

Organization Code of Ethics Assignment

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Introduction

Moral potency can grow by clearly explaining the ethical duties of each role. A strong code of ethics and a clear mission statement help people connect with important professional values, like the medical rule of “do no harm to one’s patients” (Johnson, 2020, p. 55).

Organizations can build a culture of honesty and integrity by using mission statements and codes of ethics.

A code of ethics is a set of written rules that helps people in an organization understand how to act honestly and responsibly. The code of ethics is important because it explains right and wrong, helping people make good choices. Like the culture in an organization, where people share beliefs and values through their actions, a code of ethics is part of the official culture. The code of ethics includes important values, the organization’s purpose, and guidelines for good behavior. Both official and unofficial parts of the culture, such as rules, language, and rituals, affect how people act. A strong code of ethics helps everyone in the organization know their duties and act fairly and trustworthy (Johnson, 2020, p. 277).

This paper examines two educational institutions: Danville Community College and Lewis and Clark College. Both schools are important in their communities and focus on the need for ethical standards in education. Their missions and values help students and staff act responsibly and grow as individuals, making sure they are ready to make good decisions in their jobs and personal lives.

Danville Community College is a two-year school that is part of the Virginia Community College System. Danville Community College serves the City of Danville, Pittsylvania County, and Halifax County. Danville Community College follows the rules set by the State Board for

Community Colleges, with help from its own board. The college offers associate degree programs approved by the State Council of Higher Education for Virginia. Danville Community College focuses on ethical standards in education, making sure that students learn to act responsibly in their future jobs and personal lives (Danville Community College, n.d.).

Lewis and Clark College is a well-known school located in Portland, Oregon, with a history that goes back to 1867 when it began as Albany Collegiate Institute. This college wanted to provide equal education for women and men. Over the years, it has grown and now offers many programs in arts, sciences, law, and education. Lewis and Clark College supports ethical standards by helping students become thoughtful leaders and positive change-makers. The college's mission statement and codes of ethics guide students and teachers to make responsible choices based on shared values (Lewis and Clark, 2007).

This paper examines the codes of ethics from Danville Community College and Lewis and Clark College, including their mission statements and codes of conduct. First, I will point out the similarities between the two codes. I will also discuss how each school's mission statement connects with its code of ethics, supporting its shared values. Next, I will explore the differences. Finally, I will give critiques of each code, showing where they are strong and where they could improve.

Organizations' Code of Ethics

The code of ethics for Danville Community College and Lewis and Clark College includes several important principles that guide the actions of their members.

Danville Community College

According to Danville Community College (n.d.), the "About page" shows that Danville Community College's mission is to provide good quality education and workforce programs to

help students succeed and support partnerships with businesses. The college's vision is to be the best educational institution in the region, offering great programs and responding to the needs of the local economy. The main values of the college are innovation, accessibility, dignity, courage, and commitment. These values help create a supportive and inclusive environment for everyone. Also, Danville Community College is strongly committed to diversity and inclusion. It respects and welcomes differences in race, gender, background, and other personal characteristics, making sure that all people feel valued and empowered.

The Danville Community College website (n.d.) code of ethics includes the following:

Fairness: Members should be fair and just in their decisions and actions. This means they must carefully think about the situation and try to treat everyone equally. Examples include fair hiring and promotions, consistent evaluations for students and employees, and making decisions based on facts, not personal opinions.

Honesty: Members must create an environment where honest feedback is welcome. This principle is about being truthful in all communications, providing accurate information about the college, and keeping personal actions separate from official duties. Dishonesty is not accepted.

Professional Integrity: Members are expected to act in the best interest of students and clients. They should understand and support the college's mission and avoid conflicts of interest. This principle also emphasizes respecting the professional independence of colleagues and following best practices.

Respect: Members must show high regard for the rights and opinions of others. This includes treating students and coworkers with kindness, keeping information private, and promoting a space that respects diversity and is free from discrimination and harassment.

Trust: Trust is vital for a healthy organization. It relies on applying ethical principles and ensuring safety for everyone. Members should not let outside influences affect their commitment to the college and must provide a safe environment for learning and work.

Lewis and Clark College

Lewis and Clark College's mission statement (2007) highlights its commitment to embracing and exploring the liberal arts traditions, expanding knowledge, and sharing this with future generations. The main goal is to prepare students for leadership in society and value learning for its importance. The college values include four main themes: creating a strong community of scholars who are involved in learning, teaching, and research; connecting theory with real-life practice; being committed to diversity and sustainability for a fair society; and encouraging leadership and participation in a connected world.

The Lewis and Clark College website (2007) code of ethics shows that the college is serious about high ethical standards in all its programs and business activities. The code includes:

Definitions: The meanings of the following terms:

Significant Business Relationship: This means when a college officer or their family has a big business connection with the college.

Family: This includes a spouse, partner, sibling, child, or any relative living with the officer.

Substantial Benefit: This refers to owning more than five percent of a business that works with the college, or family financial dealings over \$1,000.

Honest and Candid Conduct: All officers and employees must act with honesty and integrity. It is important to follow laws and ethical behavior in all actions.

Review and Follow College Policies: Officers and employees must regularly check and follow college policies, especially those about discrimination and harassment. Any violations should be reported using the Whistleblower Process and Protection Policy.

Avoid Conflicts of Interest: Employees should avoid actions that conflict with the college's interests, such as: Having significant business relationships with companies that work with the college. Using college discounts for personal use. Accepting gifts over \$100 from people or companies that do business with the college. Employees must disclose if they own or control any businesses involved with the college.

Confidentiality: Employees must keep confidential information about the college, students, and staff private. Disclosure is only allowed if the college permits it or if it is required by law.

Protection and Proper Use of College Assets: Employees should protect the college's property and use it only for legitimate college purposes.

Financial Reporting: Officers who handle money must follow internal controls and ensure all reports are accurate and timely. Any fraudulent actions that mislead others are not allowed.

Familial or Romantic Relationships: Officers must inform their supervisors about any familial or romantic relationships with other employees. Employees cannot supervise or make decisions that affect each other's job conditions or benefits.

Comparison of the Codes of Ethics:

Similarities between Danville Community College and Lewis and Clark College

Commitment to Ethical Standards: Danville Community College and Lewis and Clark College both demonstrate a strong dedication to upholding high ethical standards. They expect all members, including officers and employees, to act with honesty and integrity.

Focus on Fairness and Respect: Both codes emphasize fairness in decisions and respect for others. Danville discusses fairness in hiring and treating students and employees, while Lewis and Clark College focuses on honest and open conduct. This shows that both schools value ethical behavior in interactions.

Diversity and Inclusion: Both colleges are committed to diversity and inclusion. Danville Community College clearly states its dedication to a diverse environment, while Lewis and Clark College includes diversity as an essential part of creating a fair society.

Common Ethical Principles: Both codes mention the importance of keeping information confidential and avoiding conflicts of interest. They say that members must protect sensitive information and make sure personal interests do not affect their work.

The similarities may come from industry standards and legal rules that apply to educational institutions. Both schools may have similar expectations from stakeholders, like the need for transparency and a safe, inclusive environment for learning.

Differences between Danville Community College and Lewis and Clark College

Emphasis on Specific Values: Danville Community College places more importance on values like innovation, accessibility, and dignity. In contrast, Lewis and Clark College focuses on academic integrity, connecting theory with real-life practice, and sustainability, which reflects its liberal arts mission.

Scope of Ethical Guidelines: The Code of Lewis and Clark provides more details about conflicts of interest and financial reporting. The code explains significant business relationships and has clear rules about familial or romantic relationships at work. Danville's Code does not emphasize this as much.

The differences can be due to the nature and purpose of each school. Danville Community College focuses on accessible education and workforce programs, which may lead to broader values about supporting the community. Lewis and Clark College, with its focus on liberal arts education, may have more detailed rules about academic integrity and financial responsibilities.

Critique of Ethical Codes at Danville Community College and Lewis and Clark College

Strengths

Both Danville Community College and Lewis and Clark College present strong codes of ethics that align well with their respective missions and values.

Clarity in Required Values: The code of ethics at Danville Community College includes five key principles such as fairness, honesty, professional integrity, respect, and trust. These principles provide a clear framework for required values, promoting a culture of accountability and integrity. Similarly, the code of ethics at Lewis and Clark College is strong in defining key terms and principles such as honest conduct and avoidance of conflicts of interest. By including specific definitions and examples, the Lewis and Clark College code provides clarity on what is expected from its employees, thereby helping them navigate complex situations effectively. According to Johnson (2020), most organizations have between three and five values, which are central to their collective identities. Moreover, their code of ethics does not include weak values because it encourages members to act in the best interests of students

and clients while fostering an environment of respect and inclusion, which reflects the college's commitment to diversity and accessibility (p. 280).

Comprehensive Coverage of Ethical Standards: Both Danville Community College and Lewis and Clark College show commitment to fairness and respect. Danville Community College aligns with contemporary values of social equity and justice. This is particularly important in educational institutions where diverse populations intersect. The focus on avoiding conflicts of interest and maintaining confidentiality at Lewis and Clark College is also crucial for ethical governance. By addressing specific situations that could compromise ethical standards, Lewis and Clark College demonstrate a proactive stance toward integrity. Codes typically address these six areas: Conflicts of interest, records, information, outside relationships, employment practices, and other practices such as statements about employee health and safety, the use of technology, treatment of the environment, political activities, overseas conduct, and other topics (Johnson, 2020, p. 283).

Weaknesses

Despite their strengths, both ethical codes exhibit gaps that may undermine their effectiveness in promoting an ethical culture.

Emerging Ethical Issues: The code of ethics at Danville Community College does not include topics such as data privacy, sustainability, and mental health. In an increasingly digital and interconnected world, institutions must prioritize data protection and the ethical use of technology. According to Johnson (2020), a typical code of ethics must include such topics (p. 283). Lewis and Clark College similarly falls short in addressing contemporary issues like diversity and inclusion in a broader sense. While it mentions avoiding discrimination, it could provide more detailed guidelines on fostering an inclusive environment beyond compliance with

legal standards. Addressing mental health and well-being is also absent; such ethical issues are key values which drive individual decisions, interpersonal relationships, and group interaction (Johnson, 2020).

Communication Clarity: While both codes include decent ethical principles, the clarity of communication could be improved. The code of ethics for both organizations does not follow the Ethics Resource Center suggested structure, which includes the following sections: Memorable title, leadership letter, table of contents, introduction, core values of the organization, code provisions, and information and resources (Johnson, 2020, p. 283).

Opportunities for Improvement

To strengthen their codes of ethics, both Danville Community College and Lewis and Clark College could implement several enhancements:

Inclusion of Emerging Ethical Considerations: Both institutions should expand their codes to address current ethical concerns such as data privacy, sustainability practices, and technology ethics. For instance, guidelines on responsible technology use and the implications of artificial intelligence in education would be beneficial. Additionally, incorporating comprehensive diversity and inclusion initiatives would strengthen the code of ethics at Lewis and Clark College. Providing frameworks for promoting an inclusive environment, such as training programs and community-building activities, could foster a more ethical culture.

Fostering a Culture of Ethics: Codes of ethics should serve as living documents that guide behavior. Both colleges could enhance their ethical cultures by encouraging open discussions about ethics and providing regular training sessions on ethical decision-making. Giving employees the power to make decisions improves their ethical choices because the people

who are closest to the problem can solve it better and notice ethical issues more easily (Johnson, 2020, p. 286).

Conclusion

Both Danville Community College and Lewis and Clark College have good codes of ethics to guide behavior, but they can improve in some areas. Danville Community College focuses on fairness, honesty, and respect, while Lewis and Clark give clear rules on conflicts of interest and confidentiality. Still, both can be clearer about new issues like technology and diversity. Having a strong and clear Code of Ethics is essential to help people act ethically. Anyway, both colleges should update their guidelines to handle challenges like technology, AI, and mental health.

Reference:

Danville Community College. (n.d.). *Code of ethics*. Danville Community College. Retrieved October 20, 2024, from <https://danville.edu/code-ethics#>

Johnson, C. E. (2020). *Organizational ethics: A practical approach* (5th ed.). SAGE Publications, Inc. (US). <https://reader.yuzu.com/books/9781544395371>

Lewis & Clark. (2007, December 19). *Code of ethics policy*. Lewis & Clark. Retrieved October 20, 2024, from <https://www.lclark.edu/live/profiles/3652-code-of-ethics-policy>

Appendix A: Danville Community College Code of Ethics

Danville Community College subscribes to the following ethical principles:

Fairness

Members of the college will be fair and just in our decisions and actions. In order to provide fair and just treatment, we will carefully weigh the circumstances and variables linked with any decision and make the best attempt to be consistent and equitable.

Practices deriving from this principle are that:

- Hiring and promotion are fair and just.
- Student and employee evaluation is consistent and fair.
- Workload is appropriately assigned and equitably compensated.
- Rules and regulations are consistently applied.
- Decisions are based on facts and evidence and not on opinions and prejudices.
- Appropriate support is provided for students and clients.

Honesty

Members of the college will maintain a learning and work environment in which we feel secure enough to provide honest commentary about the operation and management of the organization. From our work in the classroom to the delivery of administrative and support services, we will encourage an honest climate which serves the interests of the institution and protects the well-being of all individuals. We will not use affiliation with the college for personal gain.

Practices deriving from this principle are that:

- Truthfulness with other employees and students is demonstrated.
- Accurate accounts of the college are given.
- Internal controls are established and maintained.
- Distinction is made between official and private actions.
- Dishonesty is not tolerated.

Professional Integrity

Members of the college will act in the best interests of our students and clients. As a community dedicated to providing education, we will demonstrate professional integrity and exemplary behavior in all that we do in and for the college.

Practices deriving from this principle are that:

- The Mission Statement of the college is understood and supported.
- Conflict of interest and/or the appearance thereof is avoided.
- The professional autonomy of fellow employees is respected.
- Professional best practices are ascertained and followed.
- Official position is not used to secure privileges or advantages

Respect

Members of the college will demonstrate a high regard for the rights and opinions of others. It is our responsibility to establish a climate of mutual respect, to protect the rights and freedoms of others and to be discreet in dealing with confidential matters.

Practices deriving from this principle are that:

- Students and fellow employees are treated with consideration.

- Collegiality and civility in all activities are observed.
- The privacy and confidentiality of students and employees are safeguarded.
- The diversity of all people and their uniqueness of culture, ethnicity, religion, race and sexual orientation are respected.
- An environment free from discrimination and harassment is promoted.

Trust

Members of the college believe that a healthy organization is built on trust. Trust assumes a community in which ethical principles are promoted and applied. The development of trust also depends on our ability to recognize threats to the psychological and/or physical safety of others and to eliminate these threats by treating others equitably, fairly and in a non-exploitive manner. Practices deriving from this principle are that:

- Outside influences are not allowed to interfere with commitment to the college.
- The power inherent in positions of authority is not exploited.
- The competence and integrity of fellow employees are assumed.
- A safe and secure learning and work environment is provided.
- Breaches of the Code of Ethics are not condoned.

Appendix B: About Danville Community College

Danville Community College is a two-year institution of higher education under the state-wide Virginia Community College System. DCC's service area includes the City of Danville, Pittsylvania County, and Halifax County. The college, its employees, and students are governed by the policies established by the State Board for Community Colleges and with the support and advice of the Danville Community College Board.

Danville Community College is one of 23 colleges in the Virginia Community College System. The associate degree curricula of the College have been approved by the State Council of Higher Education for Virginia.

Continuous Non-Discrimination Statement

The following statement is also displayed on all Danville Community College web pages in the footer.

Danville Community College promotes and maintains educational and employment opportunities without regard to race, color, sex, ethnicity, religion, gender, age (except when age is a bona fide occupational qualification), disability, national origin, or other non-merit factors. Danville Community College prohibits sexual harassment including sexual violence.

Diversity and Inclusion Statement

Danville Community College values the multicultural diversity of its students, faculty, and staff. We are committed to creating and nurturing a campus environment which both welcomes and empowers all individuals regardless of race, ethnicity, gender, sexual orientation, gender identity, genetics, socio-economic background, nationality, veteran status, disability, age, political affiliation, or religious preference. We recognize cultural differences of background, experience, and national origin, and we seek to promote the common bonds of humanity which cross the boundaries of cultural difference. A culture of inclusion puts diversity into action by leveraging differences to create an environment of involvement, engagement, and respect for others.

Mission Statement

Danville Community College is committed to providing quality comprehensive higher education, workforce programs and services to promote student success and enhance business and community partnerships.

Vision Statement

DCC will be the college of choice in our region for exemplary educational programs and services while responding to the community's workforce and economic needs.

Core Values

Innovation

We value innovative thinking, improving processes, and implementing new ideas for success.

Accessibility

We provide access to ensure that all students are able to participate in and benefit from learning opportunities.

Momentum

We meet people where they are, create a supportive learning and working environment, and help them to identify goals and develop a clear path to success.

Dignity

We foster a culture of diversity, equity, and inclusion that welcomes and respects everyone for who they are and who they will become.

Courage

We courageously take initiative and action to continuously improve and stand up for what's right with integrity.

Commitment

We are dedicated to assisting our students, partners, and employees to reach their full potential.

Location

The 86-acre campus is located approximately two miles from downtown Danville on South Main Street (Route 86).

History

Danville Community College developed from two institutions, Danville Technical Institute and the Danville Division of Virginia Polytechnic Institute opened in 1936 as Danville Textile School, becoming Danville Technical Institute just after World War II. The Danville Division of Virginia Polytechnic Institute first began as an engineering division in 1946, and was later expanded to include the first two years of course work for all engineering, business administration, liberal arts, and science majors. Beginning in the summer of 1966, all programs taught by Danville Technical Institute were brought under the Virginia Department of Community Colleges. Effective July 1, 1968, the Danville Division of Virginia Polytechnic Institute merged with the existing community college providing the comprehensive programs now offered.

Appendix C: Lewis and Clark College Code of Ethics

This Code of Ethics embodies the commitment of Lewis & Clark College to the highest ethical standards in the conduct of its programs and business. All officers and employees are expected to adhere to the principles set forth in this Code.

Definitions

As used in this policy the following words or phrases have the following meanings:

1. **Significant Business relationship:** One in which an officer or employee, or a member of his or her family as defined below, serves as an officer, member, employee, partner, trustee, or controlling stockholder or member of an organization that does substantial business with College.
2. **Family:** A spouse, partner, sibling, child, or any other relative if the latter resides in the same household as the officer or employee.
3. **Substantial benefit:** When an officer or employee or member of his or her family (1) is the actual or beneficial owner of more than five percent of the voting stock or other controlling interest of an organization that does substantial business with College or (2) has other direct or indirect dealings with such an organization from which the officer, employee or family benefits directly, indirectly, or potentially from cash or property receipts totaling \$1,000 or more on a cumulative basis.
4. **Officers:** The President, all Vice Presidents and all Deans.

Annual Certification

All Officers of the College, and all employees who manage other employees or students at the College (“Managers”), shall annually at the time of their performance review **certify by signature** their compliance with this Code of Ethics. The Deans shall take steps to ensure that their faculties are aware of this Code of Ethics. All Managers during at least one staff meeting per year shall distribute a copy of this Code of Ethics and allow ample time for reflection and discussion.

Honest and Candid Conduct

All Officers and employees of the College have a duty to conduct themselves with integrity. Integrity requires that conduct be honest and candid. This Code does not attempt to anticipate every possible situation or to cover every topic in detail. The guiding premise of this Code is that all members of our community should conduct themselves with honesty and integrity and adhere to all legal requirements and to ethical behavior in all that they do.

Review and Adhere to all College Policies

All officers and employees of the College have a duty to periodically review all College policies and to adhere to those policies in their work and service to the College and community. In particular, but without limiting this duty, all officers and employees shall annually review the

policies of the College that prohibit discrimination, harassment or creation of a hostile work environment, and the procedures for reporting such policy violations.

Conflicts of Interest

It is the policy of the College to ensure that its employees avoid engaging in any activity, practice or act that conflicts with, or appears to conflict with, the interests of the College. The following is a list of some situations that may create a conflict of interest. This list is not exhaustive and is meant to be illustrative:

- Significant business relationships with, or ownership or control of, any person or firm engaging in, or seeking to engage in, business with the College;
- Utilizing discounts allowed to the College for personal gain;
- Using information that the College considers privileged or confidential for non-College purposes;
- Using the name of the College for personal profit;
- Accepting gifts or any item or service valued in excess of \$100 from any person or firm engaging in, or seeking to engage in, business with the College.
- Making or influencing a decision to benefit another employee or their department because of a familial or romantic relationship with that employee.

Procedures:

1. Employees shall disclose any direct or indirect ownership or control of a substantial interest in any other entity participating in a transaction with the College. In the event of any such ownership or control the employee shall not be involved in any decision regarding any business transaction between such entity and the College. No employee may compete with the College or use business opportunities, confidential information, or trade secrets for their personal gain or advantage or the personal gain or advantage of another.
2. The College name, mark, seal, or emblem, or any other trademarks or service marks of the College, may not be used in outside activities without the written approval of the Vice President for Business & Finance and the General Counsel and Secretary of the College.
3. Employees must notify their supervisor of all facts and circumstances related to any transaction, activity, contract, or other dealings in which they are involved, or may become involved, that might directly or indirectly create a conflict of interest.
4. When a supervisor is notified by an employee of a conflict of interest, or potential conflict of interest, he or she must report the matter to the appropriate dean or vice president who has the authority to act in the interest of the College, subject to the approval of the College President.
5. Exempt administrative staff must disclose to their supervisor in writing all secondary employment outside the College.

6. All Officers of the College will fill out a conflict of interest disclosure form annually as part of their annual performance review.
7. No employee should enter into any arrangement with any person or firm that provides for a financial benefit or payment to be received by the employee or the College in return for doing business with such person or firm, or in return for providing access for such person or firm to any member or members of the College community.

Confidentiality

In carrying out the College's business, officers or other employees may learn confidential or proprietary information about the College, its students, faculty or staff, or other third parties. Officers and employees must maintain the confidentiality of all information so entrusted to them, except when disclosure is authorized by the College or legally required.

Protection and Proper Use of College Assets

All officers and employees should protect the College's assets and property and help ensure their efficient use. The College's assets and property should be used for legitimate College purposes only.

Financial Reporting

The President, VP for Business and Finance and Treasurer, and all other employees who are charged with the management or supervision of College's financial affairs shall:

- Become familiar and comply with College procedures and internal controls over financial reporting to the extent relevant to their areas of responsibility, so that College reports and other documents filed submitted, or furnished to regulatory authorities comply, in all material respects, with applicable laws, rules and regulations.
- Provide full, fair, accurate, timely, and understandable disclosures in reports and documents that are filed with, or submitted or furnished to, College auditors or regulatory authorities; and
- Comply in all material respects with all applicable laws, rules, and regulations relative to College's operations.

No officer or employee shall take any action to fraudulently influence, coerce, manipulate or mislead any person or entity with whom the College does business.

Any employee who has knowledge of any financial irregularity should report it to his or her supervisor or to the Vice President for Business and Finance. Anonymous reports may also be made through the link listed on the Whistleblower Process and Protection Policy.

Familial or Romantic Relationships

The College recognizes the potential for a conflict of interest or the appearance of a conflict of interest when a decision-maker's judgment may be, or may appear to be, influenced by a familial or romantic relationship between employees. These procedures shall be followed to ensure full

confidence in the transparent and reasonable evaluation of decisions and to maintain trust in the decision-making process.

1. All Officers with a familial or romantic relationship with another employee of the College shall disclose the existence of the relationship to their supervisor. Any other employee who, by virtue of their position has authority to influence the employment benefits, working conditions or other material circumstances of another employee with whom they have a familial or romantic relationship is required to disclose the existence of the relationship to their supervisor.
2. Employees may not exercise supervisory, appointment, or grievance-adjustment authority over another employee with whom they have a familial or romantic relationship. In the event of the potential for a conflict of interest or the appearance of a conflict of interest in the rendering of some institutional decision by one of the employees in such a relationship, the decision-maker will abstain from the decision and have the decision reviewed and approved by another senior administrator or their supervisor.

Approval Date

Approved by the Executive Council, December 19, 2007, revised September 20, 2017

Appendix D: Lewis and Clark College Mission Statement

Mission

The mission of Lewis & Clark is to know the traditions of the liberal arts, to test their boundaries through ongoing exploration, and to hand on to successive generations the tools and discoveries of this quest. By these means the institution pursues the aims of all liberal learning: to seek knowledge for its own sake and to prepare for civic leadership.

Lewis & Clark carries out this mission through undergraduate programs in the arts and sciences and postgraduate programs in the closely related professions of education, counseling, and law. Lewis & Clark mounts these programs as both separately valid and mutually supportive enterprises. In all its endeavors it seeks to be a community of scholars who are alive to inquiry, open to diversity, and disciplined to work in an interdependent world.

Core Themes

- We are a community of scholars vigorously engaged in learning, teaching, research, and creative inquiry.
- We are a community that integrates theory and practice within the overall educational experience.
- We are a community that commits itself to diversity and sustainability as dimensions of a just society.
- We are a community that cultivates leadership and engagement in a complex and interdependent world.