction.
- Expand research focused professional development opportunities for faculty and students.
- Support initiatives that position the college as a leader in key research areas.

### Subgoal 2.3: Research Capacity and Support Systems



We will strengthen the people, infrastructure, resources, and support systems necessary to sustain a thriving and productive research environment.

#### **ACTION ITEMS:**

- Maintain faculty workload structures that support sustained research productivity.
- Increase institutional capacity to support proposal development, project administration, and research operations.
- Expand internal support for research space, equipment, startup needs, and pilot funding.
- Strengthen mentoring and professional development supporting faculty and student research success.
- Expand doctoral research fellowships and research training opportunities.
- Use faculty advisory structures to inform research support priorities and continuous improvement.

## GOAL TWO: IMPACTFUL RESEARCH AND SCHOLARSHIP

### Subgoal 2.4: Partnerships and Collaboration



We will grow and deepen partnerships that expand research opportunities and amplify impact.

#### **ACTION ITEMS:**

- Deepen connections with the Alabama State Department of Education and statewide public school networks.
- Support corporate and foundation partnerships to facilitate faculty research.
- Develop partnerships with health organizations to support clinical research.

### Subgoal 2.5: Translation to Practice and Community Impact



We will extend the reach and usefulness of our research by translating knowledge into practice, policy, and community solutions.

#### **ACTION ITEMS:**

- Develop research to-outreach (R-2-O) models that facilitate applied research focused on community needs.
- Support faculty efforts to translate research into practice, policy, and community solutions, including commercialization where appropriate.
- Develop outreach programming tied to faculty expertise and the college's mission.
- Expand applied and community-based research addressing practical challenges in health and education.

## GOAL THREE: TRANSFORMATIVE ENGAGEMENT

### Goal Statement

We will work collaboratively with schools, communities, and partners to co create solutions and advance Auburn University's land-grant mission.

### Why this matters

Lasting progress in health and education happens when universities and communities work together to address shared challenges and opportunities.

### Subgoal 3.1: Strategic Partnerships and Networks



We will strengthen and coordinate partnerships with schools, communities, agencies, and organizations that advance the college's mission and expand the reach and effectiveness of our academic, research, outreach, and engagement efforts.

#### ACTION ITEMS:

- Organize existing and new partnerships to support academic programs.
- Strengthen collaborations with health and education organizations, systems, and government entities.
- Strengthen communication and storytelling that highlight impact and deepen partnerships.
- Expand partnerships that enhance academic programs, research, and the student experience.

## GOAL THREE: TRANSFORMATIVE ENGAGEMENT

### Subgoal 3.2: Application of Expertise to Societal Challenges



We will apply faculty expertise, professional knowledge, and collaborative problem-solving to address complex challenges in health and education through outreach, partnership, and professional engagement.

#### **ACTION ITEMS:**

- Develop engagement models that connect faculty expertise with community and professional needs.
- Provide professional development and institutional support for faculty outreach and engagement activities.
- Expand faculty participation in professional consultation, technical assistance, and community-based problem-solving initiatives.
- Support interdisciplinary engagement initiatives addressing complex educational, health, and workforce challenges.
- Strengthen mechanisms for connecting community and organizational partners with faculty expertise.
- Convene educators, health professionals, community leaders, and policymakers around emerging challenges and shared priorities.

### Subgoal 3.3: Community Centered Impact and Workforce Development



We will align academic programs, research, and engagement with community needs and workforce priorities, particularly in service to Alabama and the broader region.

#### **ACTION ITEMS:**

- Align academic programs and outreach efforts with evolving workforce and community needs.
- Strengthen pathways into high-need professions through partnerships with schools, agencies, healthcare systems, and community organizations.
- Use workforce, demographic, and community data to inform strategic priorities and program development.
- Expand initiatives that increase access to educational and professional pathways for high-need communities.
- Coordinate academic, research, and outreach activities to maximize collective impact on community and workforce priorities.

## GOAL THREE: TRANSFORMATIVE ENGAGEMENT

### Subgoal 3.4: Engagement and Affinity Building



We will cultivate meaningful, long-term relationships with alumni, partners, and supporters that deepen engagement, strengthen shared purpose, and sustain the college's mission over time.

#### **ACTION ITEMS:**

- Strengthen engagement initiatives that deepen understanding of the college's mission and cultivate long-term support.
- Expand alumni engagement opportunities across the Auburn Family network.
- Enhance programming that builds affiliation among prospective and graduating students.

## GOAL FOUR: COMMITMENT TO EXCELLENCE

### Goal Statement

We will cultivate a culture of excellence that supports people, systems, and infrastructure to sustain effectiveness and impact.

### Why this matters

High-performing people, effective systems, and supportive environments are essential to long-term impact.



### Subgoal 4.1: Faculty and Staff Excellence



We will recruit, support, and retain exceptional faculty and staff by investing in professional growth, leadership capacity, and opportunities for meaningful contribution.

#### **ACTION ITEMS:**

- Expand opportunities for learning, leadership, recognition, and career advancement.
- Invest in professional development supporting excellence and innovation.
- Support professional growth and role-appropriate leadership development among faculty and staff.

## GOAL FOUR: COMMITMENT TO EXCELLENCE

### Subgoal 4.2: Culture, Values, and Engagement



We will foster a collegial culture that reflects shared values, promotes engagement and collaboration, and supports continuous improvement. This culture will be reflected in daily practices that foster respect, well-being, shared responsibility, and collegial engagement across the college.

#### **ACTION ITEMS:**

- Enhance employee engagement initiatives, promoting collaboration and inclusion.
- Foster a culture in which all members feel welcomed, valued, respected, and engaged.
- Recognize and celebrate high performance and innovation.
- Contribute to a university-wide culture of support and respect.

### Subgoal 4.3: Organizational Effectiveness



We will strengthen organizational alignment, decision-making processes, and governance to ensure effective stewardship of resources and alignment with the college's strategic priorities.

#### **ACTION ITEMS:**

- Assess organizational structures to ensure alignment with strategic priorities.
- Streamline systems, processes, and governance to promote efficiency and accountability.
- Commit to ongoing self assessment and continuous improvement.

## GOAL FOUR: COMMITMENT TO EXCELLENCE

### Subgoal 4.4: Infrastructure and Systems



We will enhance physical, digital, and administrative infrastructure to support teaching, research, outreach, engagement, and the long-term vitality of the college.

#### ***ACTION ITEMS:***

- Enhance physical, digital, and administrative infrastructure.
- Strengthen internal communications systems to support coordination and decision making.
- Align resource allocation and investment decisions with strategic priorities and sustained impact.



**AUBURN**  
College of Education

Auburn University College of Education Strategic Plan 2035  
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