

# UNM Framework for Teaching and Learning Success

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## Introduction

The University of New Mexico is dedicated to fostering an inclusive, innovative, and impactful learning environment. This revised Framework for Teaching and Learning Success at UNM is a collaborative resource designed to enhance teaching, inspire growth, and provide structured guidance for professional development for educators, students, and staff. Developed by the Faculty Senate Teaching Excellence Committee (TEC), this framework highlights key teaching and learning principles at UNM. Rooted in educational research and informed by peer institutions, it offers evidence-based strategies and practical guidance aligned with UNM's mission, values, and 2040 goals.

## Purpose

This framework serves as a practical tool for strengthening and expanding educational experiences at UNM. By incorporating proven methodologies and best practices, it fosters active participation and continuous improvement in teaching and learning. It also reinforces UNM's commitment to supporting and celebrating educators in their pursuit of teaching excellence. The TEC identified seven principles based on extensive research about teaching excellence and well-established teaching principles.

## Shape the Future of Teaching and Learning at UNM

Educational excellence thrives through collaboration. Once the framework has been endorsed by UNM Faculty Senate, the UNM community is welcome to join us in pursuing the following actions:

- Compiling concrete examples for educators and learners to better understand the framework.
- Categorizing professional development opportunities aligned with the framework to allow educators to see their opportunities and describe their work.
- Create accessible and intentionally designed documents that provide clarity and recognition for the framework.

### Engage in Active and Culturally Responsive Learning

Engaging learning that reflects diverse perspectives, including dialogue from various cultures on local, national, and international levels, enriches understanding and fosters deeper participation. By making education more relevant to students' lived experiences, both students and educators cultivate a more dynamic and meaningful learning environment.

Educator Actions	Learner Actions	Administrative Actions
Design active, participatory learning experiences. Use culturally relevant materials. Recognize the experiences students bring from home and community.	Participate actively with your peers and instructor. Engage with diverse perspectives. Share your knowledge & experiences.	Support professional development in inclusive pedagogies. Promote interdisciplinary collaboration. Value diverse knowledge systems.

### Foster Open Communication and Assessment

Transparent communication and timely, thoughtful feedback clarify expectations, support learning, and promote continuous improvement. A shared understanding between educators, learners, and administrators nurtures trust and academic success.

Educator Actions	Learner Actions	Administrative Actions
Communicate expectations and grading clearly. Provide timely feedback and communication. Hold regular and accessible drop-in hours.	Align with course expectations. Ask questions and seek clarification. Reflect on and use feedback.	Ensure transparency in policies. Foster open communication. Promote trust-building practices with listening and feedback mechanisms.

### Embrace a Culture of Growth

A growth mindset, which includes adaptability and resilience, benefits students, educators, and administrators by encouraging curiosity, problem-solving, and lifelong learning, while fostering an environment where challenges become opportunities for growth.

Educator Actions	Learner Actions	Administrative Actions
Set clear expectations and meet students where they are. Use growth mindset language. Encourage curiosity.	Embrace challenges. Seek help when needed. Approach learning with curiosity and cultivate your capacity for lifelong learning.	Offer professional development in curriculum design and instruction. Encourage innovation and experimentation. Model a growth mindset in leadership and policy development.

### Cultivate an Inclusive Community

A sense of belonging enhances motivation, engagement, and collaboration. Students, educators, and administrators contribute to an inspiring and equitable learning environment by fostering supportive and inclusive connections.

Educator Actions	Learner Actions	Administrative Actions
Build trust and mutual respect. Encourage student collaboration. Create classroom practices that support student and educator well-being.	Foster a positive classroom culture. Work respectfully with peers. Contribute to a respectful and inclusive class environment.	Develop inclusive teaching initiatives and groups. Ensure fairness in student engagement and participation. Promote connection and belonging.

### Integrate Research-Centered and Experiential Learning

Integrating research-centered, community-engaged, inquiry-based, or experiential learning in coursework deepens understanding and cultivates skills that translate to real-world contexts. These practices help students develop critical thinking, creativity, and engagement with the world beyond the classroom.

Educator Actions	Learner Actions	Administrative Actions
Promote inquiry and critical thinking. Use experiential strategies tied to students' goals.	Engage in inquiry and problem-solving. Connect coursework to real-world goals through internships, projects, or community engagement.	Support experiential learning. Reward faculty engagement in research integration and high-impact practices. Build community and industry partnerships.

### Support Diversity, Equity, Inclusion, and Accessibility

This principle supports understanding the rich and varied cultures of New Mexico. It aligns with UNM's mission to serve both local and global communities. An inclusive approach values different experiences and perspectives, leading to richer discussions, expanded knowledge, and a more welcoming learning environment.

Educator Actions	Learner Actions	Administrative Actions
Incorporate diverse experiences and perspectives. Use universal design to support varied learning needs. Ensure accessibility and affordability when selecting classroom resources.	Respect diverse experiences and perspectives. Challenge bias respectfully. Recognize everyone's contributions.	Integrate DEIA in policy and curriculum. Provide DEIA professional development. Support inclusive curriculum design.

### Practice Reflection and Continuous Improvement

Reflection supports learning and growth by helping individuals and institutions understand impact and adjust strategies. Ongoing self-reflection and making changes to support improvement enhance teaching, learning, and organizational excellence.

Educator Actions	Learner Actions	Administrative Actions
Reflect on pedagogy and use assessment to guide instructional improvements. Seek student and peer feedback. Build reflective opportunities into coursework.	Ask for and use feedback. Evaluate progress toward learning goals. Adjust as needed.	Integrate reflection in strategic planning and evaluation. Include student and faculty voices in reflective processes. Promote meaningful feedback and recognize improvement.