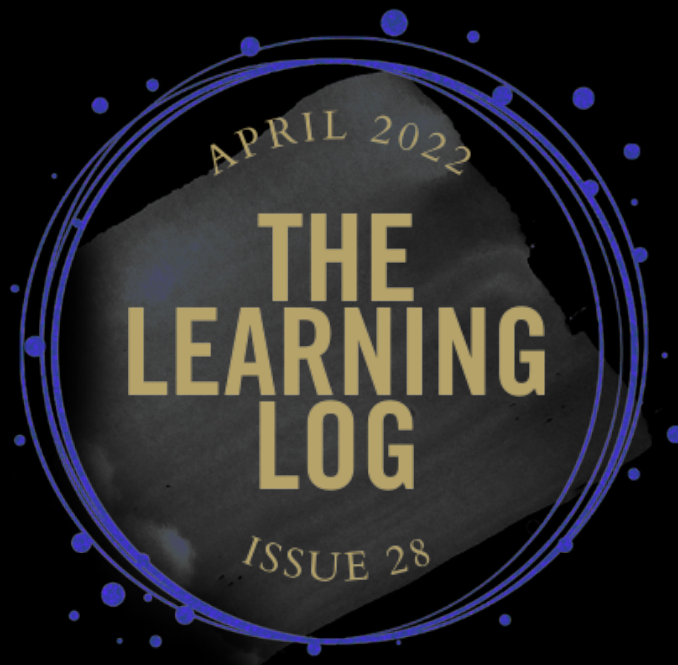


LINDENWOOD

U N I V E R S I T Y

LEARNING ACADEMY



IN THIS ISSUE

Culture Connection

Workday Enhancements

DEI Fellowship

LinkedIn Learning

Pooches at the Pavilion

R.I.S.E. Project

Professional Development Opportunities

Culture Connection - Cohort IV

Culture Connection is a time for new faculty and staff to come together to learn about our mission, vision, and goals for the future of the university. It is also a time to build genuine community across functions with colleagues they may otherwise not meet. In order to allow you to have some insight into this most recent cohort, take a look at what a few of them had to say about the experience and how they will incorporate Lindenwood's values into their daily work.

"What do you need, and how can I help you?' When we ask these questions, with a **sincere commitment** to find a **complete solution**, *not just an answer* - when we pursue that solution with **diligence**, collaborating with someone else who may have something of value to contribute to the overall solution, we are not only applying the values in the spirit of the edicts and tenets that Lindenwood lays before us. **We're growing minds and ourselves.** Culture Connection emphasized, for me, the way our values can influence a room full of relative newcomers."
- **Dan Moore, Enterprise Systems Support Specialists**



Excellence: I think excellence is one of those buzz words that people say they strive for in big ways but for me it's in the small details.

Returning emails or calls in a way that shows students, staff, and faculty that they are important to you. Smiling at visitors as they tour to let them know we are a community that cares. My office is right next to a classroom so when I need to make a phone call while class is in session, I try to do it outside of my office, making sure to put the students and their learning first. Big splashes make headlines but all the small details of excellence is what builds those opportunities.

- **Mark Palmer, Experiential Learning Coordinator**

Dedication: My dedication is always for the mission, the vision of the University, and its goals. I reflect dedication to my work to uphold the mission of Lindenwood University.

- **Dipak Sunar, Information Technology Technician**

Integrity: I feel like I try to create and foster an environment where people feel included, welcomed, and respected, helping to build trust and relationships between people. Which in turn, helps create a better, safer, and more inclusive environment at Lindenwood as a whole.

- **Emily Nosce, Admissions Support and Enrollment Management Operations Specialist**

Creativity: I often get the chance to be creative in my work, both as a Web Content Administrator who chooses how certain elements look on the site, and as a graduate student who represents Lindenwood University in various film festivals and events.

- **Truman Wheeler, Web Content Communications Administrator**

Teamwork: I have a great team that has taught me so much in just 7 months. I couldn't do my job successfully without the support of my team and I do my best to lend the same support in return to each of my colleagues. We rise and succeed as a unit, and that is reflected in the comprehensive care we take to get students what they need with as little struggle as possible. If our office can't fix or address an issue directly we will work together to get the student to the right person. Each of our job duties impacts the others and we communicate every single day to make sure we are all on the same page. The teamwork I have experienced at Lindenwood so far has been exceptional in my department and I'm happy to do my part to achieve the best outcomes for our students.

- **Julie Owens, Assistant Registrar, Transfer Services**



Workday Enhancements

1. Inclusivity through Name

Pronunciation: Correctly pronouncing the names of students and colleagues is one of the RISE strategies for creating a culture of inclusion and engagement. Please take advantage of *this function* to assist others with getting your name right!

A recent *NameCoach online survey* of 1,060 individuals in the U.S. found that:

- 74 percent said they struggled with correctly pronouncing names at work.
- 22 percent said they didn't introduce another person because they didn't know how to pronounce the person's name.
- 16 percent said they didn't talk to a co-worker because they didn't know how to pronounce the co-worker's name.
- 13 percent said they didn't call on someone in a meeting because they didn't know how to pronounce the person's name.
- 10 percent said they botched a big sales opportunity when they mispronounced a prospect's name.



2. Performance Evaluation Conversion: Announced in 2020, Lindenwood moved from a 0-4 point rating scale to a 0-3 point scale. To see the conversion rate for any particular year, you can find this on your Workday profile by clicking on, Performance > My Performance Reviews. In the image below, #1 shows the score you received in the evaluation portal, #2-3 illustrate the appropriate conversion.

Employee Review	Start Date	End Date	Performance Evaluation Final Score	0 - 3 Rating Scale Conversion	0 - 4 Rating Scale Conversion
Staff 2016-2017 Employee Review Template:	04/01/2016	03/30/2017	1 - Meets Expectations	5	0.00
Staff Admin 2017-2018 Employee Review Template:	04/01/2017	03/30/2018	1 - Meets Expectations	.26	0.00
Staff 2018-2019 Employee Review Template:	04/01/2018	08/31/2019	1 - Meets Expectations	.19	0.00
Staff 2019-2020 Employee Review Template:	09/01/2019	08/31/2020	2 - Exceeds Expectations	.55	0.00
Staff 2020-2021 Employee Review Template:	09/01/2020	08/31/2021	1 - Meets Expectations	0.00	0.00

DEI Fellowship

Cap-A.B.L.E.

The Cap-A.B.L.E. II Cohort started at the beginning of March and is making its way to the end of the course. Participants have enjoyed diving deeper into diversity, equity, and inclusion with the large group and with their partners. The partner sessions have been a huge success! As the Cap-A.B.L.E. II Cohort comes to a close, the themes of *adapting to our needs*, *building what's missing*, *listening to the voices around us*, and *engaging our community* take center stage for participants, crafting their end of course action plans. I am excited to see participants put their plans to action!

Myron Burr, DEI Fellow

LinkedIn Learning

Being Positive at Work

Effective leaders and employees —along with being savvy and good at their job—often have the ability to maintain a positive outlook even when hardships arise. In this course, learn why being positive at work is so beneficial, and explore practical strategies for increasing positivity and dealing with difficult situations. Brenda Bailey-Hughes shares techniques for stopping negative thought patterns and cultivating positive environments, relationships, and habits. Plus, she explains how to remain authentically positive when responding to negative people and situations.

If you only have a few moments to review this content, consider creating a *Positivity Action Plan with this resource*.



Human Resources invites you to *Pooches at the Pavilion*

Date: Wednesday, May 4

Time: 11 a.m. - 1 p.m.

Location: Pavilion

You are invited to a stress free finals week event: *Pooches at the Pavilion!* **APA Adoption Center** is bringing dogs to campus and **Nagel's BBQ** will be available to purchase for lunch! We will also have a raffle opportunity, popcorn, yard games, and photo opportunities.

RISE

RIGOR | INCLUSIVENESS | SUPPORT | ENGAGEMENT

Engagement

Engaging Learners: A win-win situation by Emilie Johnson

As part of the RISE project, faculty have studied rigor, inclusiveness, and support. We now turn our focus to the fourth pillar, which is engagement. Engaged learning is where the magic happens! Engaged learners are more fun to teach and enjoy their studies, so it is a win-win situation. Student engagement is really the tie that binds together all aspects of student learning and achievement. Engagement happens when students feel a sense of curiosity, excitement, and ownership in their learning. This sense of engagement doesn't happen by accident; instead, professors carefully and intentionally cultivate it in both course design and delivery. Let's face it, students today have a lot of responsibilities competing for their time and attention, and engagement with course materials is a challenge. Yet, Lindenwood faculty are always up for a challenge!

As professors, we can use various strategies to grab our students' attention and then carefully craft experiences that hold that attention. We can achieve this by connecting lessons to real-life experiences and highlighting how course content translates to situations students face in collegiate life and the workplace. When we use anecdotes, personal stories, and real-life examples from outside the classroom, we effectively root our teaching in "the real world."

Research has shown that students across disciplines enjoy the case study approach, and it helps students explore relevant scenarios and problem-solve solutions. This teaching strategy can be even more interesting when students collaborate to discuss and debate potential outcomes.

[*Read the full article on Engaging Learners.*](#)



Please submit an activity for the R.I.S.E. Awards

Do you have a great activity or tip for making your courses more rigorous, inclusive, supportive and/or engaging? If you answered yes, please consider submitting the activity for the R.I.S.E. Awards!

The submission form is simple with three basic questions: What did you do? Why did you do it? How did this impact your students?

All faculty (full-time, adjunct, and visiting) are encouraged to submit an activity, and all submitted activities will be acknowledged in some way. The faculty members with the top activity for each R.I.S.E. pillar will be given the R.I.S.E. Award! This special recognition includes a certificate, a special gift, and an opportunity to share the innovative activity with faculty during Welcome Week (August 15-19).



We hope that you will submit an activity and help to inspire your colleagues as they work to design courses and create classroom cultures that align with the R.I.S.E. framework and facilitate effective learning for all students.

Act fast! The deadline is Friday, April 29!

Ready to submit your activity? [Please click here to submit your activity.](#)

Questions? Please direct any questions or concerns to **Shenika Harris**, Interim Director of Faculty Development.

We want to hear from you!

In August 2021, Lindenwood launched the R.I.S.E. Project, an initiative to support faculty in enhancing teaching and learning with respect to rigor, inclusiveness, support, and engagement. With the R.I.S.E. Project, we sought to provide a framework and faculty development for designing courses and creating classroom cultures that facilitate effective learning for all students regardless of their identities, backgrounds, levels of preparedness, or abilities.

In order to most effectively design future faculty development resources, the Learning Academy seeks your input. Your honest and thorough responses will make the second year of the R.I.S.E. project more

targeted and, therefore, more valuable to those it seeks to serve - you and your students.



The survey should take no more than 10 minutes of your time. To show our appreciation for your time and effort, all survey completers have a chance to win \$10 in dining dollars. We hope that you will take a few minutes to share your thoughts and help us plan the second year of the R.I.S.E. Project. [Please click here to complete the anonymous survey.](#)



After a taking a well-deserved break during the summer, please remember that the Learning Academy is here to support you as you plan your courses for the fall semester.

- Are you in need of some general teaching tips and resources? If so, please check out LLA [Topics in Teaching and Learning](#) or contact the [Learning Academy](#) to check out a book or two from the Learning Academy Library.
- Would you like some helpful suggestions for your online or hybrid course? If so, consider reviewing the [Design Your Online or Hybrid Course](#) section of the LLA website.
- Are you interested in reviewing tips and strategies to make your courses more rigorous, inclusive, supportive and engaging? If so, please see [The R.I.S.E. Guides, Definitions, Research, and Teaching Resources](#) section of the R.I.S.E. Project website and [Lindenwood is on the R.I.S.E.](#) on LinkedIn Learning.
- Would you like to talk with someone or get feedback on an activity? Remember that the [R.I.S.E. scholars](#) and the [Learning](#)

Academy offer consultations. During the consultations, you can talk over ideas or teaching strategies, request feedback on something, request a second look at your teaching materials and much more. Please remember the Learning Academy is here to support you!

May Professional Development Opportunities

Microsoft May

Location: Online

During the month of May, every M-W at 10 am and 2 pm there will be a 30-minute training held online through the Learning Academy. We will review various Microsoft programs to utilize in your daily work (both staff and faculty are welcome). The 30-minute interactive trainings will be posted on the [Learning Academy events calendar](#). If you have any further questions or suggestions, please contact [Cindy Lane](#), Instructional Technologist.

Courageous Conversations

Location: Center for Diversity and Inclusion, Spellmann 3085

The Power of Multiple Generations in the Workplace

Date: May 3

Time: 1 – 2:30 p.m.

The Emotional Tax of Women of Color

Date: May 18

Time: 1 – 2:30 p.m.

“Courageous Conversations” is a facilitated conversation for faculty and staff to have an open dialogue about topics that impact real career and life experiences. We will discuss challenges, opportunities, and successes from which we can learn from each other, become more empathetic, and identify actionable ways to create a more inclusive environment for our entire campus community.

REGISTER

Using Electronic

Adult CPR, AED, and First

Communication

Date: May 10

Time: 10 a.m. – 12 p.m.

Location: Lindenwood Learning Academy, LARC 009

- Consider the effect of the various types of communication methods commonly used in today's workplace.
- Explore methods for preventing misunderstandings.
- Consider ways to communicate with respect at Work
- Examine strategies for responding to anxious and/or defensive behaviors that result from different communication methods.
- Consider aspects of workplace problems stemming from electronic communication issues.

REGISTER

Aid Training

Date: May 19

Time: 9 a.m. – 12 p.m.

Location: Lindenwood University Cultural Center

The Adult CPR, AED, and First Aid course from the American Heart Association is designed for anyone with little or no medical training who wants to be prepared to act in an emergency at work or home. This 3-hour course will prepare you for the most common types of first aid emergencies and equip you with CPR skills for adults.

- The class is free and each session will have a maximum of 6 individuals. Certification cards (optional) are good for 2 years.

REGISTER

2022 Assessment Planning Summit

Date: May 12

Time: 9 – 11:30 a.m.

Location: Online

Goals of the summit:

- Understand and analyze Graduate Attributes and Assessment Processes
- Apply NSSE student engagement and high impact practice data to college, co-curricular, and administrative departments
 - Evaluate NSSE data synthesized with graduate attributes
 - Evaluate current assessment practices
- Identify improvement opportunities
- Create actionable steps and share

Main Session

Time: 9 – 10 a.m.

Welcome to the Lions are Leaders 2022 Assessment and Planning Summit! This opening session will include a welcome address, award announcements, an introduction to the focus data for this event, NSSE student engagement, and high-impact practices comparative data. After the data presentation, will be reflections on cyclical and program review, general education assessment, and a graduate attribute presentation, followed by dismissal to breakout sessions and conclude with a reconvening of all participants.

Breakout Sessions

Time: 10 – 11 a.m.

Closing Session

Time: 11 – 11:30 a.m.

Reconvene to share actionable steps

REGISTER

CDI Diversity/Bias Trainings

Making Diversity, Equity, and Inclusion a Reality

Location: Online

Part 1

Date: May 4

Time: 2 – 4 p.m.

Part 2

Date: May 11

Time: 2 – 4 p.m.

The current landscape and climate in our country requires now more than ever, that we stand up and become part of the solution versus being bystanders and hoping change will come or progress will be made. “Hope is not a strategy.” This foundational and interactive class will help to establish a foundational understanding of diversity, equity, inclusion, and belonging. We will learn together how we can contribute to and benefit from having a more diverse and inclusive culture, where everyone can thrive and feel a sense of belonging, while delivering a superior academic experience to Lindenwood students.

REGISTER

“Every action you take is a vote for the type of person you wish to become. No single instance will transform your beliefs, but as the votes build up, so does the evidence of your new identity.” - James Clear, Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones

Visit our Website

Lindenwood Learning Academy

LARC 009
209 S. Kingshighway
St. Charles, MO 63301
636-949-4408



Lindenwood University | 209 S Kingshighway St, Saint Charles, MO 63301

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