

LINDENWOOD

UNIVERSITY

REAL EXPERIENCE. REAL SUCCESS.

Office of the President and the Cabinet

Quarterly Newsletter from the Office of the President and the Cabinet



Office of the President

John R. Porter

First 90 Days

As I reflect on my first 90 days at Lindenwood University, I can say that I am just as impressed today as I was my first day here. First, I am impressed with the caliber of people at the university. Staff, faculty, and cabinet have a deep passion and conviction about what Lindenwood stands for and our mission to educate students and give them an enriched experience. Second, the resources available to all of us are impressive. Prior leadership at LU made decisions that enabled the university to operate with no debt for several years yet provided us with buildings conducive to a great learning environment. This is especially important given the downturn in enrollment that most universities throughout the country are facing. We are fortunate that operations can continue and we can provide students with an exceptional university experience with outstanding faculty, staff, and surrounding classrooms and facilities. Third, the support of our Board of Trustees is admirable. We have a board that understands the value of education. Our board members are committed to excellence and are fully supportive of expansion and growth for us to reach greater heights.

My goal in the first 90 days was to meet as many LU folks and attend as many functions as possible. I have been delighted with several events on campus—namely our move-in week for our new students. My wife, Beverly, and I were impressed with all the volunteers who helped move-in go as smoothly as possible for the new students. Many parents came up to me as I witnessed hundreds of our volunteers carrying furniture and other items to residence halls for students and told me they were totally taken aback by the organization of move-in and the generosity of time given by our employees and students. We were also amazed with the organization of the entire new student week of activities. I saw excitement on the faces of students as they were getting indoctrinated into the “LU Way”

and forming new friendships. The staff and faculty interaction with students was fabulous. In addition, as Beverly and I walked around witnessing all the smiling faces for Dark Carnival in October, we were so proud of how students had taken initiative to set up tents and provide games and candy for the local community! To say we are humbled to be a part of this university is an understatement.

Short-term Goals

After having the opportunity to meet many folks and listen to both their internal and external thoughts about the university, I have tactical items I believe are important for us to consider. First, as in many functional areas, we have the opportunity to do a deep dive in both academics and athletics. By this, I mean careful evaluation of the quality and rigor of our schools—learning from assessments and making adjustments that ensure we have strong, vibrant programs that give students an exemplary learning opportunity and position them with a relevant education for great employment opportunities. From an athletic perspective I would say the same thing. We want to make sure we have great athletic programs which position the university competitively while allowing students to gain a great education. Second, I believe technology is a big factor in how we look forward. I want to take advantage of technologies like Artificial Intelligence, Blockchain, Big Data, and others that can (1) save on costs, (2) bring greater productivity, and/or (3) bring efficiencies to LU. If technology can't bring at least one of these items to LU, then it won't pass the test. Third, student success. My focus is on making sure that every student has the best experience on campus, learns in the classroom, and graduates with a relevant education, as mentioned above.

Strategic

Although my short-term focus is on the tactical items mentioned above, there are several strategic endeavors we are investigating. As some of you may have heard, we have board approval to take the first step in looking at the feasibility of a STEM facility. As it stands right now, a STEM building would consist of about 162,000 square feet of space with state-of-the-art equipment. We have many students that inquire and apply to LU in the sciences but do not enroll because we have some inadequacies in the STEM facilities. In addition to the STEM building, we have plans to re-purpose several buildings like Young Hall and bring Butler Library back to its original condition. And lastly, we want to position ourselves for growth catalyzed by a STEM facility by building new townhomes for students in place of some of the homes we own just outside of campus. From a strategy perspective, my focus over the next few months is to continue to listen to all of you—to gain insight and begin to work on an overall strategy for the university with the assistance of the leadership team. I don't want to be quick to drive strategy, as there is much for me to learn. However, I have to admit, given the fact that I love strategy, I would prefer to start on it sooner rather than later, but I will be patient.

Lastly, Beverly and I want to thank each of you for your hospitality and friendliness. We could not be more thrilled to be at LU. Everyone has made this experience truly a

delightful transition. We hope to eventually meet each of you and look forward to the future and what *we* can conquer together. Take care and thank you for all you do!

Sincerely,

John R. Porter

Special Events

- In October, we welcomed Emily Sebourn as the new manager of special events. Emily will be helping to create and manage events on campus, as well as creating new processes and policies to help streamline internal and external event planning.

Fall Census 2019

- St. Charles experienced growth in the traditional undergraduate program for the first time since 2015 and growth in the MBA program. Total headcount is down this semester when including the Belleville consolidation and ADP transition.

- The retention rate (fall 2018 first-time freshmen returning for fall 2019) is down to 74.5% from 76.1%. TJ Rains is working with Terry Whittum and his team to identify and employ retention-specific software.

- Four-, five-, and six-year graduation rates continue to increase.

2019-2020 Budget

The Cabinet continues to carefully monitor the university's budget on a monthly basis. Our goal is to be fiscally responsible and efficient with our resources to ensure a bright and sustainable future for the university, especially our students, faculty, and staff. Obviously, projecting this year's expenses and revenue has been particularly challenging due to the consolidation of Belleville and ADP, as well as the addition of Wiley. The Cabinet is working on strategies, such as three-year financial projections, which will help stabilize financial planning.

In keeping with the Strategic Plan, Optimizing Resources Theme 3, salary increases based on equity and merit will be awarded in January to those who are eligible and who are scheduled to continue their employment with the university beyond this academic year. The university will always look for efficiencies and cost savings; however, the needs of the students and employees remains our priority.

Academic Affairs

Marilyn Abbott

Ed.D. Program

The Lindenwood Ed.D. program has established a strong reputation locally and throughout Missouri. In order for the university to remain innovative, relevant, and sustainable, our academic programs must continue to evolve. As part of the School of Education strategic plan, the faculty and administration of the SOE are embarking on an initiative to re-envision the Ed.D. degree. In October, Anthony Scheffler, dean of the School of Education, engaged with a team of faculty, staff, and administrators from throughout the university community to assist in the strategic reformation of the Ed.D. program.



As the taskforce has worked through important value questions, the SOE Ed.D. leadership team also spent many hours researching and talking with representatives from other successful Ed.D. programs around the country. The next steps in the re-invention process will be for the SOE faculty and leadership to explore the courses, programs, and experiential learning opportunities that will produce scholar-practitioners who seek to become transformational leaders in their communities.

Online Programs

Beginning in January, the programs formerly offered by ADP in the on-ground cluster format will be offered as individual eight-week courses, both on-ground and online. Students will have the choice in each term how they want to complete their courses. This change is a response to the dramatic enrollment decline in ADP over the past several years.

The changes in term length and course format options represent a targeted strategy to meet the demands of our students. The accompanying expansion of online offerings also enlarges the opportunity to reach students who live outside of the St. Louis metro area. By partnering with Wiley Education Services, we expect to see significant increases in enrollment in the 35 programs that they are marketing for us. Lindenwood Online will be a key component of the Lindenwood educational strategy.



Athletics

Brad Wachler

Community Engagement & Outreach

Community outreach has become an integral part of Lindenwood Athletics. Many of the student-athletes, coaches, and staff members inside athletics are committing to giving back to the local community. In August and September alone, the Athletic Department's outreach efforts resulted in the accumulation of 1,496 hours of service with 20 different local organizations. These efforts align with the department's philosophy, "Developing the leaders of tomorrow, by building champions today." Recognizing the positive impression volunteer outreach has on the acting individuals and the local community, athletics has made community outreach a fundamental piece of their overall Community Engagement Strategy.

Nutrition Center

As we continue to focus on the overall health and well-being of our student-athletes, the Student-Athlete Nutrition Center, located in Hyland Arena's VIP Room kitchen, was implemented on October 11, 2019, to help supplement in-season athletes' dietary needs. Student-athletes have an opportunity to get one "LionPak" per day that consists of one drink and two food items. We have heard very positive feedback from our student-athletes and coaches. A nutrition center is unique to NCAA Division II athletic departments, so we continue to lead the way for many NCAA Division II programs.

Director of Athletics Marketing

The Athletics Department is happy to announce the promotion of Mike Barone to director of athletics marketing. Mike will oversee all of the marketing efforts of the Department of Intercollegiate Athletics while also developing and implementing a plan to help drive attendance at all Lindenwood athletic contests. These efforts will improve the university's overall exposure throughout the St. Louis and St. Charles region.

NCAA National Championship Festival

In mid-October, the Lindenwood men's and women's golf teams hosted the National Championship Preview at the Country Club of St. Albans. The event featured 32 men's and women's teams from across the nation and served as a preview for the upcoming NCAA Division II National Championship Festival, hosted by Lindenwood University on May 11-16, 2020.

The National Championship Festival will feature over 700 student-athletes from almost 100 different schools across the country who will come to St. Charles for a week to

compete for the NCAA Division II national championships in men's and women's golf, men's and women's tennis, and women's lacrosse.

Lindenwood is hosting the festival in partnership with the St. Louis Sports Commission and the St. Charles Convention and Visitor Bureau. Through this event, we anticipate a huge economic impact and return for the region.

Multiple volunteer opportunities will be available throughout the week-long event. Anyone interested in volunteering should contact Tom Wagganer at twagganer@lindenwood.edu.

Enrollment Management and Student Engagement

Terry Whittum



Senior Vice President Terry Whittum has several goals for the coming year. For the Enrollment Management division this includes growing total student enrollment by 3% and full implementation of the Wiley partnership. For fall 2020, admissions is focusing on growing new student enrollment by 3%, increasing the academic profile of first-time freshmen, and implementing a concierge one-stop service for newly admitted students.

Student Financial Services will be working on the automation of CAMS student financial aid awarding and issuing new student awards by Nov. 1, which is a full month earlier than last year. The Business Office is revising the student refund policy and developing a comprehensive policy and procedure manual.

Student Academic Support Services is developing school-specific strategies to improve FTIC retention by 2% for fall 2020.

Student Life and Diversity is working on improving the quality of major student engagement activities. The division will also be implementing a new Student Health Services partner over the holiday break and formally opening the new Diversity Center.



Fiscal Affairs

Frank Sanfilippo

The fiscal affairs team will be creating a three-year strategic financial plan for FY21 through FY23. This will provide a roadmap for resource allocation and future operating budgets. Additionally, they are working with the president and the cabinet to achieve the budgeted financial goal in FY20 in light of net student revenue shortfalls.

Human Resources

Deb Ayres

The human resources team is working on the following strategic initiatives:

Human Resources Initiative: Optimize employee performance by providing for continuous employee development for enrichment and remediation.

The Learning Academy has been expanding and growing steadily over this past year. We are excited to announce the following:

1. Dr. Kristen Norwood joined the Learning Academy in September as the director of faculty development.
2. Staff and faculty administrators participated in StrengthsFinder as a part of our annual Leadership Series. The first session took place on Oct. 2, 2019, and shared insights related to each leader's top five strengths. The next session took place on Nov. 15, 2019, and focused on how silos can be broken down and more vertical and horizontal opportunities can be created for academic and staff interaction. These sessions are being led by Dr. Megan W. Gerhardt, a professor of management and leadership at the Farmer School of Business at Miami University.
3. After conducting a faculty development needs assessment, the Learning Academy will soon be launching new programs and resources to support faculty needs that have been identified. Some programs and resources to watch for include teaching consultations, new professional learning communities focused on teaching and research, an intensive teaching-focused development experience, and on-demand resources focused on topics like grant-writing, engaging students, giving effective feedback, and inclusive teaching strategies.



4. The Employee and Faculty Fellows program continues in its second year. Fellow projects are an important source of development opportunities for faculty and staff.
5. The Learning Academy continues to partner with other offices and individuals on campus to co-sponsor, promote, and/or facilitate registration for various development opportunities. Check out the [Learning Academy webpage](#) to see what opportunities are available to you this month. The webpage will continue to evolve as a central location to find development opportunities and resources.

Human Resources Initiative: Provide competitive and equitable compensation to attract and retain highly qualified employees.

In keeping with the total compensation package provided to our employees, we are excited to announce the following:

Winter Break:

The campus will be closed for Winter Break from December 24, 2019, through January 1, 2020!

Health Insurance for Full-Time Employees:

We are excited to announce that there will be a **0% increase in medical insurance premiums** for 2020! This is the second year in a row that rates have not increased. There will also be a 0% increase in dental and vision insurance. Thank you for making your health a priority!

Human Resources Initiative: Increase the applicant pool of highly qualified minority candidates.

The Human Resources Department has been focused on increasing the number of highly qualified minority candidates. All positions are now posted to The Minority Faculty/Staff Applicant Database, advertisements have been placed in the National Minority Update, and over 40 different diversity-focused career boards have been identified. These efforts have increased the number of minority applicants from FY18 to FY19.

Demographic Group	17-18	18-19
Minority	30.72%	33.12%
Majority	52.83%	55.40%
DND	16.45%	11.48%



Information Technology

T.J. Rains

Protecting Lindenwood University Data Assets

In March of 2019, Lindenwood IT worked collaboratively with Brown Smith Wallace, a top accounting and IT audit firm, to conduct a comprehensive information security audit and network/application penetration test. The audit enabled Lindenwood IT to identify risk areas in the Lindenwood network/application infrastructure and proactively remediate them.

Lindenwood IT has already introduced significant improvements to campus network infrastructure, and additional improvements are on the horizon. One such future improvement is the introduction on Multi-Factor Authentication for faculty and staff user accounts in January 2020.

Advanced persistent threats, including phishing, malware, and ransomware, continue to increase in volume. As such, additional information security safeguards are necessary to ensure the security of Lindenwood University data assets. Lindenwood IT will enable Multi-Factor Authentication using the existing Microsoft Azure authentication service for all faculty and staff accounts in January of 2020. For more information about the rollout, please visit <https://www.lindenwood.edu/academics/support-resources/information-technology/cybersecurity/multi-factor-authentication/>.

Helpdesk Service Enhancements

As part of Lindenwood University's commitment to supporting a high-quality learning environment for on-ground and online students, Lindenwood IT is expanding helpdesk hours and services. Lindenwood IT is developing a 24x7-technology helpdesk service model, planned for launch in January 2020. The new service model will leverage the current IT internship program and full-time staff to provide best-in-class service to the Lindenwood University community.

Residential Wireless Network

At the conclusion of the academic year, Lindenwood University's agreement with Apogee, Inc. for residential network service will expire. The Lindenwood IT Network and Systems Infrastructure have designed a new residential network architecture that will provide enhanced wireless 6 service for all Lindenwood University residence halls. The new service offers significant quality-of-service improvements and a streamlined/simplified authentication process. The team is currently working to configure and test the equipment in preparation for a service cutover in July 2020.

Centralized Classroom Technology Management

Lindenwood IT user services team members are working to upgrade classroom technology systems to leverage the Crestron Fusion remote management system to provide proactive remote management capabilities and improve responsiveness for classroom technology incidents. The team is currently on schedule for project completion by January 2020.

Operations

Diane Moore

Theater Operations

As of July 1 Theater Operations now reports to the Campus Operations Department. We are excited to announce Kathleen Eads started as the director for theater operations in October. Any department or school on campus wanting to use space within the J. Scheidegger Center during the school day should contact Kathleen to determine availability. Anyone wanting to reserve space in J. Scheidegger Center during the evenings or on weekends should go through Samantha Kennedy and complete the facility reservation process.



Public Safety and Security

Ryan Anderson became the director of public safety for the St. Charles campus, and John Bowman moved to the director of public safety position for the Belleville campus. Each director has years of experience in law enforcement and is working closely with his staff to continue to meet the safety needs for students, employees, and visitors to our campuses and extended sites.

New Scheduling Software

There will be a transition for room scheduling systems beginning in early January. Lindenwood is moving from Ad Astra to EMS Software (Event Management Software) to better serve our campus needs. During this transition, there will be blackout dates for requesting spaces through Astra so that we can transition meetings from Astra to EMS and check for any errors and prevent any double-bookings. Therefore, between Dec. 16 and Jan. 5, faculty/staff/students will not be able to request space in Astra for meetings/events (if you require a last-minute booking during this timeframe, please contact Sammie Kennedy at SKennedy@lindenwood.edu), and between Dec. 20 and Jan. 10, faculty will not be able to make requests/changes for academic courses (if you have necessary accessibility changes during this time, Sandy Love (SLove@lindenwood.edu) will be able to make these changes for you). EMS will kick off on Monday, Jan. 6, for users to start requesting space. There will be trainings leading up to this kick-off, and more information will come out soon about how to log in and request facilities for certain types of events.



Title IX Office

Kelly Moyich

The Title IX Office works to prevent incidents of sexual misconduct on Lindenwood University's campus. It responds to complaints of sexual misconduct promptly and thoroughly. If an investigation ensues after the office receives a complaint, the investigation is impartial and as complete as possible. The Title IX Office relies on the campus community to inform them of incidents of sexual misconduct. In the spring, the office will launch a brief online campus climate survey to ensure the campus community is informed of where they can report incidents of sexual misconduct, whether they know of resources available to someone who may have experienced sexual misconduct, and how to access those resources. Additionally, the survey will assess the community's perceptions of sexual misconduct on Lindenwood's campus and how well they believe the university responds to complaints of sexual misconduct.

Closing

We wish everyone a safe holiday season! We are looking forward to seeing all of you at the first University Update to be held in the J. Scheidegger Center's Lindenwood Theater at 9 a.m. Jan. 27 and at 3 p.m. Jan. 28. This will be an opportunity to hear from the president and members of the cabinet about what is happening at Lindenwood.

209 S. Kingshighway
St. Charles, MO 63301

To learn why you received this and how to remove yourself from the list, see [Privacy Policy](#)
[Review / edit information about you](#) | [Unsubscribe](#)



Generated by

[Learn more](#)