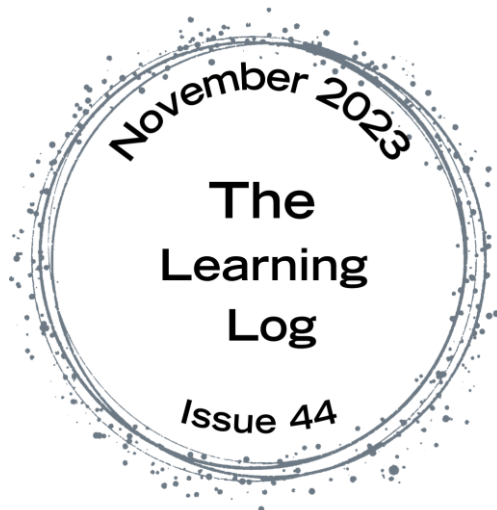


# LINDENWOOD

U N I V E R S I T Y

LEARNING ACADEMY



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# RISE

RIGOR | INCLUSIVENESS | SUPPORT | ENGAGEMENT

## Teaching Excellence and Innovation Grants

This year, the Lindenwood Learning Academy received a record number of applications for the Teaching Excellence and Innovation Grants. Three projects have been funded for the 2023-2024 fiscal year:

- Amanda Aldridge - Celebration of Teaching Project
- Barbara Hosto-Marti & Alyssa Coffey - Political Communications Project
- Chajuana Trawick Ferguson & Amanda Casarez - Textile Swatch Library Project

Recipients are now working to implement their projects and will present their outcomes at the **Celebration of Teaching Day** on **February 13**. We look forward to seeing you there!

## Lindenwood Learning Academy

University of Mosul Class Collaborations  
Spring 2024

Lindenwood University has a unique partnership with the University of Mosul, Iraq that provides opportunities for LU professors to set up collaborations between their LU students and students from the University of Mosul (UOM). These collaborations are a great way to introduce cultural competency skills into any discipline. Collaborations take a variety of forms and can be tailored to fit your unique course goals. Have UOM students join yours for selected course discussions or pair them up with your students for collaborative projects!

If you are considering a class collaboration for Spring 2024, please email [Marcus Smith](#) by **Friday, November 10**.

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## 13 Behaviors for Building Trust in a Team

The foundation of any high performing team is trust. Some characteristics of that foundation include credibility, integrity, and intent. Your words followed by your actions can build or destroy trust. Author Stephen Covey's work, [The Speed of Trust](#), explores the effects that words and behavior can have on trust in any relationships whether professional or personal. When your behavior doesn't match your word, it can cause your team to withdraw their trust, causing your team's foundation to crack. Covey's book describes 13 behaviors that can build trust within your team.

**#1 - Talk Straight.** Be honest. Let your team know where you stand using simple language. Demonstrate your integrity by NOT manipulating the facts. Don't spin the truth; don't leave a false impression.

**#2 - Demonstrate Respect.** Be genuine and show you care for others. Treat everyone with respect, no matter their role, title or position within your team. Remember to show kindness and caring for the little things too.

**#3 - Create Transparency.** Tell the truth in a way people can verify. Don't have hidden agendas or hide information. Err on the side of disclosure.

**#4 - Right Wrongs.** Apologize quickly and make things right when you're wrong. Practice "service recovery" with your team. Don't let your pride get in the way of doing the right thing.

**#5 - Show Loyalty.** Acknowledge the contributions of your team members, giving credit freely. Speak of others as if they are present and never bad mouth others behind their backs.

**#6 - Deliver Results.** Get the right things done and establish a good track record. Don't over promise or under deliver. Don't make excuses.

**#7 - Get Better.** Continuously improve and increase your capabilities. Don't consider yourself above feedback and be grateful for your team's feedback. Don't assume today's knowledge and skills will be sufficient for tomorrow's challenges.

**#8 - Confront Reality.** Address the tough subjects directly. Lead courageously in conversations, acknowledging the unsaid. Don't skirt issues.

**#9 - Clarify Expectations.** Disclose, reveal, and discuss expectations. Validate and/or renegotiate (if needed) them, but don't violate them. Don't assume expectations are clear or shared.

**#10 - Practice Accountability.** Hold yourself accountable. Don't avoid responsibility or practice "finger-pointing" when things go wrong.

**#11 - Listen First.** Listen before you speak. Use your other senses to better understand your teammates. Don't assume you know what matters most to others or that you have all the answers.

**#12 - Keep Commitments.** Make commitments carefully and then keep them. Don't break confidences. Don't attempt to spin the facts to justify a commitment you have broken.

**#13 - Extend Trust.** Demonstrate a propensity to trust. Extend trust abundantly to those who have earned your trust. Extend trust conditionally to those who are earning your trust. Learn how to appropriately extend trust to others based on the situation, risk, and credibility (character and competence) of the people involved. But have a propensity to trust. Don't withhold trust because there is risk involved.

Reflect on each behavior, ask yourself first, then talk with your team answer the following questions:

- Which behaviors are you and your team excelling at demonstrating routinely?
- Which behaviors do you need to work on and what steps will you take to improve them?

The information in this article is taken from The Speed of Trust, by Stephen M.R. Covey, © 2006 (pgs. 127-232).



## Learning Academy Challenge

The first employee to email their response to the reflection exercise above **wins a wireless portable speaker!**

Email reflections to the *Lindenwood Learning Academy*

## Faculty Self-Evaluations Due November 15

The faculty self-evaluation period is from October 15 through November 15. During this time, all faculty should be completing their CVs and self-evaluations and uploading evidence into the evaluation software. Once this is complete, don't forget to submit your self-evaluation to your academic administrator. Please make sure you complete this step by the **November 15 deadline (New faculty submit their self-eval by January 15)**. Email [evalsoftware@lindenwood.edu](mailto:evalsoftware@lindenwood.edu) with questions or concerns. The timeline for the remainder of the evaluation period is below.

Complete Self-Eval	Complete 360 Feedback	Complete Final Eval	Confirm Final Eval	Resolve Appeals	Employment Recommendation to VP-HR
Oct. 15-Nov. 15	Oct. 1-Oct. 31 (tentative)	Nov. 15-Jan. 15	Jan. 22	Feb. 15	Feb. 15

# LINDENWOOD

UNIVERSITY

CENTER FOR ENGAGED LEARNING

Dear Colleagues & World Traveler Friends,

It's an exciting time in the Global Student Mobility office as we continue to empower students to explore the world and make meaningful connections. Since starting in March 2023, I've witnessed incredible growth and have the privilege to share some remarkable stories with you.



## **Student Stories:**

### Krislyn: Exploring the World

Krislyn embarked on a life-changing journey this Spring 2023 semester. They studied abroad in Verona, Italy, experiencing a unique blend of cultures and academic excellence. Their favorite moment of studying abroad was “breaking out of my comfort zone and solo traveling to Switzerland and cities around Italy.”

### Karli: A Life-Changing Experience

Karli recently returned from an unforgettable Summer 23 faculty led study abroad program from Israel. Their transformative experience showcased the diverse opportunities available to students on our campus.

“It’s hard to say a favorite moment since we got to experience such a new world. But if I had to choose it would be exploring the old city of Jerusalem with my new friends at the end of our trip. The freedom of exploring the city on our own gave me a new perspective of the world and is something I would love to do again in my life.”

## **International Education Week:**

Don't forget to mark your calendars! International Education Week is right around the corner, taking place from November 13th to 17th. This year's theme is "The Future is...", and we encourage everyone to participate by sharing their visions for the future of international education. Let's

celebrate our commitment to global learning and the diversity that enriches our community.

### **The Future is...**

As part of International Education Week, we invite you to ponder what "The Future is..." for international education at Lindenwood University. Share your thoughts and aspirations with each other and our students. In addition, stay tuned for exciting events and discussions throughout the week.

### **Highlights from Our Department:**

Since my arrival in the Global Student Mobility office, we have achieved several milestones and exciting developments:

- Established new partnerships with international universities, offering more exchange opportunities.
- Launched a dedicated pre departure program for outgoing study abroad students.
- Welcomed three exchange students for the Fall 2023 semester, studying abroad here at Lindenwood.

Thank you for your continued support and enthusiasm for international education. Together, we are shaping the future for our students and creating a global community here at Lindenwood University. Stay tuned for more updates, and feel free to reach out to our office if you have any questions or suggestions.

Ciao for now,  
Rachel Jagust

## **November Training Highlights**

### **Put Your Retirement Plan to Work**

November 9  
12-1 p.m.

### **Spiritual/Religious Bias**

November 8  
2-3:30 p.m.  
Online

Online

Learn how to use your employer-sponsored plan to build your retirement savings. We'll also discuss other tax-advantaged ways to save. Presented by Megan Reineke, Financial Advisor, Edward Jones.

**REGISTER**

This interactive foundational training session will help the training participants develop an awareness of how spiritual/religious bias can impact those around them who practice different spiritualities or religions. Training participants will discover campus resources and strategies to apply what they learned to their environment in order to identify and challenge their own spiritual/religious bias. Nichole Torbitzky is the session facilitator.

**REGISTER**

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## Virtual Graduate Attributes Lunch & Learn

November 17  
11 a.m. - 12 p.m.  
Online

Bring your own lunch (or brunch!) and learn more about the Graduate Attributes during these virtual workshops! On the third Friday of each month during the fall semester, we will overview the Graduate Attributes, alignment in courses and programs, and assessment using signature assignments at 11:00 via Teams. Come to one or all and bring your ideas and questions as we workshop our way to the Graduate Attributes!

**REGISTER**

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## Learning Academy Calendar

Click on the button below to go to the Lindenwood Learning Academy calendar to see all training sessions offered for the fall semester!



**Training Calendar**

**Visit our Website**

**Lindenwood Learning Academy**

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