

LINDENWOOD

UNIVERSITY

LEARNING ACADEMY



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RIGOR | INCLUSIVENESS | SUPPORT | ENGAGEMENT

Celebration of Teaching Day



Join us in celebrating excellence in teaching on **February 13** for our first-annual [Celebration of Teaching Day](#). All Lindenwood educators are welcome and encouraged to attend! This instruction-free day will center on the innovative work of our colleagues who put students first in every class. Multiple sessions will be available and highlight pedagogical approaches, projects, and technologies.

Keep an eye on the Lindenwood [Learning Academy's Online Calendar](#) for more detailed information about the event.

Nominate Colleagues for the RISE Awards!

The 2024 RISE Awards nominations are now open! Nominate a colleague or yourself for at least one of the awards. The four awards - Faculty RISE Award, Adjunct Faculty RISE Award, RISE Online Award,

and RISE Accessibility Award - will be presented at the Faculty and Staff Recognition Ceremony on March 19.

Please complete your nominations no later than **January 19, 2024** by using the Qualtrics form: https://bit.ly/2024_RISE_Awards

Lindenwood Learning Academy



The Commitment Equation A HPT Training

The third component of the High Performance Team (HPT) pyramid is *commitment*, the ability to move beyond debate and having clarity and alignment around the decision,

once it is made. According to Dr. Heidi Reed in her book, *Commit to Win*, commitment is the degree to which you join and stay versus the degree to which you separate and go. Dr. Reeder developed the commitment Equation to determine the level of commitment a person has towards anything.

(Treasures – Trouble) + Contributions – Choices = Level of Commitment

Treasures: the benefits we get from working toward a goal.

Troubles: the difficulties we deal with.

Contributions: the time, money, and effort we invest.

Choices: the number of good alternatives we have.

By exploring the various factors that are part of the commitment equation, you can determine if your level of commitment aligns with your goals (Reeder, 2014).

Reeder, H. (2014). *Commit to Win*. Hudson Street Press.

Reflection Exercise

Think about a decision that was made by your team. Use the Commitment Equation to determine your level of commitment. Just like in math class – **show your work!**

Type or write out your treasures, troubles, contributions, and choices to determine your level of commitment.



Learning Academy Challenge

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

Email reflections to the
Lindenwood Learning Academy

What's Your Leadership Philosophy?

As we gear up for the challenges and triumphs of the upcoming year, imagine having a guiding light that not only defines your role but propels your team to success if you manage a team. At the recent Employee Management Certificate Program, high-performance team leaders engaged in a thought-provoking exercise: crafting their personal leadership philosophy.

Picture this: a philosophy that resonates with you, serves as a constant reminder of your values, and

fuels your actions as you steer your team toward victory in 2024.

Here's a sneak peek into what some of these dynamic leaders believe makes a truly exceptional leader:

- "I am a leader through service to my team."
- "Communicates with clarity, transparency, and integrity."
- "I encourage open communication to foster teamwork and collaboration."
- "I value honesty and want to build trust amongst my team."

- "I strive to foster a collaborative, team environment where each person works toward common goals and making a difference."
- "I believe curiosity can promote new perspectives."
- "Leadership is built on accountability and courage."
- "I listen with respect and appreciation."
- "I make others feel heard and make it known I value their thoughts and opinions."
- "I embrace empathy as my strength, building strong connections and a supportive, positive work environment."

Now, we pose the question to you: What's your leadership philosophy?

Don't let 2024 unfold without a compass for success. Craft your leadership philosophy today and set the stage for a year of achievement. The journey to greatness starts with defining your path—what will be your guiding principles?



Fall 2023 Employee Management Certificate Program cohort holding their leadership philosophies.



IT Tech Tip

You Now Have an Ally in Your Canvas Courses

Ally is a tool that integrates seamlessly with the LU's Canvas learning management system to automatically check the accessibility of course content, including files uploaded by instructors. It performs two primary functions to improve the accessibility of course content:

1. **For instructors:** Ally provides feedback to instructors by assigning an accessibility score for each file. Instructors can click any score icon to launch a wizard that helps guide them through accessibility problems found with that file, and tips on how to fix them.
2. **For students:** Ally automatically generates alternative formats—such as tagged PDF, HTML, electronic braille, or audio—that students can download and use to support their learning.

For additional information about Ally, contact LXDesign staff at cgreen4@lindenwood.edu

LINDENWOOD

U N I V E R S I T Y

CENTER FOR ENGAGED LEARNING

As we put the old year to bed and embark on a new year, many have the tradition of making resolutions. This is sometimes apparent when I walk into the gym to see it crowded with new faces in January, eager to make good on their intention to “lose weight” or “exercise more.” As February

and March roll around, I see fewer and fewer of those eager faces, and to be honest, my own commitment wanes as life happens. As an instructor you might also see similar drop offs in levels of engagement by our students as the newness of the semester drops off, and as life happens.

I am always amazed by the creativity and wisdom of faculty colleagues on how to best engage students, both online and in-person, beyond high impact practices such as study abroad, internships, and service learning.

I invite you to share your thoughts on the following topics, using [Google docs](#).

1. What do you think our students need to sustain their engagement with classes throughout the semester?
2. What have you done in the past that have been successful in keeping students academically engaged?
3. What would you want to try this year to engage students in small and/or big ways?

If you feel comfortable, please include your name with your comment. Also, if you see a comment or idea that you like, please feel free to add a plus sign (“+”) after the comment.

Learning Academy Online Calendar

Employee Campus Tours

January 31, 3-4 p.m.
LARC 10

Join Lindenwood's Student Ambassadors for an hour-long tour of Lindenwood's campus. Learn about key buildings, their functions,

Creating and Using Rubrics Workshop

January 24, 12-1 p.m.
Online

Using rubrics in courses is an effective way to improve student performance as they communicate clear expectations. Rubrics also

and the essential information to prioritize our Students First. The tour will help to orient employees to Lindenwood's unique culture and ensure participants are knowledgeable of locations of important campus functions, buildings, and common areas. Dress for the weather and for walking; limit of 10 participants per tour.

REGISTER

allow students to become familiar with their own work and have the tools necessary to critique and revise. By creating and using rubrics in our courses we are defining quality for student work and communicating these criteria for students. Dr. Robyne Elder will lead this workshop designed to be a practical, hands-on approach to creating and using rubrics.

REGISTER

Feed Your Mind Fridays:

Imposter Phenomenon and Student Engagement

January 26, 12-1 p.m.
Online

Feed Your Mind Fridays are brief discussions on current research and practice in Higher Education that take place during the noon hour on three Fridays during the Spring 2024 semester. The hour-long sessions are online only. We encourage faculty, staff, and students to join us for these thought-provoking, interactive sessions. Dr. Ethan Sykes will be facilitating this discussion.

REGISTER

Be sure to check out the Learning Academy online training calendar for professional development opportunities during the spring 2024 semester. Sessions will continue to be added to the calendar throughout the semester so check back often!

Be on the lookout for:

- Spring Retention Retreat
- CDI classes - Safe Zone, Disability Bias, Spiritual Bias, & Socio-Economic Bias
- Assessment Summit
- Performance Evaluation for Staff & Coaches
- And much, much more!

All completed training sessions through the Lindenwood Learning Academy will go toward the 40 hours of professional development emphasized by President Porter for all faculty, staff, coaches and adjuncts and will automatically be uploaded to your Workday training profile.

[Training Calendar](#)

[Visit our Website](#)

Lindenwood Learning Academy

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