



November 3, 2014

**Promotion Review Committee:**

It is a pleasure to write in support of Dr. Elizabeth Sandell's application for promotion to Full Professor. I have had the opportunity to collaborate with Dr. Sandell on international education and intercultural activities. She is capable, flexible and a professional with a high degree of integrity.

Dr. Sandell has made extraordinary contributions to President Davenport's priority of increasing study abroad participation, leading three groups of faculty and students to Russia. Thanks to her connections with North-eastern State University in Magadan, Russia, students at both institutions have had the opportunity to improve their understanding of our different cultures through visits and online interaction.

Minnesota State Mankato's Russian-speaking students have benefitted from Dr. Sandell's mentoring throughout the last ten years. She helped students found the Eurasian Student Organization and continues to serve as its adviser.

Dr. Sandell is a founding member of the Intercultural Research Group, an informal group of faculty and staff interested in promoting intercultural development within the MSU community. Dr. Sandell has utilized the Intercultural Development Inventory (IDI) in her classroom for a number of years to document student progress in understanding how culture impacts relationships and communication.

Thank you for your consideration of Dr. Sandell's application.

Sincerely,

A handwritten signature in blue ink that reads "Caryn E. Lindsay".

Caryn E. Lindsay

Director of International Programs