

# Chancellor's Weekend Memo



September 5-11, 2020 Weekend Memo 1258



## District Police Authority



### In the Mail...

The District Police Authority received a letter from a community youth member that I thought I'd share with you.

DEAR OFFICERS,

THANK YOU SO MUCH FOR CONTINUING TO DEFEND MY FAMILY & I, EVEN THOUGH MY FELLOW AMERICANS HAVE BETRAYED YOU. EVERY ORGANIZATION HAS BAD SEEDS, BUT THAT NEVER MEANS THAT THE ENTIRE SYSTEM IS BAD. WE STILL BELIEVE IN YOU AND TRUST IN YOU AND THE "SYSTEM". THANK YOU FOR PUTTING YOUR LIVES ON THE LINE FOR EVERY AMERICAN IN HARMS WAY.

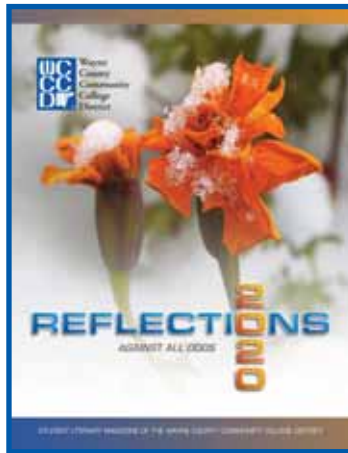
GOD BLESS YOU ALL

Dear, Cops

I love what you do for our community. Without you, we wouldn't be safe and secure. You keep bad guys behind bars. You also die for all of us. I know that bad letters are being sent and people don't trust Cops anymore, but there are still people who do trust that you are here for us. Thank you for all you do.

God bless you,  
Rylee

# REFLECTIONS



We are extremely pleased to bring you the third annual Wayne County Community College District's (WCCCD) *Reflections* student literary magazine. Our theme for this year, "Against All Odds," brought on an entirely new meaning with the unprecedented COVID-19 pandemic and the protests held across the United States for criminal justice reform. However, despite the many challenges, we continue to be amazed and proud of our students' continued resiliency and courage.



We hope that you will enjoy reading this publication. Our student contributors have worked tirelessly, while balancing their academic studies during this pandemic, to share their heartfelt poems, essays, artwork and photography with you. Our students' passion and creativity are the driving forces of this showcase.

It is truly an honor to work with these students and our dedicated *Reflections* team who, under the leadership of our Chancellor, Dr. Curtis L. Ivery, take pride in highlighting students in this award-winning magazine.

Best wishes,

**Unbreen Amir**

*Assistant to the Chancellor for Administrative Communication, WCCCD  
Wayne County Community College District*

When we ventured into publishing *Reflections*, never did I think 2020 would pose so many challenges. We were just a few weeks into the project, and everything abruptly stopped. Schools, including WCCCD, closed doors for in-person education. We had to produce this publication online and were not able to enter into the annual contest.

It's fitting that this year's theme is *Against All Odds*. We were facing all kinds of odds with the COVID-19 pandemic and we gave our student writers an opportunity to share their thoughts on this crisis. They also share essays, creative non-fiction pieces, poetry, images and art work reflective of this year's theme.

We all face challenges, some more extreme than others. The degree of the challenges stack the odds on whether or not we overcome them. We share those stories in this publication.

Half way through the year, my vision is still foggy. As we face a pandemic, collapsed dam, police brutality and violent protests breaking out across America, I am thinking that the odds of seeing clearly in 2020 are slim.

My colleagues, the writers and I navigate through these uncertain times. Thanks to Unbreen Amir, Dennis Niemiec, Chelsea Harbison and of course, our Chancellor, Dr. Curtis Ivery who always seems to have the vision of what needs to be done no matter the obstacles blocking our view.

With gratitude,

**Vanessa Denha Garmo**  
*Reflections Editor*



**Meet the Editors of  
*Reflections 2020*  
*Against All Odds!***

The writing creativity of WCCCD students is on full display in the District's third annual *Reflections* literary magazine.

There are works of creative nonfiction, essays, short stories and poems as well as artwork and photography with the theme of "Against All Odds." Students also personalized the effect of the COVID-19 pandemic on their lives.

All contributors must be commended for their passion for the art of writing and their willingness to venture outside their comfort zones to share their talents with us.

Writing can be a gut-wrenching exercise in expression. There are no shortcuts. As the Greek philosopher Epictetus succinctly put it: "If you wish to be a writer, write." Our participants have done that and we, the readers, are better for it.

On behalf of the students and everyone associated with *Reflections*, we thank Chancellor Dr. Curtis L. Ivery, a prolific author himself, for his vision in establishing this award-winning magazine.

Write on!

**Dennis Niemiec**  
*Reflections Editor*



My name is Chelsea Harbison and I'm from Royal Oak, MI. I've worked for WCCCD for three years, as a Quality Assurance Specialist, and working on *Reflections* is one of the most fulfilling parts of my job. As an artist and writer myself, nothing quite beats experiencing the brilliance that is our student's works.

**Chelsea Harbison**  
*Reflections Contributing Editor*



To read the full publication,  
visit our website at:  
[http://www.wcccd.edu/news/pdfs/Flavors\\_Magazine/Reflections2020.pdf](http://www.wcccd.edu/news/pdfs/Flavors_Magazine/Reflections2020.pdf)

## Chancellor Meets with Members of the Executive Team



The Website Redesign Taskforce participated in a Global Navigation Styles Workshop this week. This workshop focused on the overall structure of content and the navigation of the new website.





## Wayne County Community College District to Provide Free Tuition to Essential Workers

This week, Governor Gretchen Whitmer announced the Futures for Frontliners Program that would allow essential frontline workers to complete associates or career certificate programs tuition-free at WCCCD. The program offers Michigan residents who worked in essential industries during the April 1 – June 30 period, but do not have a college degree, free tuition to their local community college to pursue an associate degree or a skills certificate on a full-time or part-time basis while they continue to work. The application period runs through December 31, 2020, with enrollment available beginning in January of 2021. Interested workers can apply and learn more about the Futures for Frontliners Program at [www.Michigan.gov/Frontliners](http://www.Michigan.gov/Frontliners).

### Here is an article featured in the *News Herald* that I thought I would share with you:

*“Essential frontline workers will soon be able to complete associates or career certificate programs tuition-free at Wayne County Community College District.*

*The new Futures for Frontliners program, announced by Governor Gretchen Whitmer on Thursday, offers Michigan residents who worked in essential industries during the April 1 through June 30 period, but do not have a college degree; free tuition to their local community college to pursue an associate degree or a skills certificate on a full-time or part-time basis while they continue to work.*

*“Our mission is to provide pathways to better lives through higher education,” said WCCCD Chancellor Curtis Ivery. “We are proud to work with the state of Michigan to fulfill our mission and give essential workers who have given so much to all of us during this time an opportunity to reach new career goals. We are champions of big dreams and opportunity. It is an honor to have the chance to serve those who have served us so tirelessly.”*

*Frontline workers without a high school diploma or equivalency will be eligible for services to help them complete their credential and go on to a community college or job training program.*

*The application period runs through December 31, 2020, with enrollment available beginning in January of 2021. Interested workers can apply and learn more about the Future for Frontliners program at [Michigan.gov/Frontliners](http://Michigan.gov/Frontliners).”*

Source: [https://www.thenewsherald.com/news/wayne-county-community-college-to-provide-free-tuition-to-essential-workers/article\\_df936674-f39a-11ea-8209-bf6dedff25f9.html](https://www.thenewsherald.com/news/wayne-county-community-college-to-provide-free-tuition-to-essential-workers/article_df936674-f39a-11ea-8209-bf6dedff25f9.html)



# Legislative Corner

*News from the Michigan Community College Association*

## Michigan New Jobs Training Program

The Michigan New Jobs Training Program (MNJTP) authorizes community colleges to temporarily capture the state income tax withholding associated with newly hired workers to pay for training. To date, 251 employers have been served by the program, and 27,996 projected new jobs are receiving training via the existing MNJTP agreements. Recently signed agreements:

- Henry Ford College and Magna Seating Detroit to train 480 projected new jobs;
- Lansing Community College and Spartan Fire Chassis/REV Group to train 251 projected new jobs;
- Macomb Community College amended the agreement with Fiat Chrysler Automobile Sterling Heights Assembly Plant (training 746 projected new jobs);
- Mott Community College and Trijicon, Inc. to train 25-30 projected new jobs;
- Oakland Community College amended agreements with Esys Automation (training 76 new employees), Mahindra Automotive North American (training 33 new employees), Mahindra Vehicle Manufacturing Limited (training 105 new employees); and
- **Wayne County Community College District and Stateline Construction and Maintenance, LLC to train 130 projected new jobs.**





Talent and Economic Development  
Planning Meeting for Virtual Manufacturing Day



Talent and Economic Development  
Curriculum Development Meeting for Upcoming New Programs



## Converting Hybrid HVAC and Welding Courses

The Regional Training Center collaborated with the Detroit Talent Hub to convert the HVAC and Welding Classes to hybrid online/in person delivery. Virtual orientations have been held for students.



Detroit Talent Hub Representative Cedric Jackson met with welding instructor Law Battis to discuss the portions of classes that must be held in person, which sections can be converted to online and the potential for simulated welding basics via mobile phone and industry built welding simulators to reduce in person interaction.

Staff met to set up the online WLT 101 course through Google classroom as well as viewed a tutorial on the virtual classroom and video chatting.





## Commerical Drivers License Program

The CDL orientation and online class were completed this week. Students began face-to-face CDL training.





# Division of Human Resources



## Faculty Assignment Audit and Reconciliation

The Division of Human Resources, with the assistance from the campus presidents and the Division of Administration and Finance, conducted a comprehensive Fall 2020 faculty assignment audit. The team reviewed all assignments for qualifications, seniority, credentials, location, signatures and approvals. This process is a critical protocol towards assuring that we are transparent and compliant.



## COVID-19 Special Unit Update



The Division of Human Resources COVID-19 Special Unit met virtually to review current updates and impacts to the District.





DESIGN CENTER OF WCCCD

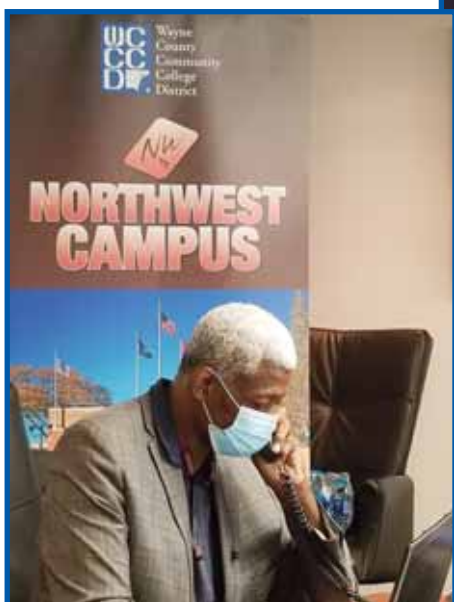
A PART OF



EQUITY-DRIVEN  
TALENT LEADERSHIP  
AND STUDENT SUCCESS

# New Day, New Way Initiative

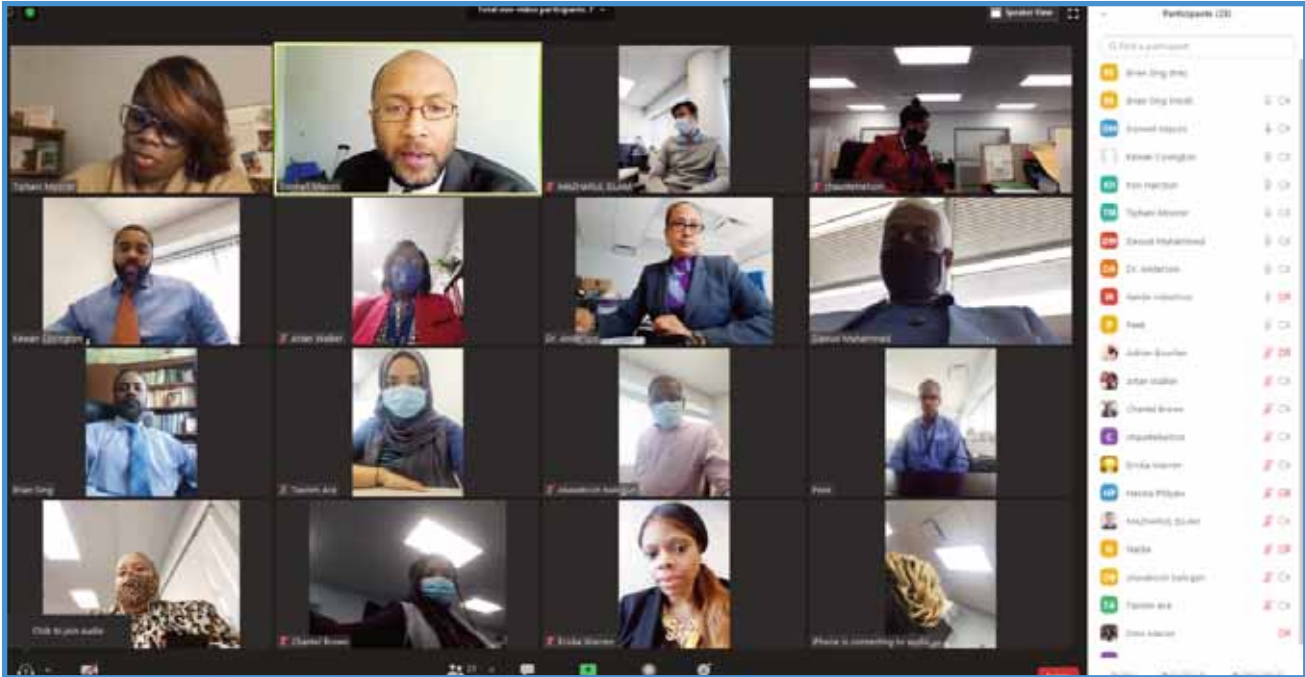
## New Signage in the Call Center!





# Division of Student Services

## Student Services Functions - Support Services



The Division of Student Services met to strategize on how we are able to serve students effectively in a remote environment.

## Guided Pathways



The first week of classes is a crucial time for students. WCCCD addresses these concerns during Welcome Week providing ways for students to get acclimated to college and to get into a groove and feel comfortable in their new environment. Getting organized, meeting new people, identifying support services, discovering ways to get involved on campus, and developing new routines for their life. This outreach effort serves to meet the guidelines and criteria for Pillars I, II and III of Guided Pathways.



# Division of Student Services

## Professional Development



Donnell Mason and Dr. Tammy Anderson participated in the virtual webinar hosted by the Department of Education entitled “Predictive Analytics to Improve Student Outcomes.”

## Dual Enrollment



The dual enrollment team is finalizing the start of the Fall 2020 semester.



# Division of Student Services

## Student Success



This week Brian Singleton was interviewed with WXYZ to discuss what the Future Frontliners Program that Governor Gretchen Whitmer announced is about. Mr. Singleton discussed the advantages of this program to students and the WCCCD community.

## Financial Aid



The Free Application For Federal Student Aid (FAFSA) will be available for students to apply for the 2021-2022 aid year on October 1, 2020. The District Financial Aid Office is currently processing student aid for the 2020-2021 aid year and will be preparing to upload the following aid year's applications into our system for processing.

## Veterans Affairs



When an active duty member of the U.S. Armed Forces becomes a veteran, it unlocks a level of state and national benefits in a variety of areas. WCCCD offers a number of programs as well as organizations that work hard to help veterans acclimate to college life.



# Division of Student Services

## Career Planning and Placement



WCCCD's Career Planning and Placement team met to discuss ideas regarding a new campaign. This campaign is designed to increase awareness of the tools and resources available to help students and alumni connect with employers looking to fill a wide range of employment opportunities.



## Meet our New Phi Theta Kappa Officers



**Diane Hines**  
Vice President



**Zina Evans**  
Vice President of  
Communications



**China Polite**  
Vice President of  
Fellowship



**Ashanti Hill**  
Secretary



# Division of Student Services



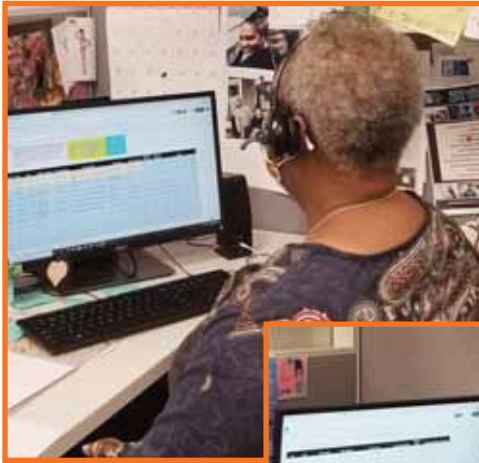
**Chol'ey Williams and LaTona Carter fight to get over that hill!  
Gloria Jarvis, LaTona Carter, and Eric Richardson on the fast move!**

WCCCD's Women and Men's Cross Country Teams competed this weekend at the St. Clair Community College Invitational. There were more than 100 participants. Our lady wildcats finished in the top 8 teams.

***Go Wildcats!***



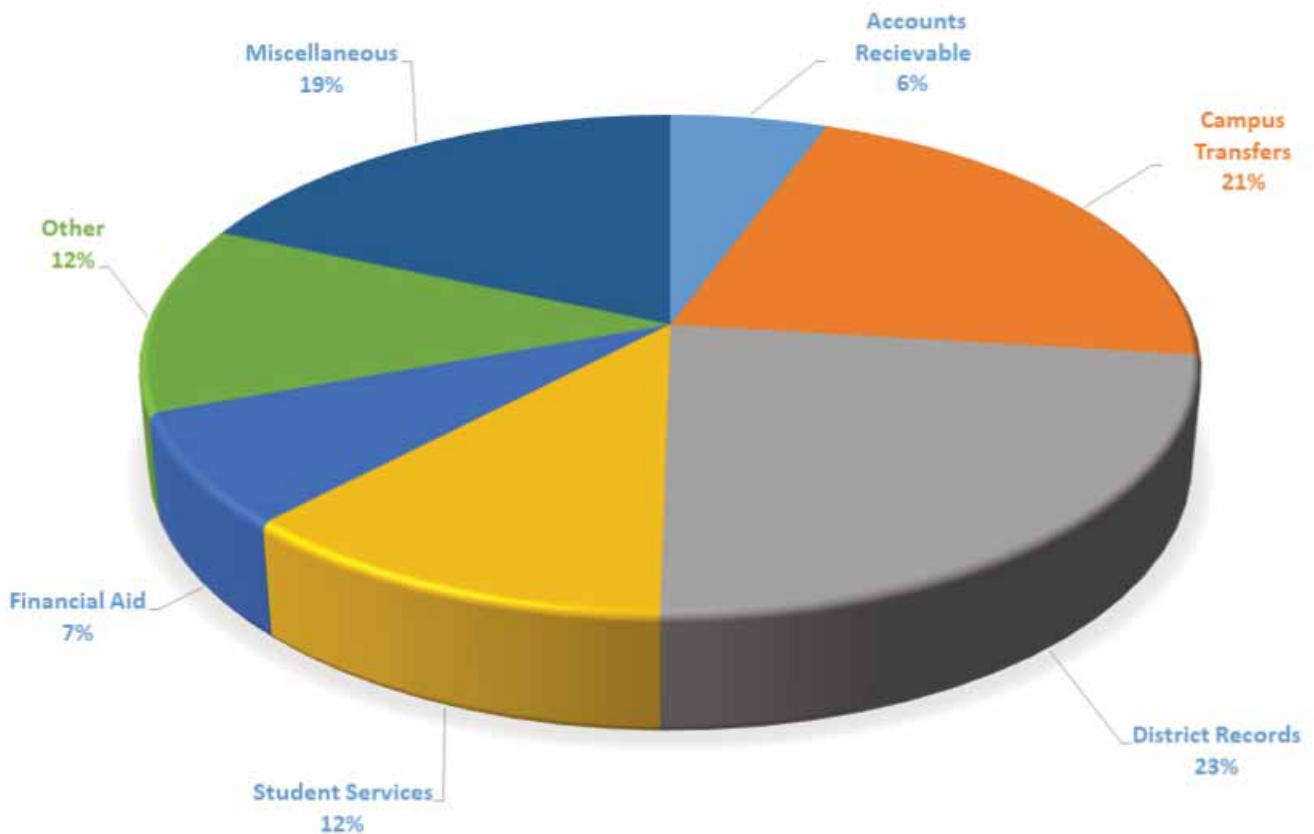
# District Communication Management Center



The District Communication Management Center staff assists and disburses incoming calls District-wide. The graph below represents a breakdown of how each call was processed.



District Communication Management Center  
Calls Processed for 8/31 - 9/04/20



## The Voice of Faculty Excellence



As the Vice Chancellor of the Division of Educational Affairs and my enduring commitment to the faculty and their learning environments, it is my pleasure to present to you “The Voice of Faculty Excellence.” This segment will appear weekly and will showcase one or two of our faculty leaders. I hope you will enjoy reading and learning about our great academic team and the talent they bring to WCCCD and our students. ~ Dr. David Beaumont



### Joseph M. Cook

*“I’m always there for them [students]. It’s fun being with them and making a difference in their lives.”*

Joseph M. Cook has been teaching at WCCCD for 17 years. He began as a part-time instructor in 2003, and became full-time in 2017. Mr. Cook is a Social Science professor teaching history and geography. He earned a Bachelor of Arts at Madonna University in Social Science with a minor in History. Mr. Cook continued his studies at Eastern Michigan University (EMU) where he earned a Master of Arts in United States and World History. He continued his studies at EMU and earned a second Master of Science with Honors in Geographic Information Systems (GIS) map making and Geography. Mr. Cook also completed the Geographic Information Systems (GIS) for Educators Graduate Certificate at EMU. He has a total of 70 credit hours. Mr. Cook plans to begin his doctoral studies in January 2021 at Central Michigan University to earn a PhD in Educational Technology.

Mr. Cook has received the NISOD Excellence Award twice; once as a part-time instructor and again in 2020 as a full-time professor. In addition to teaching face-to-face courses, he also develops and instructs online courses at WCCCD. He credits Dr. Stephanie Bulger and the late Dr. Letitia Uduma for encouraging him and giving him the opportunity to learn Blackboard. The most favorite part of teaching for Mr. Cook is the students. He states, “I’m always there for them. I just love being with the students and helping them out. It’s fun being with them and making a difference in their lives.”

When Mr. Cook is not teaching, he is writing his first book titled: *New Orleans: Rise of a Slave Capital, Politics, Slavery, Civil War, and the Geopolitical Significance of New Orleans*. His colleague, WCCCD professor and author Gerald Van Dusen, was the inspiration for Mr. Cook to write a book. He is continuing his research for the book and is hoping to have it published in January or February of 2021. He is also an avid walker and enjoys going to the movie theater.



**Bureau of Professional Licensing (BPL)  
Notice for University and Community College Nursing Programs**

**LARA/BPL Communication for Michigan  
Higher Education Nursing School Programs**

**Updated September 11, 2020**

On March 10, 2020, Governor Gretchen Whitmer declared a state of emergency due to COVID-19. Since then, the Governor has issued several executive orders to mitigate the spread of the virus. Given the state of emergency, LARA, led by Director Orlene Hawks, is providing this communication to help ease the added stress that our nursing students and the nursing programs are experiencing and to ensure that student learning continues in a safe and productive manner. We appreciate the hard work of Michigan’s institutions of higher education to prepare the medical professionals that the State of Michigan needs during the pandemic.

**Allowing for 100% Clinical Experience through Virtual Simulation:**

Based on recent communication from nursing education accreditation organizations, and in light of current circumstances, the Department of Licensing and Regulatory Affairs (LARA) will allow RN and PN programs to conduct up to 100% of clinical experience hours in each course using virtual simulation and/or other clinically related online activities. This allowance will remain in place during the current declared state of emergency and through June 30, 2021.



**On the Move...**

Yvette McElroy Anderson along with representatives from other community and neighborhood organizations participated in the virtual Detroit NAACP Political Education Committee meeting. She shared information about our Neighborhood Testing Partnership with Michigan Department of Health and Human Services and our Curtis L. Ivery Health and Wellness Education Center as well as our continued commitment to continuing education programs.

# Division of Educational Affairs



**Practical Nursing  
Lectures, Testing, and Labs**



**Health Science Center  
Staff Meeting**





# Division of Educational Affairs

## Spring 2021 Semester Pre-Planning

The Educational Affairs Team, in a remote meeting with the Instructional Council reviewed the impact various instructional modalities and began discussing lessons learned from Fall 2020 to conduct enrollment pre-planning data for the Spring 2021 semester.



## Supporting our Faculty

Throughout the District, faculty and students embraced learning in a safe way adhering to safety and social distance protocols. CharMaine Hines visited with Instructors Walter Cheeks (Sociology/Psychology) and Ellen Shannon (English) and their students acclimating to the Fall 2020 semester.





# Division of Educational Affairs

## Virtual Teaching and Learning

Faculty are reporting exciting new ways that they are staying connected with their students and modeling successful technology literacy skills during the transition to Remote and Virtual classrooms. Several faculty are diving into using innovative technology tools in their classrooms to stay connected including:



**Discord** – creating digital community using voice, video, text, and document sharing.

**Google Classroom** – Virtual classroom environment that integrates Docs, Sheets, Slides, Gmail, and Calendar into a cohesive platform.

**DropSend** – a software tool that allows users to send large files as though by email, through a small desktop client.



### Keeping Doors Open for Learning

Helping Students at the Northwest Campus



### Benefit of Virtual Learning

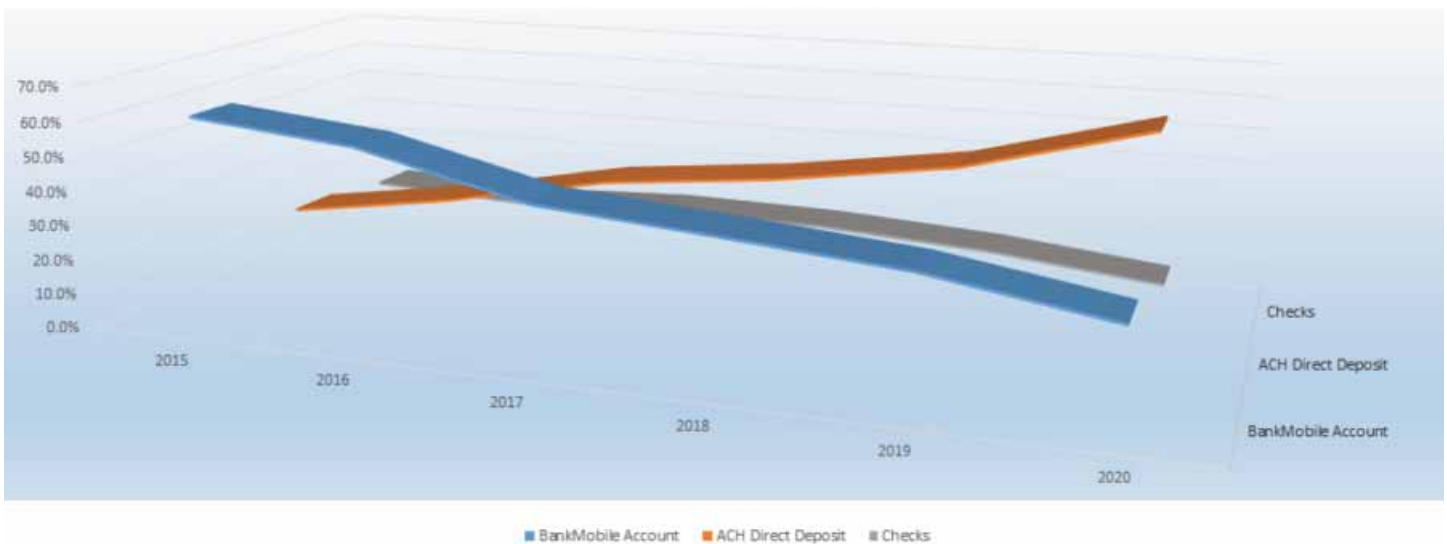
Staff met to discuss the long term impact of different modalities on educational services. The rule of thumb is to take two-and-a-half hours to record one hour's worth of lecture, but once it's done, a professor could use that hour for four or five years straight.

# Division of Administration and Finance

WCCCD, in partnership with our third party student refund management servicer, Bank Mobile, has been providing a safe and secure deposit option for student residual financial aid awards, which has been particularly important during the pandemic crisis. The reports shows a trend analysis of students electing to utilize ACH direct deposit as their preferred method for receiving their residual financial aid awards funds from 2015 – 2020.



Bank Mobile Activity



## PROFESSIONAL DEVELOPMENT

Martha Grier, Susan Wiley, Carolyn Carter, and Kimberly Fisher-Alexander participated in the Executive Women International September zoom meeting.



Carolyn Carter attended the Historic Designation Advisory Board monthly zoom meeting.



# Division of Institutional Effectiveness

## Spotlight on Surgical Technology

The Division of Institutional Effectiveness (IE) reviews national research trends to assist divisions with improving the programs and services offered to WCCCD students. The U.S. Bureau of Labor Statistics projects a 9% growth rate in surgical technology occupations from 2018-2028, which is faster than the average for most occupations over the next decade. Below you will find national and state data on surgical technology occupations.

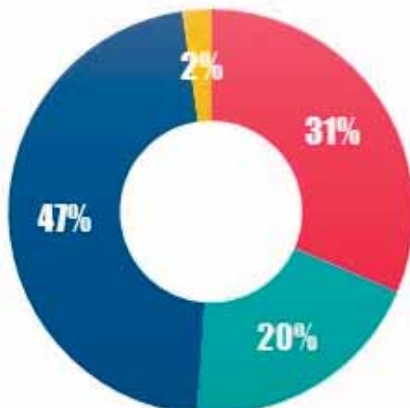
### National and State Data

Surgical Technologist				Surgical First Assistant			
	Projected Growth (2018-2028)	Projected Annual Job Openings	Average Annual Wage		Projected Growth (2018-2028)	Projected Annual Job Openings	Average Annual Wage
Michigan	9%	330	\$48,300	Michigan	16%	300	\$41,260
US	9%	10,400	\$48,300	US	17%	11,700	\$42,630

<https://www.bls.gov>  
<https://www.onetonline.org>

### Data points for WCCCD Surgical Technology Program

Percent of Graduates By Surgical Technology Degree and Certificates 2016-2019



- Surgical Technology AAS
- Surgical First Assistant
- Central Service Technician
- Accelerated Alternate Delivery

### Employer Satisfaction

Employers are highly satisfied with our surgical technology graduates! Below are Employer Satisfaction Survey results from 2018-2019. The numbers represent the average employer ratings for all graduates on a scale of 1 to 5 from *not satisfied* to *extremely satisfied*.







# Michigan Institute for Public Safety Education



## Beaumont EMS Driver Training



## Downriver Hazmat Training

## Wayne County Sheriff Officer Entry Academy

The Michigan Institute for Public Safety Education (MIPSE) hosted the Wayne County Sheriff's four-week Entry Training class. The students were taught self-defense, CPR, fire safety, ethics and sexual harassment, cultural diversity, stress management, legal issues, and many other topics.



# The School of Continuing Education

## WCCCD Partners with the Sickle Cell Disease Association

The School of Continuing Education held a planning meeting for the upcoming partnership with Sickle Cell Disease Association, Michigan Chapter, virtual walk. This virtual walk will be held September 19, 2020. Sickle Cell disease affects approximately 100,000 people in the U.S.



**Melodie Bunkley**  
District Dean  
School of Continuing Education



## Detroit's Underground Railroad

The School of Continuing Education participated in a virtual planning meeting for the Detroit's Underground Railroad: Freedom Movement 2. The virtual workshop is in partnership with The Alpha Kappa Alpha Sorority, Incorporated Great Lakes Region.



Following the successful orientations, the next two weekends kids will learn the basics of programming with Minecraft and Hour of Code, HTML and receive a self directed how to get started lesson with Roblox.



### Coming Soon!

The Curtis L. Ivery Health and Wellness Education Center is pleased to offer virtual programs that include Yoga, Tai Chi, Zumba, Strength Training and Belly Dancing! Courses are schedule to begin in October.

# DIVERSITY & INCLUSION

## Virtual Intercultural Conversations



At this week's virtual Intercultural Conversations we celebrated the observance of Labor Day 2020 which is held in the U.S. and celebrated annually. Professor Bruce Ewen presented on the historical connection between Labor Day and May Day. We also continued our celebration of National American Hispanic Month.



*Coming Soon to the Diversity Book Club!*

Detroit's Sojourner Truth: Housing Riot of 1942  
Written by Gerald Van Dusen



## DR. RANDALL MILLER SHARES LEADERSHIP THOUGHTS WITH EXECUTIVE TEAM

### Create Real Dialogue

Gary Hamel, a management consultant, wrote in the *Harvard Business Review* about a meeting Pope Francis had with a group of church leaders where he identified fifteen 'diseases' of character, taken from *Developing the Leader Within You, 2.0*, by John Maxwell. While he provides a broad and comprehensive list, it occurs to me there is a very important 'disease' that does not appear on that list: the failure to listen.

"By showing that we are disposed to listen as well as speak, it would make possible real dialogue," states John C. Danforth and Matt Malone in "A First Step Towards Loving our Enemies," *Wall Street Journal*, September 4, 2020. This would transform the tone of human interactions and would be a step towards bridge-building and away from confrontation. As with demonstrating trust in others, it is incumbent upon leaders to take that first step in creating a non-threatening environment for real, open dialogue among individuals who may not agree on an issue.

When disagreements are extreme to the point of divisiveness and even polarization, it is important to recognize that ultimately everyone bears responsibility. Acknowledging that responsibility and determining how each person can contribute to a solution can help create a better culture.

Leaders have a responsibility to work through disagreements and towards reconciliation in society and in the workplace, and doing so is a profound gift for any leader to provide. It begins with good communication and continuous efforts to establish trust. These efforts are ambitious acts requiring dedication, imagination, persistence, and broad coordination. The well being of society and our individual workplaces require that leaders emerge who have this commitment and these skills.

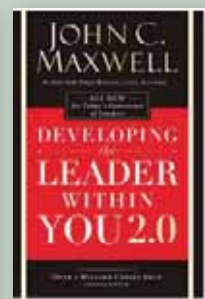
#### Recommended Book

Caste  
Written by  
Isabel Wilkerson

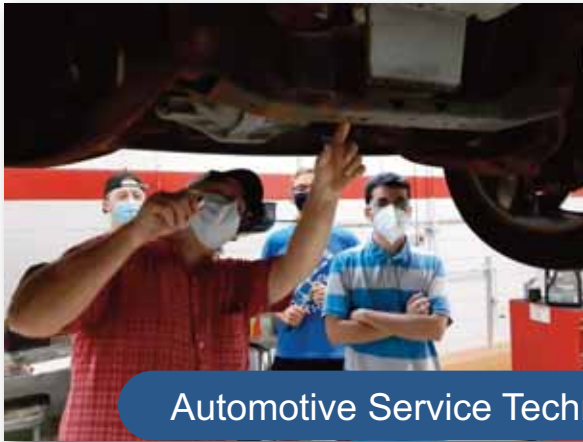


#### Book Discussion

The Chancellor participated via Zoom with other senior college leaders in Dr. Randall Miller's leadership class, which discussed 'character' in reviewing John Maxwell's book, *Developing the Leader within You 2.0*.



# Downriver Campus



Automotive Service Technology Program Students



Emergency Medical Technology Lab Session



## Student ACCESS

The Downriver Campus will now provide access to special adaptive equipment for students.



## Slippery Rock University Theatre Students

Steve Wildern addressed Theatre Arts students studying for their capstone presentations at Slippery Rock University in Butler County, Pennsylvania. Steve and his wife Nancy, an actor/director discussed their experiences when starting their professional careers in the theatre.

# Eastern Campus



**Instruction Meeting**

# Ted Scott Campus



## Learning Resource Center Science Lab Corner

The Ted Scott Campus set up a Science Lab Corner in which models and lab equipment are available for student use.



## Perkins Application Review

Anthony Arminiak and Dr. Richard Galant met to review new Perkins application.

# Northwest Campus

## Assisting our Students



## Classroom Usage Matrix

The Internal Audit team visited the Northwest Campus to check and verify the Classroom Usage Matrix.



# Facilities Management

## Eastern Campus



Contractors from Highland Landscaping conducted outdoor grounds maintenance at the Eastern Campus.





# Facilities Management

## Northwest Campus



# Facilities Maintenance

## Ted Scott Campus



## Downriver Campus



# Chancellor's Weekend Memo



**EDITOR:** Julie Figlioli

## **CONTRIBUTING EDITORS**

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## **Mission**

WCCCD's mission is to empower individuals, businesses, and communities to achieve their higher education and career advancement goals through excellent, accessible, culturally diverse, and globally competitive programs and services.

## **Vision Statement**

WCCCD will be known as a premier community college and innovator in the areas of high quality academic and career education, talent development in support of regional economic growth, diversity and inclusion, and technological advancement.

## **WCCCD's Values Statements:**

- Supporting excellence in teaching and learning
- Honoring diversity
- Serving the common good
- Being accountable
- Operating with integrity

