



SCHOOL OF GRADUATE &  
PROFESSIONAL STUDIES



**2019-2020**  
**MS in Biomedicine and MA in Health Care  
Management**  
**Student Handbook and Program  
Policies**

**Eastern Mennonite University**

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## **EMU Mission, Vision, Values**

*What does the Lord require of you, but to do justice, love mercy, and to walk humbly with your God? — Micah 6:8*

### **Mission**

**EMU prepares students to serve and lead in a global context.**

Our community of learning integrates Christian faith, academic rigor, artistic creation and reflective practice informed by the liberal arts, interdisciplinary engagement, and cross-cultural encounter.

### **Vision**

**EMU will be renowned for academic excellence and faithful discipleship in addressing the most significant challenges in our complex world.**

We seek to be a leader among Christian universities, united by a hopeful and enquiring spirit, cultivating meaningful relationships locally and globally, and engaging the rich diversity of human identity, experience, and need.

### **Values**

**EMU's mission and vision are grounded in the enduring biblical values of Christian discipleship, community, service, and peace.**

These values are embodied throughout the university in our distinctive commitment to peacebuilding, social justice, cross-cultural engagement, and sustainability. Rooted in the Anabaptist tradition, we follow Jesus' call to bear witness to truth, serve with compassion, and walk boldly in the way of nonviolence and peace.

*Approved by EMU Board of Trustees, June 23, 2017*

## Introduction

Welcome to our MS in Biomedicine and MA in Health Care Management program. Our program uses the same core curriculum of natural sciences taught in many other graduate programs. Guided by our excellent faculty, modern laboratories, and direct interaction of faculty with students in small class settings, you are invited to gain a mastery of biomedical science concepts. Beyond that, you will be challenged to examine the complexity of the human self by considering physical, social, psychological, and spiritual dimensions. This transdisciplinary program uses four integrative methodologies:

1. Two integrative seminar courses that emphasize transdisciplinary and clinical experiences
2. Cross-discipline courses in psychology, theology, and ethics that accentuate the interconnectedness of faith and science
3. Cross-cultural course that explores biomedicine practice and health care in a different ethnic or social setting
4. Student research project, mentored by faculty, that investigates a given biomedicine topic

Our goal is to educate broadly and to holistically promote the power of peace and healing in a world of hurt and sickness.

## Biomedicine Physical Space

The “home” for our Biomedicine program resides in the Rutt House and the Rutt Annex, located south of the Suter Science Center. It is “your space” and you should make yourself at home while respecting the presence and shared use of other biomedicine students. The parking spaces on the east side of the annex are open parking spaces, available for student, staff, and faculty parking. Additional parking can be found in the lot across from the Rutt House on Park Road. The physical address is 1110 Park Road, Harrisonburg, Virginia 22802.

Located in the Rutt House

- Graduate student social lounge (central area), kitchen and mailboxes
- Biomedicine classroom (RH104)
- Program offices
- Study Room

Located in the Rutt Annex

- Graduate study lounge
- Program offices
- Study rooms
- Biomedicine classroom (RTE001)

## Personal Resources

### ***Computers and Copier***

Four computers, connected to the university network, are located in the study rooms in the house and the annex areas. These computers are linked to the printer/copier which is located near the east entrance. Wireless network connections are available for your personal laptop throughout the two modular units and the house.

We will provide orientation regarding the use of the copier and the common “fixes” when it stops working. If after unsuccessfully trying to “fix” a stalled copier, please contact the Information Systems Help Desk at x4357 or 540-432-4357.

Copier paper is available on the shelf across from the copier. On the bookshelf you can also find the following items. Check with the administrative coordinator if you need additional items.

- Stapler and staples
- Staple remover
- Hole puncher
- Tape
- Pencil sharpener
- Paper clips

### ***Keys and Building Access***

During the academic year, the Rutt House is **unlocked** by 8:00 am and the Annex buildings are unlocked between 5:30-6:30 am seven days a week. All buildings will be **locked** at midnight. Students will be allowed to stay in the buildings past midnight provided they show security staff their EMU ID. **If you are the last person to leave the house after 5:00 pm, please lock the door.** In the summer, the buildings will generally be kept locked. Students will be issued keys to Rutt House and the Annex for occasions that might arise when a building might be locked, such as during the summer.

### ***Campus and US Mail Service***

Typically campus mail and personal mail will be delivered to your mailboxes which are located inside the east entrance of the Rutt House. Your campus address for on-campus mail should contain the following: First Name and Last Name (on the top line) and MS in Biomedicine or MA in Health Care Management, Rutt House (on the second line). If you want US postal mail delivered to your campus mailbox (which comes through the University Post Office) you should use the following address:

First Name and Last Name  
MS in Biomedicine or MA in Health Care Management  
Eastern Mennonite University  
1200 Park Road  
Harrisonburg, VA 22802

If you want to send outgoing mail or campus mail, you can place it in the “Outgoing Mail” mail box located at Rutt House. Stamps for the US postal mail can be purchased at the Campus Post Office, located in the Campus Center.

### ***Kitchen and Usage***

The kitchen area in the Rutt House is for your use. However, it is very important that you clean up after yourself and **DO NOT** leave dirty dishes or coffee cups scattered around. You are welcome to put your lunches in the refrigerator that is provided and to use the microwave to heat up your food. A coffee pot, coffee, tea, sweetener, and powdered milk, etc. are available for you. A limited supply of disposable cups, plates, plastic ware are also available. These items are purchased from your student activity fees.

If you are a consistent coffee or tea drinker, you are encouraged to bring your own mug and store it in the cabinet for your use. Put your name or some form of personal identification on your mug. Unidentified mugs are available for community use. Unlabeled items in the refrigerator are available for consumption by the community.

Please wash all dishes/silverware that you use. Do not leave dishes in the sink or drainer. Use a towel to dry them and put them away. We don't have a maid service to clean up after you.

### ***Counseling Center and Health Center***

The EMU Counseling Center is located in Suter House, 1115 College Avenue. You are invited to make a personal appointment if you want to talk to a Counselor. Additional information can be found at <https://emu.edu/studentlife/counseling/>.

If you are injured or sick, you are encouraged to visit the Health Center, located on the second floor of the University Commons in the Wellness Suite. Director, Irene Kniss is a family nurse practitioner who is qualified to assess and treat students with illness or injuries. Additional information can be found at <https://emu.edu/studentlife/health/>.

### ***Chapel and Campus Pastor***

Brian Burkholder (extension 4115) is the campus pastor and is available for questions, conversation, and spiritual discussions. His office is located in the Weaver Wellness Suite of the University Commons. He and the other campus pastor assistants can be contacted via email at [campusministries@emu.edu](mailto:campusministries@emu.edu).

University Convocation/Campus Worship is held in Lehman Auditorium on Wednesdays mornings from 10:10-11:10. You are encouraged to attend convocation. For other opportunities of campus worship, visit the following web page: <https://emu.edu/studentlife/campus-ministries/worship/>.

### ***Allergies and Animals on Campus Policy***

Please do not wear excessive perfume, cologne, or deodorant while attending classes. We want to provide an environment that is welcoming, and that does not trigger allergic reactions such as migraines in some students. Per campus policy, pets and other animals are not allowed in the buildings unless they are documented service animals.

***Campus Parking***

Many of you are commuter students and will be driving to campus. To park on campus, you must have an EMU parking hanging tag which you should purchase. Vehicle registration is completed online through [myEMU](#). See the information at <https://emu.edu/facilities-management/parking/>. You can park in any student lot on campus. The parking spaces on the east side of the annex are open parking spaces, available for student, staff, and faculty parking. Additional parking can be found in the lot across from the Rutt House on Park Rd. Please do not park in the faculty/staff parking spaces in the Suter Science Center lot or you may receive a ticket. Maintenance of parking areas and ticketing for illegally parked cars is monitored by Facilities Management. Their phone number is 540-432-4390.

***Campus Security***

Anyone on campus in need of immediate assistance should dial 911 for police, fire, or medical response. Witnesses and victims of a campus crime or emergency, as well as anyone who is suspicious of people or situations on campus, should contact campus security at 4911 from a campus phone or (540) 432-4911 from an off-campus phone.

## **MS in Biomedicine and MA in Health Care Management Program Details**

### ***Introduction***

The MS in Biomedicine and MA in Health Care Management program is guided by the general academic policies found in the EMU Graduate Catalog (<https://emu.edu/catalog/graduate>). Much of the information in this handbook describes policies and academic information that is either unique to the MS in Biomedicine and MA in Health Care Management program or highlights graduate school policies that are especially important to our program. Each student is responsible to read and follow the guidelines in the Graduate Catalog as well as in this Student Handbook.

### ***Admission to Program***

Biomedicine graduate program entrance is based on:

- Baccalaureate degree from an accredited institution with a minimal undergraduate grade point average of 2.50
- Appropriate standardized test score(s)
- Satisfactory completion of prerequisite courses

#### ***Full Admission***

- Completion of all prerequisite courses with an overall GPA above a 2.5. These courses include general biology I & II (8 SH), general chemistry I & II (8 SH); organic chemistry I & II (8 SH), and physics I & II (8 SH).
- The Admissions Committee decides which students are granted full admission.

#### ***Conditional Admission***

- In cases where students lack either course requirements or adequate grades, a conditional admittance acceptance may be offered. Such students must take reduced semester course loads (9-10 SH) until the deficiency is removed with satisfactory grades (3.0 minimum) after their first semester in the program.
- The Admissions Committee decides which students are granted conditional admission.

An admissions committee evaluates student applications and makes recommendations for admissions. This committee also allocates available financial aid in the form of graduate assistantships.

Students in the biomedicine science concentration who have not completed all of the requisite courses are required to complete the graduate version of these courses within the context of their graduate program. However, students in the biomedicine teaching, pre-PA, pre-PT and pre-optometry are not required to have completed the second courses in organic chemistry and physics, although these part two courses are highly recommended.

### ***Program Concentrations***

***MS in Biomedicine: Biomedicine Science Concentration*** will be awarded 48 graduate hours that includes 30 SH of core biomedicine coursework, 12-13 SH of natural science courses, and 5-6 SH of general



electives. Core biomedicine coursework includes courses in biomedicine science, seminar & practicum, cross-discipline studies, and research.

***MS in Biomedicine: Biomedicine Teaching Concentration*** will be awarded 48 graduate hours that includes 30 SH of core biomedicine coursework, 6 SH of core teaching courses and 12 SH of elective teaching courses.

***MA in Health Care Management Concentration*** will be awarded 48 graduate hours that includes 21-24 SH of core biomedicine coursework, 18 SH of required Nursing and Business courses and 9 SH of elective Nursing and Business courses.

***Certificates:***

- *Biomedicine Certificate – 1 year, 24 SH*
- *Pre-Medical Certificate – 2 years, 48 SH*
- *Gap Year Certificate – 1 year, 28 SH*

***Specific Program Concentration Outcomes***

**Biomedicine science concentration** - A master's from EMU can open doors. After earning a two year Master of Science degree, our students have proven that they are prepared for the rigors of professional health school. Our graduates have utilized their master's degrees to obtain jobs at prestigious research facilities, non-profit organizations, and various healthcare centers.

Our Master's in Biomedicine degree allows you to pick and chose which graduate-level natural science courses you need and would like to take. Our curriculum will set your application apart with our built-in cross-cultural experience, practicum shadowing, thesis research, ethics and leadership training, and interdisciplinary course offerings.

**Biomedicine teaching concentration** - Are you interested in teaching biomedical-related courses in a community college or technical school, or are you a high school or junior high science teacher who wishes to enhance your teaching or increase your pay scale? If so, we provided one or two year degree options that can be customized to fit your needs.

At many other graduate schools, the graduate coursework is focused on education or education administration courses without any courses in the basic sciences. Our program uniquely provides both basic biology/chemistry graduate courses that will enhance your ability to understand and teach new material and selected educational pedagogy courses that promote effective teaching.

The MS in Biomedicine teaching program draws upon EMU's well-known MA in education program for education pedagogy courses.

**Health Care Management concentration** – With a degree in Health Care Management from EMU, you can develop your skills to be prepared to enter a career where ***you can make a difference***. Our Master's in Health Care Management program uniquely challenges students to take courses broadly from several disciplines. Not only will you take courses to prepare you for a fast-paced and ever-evolving health care landscape, but you will also be introduced to concepts around infectious diseases, bioethics, and health

care management in a cross-cultural setting. By taking a mix of fully online and in-person courses, our students experience flexible learning while also creating meaningful connections with their future colleagues.

### ***Program Courses***

Courses in the Biomedicine graduate program fall into various categories, which are described by their lettered prefixes and numbering system. Some of the science courses are dual-listed, that is they are found both in the undergraduate and in the graduate curriculum. While their descriptions and much of their content are similar, the graduate version of the course involves more in-depth work and a greater amount of content in comparison to the undergraduate course. The graduate numbering system for these dual-listed courses is the 500s. Generally, the number series 500s and 600s reflect progressive increases in course complexity or difficulty. Courses designated with an asterisk (\*) are alternate year courses. Course letter designations follow:

**BMC** – designates a core science course in biomedicine that is typically required (with some exceptions). If the BMC number is in the 500s, it is typically dual-listed as an undergraduate course typically in biology, chemistry, biochemistry, or physics and has additional graduate requirements from the undergraduate course. Most courses numbering in the 600s are graduate courses only.

**BMX** – designates a cross-discipline studies course in social science, cross-cultural practicum, or ethics/theology. The cross-cultural practicum and science, faith, and ethics course requirements are unique for this program.

**BMS** – designates a required science course or an elective in the concentration of science. Some are dual-listed as undergraduate courses with additional graduate requirements; others are graduate level only. To enhance transdisciplinary education, the elective selection array is very broad and represents multiple academic disciplines including biology, chemistry, biochemistry, physics, and psychology.

**MBA/OLS/NURS** – designates a cross-listed MBA or graduate nursing course.

**EDCC, EDCI, or EDCT** – designates a course in the biomedicine teaching concentration which is typically cross-listed as an EDCC, EDCI, or EDCT course in the MA in Education program.

***Required Biomedicine Core Courses (30 semester hours)\*******Natural Sciences (15 SH)\****

BMC 551 Developmental Biology  
BMC 612 Human Anatomy  
BMC 562 Human Physiology  
BMC 561 Biochemistry

\*Other natural science courses may be substituted for courses listed above.

***Cross Discipline (15 SH)***

BMC 610 Interdisciplinary Seminar I  
BMC 611 Interdisciplinary Seminar II  
BMC 613 Research Design & Statistics  
BMC 623 Research in Biomedicine  
BMC 598 Biomedicine Practicum  
BMX 603 Cross Cultural Health Care  
BMX 611 Biomedicine Faith & Ethics

***Biomedicine Science Concentration Courses (18 SH total)******Natural Sciences (12-13 SH)***

BMC 572 Cognitive Psychology  
BMC 552 Cell Biology  
BMC 561 Immunology  
BMC 563 Molecular Genetics  
BMS 562 Neurobiology  
BMS 570 Medical Microbiology  
BMS 585 Infectious Diseases (summer and online)  
BMS 540 DRUGS: Discovery, Design, Action (online)

***Electives (5-6 SH)******Offered with adequate enrollment***

BMS 530 MCAT Preparation  
BMS 525 Medical Terminology  
BMS 531 Environmental Chemistry  
BMS 551 Conservation Biology  
BMS 552 Environmental Toxicology  
BMS 556 Entomology  
BMS 557 Ecology & Field Biology  
BMS 571 Abnormal Psychology  
BMS 573 Theories of Personality  
BMS 574 Neuropsychology  
BMS 581 Analytical Chemistry  
BMS 582 Thermodynamics  
BMS 583 Quantum Mechanics  
BMS 680 Academic and Professional Writing

### ***Summer Courses***

Students are encouraged to take the following courses the summer between their first and second year to complete the required course work by the end of their second year: BMX 603 Cross-Culture Health Care, BMC 623 Research in Biomedicine, and BMS 598 Biomedicine Practicum. **Students should prepare to spend a significant portion of the summer completing this course work.** Some students may find it difficult also to prepare and take the MCAT or equivalent professional school exam, and should consult with their adviser early in their first semester about creating a plan of study.

### ***Transfer Students and Credits***

Up to 18 SH of approved transfer graduate credits may be applied to these program requirements. Accepted credits must parallel core course requirements and exhibit course grades of B or better.

### ***Graduation***

At the beginning of the spring semester before graduation, students are required to meet with their adviser to determine the eligibility of receiving a degree or certificate. The student should complete the "Application for Degree" form online at myEMU if he or she plans to receive a diploma or certificate.

## Program Policies

The policies in this document are specific to students in the MS in Biomedicine and MA in Health Care Management program. Please see the School of Graduate & Professional Studies Handbook for a complete listing of student life-related policies. Please also reference the School of Graduate & Professional Studies Academic Policies for graduate student related academic policies.

### **Accreditation**

Eastern Mennonite University is accredited by the Southern Association of Colleges and Schools (SACS). In reference to the MS in Biomedicine program, two of the required curricular aspects for accreditation follow:

3.6.1 The institution's post-baccalaureate professional degree programs, master's and doctoral degree programs, are progressively more advanced in academic content than its undergraduate programs. (Post-baccalaureate program rigor)

3.6.2 The institution structures its graduate curricula (1) to include knowledge of the literature of the discipline and (2) to ensure ongoing student engagement in research and/or appropriate professional practice and training experiences. (Graduate curriculum)

### **Grades and Grading**

Some courses in the Biomedicine program are offered as dual-enrolled courses, meaning they include both undergraduate and graduate students. Biomedicine students obtaining graduate credit will encounter learning activities and general academic expectations commensurate with the generally accepted standards for graduate work. At EMU, these general standards are defined (in the institution's credit hour policy) as, 2.5-3 hours of study per hour in class for a total of 52.5-60 hours per semester hour of credit.

EMU uses the four-point system. The grade point average (GPA) is computed by dividing the number of quality points earned by the number of graded semester hours.

#### **A - Excellent**

A - 4.0 quality points per semester hour

A- - 3.7 quality points per semester hour

#### **B - Good**

B+ - 3.3 quality points per semester hour

B - 3.0 quality points per semester hour

B- - 2.7 quality points per semester hour

#### **C - Marginal**

C+ - 2.3 quality points per semester hour

C - 2.0 quality points per semester hour

F - Failure, 0 quality points

P - Pass: Applies only to approved courses, no quality points. Indicates performance at a B- level or better.

SP - Satisfactory Progress: A non-terminal grade for a continuing course

W - Withdrawal: Indicates student withdrawal from the course

AU - Audit: No credit given.

I - Incomplete

### ***Academic Probation and Dismissal***

Students who have completed nine hours in a graduate program will be placed on academic probation if their GPA falls below 3.0. The director of the program will notify such students in writing of the probationary status, which remains in effect until they raise their GPA above 3.0 or are dismissed from the program. Students, on academic probation or admitted as conditionally admitted students, are limited in their course loads until their conditional or probationary status is removed. Those on probation should work with their faculty advisor to develop a plan for maximizing future academic success.

Graduate students may be dismissed from a graduate program upon:

1. Receiving a grade of "C" or below on nine hours of graded work or
2. Receiving a second grade of "F" or
3. Exhibiting attitudes, behaviors or lifestyle inconsistent with the mission of Eastern Mennonite University or the graduate program.

The admissions committee in the graduate program makes all dismissal decisions.

### ***Recitation Periods***

Many of the initial core courses (or requisite courses) that are dual-listed with undergraduate students require graduate students to attend a weekly recitation period in addition to the normal course attendance requirements. Recitation Leaders/Instructors in charge of these periods may be the regular course instructor or an adjunct recitation leader who has the expertise or prior training in the course content area. Typically, recitation time is spent reviewing and amplifying the regular course content as well as providing applications from the course materials to biomedicine. Recitation is one method of expanding traditional undergraduate course material into a broader context that is appropriate for a graduate student. Applied materials covered during the recitation period may be included in unit or final course exams by the course instructor. Recitation Leaders/Instructors periodically report to the teaching faculty regarding individual student attendance and participation and maintain weekly office hours for student consultation and questions.

Graduate student recitation attendance is required for the following courses.

- BMC 551 (BIOL 307) Developmental Biology (4)
- BMC 561 (BIOCH 376) Foundational Biochemistry/Biochemistry Foundations (3)
- BMC 562 (BIOL 447) Advanced Human Physiology/Human Physiology (4)
- BMC 612 (BIOL 437) Advanced Human Anatomy/Human Gross & Microscopic Anatomy (4)
- BMS 501 (CHEM 315) Organic Chemistry I/Biomedical Organic Chemistry I (4)
- BMS 502 (CHEM 316) Organic Chemistry II/Biomedical Organic Chemistry II (4)

### ***Cross-Cultural Experience***

Students must complete one semester in the program with a GPA of 3.0 or better to register and participate in the cross culture course/experience the summer after their first year of study.

### ***Research in Biomedicine***

An important course required for graduation with an MS in Biomedicine degree is the Research in Biomedicine course. A primary faculty mentor assists each student in the research process. The research project involves working on a hypothesis-driven piece of original research. During the beginning phases, this faculty member will aid the student in selecting and finalizing a research topic and obtaining a faculty committee of one additional person to serve as an advisor and reader. Project outcomes include preparing an oral presentation and a written manuscript.

### ***Standardized Entrance Test Preparation***

For students in the Biomedicine Science concentration who are preparing for entrance into medical, dental, pharmacy, or other doctoral-level health science programs, entrance exams (MCAT, DAT, PCAT, etc.) are typically required. Quality performance on these exams emerges from quality performance in the basic course work on which the tests are based and adequate review and study before taking the test.

For most students the optimal time to schedule the test is early summer a month or so following an academic year. Consequently during the spring semester preceding the scheduled test, students should spend a significant quantity of time preparing for these tests. For most students this will involve spending an average of 6-7 hours each week from January through May studying and reviewing test content materials.

To aid our students in reviewing this material, our MS in Biomedicine program offers a for-credit MCAT and DAT prep course during the spring semester.

### ***MCAT and DAT Preparation Courses***

Graduate and undergraduate students seeking to enroll in BMS 530 ***MCAT Prep*** or BMS 599 ***DAT Prep*** must have an EMU **GPA** of **3.2** at the time of enrollment, must have the support of either the Biomedicine (graduate) or PPHS (undergraduate) programs in their application to medical and/or dental school for the upcoming application cycle, and may not have taken and passed the course previously.

### ***Transitioning from the Biomedicine program into the Health Care Management program***

Biomedicine students wishing to transition from the Master's in Biomedicine program to the Master's in Health Care Management program need to provide a signed, written letter to the Director indicating their intent to withdraw from the Master's in Biomedicine program and enroll in the Master's in Health Care Management program.

***Writing Style and Manuals***

Each academic discipline has a preferred style of writing and bibliographic referencing. In the MS in Biomedicine and MA in Health Care Management program, we consistently use the Council of Science Editors (CSE) style and reference the various supportive materials including manuals and internet sources. Beginning in the first semester, in BMC 610 Interdisciplinary Seminar I, a simple writing style guide is required: *Writing Papers in the Biological Sciences*, 5<sup>th</sup> edition, by Victoria E. McMillan, 2012. Bedford/St. Martin's: Boston, MA, ISBN#978-0-312-64971-5. This brief manual introduces CSE writing style for Lab Reports, Brief Papers, etc.



## **Life Together: Commitments for a Community of Learning**

### *Expectations and Responsibilities for Community Life for faculty, staff, and students at EMU*

At Eastern Mennonite University our life together supports our work, and in turn, our work shapes our life together. EMU serves the church and the world by engaging in academic inquiry in conversation with God's story through scripture, Christ, and the church. As a Christian university in the Anabaptist tradition, we encourage each other in Christ-like ways of living and learning.

The following ideals describe the learning community we aspire to be. They are derived from scripture as read in the Anabaptist tradition, our own century of tradition as an academic church institution, and the traditions we continue to make together today. Formal policies and procedures outlined in EMU faculty, staff, and student handbooks are designed to hold us accountable to these principles and sustain the identity and values that bind us together while creating space for questioning that identity in a spirit of continual renewal. We commit ourselves to regularly review and update all university policies in light of these ideals.

***Love for God and one another:*** Our most important work is to love as God loves us, as shown in the life of Jesus. We seek relational, collaborative, and restorative approaches to teaching and learning, administration, policy, and discipline. We commit ourselves to practice generosity and hospitality, demonstrating reconciling love, sustained by collective worship and spiritual formation.

***Wisdom:*** Our learning community pursues truth and seeks wisdom in its practice. We bring creativity and rigorous inquiry to our academic work, including our curricular distinctives of peacebuilding, social justice, cross-cultural engagement, and sustainability. We listen to each other with compassion and boldly share our own authentic statements of faith and doubt. We commit ourselves to intellectual, physical, and spiritual growth in all aspects of academic and social life.

***Equality:*** Because each person has immeasurable worth in God's eyes, we value participatory processes and pedagogies. Each person has a right to be heard, and to work and study in a safe environment. Policies and procedures aspire toward equity, including individuals of all backgrounds in the benefits of community membership and giving everyone a recourse against abuse of power. We commit ourselves to show respect for the rights, dignity, and full personhood of one another.

***Sustainability:*** We strive to use God's gifts wisely and generously, emphasizing well-being and supporting policies that enable students and employees to live balanced lives. We commit ourselves to exercise responsibility in our care for the earth and our use of resources as we practice stewardship of mind, time, abilities, and finances.

***Accountability:*** Our individual and collective actions affect the health of the entire community. We expect each person to conduct themselves ethically and faithfully in personal and public matters, in order that all may thrive physically, spiritually, emotionally, and intellectually. We commit ourselves to mutual accountability motivated by love in a spirit of generosity and grace.

*Adopted by the Board of Trustees, June 23, 2017*