



STUDENT HANDBOOK (2025-2026)



Pittsburgh Theological Seminary Student Handbook

Students are responsible for knowing and understanding its contents.

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Pittsburgh Theological Seminary
PURPOSE

Pittsburgh Theological Seminary is a graduate professional institution of the Presbyterian Church (U.S.A.). Located the urban center of a thriving city, we seek to prepare men and women for pastoral ministry and Christian lay leadership in all phases of the Church's outreach.

Dedicated to excellence in theological education, the faculty strives to prepare graduates who will demonstrate both personal piety and the keenest possible intellectual understanding of the Gospel and its implications for individual and social living. Serious attention is given to the study of biblical languages and exposition and to the teaching of theological, historical, ethical, and practical disciplines for the successful and meaningful practice of ministry.

The Seminary is rooted in the Reformed history of faithfulness to Scripture and commitment to the Gospel of Jesus Christ. In keeping with our tradition, we continue our mission to be a caring and ecumenical community, to nurture personal faith and corporate worship, to promote global consciousness and service, and to encourage students and faculty to relate their studies to the numerous styles of ministry emerging today.

Pittsburgh Theological Seminary
COMMUNITY

Pittsburgh Theological Seminary is a community of persons, diverse in backgrounds, feelings, concerns, understandings and functions. We seek to know what it means to be a Christian Community in the midst of the diversity. Certain ideas leap into focus. All members of the PTS Community are urged to reflect thoughtfully on them.

PTS is a "**Becoming**" Community. Community as an end result is never reached. Life is not static. Persons change. Needs change. Feelings change. Perfection in community life is always beyond our grasp. But we can know a sense of community and experience its values with increasing intensity. It is visionary, yet a viable alternative for people.

PTS is a "**Struggling**" Community. We, of the Church, are in a time of great turmoil. We wrestle with the issues and ideas that are stirring and polarizing the church. We are of the educational world, in which "ideas in collision" is the name of the game, and where struggling with conflicting points of view can be productive of analytical and creative skills. We are a theological seminary, dealing with substantive materials of the highest order and ultimate questions concerning the meaning of life and death. Intense involvement of mind and emotion is called for in the search for clarity and commitment.

PTS is a "**Servant**" Community. We are Christ's people. He came among us as one who served. Christ is among us as Servant Lord. Hear His word to the 12: "Servants are not greater than their master.... If I, your Lord and teacher, have washed your feet, you also ought to wash one another's feet" (John 13). This is our call to serve one another as fellow seminarians, to serve the Church in her many expressions and concerns, and to serve the world in a time of crisis.

PTS is an "**Historic**" community with roots reaching back to 1794 and the founding of Service Seminary. Over its long history the Seminary has experienced a number of mergers culminating in the creation of the present institution in 1959 with the union of Western and Pittsburgh-Xenia Theological Seminaries.

There is a place for all—however diverse. Where anyone is exiled, community is broken. When persons do not care for other persons, community is broken. When one demands his or her own way, above all, community is broken. When trust does not exist, there can be no real sense of community. Where genuine love is shared, there is great hope. When our shared life together is our humble and obedient response to God for coming to us in Christ and by the Spirit, then "community" is near at hand.

Pittsburgh Theological Seminary
MISSION

Participating in God's ongoing mission in the world, Pittsburgh Theological Seminary is a community of Christ joining in the Spirit's work of forming and equipping both people for ministries familiar and yet to unfold and communities present and yet to be gathered.

Pittsburgh Theological Seminary
VISION

Trusting in God's promises, we seek to be a generous and hospitable community, committed to scholarship in the service of the church, inviting one another into life-giving and transformational practices including shared prayer and worship, intellectual inquiry, theological reflection, witness, reconciliation, justice, and service—practices of discipleship that stir our imagination and shape our desires—as we seek to participate fully in God's work in the world.

In the complex realities of this world that God loves, from our neighborhood to the ends of the earth, Pittsburgh Theological Seminary will draw upon the best of our tradition and learn from others as we boldly reshape our common life and work in order to become a leading resource for theologically reflective and contextually engaged ministries.

Pittsburgh Theological Seminary
COMMUNITY STANDARDS OF COMMUNICATION AND CONDUCT

Introduction

Pittsburgh Theological Seminary is a graduate theological school of the Presbyterian Church (U.S.A). Rooted in the Reformed Tradition, the Seminary is committed to the formation of individuals for theologically reflective ministry and to scholarship in service to the global Church of Jesus Christ.¹

Within our community, we hope to foster habits of the heart, mind, and body that sustain us in our ministries and life together.² Attentive to the Holy Spirit, community members are invited to join together in life-giving and transformational practices, anticipating and understanding that there will be opportunities for growth, as well as challenges in our life together.

Our community, just as the larger world, contains diversity in many forms: faith tradition, ethnicity, sexual identity, gender, age, and life experience. Respecting and valuing each individual in the context of diversity requires intention and attention. For the sake of the unity of the church and our witness to the world, we are committed to modeling involvement and respect across differences.³

We seek in our teaching, learning, worship, and life together to raise awareness of God's central concern for justice and the crucial importance of caring for one another and the "least of these." We intend and hope that every PTS community member will go forth as those who will participate in God's healing work in our broken communities.⁴

Because this is our hope, we are committed to modeling ways of being with one another that support, promote, and exemplify justice, healing, and the recognition that we are all created in the image of God and are to be treated with dignity and respect. Furthermore, we hold each other accountable to standards of behavior and interaction that are founded in understandings of mutuality, honesty, gentleness, love of neighbor as self, and reconciliation. Therefore, it is appropriate for us to establish, as community, shared standards for the Pittsburgh Theological Seminary community.

Shared Community Standards

As a way of developing the maturity in Christ toward which we are each called (Eph. 4:13), and in an effort to embody the theological commitments and values named above, we commit ourselves to the following standards of communication and conduct:

- In all our interactions with others at all levels of the institution (faculty, staff, students, administration, board members, alumni, seminary guests, etc.) we will treat others with respect and hospitality, recognizing that each one of us is created in the image of God.
- We acknowledge many of the ways in which we differ from one another as marks of our uniqueness, and we commit ourselves to remaining in mutual relationship with one another across such differences.
- We acknowledge that we all have personal biases and/or preconceived ideas and will commit not to allow any words or actions on our part to marginalize or devalue any member of the PTS community. We will strive to respect and understand one another in the spirit of Christian love.

¹ PTS Mission Statement edited

² PTS Faculty Identity Statement

³ PTS Faculty Identity Statement

⁴ PTS Prayer of Lamentation and Repentance

- We commit ourselves to civil and honest conversation both in and out of the classroom recognizing that disagreement need not be disrespectful. Instead, we will seek to develop an environment where challenge and discomfort become a healthy part of our common life, even as we clearly denounce personal attacks in any form.
- In order for respectful conversations to take place in our classrooms and throughout our institution, there must be a balance between expressing our personal views and listening to the personal views of others. We acknowledge that within our community, some members have trouble finding their voice while others have trouble listening. We pledge to seek a balance between speaking and listening, so that all feel free to express themselves, and at the same time all have a chance to be heard.
- Despite our best intentions, we know that sometimes we will fail in our attempts to relate to one another well. At times, we will misunderstand or be misunderstood; at times, we will harm or be harmed through words and actions. We therefore commit ourselves to creating a climate of repair and reconciliation at PTS, taking responsibility for our own words and actions and holding others accountable for theirs – all the while trusting in God’s grace to effect the relational healing that we cannot fully achieve on our own.

Pittsburgh Theological Seminary
EXPECTATIONS FOR HOLISTIC FORMATION

Pittsburgh Theological Seminary recognizes that theological education involves many different kinds of formation: academic, professional (including ecclesial), personal, and spiritual. We are a community of faith, service, and learning that expects students to demonstrate growth in these areas of formation and to act with integrity toward self and others. As a sign of commitment to ongoing formation for ministry, each student pledges to meet the following expectations for life in community at PTS:

Academic Formation

I will submit coursework on time and take course attendance requirements seriously. When a deadline cannot be met, I will negotiate in advance with either the professor or the Academic Dean, as specified in the course syllabus or in the Student Handbook. I have also read and affirm the Extension Policy included in the Student Handbook.

I will take responsibility for communicating with the Seminary about any needs I may have that could affect my academic work. Such needs might include learning disabilities, family emergencies, physical limitations, or severe illness. If I am in need of academic accommodations due to a disability, I will contact the Associate Dean of Students and Formation to initiate the process in accordance with the Seminary's Disability Accommodations policy as outlined in the Student Handbook.

I recognize that academic dishonesty is a serious breach of academic and personal ethics. If I am unsure about whether I may be committing academic dishonesty, I will ask a faculty member or the Academic Dean for guidance. I understand that academic dishonesty may result in dismissal from the Seminary. Further, I have read and affirm the policies regarding academic honor and plagiarism as described in the "Papers, Examinations, and Extensions," "Academic Honor," and "Reminder on Plagiarism" sections of the Student Handbook.

Professional Formation

In all my interactions with others at all levels of the institution (faculty, staff, students, administration, board members, alumni, seminary guests, etc.) I will treat others with respect and hospitality, recognizing that each person is created in the image of God. In the spirit of Christian love, I will seek to understand the values, conscience, spirituality, and theological commitments of others, and thoughtfully considering the impact of my words and actions on those around me. Further, I have read and affirm the PTS Community Standards of Communication and Conduct found in the Student Handbook.

I affirm that all persons should be treated with dignity regardless of their race, sex, gender identity, sexual orientation, religion, marital status, political belief, national origin, physical or mental ability, age, or any other human condition. I affirm Pittsburgh Theological Seminary's commitment to creating and maintaining a community in which students, faculty, and staff can work together in an atmosphere free of all forms of harassment and threats. I have read and agree to abide by the Seminary's Anti-Discrimination policy as outlined in the Student Handbook.

In all my communications (oral, written, and electronic) with others in the community, I will demonstrate both civility and honesty. If a conflict should arise between me and another member of the community, I commit to try to resolve it directly and/or to seek help through appropriate institutional channels to work through the problem.

I will maintain appropriate social boundaries in my relationships with all members of the PTS community. I commit to treating others professionally and ethically at all times.

I commit to fulfilling my financial obligations to the best of my ability and will seek a sustainable pace of matriculation. In the event of a change in my financial circumstances, I will promptly inform seminary staff (e.g. the Associate Dean for Students and Formation, the Director of Financial Aid, etc.) to collaborate in devising a sustainable plan to move forward.

Personal & Spiritual Formation

With all members of the PTS community I will seek to establish relationships marked by collegiality, mutuality, honesty, respect, and a spirit of reconciliation.

I commit to learning how to monitor myself in ministry by attending carefully to my physical, mental, emotional, and spiritual health and to be a good steward of all of the resources that have been given to me--financial and otherwise. I will set appropriate boundaries around my obligations to ensure that I can devote time and energy to my personal well-being.

I will seek consultations with appropriately qualified persons for my personal problems, financial difficulties, or conflicts when necessary.

I will tend to my spiritual health by developing individual devotional practices, pursuing personal and communal faith development activities, and participating in the worship life of a faith community.

Pittsburgh Theological Seminary
HOURS

Building Hours

George A. Long Hall and the main entrance to McNaugher:
Monday through Friday, 8:00 a.m. - 4:30 p.m.

Courtyard Entrance to George A. Long Hall:
Monday through Thursday, 8:00 a.m. - 10:00 p.m.
(When classes are in session)

Resident Halls and Apartment Buildings are locked at all times.

Business Office (Cashier) Hours

Tuesday through Thursday, 9:00 a.m. - 11:30 a.m. and 1:00 p.m. - 3:00 p.m.
Monday, Friday and evenings, by appointment, phone or email
During Fall and Spring Semesters, Monday and Tuesday of first week of classes – availability until 6:30 p.m.

Kadel Dining Café

Lunch - Monday through Friday, 11:30 a.m. - 1:00 p.m.
Barbour Library: Grab n Go available 24/7 – drinks and snacks, sometimes packaged meals – entrees, salads, and/or sandwiches, Starbucks Coffee
The cafeteria is only open during special events or class sessions during the summer.

Library Hours

Academic Year:
Monday - Thursday, 8:30 a.m. - 10:00 p.m.
Friday, 8:30 a.m. - 4:30 p.m.
Saturday, 10:00 a.m. - 2:00 p.m.
Sunday, Closed

*Summer:

Monday - Thursday, 8:30 a.m. - 4:30 p.m.
Friday 8:30 a.m. - 12:00 p.m.

*Summer Hours are extended when DMin summer cohorts are on campus. Hours for special events, extended hours, and holidays are posted at the entrance of the building and on the [library website](#).

I. **ACADEMIC REGULATIONS AND PROCEDURES**

In all matters concerning academic programs and their requirements, the current Catalog of Pittsburgh Theological Seminary is authoritative. The academic regulations and procedures listed below state the governance of the Seminary's Masters level programs.

A. Residency Requirement

A minimum of one full academic year of attendance at Pittsburgh Theological Seminary ordinarily is required for all masters level degree programs.

B. Student Classification

Full-time and Part-time Students:

A student in any of the Master degree programs is considered full time when he/she is enrolled for a least nine credits per semester. A student in the above-mentioned programs will be considered half time when carrying at least six credits per semester.

Non-Degree Students:

A Non-Degree Student is one who is taking work for credit but is not having it applied toward a degree at the present time, or is taking courses for possible transfer to another institution. Such students will be limited to two courses per term, up to a total of six courses. If the non-degree student wishes to become a degree candidate, the student must apply for acceptance on the same basis as a degree candidate.

Transfer Students:

Requests for transfer of credits from another seminary are reviewed by the Dean of Faculty, whose decision is final. Only those credits are transferred that conform to PTS requirements for the program the student wishes to enter. The Dean of Faculty must review course syllabus/course description for each course transferred; it is the student's responsibility to supply this information

C. Faculty Advisor

Students are assigned a faculty advisor at the beginning of their study at PTS. The advisor must review the student's registration plans with the student prior to registration and give her/his approval. All questions concerning academic life should be discussed with the faculty advisor and only afterwards (as needed) with the Dean of Faculty. Other questions or issues are normally discussed with the Associate Dean of Students and Formation.

D. Student Files

The student's admissions file is maintained in the Admissions Office until an admissions action is taken. It is then sent to the Registrar's Office, where it becomes the student's academic file. Students may inspect and review their file upon written request to the Registrar. This request must be submitted three (3) days in advance. These files include the application form, previous transcripts, PTS grade records and other pertinent academic information, and correspondence between the student and the Seminary.

E. Registration

1. Registration for returning students will be held during designated periods prior to the start of a new semester (Usually Week 12 of the previous semester). Registration dates are published on the PTS Academic Calendar or may be obtained from the Registrar. The registration schedule and new term information is distributed to students two weeks prior to each registration period. All students are required to meet with their Faculty advisor prior to registering. If your advisor is on sabbatical, a temporary advisor will be assigned.
2. Student Health Insurance:
Health Insurance is mandatory. Students must provide proof of health insurance to the Registrar prior to registration each academic year. This is a requirement of the Board of Directors and Administration. Information on student insurance plans is posted on the Student Services page on My.PTS.edu. Failure to maintain insurance coverage could result accumulation of medical debt and possible cancellation of a student's registration.

3. **Late Registration:**
Registrations entered after Orientation each term will be considered late. Specific dates for late registrations are found on the PTS Academic Calendar. **Students will be charged a \$75.00 fee for late registration.** Registration will not be permitted after the second week of class each term.
4. **Minimum Enrollment:**
Ordinarily, there must be at least five students enrolled in a class for the course to be offered with regular faculty and at least eight students for adjunct faculty.
5. **Academic Progress and Scheduling:**
Students may not register for more than 13 hours without the written approval of the Dean of Faculty.

To ensure the successful completion of your academic program, you are encouraged to follow the appropriate curriculum schedule in the current PTS Catalog to avoid any conflict of scheduling courses. Junior, Middle, and Senior courses are often scheduled at the same time. Taking courses out of sequence can result in schedule conflicts and delay completion of a student's program. Students are also advised when planning their schedules to take note of courses that require prerequisites. Prerequisites are indicated in the PTS catalog and also on course descriptions posted prior to registration.

6. **Adding/Dropping Courses:**
Courses may be added until the end of the first week of each semester. Courses may be dropped without tuition or grade penalty until the end of the second week of the semester. Students should add or drop courses online through My.PTS.edu. Adding new classes is not permitted after the first week of each semester. Any exceptions must be approved by the Dean of Faculty

Students may withdraw from any course without grade penalty until the end of the seventh week of a semester. Withdrawal after the end of the second week but before the end of the seventh week means that students must pay one half of course tuition. This deadline is strictly held. Students must notify both the Registrar and the professor teaching the course in writing no later than the end of the seventh week of a semester. The dropped course is not listed on the student's transcript.

Courses dropped after the seventh week of semester without a WFA (Withdrawal with Faculty Approval) require full payment and recording of a failing grade. See below J: WFA for details regarding WFAs.

Withdrawal from a course can affect financial aid given by PTS (see Financial Aid Handbook). The Registrar notifies the Business Office and the Financial Aid Office. Students are encouraged to review the Financial Aid Handbook or consult with the Director of Financial Aid before withdrawing from a class.

Title IV Refund Policy (Stafford Loan): The calculation is based on the period of enrollment completed. That percentage is computed by dividing the number of calendar days completed, as of the date of student notification, by the total number of calendar days in the term. The percentage of Title IV assistance to which the student is entitled (has "earned") is equal to this percentage of the term completed, up to 60%. If the resignation occurs after 60% of the term is completed, the percentage is equal to 100%.

The amount of Title IV aid which must be returned is based on the percentage of "unearned" aid. That percentage is computed by subtracting earned aid from 100%. The Seminary is required to return the lesser of 1) the unearned aid percentage applied to institutional charges or 2) the unearned aid percentage applied to the total Title IV aid received.

The student is required to return the difference between the amount of unearned aid and the amount returned by the Seminary. If the student is required to return a portion or all of their loan proceeds, the calculated amount is to be repaid according to the terms of the loan. Students must return only half the amount of grant funds calculated. Examples are available upon request.

Funds are returned to the following Title IV sources in order of priority:

- 1) Unsubsidized FFEL loans
- 2) Subsidized FFEL loans
- 3) Other federal, state, private, or institutional financial assistance

4) Student

F. Types of Courses

Required and Elective Courses for the different degree programs are listed in the Catalog. Some Required courses are divided between a lecture and a section. Sections are smaller discussion groups based on the lecture. For full credit in courses where sections are indicated, students must take both the lecture and one of the sections offered. Independent Study is designed for students who wish to do advanced work in a particular subject not covered by the Seminary courses. Registration is dependent upon faculty approval and availability.

Directed Study is designed in the same way as an Independent Study course, but it is distinguished by the requirement of much closer tutorial work on the part of the professor. A further distinction is that Directed Study courses involves more than one student.

Both independent and directed studies are available either as pass/fail or graded, determined by the student and the professor at the time the student registers for the course and cannot be changed after that time. If graded, these studies should include written work of at least 15-20 pages (typed and double spaced).

Students may enroll for not more than one Independent/Directed Study per term and not more than three for the M.Div. program or two for the M.T.S. and M.A.P.S. programs. Students who wish to enroll in an independent/directed study will ordinarily have a minimum GPA of 3.0. Students on academic probation will not be allowed to register for independent/directed studies.

An Independent/Directed Study form must be completed by the student and faculty member. This form may be obtained in the Registrar's Office or on the Registrar's page on My.PTS.edu and should be completed before registration for the term in which the work is to be completed.

Final Projects for MA Degrees

M.A.P.S. Final Project (3 credits)

By combining grounding in core coursework and ministerial electives that suit a student's interests and vocational needs, the MA in Pastoral Studies (MAPS) equips graduates for leadership in ministry in congregations and other settings. The Final Project Seminar helps students shape and produce an integrative final project that draws from completed coursework and readings from the Seminar in support of their specific ministerial/vocational objectives.

Ideally, the course is taken in the MAPS student's final semester and thus most or all of the prior MAPS degree program requirements serve as prerequisites

Attentive to each student's specific vocational aims, the Final Project Seminar draws from prior coursework in the degree program and adds material that deepens insight and formation for ministry. Readings and assignments prepare the student to articulate a theology of the practice of [the student's specific ministry focus (e.g., chaplaincy, congregational leadership, ministry with particular populations)].

The course is designed as an independent / directed study intended to be offered by one instructor to one or more students in any given semester. If more than one student is enrolled in the class, students can be gathered to talk about readings and assignments, which may or may not be in common.

M.T.S. Final Project (6 credits)

Students will receive 6 semester hour credits for the completion of a final project that explores more deeply the chosen area of concentration. The focus and design of the final project, which ordinarily takes the form of a comprehensive research paper, are developed in consultation with the student's advisor and/or the faculty MTS director. The final project should demonstrate an ability to reflect on Christian traditions, including an awareness of how socio-cultural context shapes interpretations of tradition, thought, and/or practice. The RS 110/Research Methods Seminar course is a required prerequisite for the final project.

An extension of one additional academic year may be granted for the MTS final projects. Students will be charged the equivalent of 1 credit hour tuition for the extension fee. A petition for the extension must be submitted through

the Dean's office and approved by the project advisor. Failure to complete the final project by the end of the extension will result in a failing grade for the 6 semester hour course credit and the retaking of the course, potentially with a new advisor.

Guidelines for writing the MTS Final Project and steps for submission to the Library can be found at the Appendices at the end of the Handbook.

G. Field Education

Field Education at Pittsburgh Theological Seminary assists students to learn about the practice of ministry through direct involvement in local churches, institutions, or other settings under the direction of skilled field supervisors. Field education students register for the two course sequence, FE210 (Field Education I) and FE220 (Field Education II), taught by PTS faculty that meet weekly on campus. FE210 and FE220 invite students into the postures, habits, and practices of theologically reflective ministry through readings, discussions, written assignments, and presentations of relevant didactic material. Interdisciplinary in nature, these courses pay particular attention to the integration of student experiences in field placement sites with work in contextual analysis, Christian theology, and pastoral care in the fall semester and with work in exegesis, communication, and missional leadership in the spring semester. Our approach to Field Education seeks to inhabit deep integration between theological disciplines and the context of ministerial work.

1. Requirement:

Master of Divinity and Master of Pastoral Studies students must complete one year of planned, supervised, and evaluated field education in a setting approved by the Director of Field Education. This requirement normally is to be fulfilled in the Middler Year because it is expected that in addition to enrolling in the two course sequence of FE210 and FE220 students will be simultaneously enrolled in, or previously have taken OT210, NT210, or BI210; TH210; PC210; OT220, NT220, or BI220; MI210; and PR210 (normally second year courses) as well as have completed CS110 (normally a first-year course). Students are expected to use their field placements as laboratory settings for specific assignments in those courses. Students will receive credit for the course once and only once they have satisfactorily completed both semesters of Field Education and their Field Education placement assignments during the same academic year.

2. Time Commitment:

Students in the field education program spend approximately 10 - 12 hours per week on site, engaged in various activities to facilitate his/her learning and support the mission and ministry needs of the placement, as per the schedule that was mutually agreed upon with the supervisor. Time spent with the field supervisor, in staff meetings, and preparing for on-site activities such as preaching or teaching should be included in this total, but not time spent in travel to and from the field.

3. Placement:

Field education placements are negotiated with the intent of broadening each student's range of experiences in order to contribute to the student's personal, vocational, and professional growth. Placements in hospitals, the Allegheny County Jail, and other service agencies are available for students who anticipate an institutional ministry after graduation. All field assignments during the academic year, as well as intern years (for credit), must be made through the Field Education Office.

4. Student Pastors/Students Employed Full Time:

Student Pastors and those employed full time are normally advised to extend their course work to four years, taking nine credits per semester instead of the usual 12, to compensate for the amount of time required by their field service. An example of the four-year plan of courses is listed in the Catalog ("Master of Divinity Curriculum"). Student Pastors normally do their field work in the congregation(s) they serve and the Director of Field Education works with them to identify an appropriate and qualified supervisor.

5. All MDiv and MAPS students with sufficient prerequisite credit to enroll in Field Education will be invited to attend a one hour Field Education Program Orientation workshop in the Spring Semester where details concerning the various aspects of taking field education in the following academic year will be discussed. Students are also encouraged to meet with the Director of Field Education during their first year at PTS to discuss their background, vocational goals, and what sort of placement they may be envisioning for their field

education. The Director of Field Education appreciates the opportunity to get to know students and having several months to work with students who anticipate proposing a new or non-traditional field education placement for the following Fall semester.

H. Clinical Pastoral Education

A maximum of four academic credits may be granted to students who complete 400 hours of clinical pastoral education at a center accredited by the Association of Clinical Pastoral Education (ACPE) or the College of Pastoral Supervision and Psychotherapy (CPSP). If you have questions regarding academic credits, please see the Registrar. If you need information on CPE opportunities, please see the Associate Dean of Students and Formation.

I. Papers, Examinations and Extensions

1. Papers

Plagiarism is strictly prohibited. Plagiarism means stealing passages either word for word or in substance from the writings of another (e.g., a book or an article) by claiming them as one's own, or claiming the product of a Generative Artificial Intelligence (AI) system/tool as one's own (i.e., entering a prompt into an artificial intelligence system/tool and using the output in a paper). To avoid plagiarism adequate references must be clearly given in all papers, reports, and written assignments. The following are general rules in avoiding plagiarism. If in doubt, speak to your professor. Word for word quotations must be so designated with quotation marks. Indirect quotations and paraphrases must be shown by mentioning the author in the body of the paper. Reference to a person whose ideas are being introduced, but whose words are not quoted, should be made in such fashion as, "According to Reinhold Niebuhr. . ."; "As Paul Tillich explains. . ." This should be followed by reference to the source from which the idea is taken. The source of any material appropriated either word for word, by paraphrase, or through the use of important ideas, must be clearly indicated by the use of the proper form of reference (e.g. footnotes). The work should also be included in the bibliography. See "Guidelines for Term Papers" in the Appendix. Papers may not be written by any person other than the person who claims credit for the work, including a Generative AI system/tool (i.e. ChatGPT or similar).

The source of any material appropriated either word for word, by paraphrase, or through the use of important ideas, must be clearly indicated by the use of the proper form of reference (e.g. footnotes). The work should also be included in the bibliography. See "Guidelines for Term Papers" in the Appendix.

The same paper may not be submitted for more than one course, i.e., to satisfy requirements for more than one course, nor any parts of the same paper be turned in to satisfy requirements for more than one course.

All papers must be in the hands of the professor by the Monday (or Tuesday when Monday is a holiday) following the examination week at the end of each term. Proper time management is necessary, especially in case unforeseen problems arise. Late papers due to technological (computer) difficulties will not be allowed.

It is the responsibility of the student to retain a copy of all papers and other assignments that he/she prepares and submits in connection with courses, except in the case of examinations that are written in the classroom and submitted directly to the instructor. It is always advisable to save back-up copies of papers on CDs or flash drives (or photocopy) and to keep such copies until the paper is returned by the professor. Although every effort is made to avoid the loss of hard-copy materials, such incidents do occur on occasion.

2. Examinations

Times set for examinations are to be strictly honored. Aids in examinations are permitted only when expressly allowed by the professor.

Final examinations are not given prior to examination week, in order not to trespass on regular academic work. Generally, the time schedule for final exams are 9am-12pm and 1pm-4pm.

No final examination may be retaken in any course.

Examination papers should be kept by the professors for reference for at least two weeks after grades are given, if the examinations are not returned.

3. Extensions (See Appendix for Extension Form and important deadline information.)

Extensions may be granted by the Dean of Faculty for no more than three weeks from the due date for all term papers, normally on the basis of the student's illness or a crisis in the student's immediate family. Over-commitment to outside work (e.g., jobs, church work, field placement activity, political involvement) is not regarded as sufficient reason for an extension. Problems with the computer on which papers are written are also not regarded as sufficient reason. – Extensions cannot be granted to students on academic probation. (See below R: Academic Probation.)

The request for an extension must be initiated by the student, who must first read carefully the exact procedure and conditions for extensions listed on the Extension Form, available in the Office of the Dean of Faculty. The student then speaks with the professor for whose class the extension is requested. If the professor rules that the reason given is legitimate, the professor and the student complete the Form, including signatures. The Form is then returned to the Dean's Office. Upon the Dean's concurrence and signature, the request process is completed. If the extension is granted, a photocopy of the Form with the Dean's signature is sent by campus mail to both professor and student. If the extension is not granted, this will be communicated in writing to both professor and student.

Work for which the extension is granted is to be turned in to the Office of the Dean of Faculty, which records the date of reception on the student's extension request form and forwards the paper to the professor for grading. If the work is not delivered within the time for which the extension is granted, the Registrar is to record a grade of "F" for the course. Grades are due in the Registrar's office two weeks after papers are received.

J. Grading System and WFAs

Letter grades are entered in the Registrar's system as grade points (e.g. A = 4.0 grade points). Grade points are assigned as follows:

A	4.0	Excellent...(93-100)
A-	3.75	(90-92)
B+	3.25	(87-89)
B	3.00	Good.....(83-86)
B-	2.75	(80-82)
C+	2.25	(77-79)
C	2.00	Adequate.... (73-76)
C-	1.75	(70-72)
D+	1.25	(67-69)
D	1.00	Marginal.....(63-66)
D-	0.75	(60-62)
F	0.00	Failure.....(00-59)

Other Grades:

Pass/Fail (Course passed, no grade points. Pass/Fail courses are designated in course postings.)

- a. One credit courses (such as reading or certain homiletics courses) will be graded pass/fail.
- b. Both independent and directed studies are available either as pass/fail or graded, determined by the student and the professor at the time the student registers for the course and cannot be changed after that time. If graded, these studies should include written work of at least 15-20 pages (typed and double spaced).
- c. All other courses will be graded without a pass/fail option.

NG (no grade) indicates that a grade has not been reported for that particular course and will be recorded at a later date. If no grade is reported, the NG will revert to a failure. Courses that require two semesters but are dropped after one semester will be recorded as **NG**. There is no category of Incomplete.

Faculty reserve the right to include class attendance in grading. (See also below, M: Class Attendance.)

WFA Withdrawal with Faculty Approval

After the end of the sixth week of semester, withdrawal from any course without grade penalty may be done *only* with a WFA. Prior to the end of the fifth week of semester, any course may be dropped without grade penalty. (See below, M: Withdrawal from Classes; and X.9: Official Drop Dates, for the required procedure for dropping a course.)

WFA is intended for cases of family crisis or illness that prevent a student from completing a course. In cases of illness a written note from a medical doctor is ordinarily required. Excuses such as not anticipating the workload for the term or having to work at a church do *not* warrant WFA. The request for WFA must be given approval by all professors teaching classes for which a WFA is requested. After this approval is given, the request, with a clear explanation of the reason for it, must be given in writing to the Dean of Faculty, with copies to those professors.

The request is taken by the Dean of Faculty to the Admissions and Standings Committee for review. From there it is then taken by the Committee before the Faculty for final review and approval or disapproval. If it is approved, the Dean notifies the student in writing, and a WFA is entered on the student's transcript for the course. The deadline for WFA requests is the date grades are due from the faculty at the end of semester (except for students on academic probation: see below, R).

Note: There is no reimbursement of tuition and fees for a WFA, and financial aid from PTS is not given again for a course that is repeated because of a WFA.

Students who are involved in writing a final project for an M.T.S degree but decide to transfer to another institution before the thesis is completed must request a WFA for the incomplete project.

- K. Grade Point Average (GPA) -- GPA is either cumulative (all grades received) or per term (term grades only). GPA is determined by dividing the grade points by the number of credit hours attempted (excluding credit hours for Pass grades). On computerized grade reports and transcripts, the cumulative GPA is listed as "career" GPA.

L. Grade Point Average for Graduation

For graduation with the Master of Divinity, Master of Theological Studies, and Master of Arts in Pastoral Studies, a cumulative GPA of 2.00 is required.

M. Late Grades

When faculty are unable to turn in grades at the stated due date, they should give notice to the Dean of Faculty as to when students may expect their grades. The faculty member should also advise students as to the length of delay they might expect. (See "NG" under J: Grading above.)

N. Auditing Classes

Regular Audit: PTS students may attend available courses only for listening. There is no cost for full-time students, but registration through the Registrar's Office is required. No record of the audit is made on official transcripts.

Spouses of students admitted to the master's degree programs may audit available courses without cost, a registration form must be submitted.

The schedule of courses available for audit can be found on the website at <https://www.pts.edu/Registrar>.

O. Transcript Requests

The Family Educational Rights and Privacy Act of 1974 prohibits the release of academic records without the student's permission. Pittsburgh Theological Seminary is now partnering with the National Student Clearinghouse for its transcript ordering and processing. To order a transcript please follow this link: <https://tsorder.studentclearinghouse.org/school/ficecode/oo335600>. This link takes you to a PTS Welcome page where more information is available and the order process begins. We hope this ordering process will provide more flexibility and security for the types of transcripts you need. If you have any questions, please contact the Registrar (amalone@pts.edu) or Associate Director of Student Services (ajohnson@pts.edu) for assistance.

Transcript Delivery:

There are several ways your transcript can be delivered:

- **Paper or Electronic:** Your transcript can now be delivered either on secure paper or electronically for individuals who were students after 1999. Prior to 1999, only paper transcripts are available.
- **Official:** Official transcripts should be delivered directly to your intended recipient either electronically or on paper.
- **Unofficial:** Transcripts delivered **directly to the student**, either on paper or electronically, will be marked "**Issued to Student**" and considered **unofficial** if it is opened by the student and then forwarded to another recipient. **If you need your transcript to be official**, please provide a direct email or address for the intended recipient.

Transcript Holds:

Under new Department of Education regulations, PTS is no longer permitted to withhold transcripts for students who received Title IV funding. Students who received Title IV funds will and have an accounts receivable hold in place will have the portion of their transcript redacted for which the balance is due. Students who did not receive Title IV funding and have an accounts receivable hold will have their transcript withheld in accordance with school policy until their balance is cleared. Contact either the Registrar or the Business Office to clear any holds.

Transcript Fees:

- **Current Students:** There is no charge for paper transcripts to currently enrolled students. However, a processing fee of \$2.50 per transcript will be charged for transcripts delivered electronically.
- **Alumni and students not currently enrolled:** \$10.00 per transcript.

Processing Time

Transcript requests are typically processed in 1-2 business days. Any requests submitted on the weekend will be processed the next business day. The Seminary will in no instance retransmit transcripts from other schools that may be in its possession.

P. Satisfactory Academic Progress

The Seminary Satisfactory Academic Progress Policy requires that a student maintain a cumulative GPA of at least 2.0 as a qualitative measure of progress. To ensure that a student is making quantitative progress, policy requires a full-time student to complete at least 18 credits per academic year; part-time students must complete 12 credits per year (six credits per semester). Assessment of a student's academic progress compares the number of credits attempted to the credits successfully completed, to see if the rate of progress indicates the student will finish the program within the maximum time allowed. As stated in the Catalog, M.Div. students should complete the M.Div. program within six years after entering the program; M.T.S. and M.A.P.S. students have four years to complete the program. If the student takes longer to complete his/her degree program than the policy on quantitative progress allows, he/she must request permission to extend the period of study from the Dean of Faculty.

The following lists the names of each grade level advancement for Masters of Divinity students based on number of credits completed successfully:

- Junior - 0-27 credits;
- Middler - 28-54 credits;
- Senior - 55-81 credits.

M.T.S. and M.A.P.S students are listed as Juniors (0-24 credits) and Seniors (25-48 credits).

Q. Academic Honor

Each student bears responsibility for honor and honesty in taking examinations, writing papers, and in fulfilling all other academic requirements. The first instance of plagiarism or cheating on an exam or paper will result in failure of the course and/or dismissal by action of the faculty. Any subsequent offense will be cause for dismissal by action of the faculty. Dishonesty includes but is not limited to the infractions mentioned below under "Papers, Examinations and Extensions."

Students who witness dishonesty should speak openly with the professor in or for whose class the dishonesty occurred.

R. Academic Probation

Students are placed on academic probation whose cumulative GPA is below 2.0 at any point in their studies or whose term GPA falls below a 2.0 in any term. In this case the Registrar informs the Dean of Faculty, and the Dean of Faculty notifies the student in writing that she/he has been placed on academic probation for the following semester.

If a student's cumulative GPA remains below 2.0 for two consecutive semesters, the student will be placed on academic probation for a full academic year. Once a student is placed on academic probation, the faculty or the Dean of Faculty may reduce the number of credits for which a student can register.

A student on academic probation will be required to meet with the Dean of Faculty or their academic advisor to outline a plan of care for the probationary period. The plan should include the designation of checkpoints throughout the term with the Dean and/or advisor and each of the faculty members in whose classes the student is enrolled. The purpose of the checkpoints will be to assess the student's progress during the term and to discuss requirements for success. The student will also be required to meet with the Associate Dean of Students and Formation by the second week of the probationary term in order to discuss any additional needs.

Students on academic probation may not be officially registered for a new semester until all course work is completed, final grades are submitted to the Registrar, and the faculty has reviewed their probationary standing. Note: this rule affects requests for academic extensions (see above, I: Extensions) and for WFA (see above, J: Grading).

Any student on academic probation should not engage in time-consuming non-academic activities or mission trips.

S. Dismissal

Dismissal is the termination of a student's enrollment in the Seminary, imposed by action of the faculty. A student shall not be dismissed who has a reasonable chance of meeting the 2.0 graduation requirement. A student whose cumulative GPA falls below 1.5 at any time after the completion of two full semesters or eighteen credit hours, or who otherwise in view of past academic performance lacks the requisite number of semesters to bring the cumulative GPA to a 2.0 or above shall be deemed incapable of meeting the 2.0 graduation requirement and shall be dismissed by action of the faculty in executive session.

Violations of the Academic Honor Policy (see above, Section Q) are grounds for immediate dismissal by action of the faculty. The PTS Constitution provides for an appeal of a dismissal for academic reasons. The appeal is reviewed and decided by a committee of the President, the Dean of Faculty, and the three most senior faculty members (not directly involved in the case). Violations of non-academic policies may also be grounds for dismissal (see below, Policies).

T. Academic Grievance Procedure

A student who has a grievance about an academic matter shall consult first with the faculty member whose course is involved. If there is no satisfactory resolution, the student may ask the Dean of Faculty to consult with the faculty member on his or her behalf. At that time the Dean of Faculty shall inform the student about possible further appeal according to the following procedure:

1. If the matter is not resolved through the consultation of the Dean of Faculty with the faculty member, the student may make a formal appeal in writing to the Dean of Faculty; such appeal must be made not later than the end of the fifth week of the term following the term in which the occurrence(s) giving rise to the grievance took place. Grievance forms can be found in the "Student Services" section on the My.PTS.edu portal.
2. On receipt of the student's letter of appeal the Dean of Faculty shall appoint and convene an ad hoc committee to address the issue. The committee shall consist of one faculty member from the area of the course in which the grievance arose, one faculty member from another area, and the Associate Dean of Students and Formation. The Dean of Faculty shall serve as a non-voting, advisory member of the committee.

3. The committee shall gather information and shall arrive at a decision no later than the end of the ninth week of the term in which the letter of appeal was received.
4. The committee shall give written notification of its decision to both parties, the President, and the Registrar. If the decision involves the change of a course grade, the Registrar shall change the course grade in accordance with the committee's decision.
5. The filing of an academic appeal and its outcome will be noted in the student's file and kept until graduation. The greatest possible confidentiality shall be observed in the appeals process.

U. Withdrawal from Classes, and Class Attendance

Students may withdraw from any class without grade penalty prior to the end of the fifth week of a semester. (See X.9 below for procedure.) After this, withdrawal from any class without grade penalty is possible only with WFA. (See above J: Grading.)

Withdrawal from all classes (and hence from the Seminary) requires that the student make this known by the use of an official withdrawal form, obtained from the Registrar's Office. (See the model form in the Appendix.) Federal law governing federally insured student loans requires PTS to declare a date for any student's withdrawal from classes, should a student for any reason withdraw. If the form is not used, or if a letter of withdrawal is not received from the student, professors will be asked to name the last day (or approximate last day) of class attendance. (See X.9 for official drop dates.)

Professors state class attendance rules in their course descriptions and/or syllabus. Students who anticipate being absent from several classes should inform their professors; students may also inform the Office of the Dean of Faculty, which will then inform the professors. (See also above, J: Grading.)

V. Hybrid Gatherings Attendance Policy

Students enrolled in one or more hybrid courses in a given semester are required to attend two on-campus gatherings in their entirety in addition to regular attendance in weekly online class sessions. Gathering attendance is a course requirement for every hybrid course.

On-campus gatherings begin at 11:00am Thursday and conclude at 12:15pm on Saturday. They feature a variety of formational activities including hybrid class meetings.

Participation in all gathering activities is expected. Students are responsible for making travel arrangements to ensure their presence for the entirety of each gathering.

In case of emergencies, students unable to attend a hybrid on-campus gathering or a portion of a gathering must submit a Petition for Excused Gathering Absence to the Dean of Faculty detailing the nature of the emergency and providing supporting documentation. Petitions are rarely granted, except for the most extreme situations, and, if granted, will require a make-up assignment submitted to the Dean's Office for evaluation.

In most cases, missing all or part of a gathering will result in an automatic 20% reduction in the final grade for each hybrid course taken that semester, and missing both gatherings will result in a failing grade. Students who petition for excused absences for more than two consecutive gatherings in an academic year must consult the Dean of Faculty about whether a leave of absence will be necessary to continue in the program.

To petition for an excused absence, click on the following link and complete the Webform (note: you must be logged in to my.pts to see the form): https://my.pts.edu/ICS/Students/Hybrid_Programs.jnz

You can also access the form by logging into <https://My.PTS.edu>, clicking the "Students" tab, then clicking the "Hybrid Programs" page on the left-hand side.

W. Re-Admission

All students who leave the Seminary voluntarily for a time period that exceeds two years and wish to return must re-apply to the Admissions Office.

Students who have been dismissed from the Seminary by action of the faculty must re-apply to the Admissions Office. Application can only be made one full academic year after dismissal. Students who are re-admitted after dismissal assume their academic record prior to dismissal.

Re-admission is not permitted after two dismissals.

X. Change of Degree

As students continue to discern their call to ministry after admission to seminary, it may become necessary to request a change of degree program in order to pursue that call. Students who find it best to request a change of degree should complete the Request for Change of Degree form and provide a brief reason for requesting the change. The completed form should then be submitted to the Office of the Dean of Faculty. The request will be reviewed by the Admissions and Standings Committee of the Faculty and the student will be notified of the committee's decision via letter from the Dean of Faculty. Credits earned will then be applied by the Registrar to the new degree program. The Request for Change of Degree form is available from the Registrar or can be found on the PTS website (Academics/ Registrar page) and on My.PTS.edu (Student tab/Registrar page)

Y. Student Evaluation of Courses/Professors

All courses are evaluated by students at the end of each semester. Forms are provided for this process and returned to the Office of the Dean of Faculty. The professor may see the evaluations only after final grades for the course have been given to the Registrar.

Z. Prizes and Awards

The Catalog lists all available PTS awards and prizes and their definitions. Prizes are generally awarded to students who have completed all course work at PTS and meet criteria. However, students who have completed course work at another institution may receive a maximum of 12 transfer credits toward a PTS degree and still be eligible for prizes and awards, unless otherwise stipulated in the prize or award description.

AA. Cross Registration

Students have the opportunity to cross-register for elective courses either through the Presbyterian Church (USA) Exchange program or through the Pittsburgh Council on Higher Education (PCHE). Basic guidelines for cross registration are:

- A maximum of 1 cross-registered course per semester through either the PCUSA Exchange Program (unless one enrolls in residence at a PCUSA school for a semester); or Pittsburgh Council on Higher Education (PCHE) schools
- A maximum of six cross-registered courses is permitted for the M.Div program, and four courses in the MA (MAPS and MTS) program.
- PTS students may only cross-register for graduate level courses at PCHE schools.
- Ordinarily, cross-registration is not permitted for required PTS courses. Any exceptions would require a review of the syllabus and approval from the Academic Dean.
- Approval for requested courses is granted by the host school based on availability in the course.
- Tuition for cross registered courses is paid to the home institution. Grades will be submitted by the host institution and recorded by the Registrar.

Further guidelines for each cross-registration program can be obtained from the Registrar.

Presbyterian Church (U.S.A.) Exchange Program

Presbyterian Church (U.S.A.) students enrolled in master's degree programs at Pittsburgh Theological Seminary may register for most courses offered at any of the other theological institutions of the Presbyterian Church (U.S.A.) through the PC (USA) Exchange Program. These schools include Austin Presbyterian Theological Seminary, Columbia Theological Seminary, University of Dubuque Theological Seminary, Johnson C. Smith Theological Seminary, Louisville Presbyterian Theological Seminary, McCormick Theological Seminary, Princeton Theological Seminary, San Francisco Theological Seminary, Union Presbyterian Seminary (Richmond & Charlotte). Information about the PC (USA) cross-registration and the application are available from the Registrar.

Pittsburgh Council on Higher Education (PCHE)

The Pittsburgh Council on Higher Education (PCHE) is a cooperative organization composed of Pittsburgh area colleges, universities, and graduate schools. Participating institutions include: Carlow University, Carnegie Mellon University, Chatham University, Community College of Allegheny County, Duquesne University, LaRoche College, Pittsburgh Theological Seminary, Point Park University, Robert Morris University, and the University of Pittsburgh.

The membership of the Seminary in PCHE benefits only full-time students by providing possibilities for cross-registration in courses at the graduate level, by establishing library privileges at eight academic libraries, other than their own and by initiating programs in specialized areas. One course per semester (6 courses over the course of the MDiv program) of graduate level work may be taken as electives at one of the PCHE member schools. Twelve hours (4 courses) may be included in the 48 Master of Arts hours. These credits must be approved by the Dean of Faculty.

No cross-registration may be done during the summer at any of the PCHE institutions. A link to the PCHE cross-registration form is available on the PTS website on the Registrar page.

BB. Family Educational Rights and Privacy Act (FERPA)

Pittsburgh Theological Seminary is required to provide you a brief summary of your rights under the Family Educational Rights and Privacy Act (FERPA), the federal law that governs release of and access to student education records. Students' rights under FERPA include:

1. The right to inspect and review your education record within a reasonable time after the Seminary receives a request for access.
2. The right to request an amendment of your education record if you believe it is inaccurate or misleading. If you feel there is an error in your record, you should submit a written statement to the Dean or Registrar identifying the part of the record you want changed and why you believe it is inaccurate or misleading.
3. The right to consent to disclosure of personally identifiable information contained in your education records, except to the extent that FERPA authorizes disclosure without consent. One exception which permits disclosure without consent is disclosure to school officials with "legitimate educational interests." A school official has a legitimate education interest if the official has "need to know" information from your education record in order to fulfill his or her official responsibilities. At Pittsburgh Theological Seminary a "school official" is defined as:
 - a. A person employed by PTS in an administrative, academic or research, supervisory, or support staff position;
 - b. A person or company with whom PTS has contracted as its agent to provide a special task such as auditors, attorneys, contractors, consultants, etc.
 - c. A person serving on an institutional governing body, such as the Board of Directors;
 - d. A student serving assisting another school official in the performance of his or her tasks(work study).
4. The right to file a complaint with the US Department of Education concerning alleged failures by the Seminary to comply with the requirements of FERPA.

Pittsburgh Theological Seminary may disclose information that it determines to be Directory Information without a student's consent. "Directory Information" is defined as information that would not generally be considered harmful or an invasion of privacy if disclosed. Directory information at Pittsburgh Theological Seminary typically includes student's name, address, email address, telephone number, class level, division, campus box number, advisor, religious affiliation, college previously attended, and spouse's name. Students have the right to opt out and have some of their information excluded from Directory Information. Directory information is requested from students each year on the Student Information form and only information supplied by the student is published. Students cannot opt out in order to prevent the disclosure of their name, institutional email address, or other identifier in classes in which they are enrolled. Students are asked to sign a FERPA release to request other information be released to specific individuals (e.g. spouse, partner, parents, etc.).

A copy of the Family Educational Rights and Privacy Act, more details about your rights, and any Seminary policies related to FERPA are available in the Registrar's office. If you have any questions regarding FERPA please feel free to contact the Registrar.

CC. Students with Special Needs/Disabilities

Students who may need accommodations in their classes should contact the Associate Dean of Students and Formation as soon as possible to ensure that such accommodations can be implemented in a timely fashion. Please see appendix 73-81.

DD. Internet in the Classroom

No use of the Internet in the classroom is allowed when a class is in session without faculty approval.

EE. Recording Policy

Purpose

The heart of a seminary education is interaction among professors and students in the classroom. To protect the integrity of the learning environment and to address concerns over privacy and intellectual property, the Seminary limits the recording of course-related activities and the dissemination of such recordings.

General Prohibition

Unless specifically authorized in this policy:

1. The use of recording devices, including but not limited to cameras, audio recorders, video recorders, or recording functions built into other devices such as mobile phones, is not permitted during classes or other course-related activities.
2. The publication or transmission of recordings of classes or other course related activities, including transmission over the internet, uploading to a website, or sending through email or any other messaging function, is not permitted.

Specific Authorizations

1. An instructor may authorize the use of recording devices in order to meet unusual circumstances or the learning needs of an individual student as required by the Americans with Disabilities Act or other law if documentation of the individual student's learning needs is on file in the Registrar's Office
2. An instructor may authorize audio recordings for a specific course by including in the course description and syllabus the statement, "audio recordings are permitted under certain conditions" in which event students registered for the course, including registered auditors, may use audio recording devices only to record plenary class sessions that are primarily lecture in format. The instructor reserves the right to specify which sessions are suitable for recording or to request that recording devices be turned off at any point during a session. A student may use the recording privately, transfer and store it in a computer, or modify its file format. A student may also share the audio recording by sharing the recording device, by email attachment, or other limited means with any other student who is also registered in the same course in the same term, provided care is taken to avoid further distribution. Beyond sharing with other registered students, no student may publish, transmit, or distribute the recording in any form. Students who acquire such recordings under this policy may keep them indefinitely, but possessing them constitutes consent not to distribute these recordings contrary to this policy. Nothing in these exceptions to the policy constitutes permission to make or transmit video recordings or photographic images in classrooms or public lectures or events.
3. An instructor may make audio or visual recordings of classes and course-related activities, or to have students assist them in doing so, and publish or distribute these recordings by any means provided written permission from any students whose voice can be heard on the recording is obtained before distribution and the intentions are stated in the course description and syllabus.
4. In order to enhance the learning experience, the Seminary may require that audio or video recordings of students will be made during class or course-related activities, for instance in the practice of preaching. These recordings will be used only by the course instructors and never distributed to anyone other than the student being recorded, who may use the recording for any purpose and distribute it, provided that consent is obtained from any other audibly or visually recognizable individuals.

General Consents

Registration for any course at the Seminary constitutes permission to be recorded for the purposes authorized by this policy. Students are advised that in such a class their comments might be recorded and that making a comment in class constitutes permission for others to record the comment.

Violations and Discipline

The first instance of a recording violation under this policy may result in failure of the course. Any dissemination of recorded materials or any subsequent recording violation may be cause for dismissal by action of the faculty.

FF. Transfer Credit Policy

In accordance with ATS 2020 Standards of Accreditation, Standard 3.12, Pittsburgh Theological Seminary (PTS) establishes the following transfer credit policy for Master of Divinity and Master of Arts programs. The Registrar and VP of Academic Affairs and Dean of Faculty collaboratively review transfer credits, with final decisions made by the VP of Academic Affairs and Dean of Faculty.

In all cases:

PTS core requirements must be met, whether by transfer of credits or by courses taken at PTS.

2. Transfer credits are generally accepted from other Presbyterian seminaries and from non-Presbyterian seminaries deemed educationally equivalent. Transfer credits from institutions not accredited by ATS and/or a regional Association of Colleges and Schools (e.g., Middle States) will not be accepted.
3. Transfer credits may be accepted from approved institutions only if the coursework was completed not more than 10 years prior to acceptance and the student received a grade no lower than B-. No transfer credit or advanced standing will be granted from degrees that are 10 years old or older.
4. Credit hours typically transfer as listed on transcripts (e.g., 3 semester hours transfer as 3 credit hours). When institutions use different credit hour standards, 30 classroom hours will equal 3 credit hours. If a transfer course exceeds 3 credit hours, transfer of the additional credit hour(s) will be considered on a case-by-case basis.
5. Transfer credits for required courses cannot be approved without the Dean's review of the course description. A copy of the syllabus and additional relevant documents may also be required.
6. PTS will generally accept credits for distance education courses that meet the same educational standards as in-person courses. Distance education courses should be clearly identified on official transcripts or identified by the student.
7. PTS does not award credit, including Field Education credit, for life experience.

In the case of transfer of credits from a program at another institution into PTS's Master of Divinity or Master of Arts (MAPS/MTS) program:

1. A maximum two-thirds (54 credits) of the total credit hours required for completion of the Master of Divinity degree may be transferred.
2. A maximum of one-half (24 credits) of the total credit hours required for completion of the Master of Arts degree may be transferred.
3. Regarding the transfer of credits from a completed degree, if a theologically related degree was granted not more than 10 years ago, up to one-third of the credits may be accepted towards advanced standing in PTS's Master of Divinity degree. Certain requirements may be waived or replaced at the Dean's discretion.
4. If a student who completed Master of Arts degree from PTS later wishes to obtain a Master of Divinity degree, up to one-third of the credits from the completed degree can be transferred. If the student wishes to use all the credits from their MA degree, the student must rescind the MA degree to obtain a complete transfer of credits. A degree completed more than ten years prior to the application shall not qualify for transfer of credits.

5. If a student with an uncompleted Master of Arts degree from PTS wishes instead to pursue the Master of Divinity degree, all credits may be transferred so long as they are not more than ten years old and are considered equivalent to course credits in the Master of Divinity program.

In cases where a student in another institution's program wishes to take courses at PTS and transfer credits from PTS to that institution:

1. If there is an agreement with the other institution (e.g. the cooperative agreement among institutions in Pittsburgh), the rules of that agreement apply.

If no such agreement is in place, the student shall apply to PTS as a non-degree student. In place of references, the student will ask the Dean's office at their institution to send the PTS Admissions Office a statement confirming that the student is in good standing and that the student's intention for study at PTS is understood and approved. Tuition will be paid to PTS for the courses taken and a transcript provided to the home school upon completion of the course(s).

In the cases not covered explicitly by the above rules, the principles of these rules and best practices shall be applied.

PTS shall strive to make decisions about transfer credits known to transfer students as soon as possible after reception of their completed applications.

Once accepted at PTS, any student may request to be exempt from a required course by being examined by a faculty member who teaches the required course. If the examination is successful, the faculty member shall communicate this in writing to the Dean, who shall note the exemption in the student's file in the Office of the Registrar. The exemption does not reduce the number of credit hours required for graduation. Credits from suggested or elective courses may be substituted.

II. LIBRARY

The Clifford E. Barbour Library is the largest theological library in the tri state area and your first stop to find theological research and reference information for your classes and personal use. Through [the online catalog](#) you can find information about the 260,000 volumes and over 820 periodical subscriptions in the collection. Students also have access to several [online databases](#) and other online research tools. [Reference help](#) is available in-person and online (chat or email). [Visit our website](#), [FAQs](#), [Libguides](#), and [policies webpage](#) for more information.

Contact Us

For general inquiries and account help, contact us by phone at the Circulation Desk: 412-924-1354 or by email: libraryinfo@pts.edu

To contact one of our librarians, [visit our staff directory](#).

Library Hours

Fall and Spring Terms:

Mon-Thu	8:30 am to 10:00 pm
Fri	8:30 am to 4:30 pm
Sat	10:00 am to 2:00 pm
Sun	CLOSED

Visit the [Library Calendar](#) for summer, J-term, and special/holiday hours.

Current PTS students can use their PTS OneCard to gain access to the [24/7 space](#) when the library is closed.

Borrowing Privileges

Students may check out a maximum of 50 items at a time (10 media items). See the [Borrowing and Patron Information webpage](#) for more information.

Patrons may request holds only on items that are currently checked out. Items cannot be renewed if another borrower has requested the item. All library materials are subject to recall.

Reciprocal borrowing privileges are also available: 1. Locally at the University of Pittsburgh, Duquesne University, Reformed Presbyterian Theological Seminary, Trinity Anglican Seminary, and Byzantine Catholic Seminary; 2. Throughout the US and Canada through participating members of the ATLA Reciprocal Borrowing program (contact the library for more information).

Renewals

Renew your items in person, by phone, or online by clicking the [My Account link](#) at the top of the library website or catalog homepage. Multiple overdue items or excessive fines will block the ability to checkout or renew items.

Book Drop

If the library is closed, materials may be returned at the book drop to the right of the front entrance.

Fines and Lost/Damaged Items

Courtesy notices are sent via email before books are due. Excessive overdue fees/items or lost/damaged items will result in privileges being blocked until these are resolved. Visit our [Borrowing and Patron Information webpage](#) for more information.

Reserves

Materials placed on reserves for classes are located at the library circulation desk. Loan periods range from two hours to seven (7) days, depending on the instructor. Many titles are also available as eBooks through the library catalog.

Two hour reserves are for in-library use only. Reserve items are not holdable or renewable.

Interlibrary Loan

If an item is unavailable at the Barbour Library or a reciprocal library, it is possible to obtain it from another library. [The form for requesting books or articles through ILL](#) is available on the library website. The process normally takes from seven (7) to ten (10) days for book loans, and one to three days for scanned articles or book chapters, although longer wait times are possible. After requested loan materials arrive, patrons typically may keep books for three to four weeks. Some libraries will also allow borrowers to renew interlibrary loan books for an additional loan period.

Remote Library Access

When off campus/using a wireless connection, our eBooks and subscription databases can be accessed by logging into your session using your 14-digit library account number. For more information, see our [Remote Access libguide](#).

Reference Help

For in-person research help, stop by the reference desk on the first floor. You can also arrange an appointment with our [Research & Instruction Librarian](#). Online help is available via chat at our [FAQs page](#) as well as the [online catalog](#) (click the "Ask A Librarian" box). Many of our [libguides](#) also contain helpful reference information.

Computers

Desktop computers are available 24/7 in our first floor computer lab. There are also computer stations on the ground and second floors. You will need to log in to these computers using your PTS username and password. Patrons should follow the Seminary's Computer and Network Usage Guidelines found in this handbook.

Library Etiquette

Food and drink in closed containers are permitted throughout the building with the exception of the Reference Room (covered drinks permitted only). The Reference Room is also a quiet study area. Computers have no filtering software and are for use by patrons ages 18 and over. See our [Policies page](#) for additional policies.

Group Study Rooms and Individual Carrels

Open carrels for individuals are available on all floors. There are limited number of closed carrels on the ground and second floors, and three soundproof group study rooms on the second floor. These are used first come, first served,

or may be reserved up to one full day through 25Live.

Recording & Media Room

This room provides audio-visual equipment for recording presentations, sermons, etc. The library provides SD cards, if needed. There is also a record player/cassette deck/CD player and a VHS player for listening to/viewing media. This room can be reserved through 25Live, or patrons can come to the front desk to request use.

III. ADMINISTRATION AND STUDENT SERVICES

- A. The Associate Dean of Students and Formation is the main person of reference for student questions and needs, including pastoral concerns and non-academic grievances (See Non-Academic Regulations and Grievance below in "Other Seminary Policies"). The Dean's office is Room 211 on the second floor of Long Hall and is available by phone at 412-924-1398.
- B. Business Office
Cashier Hours at the Business Office are as follows:
Academic Year:
Tuesday through Thursday, 9:00 a.m. - 11:30 a.m. and 1:00p.m. - 3:30 p.m.
Monday, Friday and evenings, by appointment, phone or e-mail
During Fall and Spring Semesters, Monday and Tuesday of first week of classes – availability until 6:30 p.m.
During Hybrid gatherings the business office holds extended hours, you can find the extended hours for any particular hybrid gathering on the hybrid schedule.
1. Check Cashing
The Business Office will cash personal checks up to a maximum of \$20.00 when funds are available. Such checks should be made out to *Pittsburgh Theological Seminary*. If any checks are returned to us by the bank for reason of insufficient funds, the writer will be charged a fine of \$25.00.
 2. Check Request and Credit Balance Refund Policy
Credit balances on student accounts will be refunded to the student after all charges for the entire current term have been deducted. This includes but is not limited to tuition, fees, and housing. Check requests are to be made by the student three (3) business days prior to the check processing dates. The Seminary's Business Office typically processes requests for the 15th and 30th of each month. **Checks are placed in student mailboxes when available.**
 3. Payment of Tuition, Rent, and Fees
Billed tuition, rent and fees are payable, in full, by the 15th day of the following month (for example: Student billing statements dated September 30th are due no later than October 15th). There is a finance charge of 1/2% per month on the open account balance. The Seminary's Business Office requires all students' account balances to be paid in full before they can register for the following term.
The Seminary accepts cash, check, Visa, MasterCard, or Discover for course payment. Please make checks payable to Pittsburgh Theological Seminary (or PTS). Credit card payments are accepted online at My.PTS.edu or in person at the Business Office.

All Seminary charges and fees are payable in U.S. funds. Foreign checks or money orders must have the U.S. bank with which they are affiliated printed on the check or money order. Additional fees may be assessed for foreign checks or money orders. If checks are returned to us by the bank for the reason of insufficient funds (nsf), an additional fee of \$25.00 will be assessed.

In order for a student to graduate, all fees must be paid in full.
- C. Lockers
A limited number of lockers are available in the Barbour Library lobby. Locks are non-functional and the patron assumes any risk in using these storage spaces.

D. Lost and Found

All articles lost or found should be reported to the Reception Office and may be picked up there.

E. Mail

The Mailroom is located on the lower level of the George A. Long Hall. All students, faculty, and staff at Pittsburgh Seminary are assigned a mailbox by the Mailroom and issued a combination card to that box.

For students living in **Calian Hall**, mail should be addressed to:

Name

616 North Highland Avenue

Box No.

Pittsburgh, PA 15206

For students living in **Fulton Apartments**, mail should be addressed to:

Name

Name of building and apartment number

700 North Highland Avenue

Pittsburgh, PA 15206

For students living in **Stanton Highland Apartments**, mail should be addressed to:

Name

Maple Building and apartment number

6020 Stanton Ave

Pittsburgh, PA 15206

Name

Alder Building and apartment number

6004 Stanton Ave

Pittsburgh, PA 15206

The Mailroom is open from 8:00 a.m.-12:00 p.m. and 1:00 p.m.-4:00 p.m. Monday through Friday.

Mail arrives once each day and is usually in boxes by noon. Students should regularly check their mailboxes.

Parcel post is also distributed in the Mailroom. Seminary information is distributed through the mailboxes.

Out-going mail is picked up at 3:45 p.m. each day.

Mailroom Personnel are not authorized or required to sell stamps or mail packages. Letters and packages can be mailed through the East Liberty Post Office or ordered online at www.usps.com.

East Liberty Post Office

6360 Broad St.

Pittsburgh PA 15206

412-661-5780

F. Counseling Services

The Associate Dean of Students and Formation provides pastoral/chaplaincy support for students and normally concerns should be addressed to him/her, in Room 211 Long Hall or 412-924-1398. The Associate Dean of Students and Formation can assist in making appropriate referrals if circumstances warrant more specialized attention.

G. Early Childhood Care in the Pittsburgh Public Schools

The Pittsburgh Public School system also offers early childhood care. The Pittsburgh Public Schools Early Childhood Program provides children, ages birth to 5, with a comprehensive, educational program designed to reinforce and respond to the unique strengths and needs of the individual child and family. Early Childhood Programs are available at no cost to Pittsburgh residents in various neighborhoods across the City. In the vicinity of the Seminary closest Early Childhood Center is Peabody Early Childhood Education Center, 515 N. Highland

Avenue, Pgh, PA 15206, (412) 529-8702 More information can be obtained at the following Pittsburgh Public School link: [PBOE Early Childhood Education](#).

H. School-Age Children Educational Information

The Seminary is located within the Pittsburgh Public Schools area. There are two elementary schools in the area.. The Pittsburgh Public Schools Accelerated Learning Academies (ALAs) feature learning environments that engage students, reduce discipline issues, and support individualized instruction. The instructional program is based on the America's Choice School Design model, which was developed after an extensive study of the best educational practices in the United States and abroad. One elementary school is the Dilworth Traditional Academy Magnet School, a K to 5 school located at 6200 Stanton Ave. The other local elementary school options are the Fulton Academy located at 5799 Hampton Ave, Lincoln Elementary located at 328 Lincoln Ave. There is a middle school (grades 6-8) nearby known as Arsenal, at 40th and Butler St. and The Barack Obama Academy of International Studies (formerly Pittsburgh Frick/Pittsburgh IB) which is an International Studies magnet school located across from Pittsburgh Seminary, is currently serving students in grades 6-12. They are a certified International Baccalaureate Middle Years Program (grades 6-12). More information can be obtained at the Pittsburgh Public School website: www.pghboe.net.

I. Recreation on Campus

The Seminary has an Exercise/Fitness Room located on the ground floor of Calian Hall. This room includes stationary bicycles, treadmills, and an exercise area. This area is available for all students, faculty and staff. To gain access to the room please visit the Welcome Center Front Desk Coordinator in the rotunda of Long Hall, or reception@pts.edu. All applicable rules and regulations must be strictly followed.

J. Tours

Campus tours are available for small groups. Arrangements for the tours must be made through the Office of Enrollment Management.

K. Campus Worship

In theological studies, we aim to understand God truly. We cannot understand God without worshipping God. Worship is therefore an integral part of our common life at Pittsburgh Theological Seminary. Mid-day chapel services are held two times each week while classes are in session. The services are organized by the Chapel Team, a group of students led by the Director of the Worship Program, under supervision of the Seminary's Community Life Committee. All faculty and students are expected to regularly attend worship as well as periodically participate in worship leadership.

L. Reception Services

Services provided by the Reception Office include handling reservations for guest rooms, scheduling the use of Seminary meeting spaces, directing inquiries to the proper offices, assisting visitors of the Seminary, providing spare keys for the Residence Hall, distributing computer lab keys, contacting maintenance and first aid personnel in case of an emergency, and providing information for new and existing members of the Seminary community. You can reach the Receptionist at 412-362-5610.

M. Computer Lab

The Computer Lab is located on the first floor of Barbour Library. The computer lab is part of the library's 24/7 space. PTS faculty, staff and current students can use their OneCards to badge into the front doors at any time, which also gives them access to the lab.

N. Placement Office

The Placement Office provides job placement counseling and other services. Every student is encouraged to meet with the Associate Dean of Students and Formation and discuss ministry opportunities and goals. To make an appointment, please contact the Associate Dean of Students and Formation at 412-924-1398 or Associate Director of Student Services, Ashley Johnson, at 412-924-1414, placement@pts.edu.

IV. GENERAL SEMINARY INFORMATION

A. ID Cards

A photo identification card is issued to each entering student and provides access to campus facilities. Additionally, the OneCard includes your personalized library bar code. Lost, stolen, or broken IDs are subject to a \$25 replacement fee; a new one can be obtained from the OneCard Office. The ID card is for the exclusive use of the student, is non-transferable, and remains active until the user separates from PTS.

B. Security and Safety

1. The resident entrances of Calian Hall and all entrances of the apartment buildings will be locked at all times. Students are requested not to prop the interior or exterior doors open. It should be stressed that the security of the residence buildings is maintained to a large degree with the cooperation of the students and their families. It is up to students to secure doors on entering and exiting buildings for safety and security.
2. The security guard on duty should be notified immediately of crimes and/or property damage.
3. The Seminary security phone answers 24 hours a day 412-889-2208. Uniformed security are on duty from 3:00 pm until 7:00am Monday –Friday. Saturday, Sundays and holidays, uniformed security are available 24 hours. A security guard is available for help as required. Monday through Friday between the hours of 8:30 a.m. - 4:30 p.m., contact the Receptionist at 412-362-5610 if you have security problems. You may contact security by calling 412-889-2208 or by activating any emergency call box. These call boxes are located in the following areas:

Back of the chapel
The Long Hall courtyard entrance
Guest parking area in front of campus
At the entrance to Calian Hall

If you would like an escort from your car into the buildings or from the buildings to your car, please call 412-889-2208 and the security officer will be glad to provide this

4. In the case of a medical emergency, do not hesitate to call 911. You should also contact one of the following offices in descending order: the Reception Office during business hours or PTS Security after 4:30 p.m. First-aid kits are located at the Reception Office on the first floor of Long Hall and in the Kadel Dining Room in McNaugher.

Automated External Defibrillator or AED locations:

Long Hall - Outside Knox (near women's restroom)
Library - In front of the Library elevator
Chapel Auditorium Lounge - Near women's restroom
Calian Hall - Left of main entrance
McNaugher Hall - Ground floor; hallway intersection near Dean of Student's Office
Fulton - Basement corridor outside Laundry Area
Maple - Second tower entrance
Alder - Second tower entrance

C. Scheduling Facilities and Events

Depending on the size of the event, people in various departments are frequently involved in completing arrangements, and each department needs to know in advance of the event what is required of them in order to implement their part of your meeting plans. Some of the people involved might include the following:

Welcome Center Front Desk Coordinator 412-924-1397

for scheduling overnight accommodations
for availability of desired meeting rooms
for audio/visual equipment

Facilities Director412-924-1434

for special setup of meeting rooms

Security Guard.....	412-889-2208
for locking and unlocking doors	
LBJ Lunchtime Food Services.....	412-924-1436
for meals/receptions/coffee breaks	

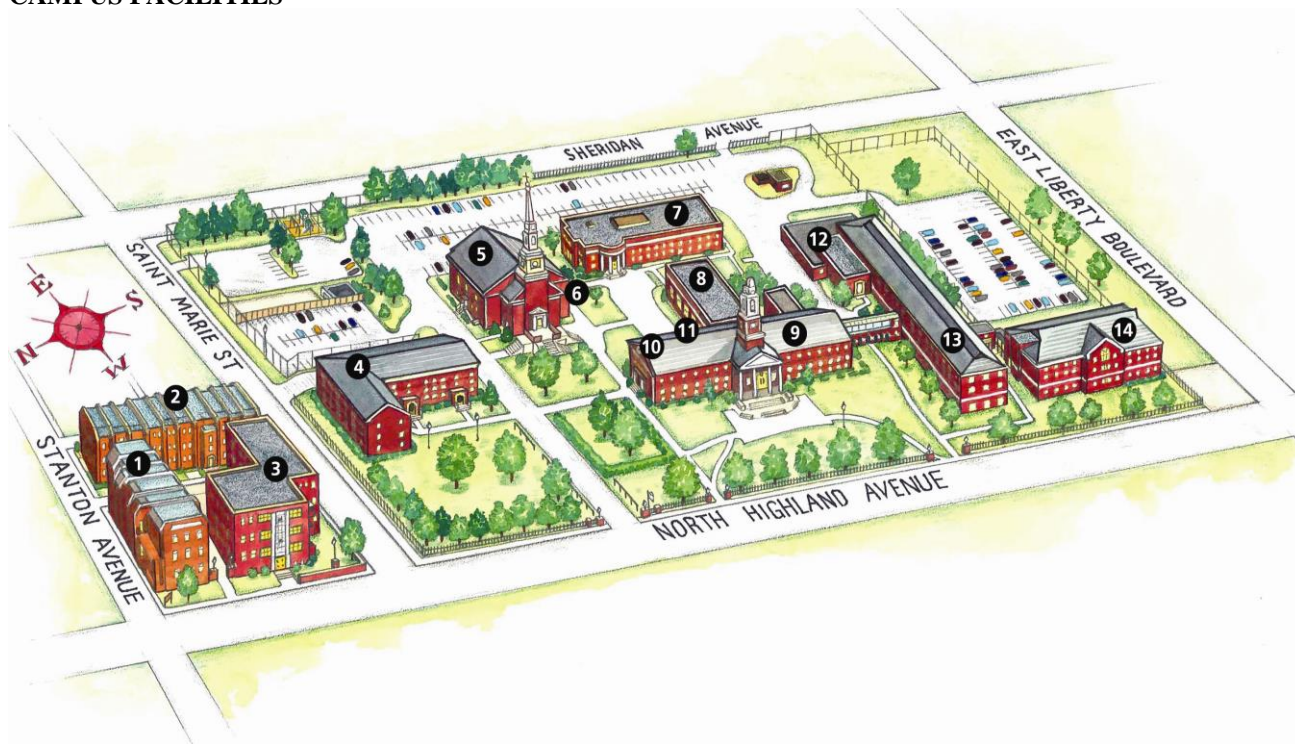
The person responsible for the Seminary calendar is the Welcome Center Front Desk Coordinator. Students and employees have the ability to reserve rooms through our online event management system, 25-Live. Reservations are confirmed by the Welcome Center Front Desk Coordinator based on room availability. When you are planning an event which involves any of the above departments, the following information and procedures should be followed:

1. Check with the Welcome Center Front Desk Coordinator as early as possible concerning the requested date(s) and the availability of rooms. **Please do not finalize any plans until the date(s) and room(s) have been reserved.**
 1. Requests for additional needs, sleeping accommodations, special room arrangements, extra security, audio/visual and/or other equipment should be communicated to the Welcome Center Front Desk Coordinator when the event is confirmed. **Plans for all events must be confirmed no later than two weeks in advance of the event** --earlier if possible. If the planned event is cancelled, or the date is changed, please notify the Welcome Center Front Desk Coordinator immediately.

D. Snow or Other Emergencies – Cancellation of Classes

Cancellation of classes due to snow or other emergencies will be announced through the PTS Emergency Alert System (Shofar). Users are notified by voicemail or text message at a number of your choice. To sign up for Shofar, visit www.pts.edu/shofar/. Cancellations will also be broadcast on radio station KDKA-AM (1020) and television stations KDKA and WPXI. The same message will be on the Seminary telephone, 412-362-5610, the Seminary's website (www.pts.edu), and on Facebook (friend Pittsburgh Theological Seminary).

V. CAMPUS FACILITIES



- | | |
|---|---|
| 1. Alder Apartments | 10. Kelso Bible Lands Museum Entrance |
| 2. Maple Apartments | 11. Shakarian Campus Center Entrance |
| 3. Hawthorn Apartments | 12. William H. Kadel Dining Room |
| 4. Samuel A. Fulton Memorial Apartments | Basfield Dining Room |
| 5. Hicks Memorial Chapel | President's Dining Room |
| 6. Auditorium Entrance (Lower Level) | Starr Dining Room |
| 7. Clifford E. Barbour Library | Small Dining Room |
| 8. John Knox Room | 13. John McNaugher Memorial Hall and Lounge |
| 9. George A. Long Hall | 14. Calian Residence Hall |

A. Housing

1. Rooms

Calian Hall - The new Calian Residence Hall accommodates men and women in single rooms. These state-of-the-art rooms are all air-conditioned, contain private showers and internet access. Student lounges are located on each floor and there is a small kitchen facility on the ground floor. The Seminary's Exercise/Fitness Room is also located on the ground floor, as is a Recreation Room complete with a pool table. The residence hall has an elevator and is fully accessible. The first floor of the building is equipped with rooms for guests.

2. Apartments

Fulton Hall provides 18 efficiency and 21 one-bedroom apartments. Each unit includes a kitchenette, a bath, and a storage locker.

Pittsburgh Theological Seminary leases thirteen two-bedroom, four three-bedroom and one four-bedroom apartments in the **Stanton Highland Apartments**. These apartments are managed by Trek Development. Three buildings, **Maple, Alder, and Hawthorn** form a quadrangle that encloses a play area for children. In **Maple**, PTS leases one four-bedroom, three three-bedroom, and 12 two-bedroom apartments. In **Alder**, PTS lease one two-bedroom and one three-bedroom apartment. All apartments in Maple and Alder have a living room, kitchen, bath, and a storage locker. **PTS does not lease any apartments in Hawthorn**. All apartments have wireless Internet access. There is a pay laundry onsite.

B. Chapel and Attached Facilities

The sanctuary of **Hicks Family Memorial Chapel** is used for worship during the Seminary's chapel services and the spacious and comfortable **Auditorium** is used for conferences, special lectures, and other events. Christian Associates of Southwestern Pennsylvania is located on the right hand side facing the Chapel building.

C. Long Hall

George A. Long Hall is the focal point of campus life. In addition to classrooms, the building contains administrative offices and the **John Knox Room**, which has state of art technology and lighting and is used for many special lectures and gatherings.

The lower floor of George A. Long Hall contains the following facilities:

Mailroom with campus mailboxes and the **Kelso Museum of Near Eastern Archeology**.

D. McNaugher Hall

McNaugher Hall contains faculty offices, Pneuma Spiritual Direction, McNaugher Lounge (frequently used for meetings), and a Prayer Room. The Facilities Director's Office is located in the basement of McNaugher Hall. Attached to McNaugher Hall is the **Kadel Dining Room** which also contains the **Basfield, Starr, Small, and President's Dining Rooms**.

VI. STUDENT HOUSING

A. Student Housing

1. General Statement

Pittsburgh Theological Seminary provides a fine selection of housing for students who are engaged in recognized programs of the Seminary or PCHE schools. There is one residence hall with space for 32 people, and apartments ranging in size from efficiency apartments to a four-bedroom apartment. Families with children have priority for larger apartments. No Seminary housing is available to individuals or families who are not engaged in a recognized program of study at Pittsburgh Theological Seminary or a PCHE school. You must be a full time student at PTS to qualify for housing. PCHE students can be part-time but must be enrolled in a recognized course of study.

PCHE Schools are as follows: Carlow University, Carnegie Mellon University, Community College of Allegheny County, Chatham University, Duquesne University, La Roche College, Pittsburgh Technical College, Point Park University, Robert Morris University, and University of Pittsburgh

Apartment and Residence Hall Definition

Each apartment is equipped with a refrigerator and stove, and wall-to-wall carpeting. Free laundry facilities are available in Fulton Hall. Apartment sizes range from efficiencies to four bedrooms; eligibility is based on availability and family size.

The Residence Hall has fully furnished rooms with a kitchenette that includes a mini refrigerator, microwave, sink, and storage. Rooms in the residence hall are strictly for one person. There is a fitness center, recreation room, and a full kitchen in the basement of Calian Hall that all residents and guests are welcome to use. Free laundry facilities are provided on each floor of Calian Hall.

Residence Hall and apartment rents are below commercial rates with utilities included in the rent.

2. Procedures for PTS students only (PCHE students are subject to a different process)

a. Application

1. To be considered for housing, fill out the application [here](#). Students are only considered for apartments selected on the application. Applications are accepted year-round. Ordinarily, the Housing Office needs 3 weeks from the time that it receives an application until the move-in date.
2. New students must send a commitment fee of \$300 with their housing application. The security deposit (the difference between one month's rent minus the \$300 commitment fee) is due upon arrival. Students who relinquish their housing request forfeit their \$300 commitment fee.

3. In February, the Housing Office sends out a survey concerning students' plans for the next school year. This is the time to request a lease renewal. Requests for different apartments are *only* accepted during this time, through the housing renewal survey.

b. Conditions of Assignments

1. Assignments to Seminary apartments are made by the Housing Coordinator in accordance with the policies recommended by the Office of Student Formation and approved by the Seminary cabinet.
2. Students are expected to notify the Housing Office of changes in their marital or family status. This information will be considered each year when apartment assignments are made for the following summer and academic year.
3. It is the Seminary's expectation that students stay in Seminary housing no more than four years.
4. Intentional failure to provide accurate and correct information on the housing application will result in immediate termination of the apartment lease and possible expulsion from the Seminary.
5. Special exceptions to this policy may be considered by written request with approval required from both the Associate Dean of Students and Formation and the Vice President of Finance and Administration.
6. PTS students *must* be enrolled full time to be considered for and to remain in student housing.

3. Guests

Seminary housing is limited to single students and married students with families. Students must register their guests in the Housing Office. Guests are permitted to stay with students for a time limit not to exceed seven (7) days. If it is believed guests will need to stay beyond this time it is encouraged that they stay in our guest housing.

There are several guest rooms available in Calian Hall for a fee. Official guests of the seminary will be given priority for the use of the guest rooms. Reservations are handled by Guest Services and must be made through the website well in advance of the date needed. Meeting room reservations are also made through the Welcome Center Front Desk Coordinator, 412-924-1397. The Housing Office does not handle guest housing or meeting room reservations.

B. Building Regulations

1. Accessibility

Recent modifications and additions to Seminary facilities have provided access to our major buildings and educational resources for persons with disabilities. Classrooms, offices, the residence hall, dining facilities, restrooms, the mailroom, speech studio, museum, and the entire Library complex are accessible. The Seminary is committed to providing a barrier-free environment in order to serve all individuals regardless of their physical limitations.

2. Animals: Dogs and cats are permitted only in designated apartments. (See Pet Policy in Appendices Page 99) Other pets are allowed with the approval of the Associate Dean of Students and Formation. Rare exceptions to the pet policy are made by the Associate Dean of Students and Formation.

3. Apartments at Pittsburgh Theological Seminary are rented unfurnished. With the exception of international students enrolled at Pittsburgh Theological Seminary, students are expected to furnish the apartments on their own.

4. Emergencies

Fire extinguishers are located in the halls of all residences. These dry chemical extinguishers should be used if a fire ignites, especially in the event of a grease fire. Fire alarm stations are located in the stairwells of all residences. Hallway pull stations will automatically notify the fire department.

Smoke detectors are also located in the halls of Calian Hall plus in all the residence hall rooms and apartments. Cigar/cigarette smoke, fumes, or steam will set off the smoke detectors. Please keep doors to cooking areas closed while cooking or the detectors will be tripped.

5. Fire Alarms and Smoke Detectors

Fire alarms and smoke detectors will be tested the first Tuesday of every month at 8:00 a.m. on campus and at 10:00 a.m. in the apartments.

6. Garbage

Garbage should be removed daily from the apartments. Only garbage in plastic bags should be put in dumpsters for sanitary reasons. Pick-up is Monday, Wednesday, and Friday.

7. Calian Hall Kitchen is a communal space that exists to promote hospitality. Cooking is not permitted in Calian Hall rooms (other than in the microwaves provided by the Seminary). However, there is a kitchen on the ground floor of the building. Students are responsible for cleaning the kitchen and refrigerators. Do not remove the pots, pans, and dishes from the kitchen. All personally owned kitchen items should be kept in the resident's room. Residents should not store cookware in the kitchen. Food belongs to individuals and is not communal. Residents should not remove or touch food that does not belong to them. Names and dates must be placed on the food. If this is not done, it is the discretion of management to remove the food regularly (See Calian Kitchen Policy in Appendices Page 104).

8. Laundry facilities are located in the basement of Fulton, Maple, and Alder. In Calian Hall, laundry facilities are located at the end of each floor. All washing and drying should be done in the laundry area. If you have problems with machines, it is up to you to call the number listed on the machines for repair.

9. Maintenance: If you have a maintenance problem, submit a request on My.PTS.edu.

The Facilities Director's office is located below the Kadel Dining Room in McNaugher Hall. The Housing Coordinator is located in Long Hall 213.

10. Maintenance Emergencies: Please contact campus security at 412-889-2208, who will notify the maintenance person on duty. Leave a phone number where they can get back to you.

11. Moving and Storage of Goods

a. Apartment Buildings

A storage locker in the basement is assigned to each apartment. The assigned locker number corresponds to the tenant's apartment. An extra chain lock is recommended on storage lockers. NO items are to be stored outside the lockers. NO flammable liquids (paint thinners, varnishes, etc.) are to be stored in lockers or basement storage areas.

b. Calian Hall: All heavy incoming baggage (trunks, boxes, etc.) should be received at the rear entrance of Calian Hall. Outgoing baggage also should be taken from this door. The owner is responsible for the receipt and shipment of his/her belongings.

12. Recycling: Bins are placed throughout the Long Hall and McNaugher Hall for recycling aluminum cans, corrugated boxes, and high-grade office paper only. Apartment residents are responsible for their own recycling. Large recycling bins are located outside the apartment buildings.

13. Personal Telephones and Cable Television: Phone/Internet services may be installed in your rooms or apartments, under your name and billing responsibility, there are many options available (Verizon FiOS, Xfinity, etc.). You or your appointed agent must be present during any installation/repair work associated with this service. If the installation/repair requires access to locked areas of the building, please coordinate this with the Facilities Director and/or onsite facilities personnel.

C. Parking and Traffic Regulations

Parking is permitted for persons affiliated with the Seminary. No major car repairs are permitted on the campus parking lots. The Seminary assumes no responsibility for the protection of any vehicle or its contents that is parked

on the Seminary grounds. We suggest that you provide security to protect your own vehicle. Any car without a current inspection sticker or license plate will be towed away at the owner's expense.

1. Parking is permitted only in the designated areas. There are designated spaces for those with mobility challenges. Please do not park along the driveways, as we must maintain a two-way traffic right-of-way through the grounds. No parking is allowed in the quad apartment area. Please do not park near entrances to the quad or the rear of Fulton in order to leave room for the garbage trucks.
2. Due to the large number of children living on campus, all cars must be driven at a very reduced speed. Care must also be taken in backing out of parking spaces.
3. The three rear driveway gates are closed. Please do not block the back gates with cars, due to possible fire emergencies. "Loading Zones" are designated for deliveries and should not be used as regular parking places.
4. The pedestrian gate at the front gate opening onto N. Highland Avenue are locked at all times. Gate keys are available through the Business Office for residents who would like the convenience of access to these gates. Entrance may be gained to the campus at all times through the N. Highland Avenue driveway entrances.

VII. OTHER SEMINARY POLICIES

A. Non-Academic Regulations and Grievance Procedure

In non-academic affairs the students shall be subject to rules in the Student Handbook and other rules promulgated from time to time by the President in consultation with the Cabinet; provided such rules and regulations may be suspended or vetoed by the Board of Directors at any time. Each student shall agree by matriculation in the Seminary to abide by all the rules and regulations of the Seminary then in force or thereafter promulgated and to be subject to discipline including dismissal, in accordance therewith.

Non-academic discipline shall include all violations of Seminary rules and regulations for (1) the efficient operation of the Seminary's academic programs; (2) the protection of persons and property; and (3) the maintenance of the integrity of the community. Rules and regulations (including penalties for violation thereof) governing non-academic conduct shall be promulgated and changed from time to time by the President in consultation with the Cabinet and shall be enforced by informal action of administrative officers or upon the request of the complainant, in accordance with such rules and regulations which shall include provisions for appeal from a decision adverse to the student. Where the Anti-Discrimination Policy applies, its rules and regulations shall govern the grievance procedure.

Occasions or events may occur where a student believes that a condition or a decision affecting him or her is unjust or inequitable. These situations are to be resolved quickly and fairly. The intent of this procedure is to provide a means for a student to voice feelings, complaints, and/or desires.

Complaint Procedure

Filing a Complaint.

A student who has a non-academic complaint should present the situation to Associate Dean of Students and Formation. Complaint forms are available in the My.PTS.edu portal under "Student Services." All complaints will be responded to within a seven (7) day period. It is in the student's interest to make the complaint as soon as possible after the incident has occurred or the issue has arisen. The appropriate administrator/staff person will respond to the situation during the initial discussion or will try to submit a written answer within seven (7) days.

If the problem should remain unresolved to your satisfaction within the seven (7) day window, then the matter should be submitted in writing to the Associate Dean of Students and Formation.

If there is an unusual situation or personal conflict with an administrator/staff person involved in the complaint then you should notify the Associate Dean of Students and Formation. If the personal conflict involves the Associate

Dean of Students and Formation, then you should notify the Dean of Faculty. All facts will be carefully re-examined and evaluated in an effort to resolve the problem. You will receive a response from either the Associate Dean of Students and Formation or the Dean of Faculty within seven (7) days from the time they have been notified.

Appeal of a Sanction

A student seeking redress from a sanction imposed shall have access to an Appeals Committee made up of the following 5 people: a member of the Cabinet, appointed by the Seminary President; a member of the student body, selected by the student filing the appeal; a student, appointed by the President of the Student Association; an administrator not serving on the Cabinet, appointed by the Seminary President; a faculty member, appointed by the Chairperson of the Faculty Nominations Committee. If the complainant appeals the decision of the Appeals Committee, final adjudication shall be made by the President of the Seminary.

Many student rights are defined and regulated by law. They are too numerous to be listed in this Handbook. For more information about your rights as a student, please refer to the Family Educational Rights and Privacy Act (FERPA) on www.ed.gov, or contact the admissions office or registrar's office for more information on FERPA.

B. Standard of Behavior

As a Christian community expectations on how we conduct ourselves are outlined in the Community Standards of Communications and Conduct at the beginning of this handbook on page 7. Proper behavior is expected of all persons on campus, in and out of the classrooms. Serious offense against proper behavior (e.g., disturbance of the peace, harassment or bullying (whether verbal or physical; in person or otherwise), dishonesty, public indecency, misuse of Seminary computers for harassment, pornography or otherwise) is cause for dismissal. The mistreatment or willful destruction of Seminary property is cause for dismissal. This includes the mistreatment of books belonging to the Seminary Library, e.g. by making marks in them with ink or highlighter.

See also above, I., Section T: Academic Honor.

C. Inclusive Language

The Seminary encourages both the sensitivity to and use of words that include, not exclude other persons, where this is appropriate (e.g., "humanity" instead of "mankind"). All persons should be treated with the same respect, dignity, and seriousness, and no person or group of persons should be trivialized or stereotyped.

D. Cell Phones

The use of cell phones during classes, special lectures and chapel services is disrespectful to the facilitators and instructors, as well as fellow classmates and guests. Please turn off your cell phones in these settings or make sure they are on vibrate. No cell phone recording allowed in any of these settings without prior permission. See the EE. Recording Policy.

E. Solicitation

Solicitation of money, subscriptions, and customers on campus is forbidden. Lists of names and addresses of students shall not be supplied to publishers, etc. Faculty and administrative personnel soliciting funds for any project should first consult with the Institutional Advancement Office.

No student may seek financial support from churches other than the home congregation, because students who make such appeals jeopardize the churches' gift response to Seminary appeals. Students making such an appeal lose eligibility for financial aid. This rule does not include scholarships and grants that are established by specific congregations and that have a formal application process for the award.

F. Use of Seminary's Name and Logo on Stationery, Publications and Websites

The name of Pittsburgh Theological Seminary is the property of the institution and may not be used by other individuals or organizations without its consent. Stationery used by students or student groups should not have the name of Pittsburgh Theological Seminary printed on letterheads or envelopes unless this is preceded by the name of the student or student organization or by some other indication that this is not the official stationery of the institution. Official PTS stationery may not be used for personal use.

The Seminary logo is important to the overall image of the institution. Any use of the logo must be approved by the Director of Communications. Publications or items bearing the logo must be approved by this office prior to printing. Graphic images of the logo are available for approved purposes.

Official student organizations may use Seminary resources to create websites for their groups. Those wishing to build a web presence must work with the Director of Communications and Database and Website Administrator to create the site. Student organizations must abide by the rules set forth by the Policy for Creating New or Updating Old Websites. Maintenance of the site is the direct responsibility of the student organization. Any site in violation of other Seminary policies (Computer Usage, Anti-Discrimination, etc.) may be terminated.

G. Drug and Alcohol Policy

In accordance with The Drug-Free Schools and Communities Act of 1989, and to help provide a safe, healthy, and productive academic and work environment for our students, employees, and others, to protect Seminary property, and to insure efficient operations, the Seminary has adopted a policy of maintaining an environment free from the abuse of drugs and alcohol.

Students and employees of Pittsburgh Theological Seminary are strictly prohibited from unlawful manufacture, distribution, sale, possession, or use of controlled substances on the campus or as part of any Seminary activity.

No person under 21 years of age shall possess, purchase, or consume alcohol on campus. No person at the Seminary shall offer, give, or sell alcoholic beverages to anyone younger than 21 years of age. Kegs of beer are prohibited on campus property. Alcoholic beverages shall not be served or consumed at any event without the permission of the Cabinet.

Pittsburgh Theological Seminary considers the use of alcoholic beverages in moderate amounts to be a matter of responsible personal choice. Persons determined to be in violation of the above policy will be subject to disciplinary action up to and including termination or expulsion and/or referral to authorities for prosecution under applicable laws. The Seminary has available a voluntary counseling and rehabilitation program, which, when required by law for any employee or student of the Seminary, or as determined by the Cabinet, will be mandatory.

Where to go if you need help - Pittsburgh Area Resources

Alcoholics Anonymous	412-471-7472
Al-Anon	412-683-7750
Alternatives Regional Chemical Abuse Program	412-381-2100
Center for Chemical Dependency Treatment	412-246-5910
Gateway Rehabilitation	412-697-0928
Greenbrier Treatment Center	412-421-4311
Harbor Light Center (Salvation Army)	412-231-0500
UPMC Mercy Inpatient Rehabilitation Facility	877-287-3422
Narcotics Anonymous	412-391-5247
United Way Help Line	412-261-6010

In accordance with the Federal Drug Free Workplace Act, notification must be given to the Seminary of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. Failure to timely notify the Seminary of a conviction for a criminal drug statute violation occurring on campus will be subject to disciplinary action up to and including dismissal.

For assistance in other emergencies, please contact 911 or the following:

Women's Shelter of Greater Pittsburgh	412-687-8005
Pittsburgh Action Against Rape	1-866-END-RAPE

H. Pittsburgh Theological Seminary Weapons Policy

This policy applies to students, faculty, staff, contractors and visitors.

PURPOSE

The purpose of this policy is to identify prohibited behaviors, and sanctions related to the presence of weapons on campus.

I. Overview

Pittsburgh Theological Seminary, as a commitment to our vision of “seeking to be a generous and hospitable community” recognizes the need for maintaining a safe learning and working environment for all members of the seminary community. The Seminary will not tolerate the use of or the possession of any weapon(s) by anyone while on our premises.

II. Weapons on Campus

All members of the seminary community, visitors and contractors, are prohibited from possessing or carrying weapons of any kind while on the property, regardless of whether they are licensed to carry or not. Such prohibition extends to individuals having weapons in briefcases, purses, toolboxes, personal vehicles, or other personal property or effects.

A. Description of Weapons:

For the purposes of this policy, "weapons" include:

1. Firearms, such as handguns, shotguns, rifles, pellet guns, machine guns, stun guns, tasers, or electronic stun weapons;
2. Explosives, such as bombs, grenades, blasting caps, or other containers containing explosive substances; and
3. Other equipment, material, and devices that are readily capable of causing serious bodily injury. The items described in clause (3) include, but are not limited to, knives (except small personal pocket knives with folding blades that are less than three (3”) inches long), tear gas, chemical substances, brass knuckles, clubs, or chains.

B. Exceptions:

Firearms in the possession of federal or Act 120 certified individuals, retired, on-duty or off-duty. This includes individuals currently employed or retired from municipal, city, county, state or federal law enforcement agencies. Any individual that meets this exception must notify the Vice President for Finance and Administration in person or in writing, or any seminary Vice-President who will then inform the Vice President for Finance and Administration.

C. Sanctions:

Sanctions will be imposed on offenders as appropriate and, in addition, criminal charges may be filed.

I. Demonstrations

While recognizing that constructive protest and discussion of issues are vital in a seminary community, the seminary also recognizes an obligation to maintain an atmosphere conducive to academic work and one that respects the private rights of all individuals.

The following guidelines govern student protests and demonstrations:

- Student demonstrations (marching, picketing, silent vigils, etc.) are to be registered for information purposes with the Student Association officers and with the Associate Dean of Students and Formation Office no later than two (2) days preceding the occurrence.
- Sponsoring organizations, their officers, and all individual participants, will be held responsible for their conduct during demonstrations.
- Student demonstrations are to be conducted in an orderly manner and are not to interfere with the normal

- operations of the seminary.
- The privilege of on-campus demonstrations is not extended to organizations or students not directly affiliated with Pittsburgh Theological Seminary.

If Pittsburgh Theological Seminary staff or faculty observes a demonstration by students, be observant of the following protocol:

Demonstration (peaceful)

Almost all demonstrations that may occur will be peaceful and non-obstructive. If this is the case, those participating in the demonstration are to be left alone. DO NOT argue with those demonstrating. Keep the atmosphere calm and controlled, and keep opinions to yourself.

Demonstration (hostile)

Sometimes a demonstration can become unstable and the crowd will display a mob mentality. DO NOT argue with those demonstrating. Try to keep the atmosphere calm and controlled. If the crowd becomes unstable, secure your area and/or get to a safe location immediately and call Reception during business hours at 412-362-5610 or Campus Security after 4pm at 412-899-2208.

If Pittsburgh Theological Seminary staff or faculty observes a demonstration by those not directly affiliated with the seminary, be observant of the following protocol:

If you see a demonstration occurring on seminary property by a group not affiliated with the seminary, you should call Reception during business hours or Campus Security after 4pm to report this. Demonstrations by these groups are handled on a case-by-case basis. If demonstrators are allowed to conduct their demonstration on campus, they may be directed to a designated area so as not to interfere with the normal operations of the seminary.

J. Annual Security Report and Crime Statistics

Who We Are

PTS is a 13-acre campus that sits on the border of East Liberty and the Highland Park neighborhoods in the City of Pittsburgh. In our on-going effort to provide a safe and secure environment for all students, staff, and visitors, and in accordance with the Jeanne Cleary Act of 1990, we make all crime statistics available to anyone who wishes to view them.

These statistics include incidents related to the following areas:

- On campus and within campus buildings
- On campus within residence halls
- Public property – all public property that is within the campus or immediately adjacent to and accessible from the campus (see map below)

Access to Reports

Crime statistics are reported on an annual basis by October 1. A Security Report will be e-mailed to all students and staff at that time. Additionally, all annual campus crime reports may be viewed at any time via the internet at the following web address: <http://ope.ed.gov/security>. If you wish to obtain a hard copy of these reports, you may do so by calling the Facilities Department at 412-924-1434.

Campus and Area Crime Timely Warning

At PTS, we believe that an early warning concerning threats to the safety of our campus and community and crimes that have been committed on our campus or in our local area is vital to the overall security of our campus. We will make these warnings available electronically through campus email and the SHOFAR system by phone and/or text messaging for which you are able to register. Paper copies of these warnings will be posted in all dormitory and apartment buildings. We often post these warnings with information provided to us by the Pittsburgh Police, Zone 5 Station. These warnings will be issued when any of the following crimes are reported:

- Homicide
- All sex offenses
- Robbery

- Assault
- Burglary
- Vehicle theft
- Arson
- Violations of liquor and drug laws and weapons violations
- Any incidents not considered criminal, but may be of concern to our campus community.

K. Smoking

The Seminary facilities and their immediate surroundings have been designated as non-smoking facilities. This prohibition includes electronic cigarettes. Students who choose to smoke on premises may do so only inside of a car in the parking lot. Otherwise, smoking must take place outside of the Seminary fence. All cigarette butts must be disposed of properly and cannot be left on the ground.

L. Pets

Dogs and cats are permitted in designated apartments. (See Pet Policy in Appendices Page 99) Other pets are allowed with the approval of the Associate Dean of Students and Formation. Rare exceptions to the pet policy are made by the Associate Dean of Students and Formation.

M. Computer and Network Usage Guidelines

This document outlines the Pittsburgh Theological Seminary guidelines on the use of the campus computer facilities and data networks. These guidelines reflect the general ethical principles of the PTS community and indicate; in general, what responsibilities are characteristic of the Seminary computer network. Access to computing resources is a privilege to which all Seminary faculty, staff, students, alumnae/I, and library patrons are entitled. Certain responsibilities accompany that privilege; understanding them is important for all computer users. The following is a listing of those responsibilities.

1. Institutional Responsibilities

- a. Pittsburgh Theological Seminary provides computer resources to support its mission of instruction and research and to foster a community of shared inquiry. The use of the campus computer network must be consistent with these goals. Members of the PTS community may use computer resources only for purposes consistent to their studies, their research, the discharge of their duties as employees, their official business with the Seminary, and other Seminary sanctioned activities. Personal use is permitted and must not interfere with primary responsibilities non-working hours. The use of Seminary computing resources for commercial use is permitted by special arrangement with their supervisor, the Director of Information Technology, and the Vice President for Finance and Administration.
- b. The Seminary provides programs and data which have been obtained under contracts or licenses saying they may be used, but not copied, cross-assembled, or reverse-compiled. Due to threats posed by malicious software, network security and integrity, incompatibility and possible legal issues in relation to licensing agreements, hardware and software may not be installed on networked computers without prior authorization by the Director of Information Technology.
- c. Pittsburgh Theological Seminary will not remove any information from individual records, files, e-mail, or various services unless it is determined that: a) such information in the account or on the network involves illegality; b) the information in some way endangers computing, networking resources, or the information of other users (e.g. a computer worm, virus, or other destructive programs; c) the information is judged to be contrary to Seminary policies by the appropriate body.

2. User Responsibilities

- a. You are responsible for PTS account. Set your password and change as per the Seminary's password policy. Files stored on networks drives or your account's "My Documents" folders and your e-mail account are backed up. Files on USB drives/flash drives/external hard drives are removable and therefore not backed up.

- b. Recognize realistic limitations to the privacy, which can be provided in a campus network. You have the right to expect the contents of what you write or otherwise create, store, and send to be seen only by those to whom you intend or give permission. The IT Department may need to view the contents of files to diagnose or correct problems.
- c. Respect the rights of others to be free of harassment or intimidation. Do not send abusive or unwanted materials to others.
- d. Respect copyright and other intellectual-property rights.
- e. Identify yourself clearly and accurately in electronic communications.
- f. Attempting to “crack,” evade, or disable passwords or other security provisions is prohibited. If you find any breaches in the security system of the network, it is your responsibility to report them to the Director of Information Technology.
- g. The use of computer services for any unlawful purpose is prohibited.
- h. Use resources efficiently. Accept limits or restrictions on computing resources when asked to do so by the Director of Information Technology. Avoid tying up computing resources needlessly; printing excessive copies of documents, files, images, or data. It is also prohibited to attempt to prevent others from using shared resources by running unattended processes or reserving computers without authorization.

3. Policy on Internet Access

Pittsburgh Theological Seminary provides Internet access through all its networked computers. Students who use these computers will have access to Internet e-mail and other Internet features, such as the World Wide Web. PTS provides this access so that employees might be more effective in their work. All activities are traceable to PTS and your PTS account.

Therefore, personal use of Internet access must observe these rules:

- a. All personal use must be on personal time and must not interfere with work responsibilities.
- b. Web sites with inappropriate or pornographic materials must be avoided.

4. Violations

Violation of the policies described above for the legal and ethical use of computing resources at Pittsburgh Theological Seminary will be subject to the normal disciplinary procedures of the Seminary as outlined in the Seminary Catalog, the Student Handbook, the Faculty Handbook, and the Employee Handbook, or as recommended by Seminary legal counsel and/or the appropriate law enforcement agency.

N. Professional Conduct Policy
Romantic Relationships

Faculty and members of the Seminary administration and staff are in a delicate relationship of trust and power, particularly with regard to students. This trust must not be jeopardized by abuse of any kind, including but not limited to unfairness of professional judgment or the appearance of favoritism. For this reason the Seminary prohibits romantic relationships outside of marriage between faculty and students, between any other Seminary employees and students, or between administrators and supervisors and staff under their charge. All such relationships can involve abuse of power, and they place the faculty member, administrator, supervisor, or staff person and the Seminary itself in a questionable moral and potentially hazardous legal situation. Furthermore, the Seminary discourages romantic relationships among members of the faculty, administration, and staff who are not married to each other. Should such a relationship develop, prudence and the best interests of the parties involved dictate that they should report the relationship to the Dean of Faculty, the Human Resources Manager or the appropriate supervisor who shall report the situation to the President. The President, in consultation with the Cabinet, will take steps to safeguard the welfare of all parties and the Seminary.

The failure to abide by this policy is ground for disciplinary action, including the possibility of dismissal, according to procedures stated in the Seminary Constitution and By-Laws, which, with regard to faculty members, concern issues of moral delinquency or incompatibility with the Seminary's purpose.

Allegations of or complaints about violations of this policy shall be directly referred to a Hearing Team, as formed and defined in the Anti-Discrimination Policy, for investigation. Upon finding substantiation for the allegations or complaint, the Team shall make a recommendation to the President for action, in accord with the range of actions set forth in the Policy. In cases involving allegations about faculty misconduct, if the Team finds that its investigation may warrant dismissal, a hearing board shall be convened by the President, in accord with the Seminary By-Laws regarding faculty dismissals [VII, 2, F].

Members of the faculty, administration, and staff are reminded that initial consent to a romantic relationship does not preclude a finding of sexual harassment under the Seminary's policy regarding sexual harassment.

O. Anti-Discrimination Policy and Procedures

I. Notice of Nondiscrimination

Pittsburgh Theological Seminary is committed to modeling ways of being with one another that exemplify the recognition that we are all created in the image of God and are to be treated with dignity and respect. Our community, just as the larger world, contains diversity in many forms. For the sake of the unity of the church and our witness to the world, we are committed to embodying respect across differences. Therefore, in accordance with the witness of holy scripture and the Christian tradition, Pittsburgh Theological Seminary forbids discrimination on the basis of race, color, sex, sexual orientation, gender identity, cultural background, national origin, religion, veteran's status, disability or handicap, age, ancestry, and genetic information. Pittsburgh Theological Seminary likewise prohibits retaliation for raising a concern of complaint of discrimination.

This policy is intended to provide more information about how the Pittsburgh Theological Seminary addresses issues of discrimination and harassment in its educational programs and activities and to describe the Seminary's process for responding to complaints about violations of this policy in a manner that is prompt, fair to all parties, pastoral, and mirrors the Seminary's commitments to equality and to an environment that is free from harassment and discrimination.

II. Community Commitment and Scope of Policy

Pittsburgh Theological Seminary (the "Seminary") is an educational institution that forms and equips persons for Christian ministry, with a commitment to scholarship. It seeks to be a generous and hospitable community that fosters intellectual inquiry, theological reflection, reconciliation, and justice. Discrimination and harassment are contrary to the Seminary's mission and vision and will not be tolerated within the Seminary community. Therefore, all students, faculty, employees and vendors are subject to this Anti-Discrimination policy.

Learning and a free exchange of ideas cannot occur where there is discrimination or harassment. Likewise, living fully into the Seminary's Vision of the Seminary, as a place that teaches reconciliation and justice requires all within the Seminary's community to speak out whenever another member of the community is belittled, threatened, or discriminated against. Anyone within the Seminary community, including students, faculty, and employees who witness any violation of this policy must report the violation as outlined in Section V below. Prompt disclosure of any violation of this policy places the Seminary in the best position to support any persons harmed by a violation of this policy and to remedy any situation or conduct that undermines the safety and integrity of the Seminary community.

The Seminary shall also communicate its Anti-Discrimination policy, offer appropriate bystander and other training under it, and strive to eliminate discrimination and harassment from its educational programs and activities. The Seminary shall also offer training programs and communications designed to prevent violations of this policy.

This policy applies to conduct that occurs (i) on Seminary property or (ii) off Seminary property, if the conduct was either in connection with a Seminary or Seminary-recognized program or activity or the conduct may have the effect of creating a hostile environment for a member of the Seminary community.

III. Anti-Discrimination Coordinators

Anti-Discrimination Coordinators are responsible for ensuring compliance with this policy and for the enforcement of this policy, including overseeing all complaints of discrimination and harassment brought under Section V of this

policy and offering the training necessary to implement this policy. The Seminary's Anti-Discrimination Coordinators are available to speak with anyone who wants to raise a concern under this policy. The Seminary has designated the below individuals as Anti-Discrimination Coordinators:

Anti-Discrimination Coordinator

Dr. Josie Hoover, SHRM-CP, Director of Human Resources/ Title IX Co-Coordinator
McNaugher Hall, #206
412-924-1420
jhoover@pts.edu

Deputy Anti-Discrimination Coordinator

Ayana Teter, Associate Dean of Students and Formation
Long Hall, Room 211
412-924-1398
ateter@pts.edu

Unless otherwise specifically addressed in this policy, any reference to the Anti-Discrimination Coordinator shall also be a reference to the Deputy Anti-Discrimination Coordinator in the situation where the Coordinator is absent or unable to act in a timely manner as contemplated by this policy.

IV. Definitions

Discrimination

An adverse action or decision that is based on or motivated by an individual's race, color, sex, sexual orientation, gender identity, cultural background, national origin, religion, veteran status, disability or handicap, age, ancestry, or genetic information. Slurs, gestures, and non-verbal actions that convey prejudice (*i.e.*, preconceived ideas about a specific group) are all forms of discrimination.

Harassment

A form of behavior that is characterized by conduct: (1) occurring on the basis of race, color, sex, sexual orientation, gender identity, cultural background, national origin, religion, veteran status, disability or handicap, age, ancestry, or genetic information that is unwelcome; AND (2) if sufficiently severe, persistent or pervasive enough that such conduct could reasonably be expected to create an intimidating, hostile or offensive learning environment. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment.

Harassment may occur in person, via text message, or via social media. Not every bothersome, persistent or offensive behavior constitutes harassment under this policy. The conduct must be tied to or be motivated by the victim's race, color, sex, sexual orientation, gender identity, cultural background, national origin, religion, veteran status, disability or handicap, age, ancestry, or genetic information.

V. Procedure for Raising and Addressing Concerns and Complaints

A. Overview

The procedure described in this Section V is intended to address discrimination and harassment where the student is the victim. The Seminary community is best served by a procedure that is neither complicated nor intimidating. Persons who handle complaints shall be specifically trained for the task and clearly identified for the community. The Anti-Discrimination Coordinator is responsible for oversight of complaint procedures and for the designation, training, and supervision of Discrimination Complaint Advisors (as that role is described below).

B. Relationship with Title IX Policy

The procedure for raising and addressing complaints is essentially identical under this policy and the Seminary's Title IX Policy and Procedures. Thus, complaints that raise gender-based and other forms of discrimination together can be addressed in a single investigation. For example, a complaint that a student was treated less favorably in a class because of her gender and race could be assigned to the same Hearing Team (as described below), at the discretion of the Anti-Discrimination and Title IX Coordinators and upon consultation with the Seminary President. Where a complaint describes only a violation of the Seminary's Title IX Policy and Procedures, the Title IX Policy and Procedures governs and supersedes this more generalized Anti-Discrimination policy.

C. Confidentiality

The Seminary will respect and take measures to keep any complaint of discrimination or harassment as confidential as possible. However, because of the Seminary's commitment to investigating and addressing any conduct that violates this policy, while also acting in a manner that is fair to the respondent, some or all of the contents of the complaint may need to be disclosed, including the identity of the complainant, to others, including the respondent.

D. Initiating the Procedure for Addressing a Violation of This Policy – Filing a Complaint

Asserting a complaint under this policy shall be governed and addressed as follows:

1. A person who wishes to raise a violation of this policy may do so by (a) speaking personally with the Anti-Discrimination Coordinator, Deputy Coordinator, or any Discrimination Complaint Advisor or (b) submitting a written complaint to any of these persons. A complaint may be made anonymously, as described in #7 below.
2. A written complaint must be filed with the Anti-Discrimination Coordinator or Deputy Anti-Discrimination Coordinator before a Hearing Team (as described below) will be convened. A form for filing a written complaint and a current list of Discrimination Complaint Advisors shall be published in the Student Handbook and made available in the office of the Anti-Discrimination Coordinator. The Anti-Discrimination complaint form is also available on the Seminary's My.PTS.edu website and can be filed electronically. (A written or electronically filed complaint using the Seminary's designated form is referred to as a "Complaint"). Where the complaint was initiated by speaking with the Anti-Discrimination Coordinator, Deputy Coordinator, or a Discrimination Complaint Advisor, such person shall either assist the complainant in filing a written Complaint or, upon receiving permission from the complainant, draft and submit the written Complaint on behalf of the complainant no later than three (3) days¹ from receiving permission to draft the Complaint.
3. Intimidation of persons and acts of reprisal against persons filing a Complaint or raising a concern that this policy has been violated are forbidden. Any violation of this anti-retaliation policy shall be brought before the Anti-Discrimination Coordinator and Dean of Faculty.
4. If a Discrimination Complaint Advisor receives either a verbal or written complaint, the Advisor shall inform the Anti-Discrimination Coordinator or Deputy Coordinator immediately.
5. If personal safety or emotional health is an issue or if immediate action is otherwise required, the President or any Dean of the Seminary shall be so informed immediately and shall determine the appropriate measures to be taken, including, but not limited to, assisting with the safety of the complainant and any others, restricting the respondent's activities and/or presence on the Seminary's campus (including, but not limited to, banning the respondent and complainant from having any contact with one another), changing class schedules, providing medical and counselling services, making different housing assignments, and accelerating any aspect of the procedure described below.
6. The Seminary strongly encourages complaints to be raised immediately after the incident, if possible, and in the case of a harassment complaint, as soon as the complainant believes that discriminatory harassment is present. Prompt complaints enable the Seminary to address a situation before it worsens, and it is usually more effective to conduct an investigation while recollections of the parties and witnesses are still fresh and evidence has not been lost.
7. The Seminary strongly urges victims and witnesses to come forward so that the Seminary can prevent a recurrence of prohibited activity and bring about healing and reconciliation as quickly as possible. The Seminary also understands that in some instances, the conduct prohibited under this policy can be so severe or upsetting that a victim or witness is either unable or unwilling to attach his or her name to an allegation that this policy has been violated. In those instances, the victim or witness can make an anonymous written Complaint to the Anti-Discrimination Coordinator or Deputy Coordinator using the form published in the Student Handbook and made available in the office of the Anti-Discrimination Coordinator or on the Seminary's My.PTS.edu website. The investigation of an anonymous Complaint shall be undertaken in any manner that the Anti-Discrimination Coordinator or Deputy Coordinator directs, in consultation with the Seminary leadership having supervisory authority over the respondent. Depending upon the circumstances relating to the anonymous Complaint, certain of the procedures described below may not be possible or realistic to follow. In determining whether this policy's Anti-Discrimination procedure should be altered to address an anonymous Complaint, due consideration shall be given to what is in the best interest of the Seminary community, to the existence of a potential serial offender/offense, to the requirements and goals of this policy, and to the need for a fair and prompt resolution of the

¹ As used throughout this policy, "days" means Monday through Friday. Weekends and days when the Seminary is closed as enumerated by the Business Office are not counted.

matter for all parties.

8. Whenever an Anti-Discrimination Coordinator, Anti-Discrimination Deputy Coordinator, any Dean or any Officer of the Seminary becomes aware of a violation of this policy, the matter must be reported and investigated, even if no victim or witness has reported the matter.¹ In such situations, the Anti-Discrimination Coordinator or Deputy Coordinator shall meet with any witness or victim that has been identified, as well as with the person who has allegedly violated this policy. If neither the victim nor witness wishes to file a written Complaint, the matter will be treated as an anonymous complaint (as described in #7 above) and the Anti-Discrimination or Deputy Anti-Discrimination Coordinator shall file a written Complaint in accordance with this policy within five (5) days of concluding the meetings with the victim(s), alleged violator(s), and witness(es).

9. A complainant may decline to file a written Complaint or may choose to stop participating in the complaint process or withdraw the Complaint at any point. In that event, the Anti-Discrimination Coordinator shall consult with the Dean of Faculty, Dean of Students, and respondent about whether to proceed with the process and how, if at all, the process should be altered. In making such assessments, due consideration shall be given to what is in the best interest of the Seminary community, to the existence of a potential serial offender/offense, to the requirements and goals of this policy, and to the need for a fair and prompt resolution of the matter for both the complainant and respondent.

D. The Discrimination Complaint Advisors

The Discrimination Complaint Advisors are convened by the Anti-Discrimination Coordinator in consultation with the Dean of Faculty. The purpose of the Discrimination Complaint Advisors is to serve as the group from which Hearing Teams (see below) shall be drawn. Twelve persons shall be chosen to serve as Discrimination Complaint Advisors in consultation with and among the President, Dean of Faculty, Dean of Students, and Anti-Discrimination Coordinator. The Discrimination Complaint Advisors shall include at least three (3) members each of faculty, students, and staff. The names and contact information for each of the Discrimination Complaint Advisors shall be regularly communicated so that every member of the Seminary community knows who they are and how to reach them.

The Anti-Discrimination Coordinator shall act as secretary to the Discrimination Complaint Advisors, maintain the list of Discrimination Complaint Advisors, ensure that vacancies are filled, and encourage diverse representation in the selection of Discrimination Complaint Advisors. The Anti-Discrimination Coordinator shall also be responsible for ensuring that the Discrimination Complaint Advisors receive regular training and understand the procedure and duties required under this policy for addressing complaints.

E. The Hearing Team

The Anti-Discrimination Coordinator or Deputy Coordinator, in consultation with the Dean of Students and Dean of the Faculty, shall promptly assess any written Complaint to determine whether it is appropriately filed under this policy (meaning that the facts set forth in the Complaint, if assumed to be true, are sufficient to assert a claim of discrimination or harassment and that the alleged conduct occurred within the scope of this policy). If the written Complaint is appropriately filed under this policy, the Complaint shall be brought before a Hearing Team of three members chosen by the Anti-Discrimination Coordinator, in consultation with the Dean of the Faculty and Dean of Students, from the Discrimination Complaint Advisors. A different Hearing Team will be selected for each specific case. The Anti-Discrimination Coordinator shall also designate the presiding member of the Hearing Team. The Deputy Coordinator, or in his or her absence, the Dean of Faculty shall be a non-voting fourth member of the Hearing Team and shall act as its secretary. The following additional considerations and expectations relate to the formation of the Hearing Team:

1. The Anti-Discrimination Coordinator shall make every effort to ensure that a fair and impartial Hearing Team hears the matter. There shall be a representative from the campus class of the complainant and of the campus class of the respondent, campus classes being student, staff, and faculty. In cases where both the complainant and respondent are from the same campus class, it is required that at least one (1) Hearing Team member be of that class. Two (2) Hearing Team members of the same campus class is permissible, but three (3) members of same campus class should be avoided.
2. If a Discrimination Complaint Advisor received or assisted in processing the initial complaint, that Advisor shall not serve as a member of the Hearing Team.
3. If a conflict of interest or other valid reason prevents a Discrimination Complaint Advisor from serving on the

¹ A call to the Seminary's Hot Line (412-924-1679) that raises a violation of this policy shall be reported to the Anti-Discrimination Coordinator within two (2) days of its receipt.

Hearing Team, the Anti-Discrimination Coordinator shall select a substitute from the same class of Discrimination Complaint Advisors. To preserve the fairness of the process and the impartiality of the Hearing Team, Discrimination Complaint Advisors must err on the side of caution and immediately advise the Anti-Discrimination Coordinator of a conflict or potential conflict of interest.

4. The Hearing Team members must be appointed within three (3) days of the Anti-Discrimination Coordinator's or Deputy Coordinator's determination that a written Complaint is appropriately filed under this policy.

5. The Anti-Discrimination Coordinator shall provide the complainant and the respondent with written notification of the identities of the persons serving on the Hearing Team within two (2) days after the selection of the Hearing Team. The complainant and the respondent may file a written objection with the Anti-Discrimination Coordinator regarding the service of any Hearing Team member within five (5) days of receipt of the notice of the Hearing Team members. After reviewing the written objection, the Anti-Discrimination Coordinator may, but need not, replace any member of the Hearing Team with another Discrimination Complaint Advisor of that same class within three (3) days of receipt of the objection.

F. Procedure for Considering Complaint

The procedure for considering and addressing a complaint of a violation of this policy shall follow the below steps:

1. Within two (2) days of determining that a Complaint is appropriately filed, the Anti-Discrimination Coordinator shall advise the respondent(s) of the complaint and provide a copy of the written Complaint.

2. In a timely manner after its selection, but within three (3) days of setting the final members of the Hearing Team, the Hearing Team shall meet with the complainant in order to:

a. Hear the allegations of the complainant(s) directly; and

b. Outline the process which will be followed in response to the Complaint, emphasizing the fact that no determination will be made until both parties have been fully heard.

3. The Hearing Team shall then meet with the respondent(s) within three (3) days after meeting with the complainant(s) in order to:

a. Hear the initial response of the respondent(s) to the Complaint, which response can be supplemented and expanded in the written response described in 3c below;

b. Outline the process which will be followed in response to the Complaint; emphasizing the fact that no determination will be made until both parties have been fully heard; and

c. Request a written, signed, and dated response to the Complaint within a deadline that is mutually agreed upon between the Hearing Team and respondent, but with due regard to the overall timing for completing the investigation.

4. The Hearing Team shall fully investigate the Complaint through information and documentation obtained from the complainant(s), the respondent(s), and other relevant and appropriate sources. Such investigation can include further interviews of the complainant and respondent and interviews with witnesses. In deciding whether to interview witnesses, including character witnesses, the Hearing Team shall weigh the value and need of the witness's input against keeping the existence and allegations of the Complaint as confidential as possible. While the Hearing Team has discretion in deciding what information to gather and witnesses to interview, it must treat the complainant and respondent equally and provide the same or like opportunity to be heard and provide supporting information and witnesses.

5. The complainant and the respondent may bring a non-speaking accompaniment person for support throughout the process.

6. The Hearing Team will not request a face-to-face meeting or a mediation as part of its investigation without carefully considering the facts and circumstances surrounding the Complaint and each party's willingness to participate in such an effort. No party to a Complaint can be forced to participate in a face-to-face meeting or mediation and a refusal to do so will not count against that party. In matters involving violence, a face-to-face meeting or mediation is never appropriate and is therefore prohibited.

7. A record of the process will be placed in a secure file maintained by the Anti-Discrimination Coordinator that contains a record of the Complaint and investigation.

8. Hearing Team members must observe appropriate levels of confidentiality in connection with their efforts, both during an investigation and after its conclusion. The written Complaint and any written materials must not be left in the open where others can see them, and the investigation cannot be discussed or acknowledged outside of persons involved with the investigation. Any witnesses and accompaniment person brought for support must likewise be cautioned about preserving confidentiality during and after the investigation. It shall not be a violation

of this confidentiality provision if disclosures are made pursuant to a valid subpoena or order of court. However, in the event that any Hearing Team member receives a subpoena or court order seeking disclosure, the member must immediately notify the Anti-Discrimination Coordinator and Dean of Faculty.

9. The parties to the Complaint are strongly encouraged to preserve the confidentiality of the Complaint and complaint process to lessen the adverse impact of the proceedings upon the Seminary community and to protect the reputation of the parties. However, the complainant and respondent are permitted to consult with others in good faith to gather evidence and witnesses, investigate the allegations in the Complaint, gather character witnesses (if the Hearing Team will accept such evidence), and obtain legal advice, and/or mental health or spiritual counselling.

10. During the proceedings, the respondent will be deemed and treated as though s/he is innocent of the allegations described in the Complaint until the completion of the process. Credibility determinations must be objective and cannot be based upon the individual's status as a complainant or respondent. The proceedings shall be subject to a preponderance of the evidence standard, meaning that the respondent shall be found to have committed a violation of this policy only if, based upon an objective view of the evidence, it is more likely than not that the respondent's conduct violated this policy.

11. In situations where the conduct forming the basis of the Complaint could also be punished as a crime (as, for example, would be the case in a Complaint involving violence), the respondent is strongly urged to seek qualified legal counsel immediately and to assess whether, and to what extent, s/he should participate in any proceedings under this policy. When the allegations in the Complaint are also subject to a pending criminal proceeding, legal counsel for the Seminary shall confer with legal counsel for the respondent to assess whether the procedures set forth in this policy should be amended, consistent with the goals and purpose of this policy, to avoid undue prejudice or hardship to the defense of the criminal proceeding.

12. Throughout the process, and including instances where the complainant has chosen to stop participating in the process, to withdraw a Complaint, or to refuse to file a Complaint, the Anti-Discrimination Coordinator, Deputy Coordinator, and Hearing Team (if appointed) shall consider and institute appropriate measures to provide support and guidance to the complainant and respondent. All such measures shall be documented as part of the Anti-Discrimination file on the Complaint.

13. The timeframes set forth in these procedures may be delayed or extended by the Hearing Team for good cause and with written notice to all parties.

14. No knowingly false statements shall be made to the Anti-Discrimination Coordinator, Deputy Coordinator, or to any Hearing Team member. False statements are subject to serious sanction as may be recommended by the Hearing Team (or Anti-Discrimination Coordinator, if a Hearing Team is not finalized) and imposed by the President of the Seminary.

G. Hearing Team Recommendation

Based upon the investigation it conducts and its deliberations, the Hearing Team shall, using its best judgment, recommend action customarily within thirty (30) days of receipt of the respondent's written response to the Complaint (or the deadline for submission of a written response, if the respondent does not provide one). The recommendation shall be in writing and contain a sufficiently detailed account of the facts and conclusions so that the complainant, respondent, and President of the Seminary can understand the conclusions that the Hearing Team reached and the factual basis for the conclusions (the "Recommendation").

1. IF THE COMPLAINT ALLEGATIONS ARE NOT SUBSTANTIATED by the Hearing Team, the Recommendation shall set forth steps to exonerate the respondent. Such steps may range from taking no further action to issuing a public statement of exoneration. The latter, because of its potential detrimental impact upon future reporting of violations of this policy, is to be recommended only in very rare and extreme cases. The Recommendation shall also respond with care and concern to the complainant(s) and respondent(s) as appropriate and may recommend emotional or other supports and accommodations, as well as follow up actions to the President of the Seminary.

2. IF THE COMPLAINT ALLEGATIONS ARE SUBSTANTIATED by the Hearing Team, the Recommendation will recommend to the President of the Seminary one of the following steps, as it deems appropriate. The Hearing Team may recommend:

a. the issuance of an advisory to any respondent who has demonstrated poor judgment, providing clear guidance to correct the conduct, a record of which will exist in the Anti-Discrimination file of the Complaint, but nowhere else.

b. the issuance of a warning to a person who has demonstrated unquestionably inappropriate and unwise behavior, a record of which will exist in the Anti-Discrimination file of the Complaint, but nowhere else. It is

expected that this clear warning will bring a cessation of the behavior.

c. the issuance of a reprimand for behavior which resulted in minor consequences.

d. placing the respondent on disciplinary probation for a specified period of time (not to exceed 90 days) in response to conduct which was persistent or resulted in (or could have resulted in) serious harm to others.

e. suspending the respondent temporarily in response to conduct which resulted in harm to others and to the welfare of the community. Protection of others from further harm is paramount. The suspension may include loss of financial aid, housing, etc. It shall continue for a specified period of time or until there is clear evidence of contrition and rehabilitation, at which time the respondent may petition the President of the Seminary for cessation of the suspension. The President, in turn, shall first ensure that any applicable denominational body charged with assessing suitability for ministry re-affirms the appropriateness of the respondent's return to the Seminary, before making any decision on cessation of suspension and reinstatement.

f. dismissing the respondent permanently in response to conduct which resulted in substantial harm to others and, in the face of which, there is little probability of rehabilitation. Protection of others from harm and protection of the integrity of the Seminary are paramount.

Additionally and as important, the Recommendation shall include recommendations on support for the complainant that are designed to return the complainant to full participation in the program and activities of the Seminary. These recommendations can include, but are not limited to, providing counselling, spiritual direction, tutoring, and other spiritual, health, and academic support; where relevant, reviewing any disciplinary actions previously taken against the complainant (under any academic, conduct, or other code or expectation) to assess whether there is a link between the conduct that violated this policy and such conduct that led to disciplinary action against the complainant and correcting such discipline; and ensuring that the complainant is not academically harmed by permitting the complainant to re-take or withdraw from a course without penalty and by reviewing the complainant's grades for evidence of adverse effect from the facts and circumstances relating to the Complaint and suggesting adjustments or notations to grading and/or to the complainant's academic record.

In all cases, rehabilitation and/or counseling may also be recommended or mandated for the complainant and/or the respondent within the Recommendation. ¹

3. The President, using his/her best judgment, will determine whether to accept, reject, or modify the Hearing Team's Recommendation. This review and final determination by the President is intended to operate as an automatic right of appeal by both parties. If both parties agree to the Recommendation of the Hearing Team, the Recommendation will become final. Otherwise, the Recommendation of the Hearing Team is reviewed by the President. The President's review is *de novo*, meaning that the President reviews all materials anew. Thus, neither party is required to set forth any specific disagreements with the Recommendations.

4. In determining whether to accept, reject, or modify the Hearing Team's Recommendation, the President shall meet with each of the parties and meet with any witness identified in the Recommendation as the President deems necessary to gain further insight and information before making a final decision with respect to the Hearing Team's Recommendation. In so doing, the President shall give each party an equal opportunity to be heard and present additional information. The President shall communicate his/her final decision on the Complaint within seven (7) days of receipt of the Recommendation by meeting separately with the complainant(s) and the respondent(s). The decision shall also be communicated in writing to all parties, including all members of the Hearing Team and the

¹The Seminary strives to follow all applicable laws. For that reason, after the Hearing Team issues its Recommendations and before President reviews them, either the Complainant(s) or Respondent(s) may request a live hearing subject to the same preponderance of evidence standard set forth in this Policy and conducted in accordance with the regulations issued under then Secretary of Education DeVos in May, 2020. The request for a live hearing must be made within five (5) days of the receipt of the Recommendations. Certain of the DeVos regulations are controversial and are anticipated to be amended and/or repealed in the near future. The option to elect a live hearing will only exist as long as the Seminary has a legal duty to provide it and only to the extent that the Seminary can do so without unduly taxing its limited resources. The Seminary is a graduate school focused upon preparing its students for Christian ministry, and its Title IX policy should not be administered without reference to the possibility of reconciliation through Christ's love. The Hearing Panel's work and Recommendations have historically been an effective process for achieving healing and grace. For that reason, the Seminary trusts that any request for a live hearing under the DeVos regulations will be made only after prayerful consideration and discernment.

Anti-Discrimination Coordinator. The President shall also determine what, if any, record of his or her final determination is preserved anywhere other than in the investigation file described above and maintained by the Anti-Discrimination Coordinator.

5. Proof of repeated offense during the period of disciplinary probation or failure to comply with the terms of the Recommendation shall automatically result in the imposition of either temporary suspension or permanent dismissal.

6. For the purposes of this policy, the Chair of the Board of Directors or the Chair's designee shall act for the President whenever the President is a party to a proceeding or where the President is acting for the Anti-Discrimination Coordinator or the Dean of Faculty (as called for in the following sentence). The President or the President's designee shall act for the Anti-Discrimination Coordinator or the Dean of Faculty whenever one of these persons is a party to a proceeding.

VI. Integration with Other Policies and Expectations

This policy, together with the Seminary's Title IX Policy and Procedures, replaces the Pittsburgh Theological Seminary Sexual and Racial Harassment Policy, which is of no further force of effect. This policy is intended to be read with the Title IX Policy and Procedures and to address any complaints of discrimination or harassment that are not covered in the Title IX Policy and Procedures.

This policy is to be interpreted and enforced in a manner that is consistent with the Seminary's commitment to academic freedom and free speech while still advancing the purposes and goals of this policy. Additionally, nothing in this policy is intended to supersede any duty on the part of any ordained clergy member or other professional to maintain the secrecy of certain disclosures made in confidence or in a situation in which any legal or ethical privilege applies.

The complaint procedure described in Section V above is designed and intended for conduct and incidents where a student is the complainant. Employees of the Seminary, including faculty, administrators, and staff, who have concerns about the conduct of other employees or Seminary vendors are directed to refer to policies contained in the Seminary's Employee Handbook.

VII. Reporting

The Anti-Discrimination Coordinator and Deputy Coordinator shall provide the President of the Seminary with an annual report of complaints filed under this Policy and the actions undertaken to communicate and provide training under this policy.

In issuing this policy, the Seminary is not admitting or agreeing that it is subject to Anti-Discrimination statute, ordinance, or regulation. The Seminary is adopting this policy in the belief that regardless of, and in addition to, any applicable legal requirements, this policy supports the Seminary's Mission and Vision and enhances its students' educational experience.

P. Financial Code of Conduct, Including Conflict of Interest and Whistleblower Policy Statement of General Principles

This financial code of conduct ("Code") applies to the following members of the Seminary community:

- A. Individuals who are paid by the Seminary when they are working for the Seminary, including officers, faculty, staff, and independent contractors
 - B. Consultants, vendors, and contractors when they are doing business with the Seminary
 - C. Directors
 - D. Individuals who perform services for the Seminary as volunteers
- This Code refers to all of these persons as "members of the Seminary community" or "community members."

This Code is intended to only address conduct of community members with regard to financial and related matters. Other policies of the Seminary govern personal conduct, e.g. Anti-Discrimination Policy.

Integrity and Ethical Conduct

The Seminary is committed to the highest ethical, moral, and professional standards of conduct as an integral part of its mission to prepare men and women for pastoral ministry and Christian lay leadership in all phases of the Church's outreach. The Seminary relies on each community member's ethical behavior, honesty, integrity, fairness, and good judgment to achieve this goal. Each community member should conduct himself or herself in a manner which maintains the financial and ethical integrity of the Seminary and be accountable for his or her actions.

This Code describes standards to guide each community member in his or her Seminary related activities. Although it is believed that these standards are being applied, expressing them in writing ensures that they are clearly understood by all members of the Seminary community.

This commitment to the highest standards of ethics, morality, and professionalism requires that all members of the Seminary community refrain from fraudulent or dishonest conduct. Fraudulent or dishonest conduct consists of a deliberate act, or failure to act, with the intention of obtaining an unauthorized financial benefit from the Seminary or to obtain a financial benefit from the Seminary which is not properly disclosed and approved. Examples include, but are not limited to, forgery, fraudulent financial reporting, failing to disclose a conflict of interest, misappropriation or misuse of funds, and any violations of this Code.

Compliance with Laws, Regulations, and Seminary Policies

Pittsburgh Theological Seminary through each community member must transact Seminary business in compliance with all laws, regulations, and Seminary policies related to his or her position and area of responsibility. Since understanding and following these standards can be complex, the Seminary offers both internal and external professional development opportunities to help clarify these standards. In addition community members are expected to behave in a cooperative manner which respects the freedom of others as well as refraining from interfering with, obstructing, or disrupting any normal Seminary activity, even while exercising individual freedom of expression. Supervisors are responsible for teaching and monitoring compliance in their areas.

Documents and Record Retention

Every member of the Seminary community is responsible, within the scope of his or her work, for the integrity and accuracy of the Seminary's documents and records. No one may falsify or improperly alter information on any record or document. All records containing confidential information must be safeguarded while in use and properly stored when not in use. Seminary documents and records are to be retained in accordance with all applicable governmental retention regulations and the Seminary's Document Retention and Destruction Policy.

Grants and Contracts

The Seminary receives restricted grants and contracts from government and private sources. Faculty and staff involved with sponsored projects must strictly follow the rules and regulations related to each such project. Failure to comply with the rules and regulations set forth in the grant or contract document can result in the loss of funds and in some instances subject the participants and the Seminary to civil fines or criminal penalties. Compliance support is available from the Vice President of Finance and Administration.

No grant or contract proposal may be submitted or negotiated without the prior written approval of the Cabinet.

Conflict of Interest

This Code addresses situations where there is a potential financial or personal conflict, or the appearance of such a conflict, between an outside interest of a member of the Seminary community and the obligation that the community member has to the Seminary. No member of the Seminary community may use his or her position at the Seminary for personal or financial advantage to the detriment of the Seminary.

- A. No member of the Seminary community may have an undisclosed direct or indirect interest, financial or otherwise, of any nature that is in conflict with the proper discharge of his or her duties.
- B. No member of the Seminary community shall solicit or accept any gift, favor, or service that might

- reasonably influence the discharge of his or her duties or that the Seminary community member knows or should know is being offered with the intent to unduly influence his or her official conduct.
- C. No member of the Seminary community shall disclose or use confidential information gained by reason of his or her official position with the Seminary for his or her benefit.
 - D. No member of the Seminary community may transact any undisclosed business in his or her official capacity with any business entity of which the member, or a person in his or her immediate family, is an officer, agent, or director, or owns a substantial interest.
 - E. No member of the Seminary community may accept outside employment or other positions that actually or potentially results in any conflict of interest with or intrudes upon or detracts from his or her responsibilities to the Seminary unless disclosed and approved in accordance with this Code. Outside professional commitments should also not interfere with the community member's obligations to the Seminary.

Disclosure of Conflicts

Each member of the Seminary community must disclose potential conflicts of interest to the President and the Chair of the Audit Committee as soon as possible after he or she knows, or should know, that a conflict or potential conflict exists. Each Director shall annually file a written report of any conflict or potential conflict, or confirm the absence of same. The President, with the concurrence of the Chair of the Audit Committee, shall determine how the Seminary and the member of the community shall manage any conflict or potential conflict of interest in the best interests of the Seminary, and the matter shall be reported to the Audit Committee and Legal Counsel. Any such conflict shall be reconsidered annually until the conflict or potential conflict is resolved. With regard to a conflict of interest involving the President, the management of such conflict shall be determined by the Chair of the Audit Committee, with the concurrence of the Chair of the Board of Directors.

Reporting Suspected Violations or Concerns

The Seminary's compliance efforts will focus on the Controller teaching the appropriate compliance standards to members of the Seminary community specific to the areas in which they work. Additionally, members of the Seminary community may have concerns about matters that may be violations of the Code. Each community member has the responsibility to report violations or express concerns about possible violations to his or her supervisor, the Vice President of Finance and Administration, or Chair of the Audit Committee as discussed herein.

The Seminary's Board of Directors, Officers, Administrators, Faculty, and Staff with managerial responsibility have a special duty to adhere to the standards set forth in this Code, to recognize violations, and to enforce these standards. Disciplinary actions for proven violations of this Code, or for retaliation against anyone who reports possible violations, will be determined on a case-by-case basis, and may include termination of employment. Individuals who violate this Code may also be subject to civil and criminal actions as warranted.

If any member of the Seminary community suspects fraudulent or dishonest conduct, he or she shall report it to his or her supervisor or, alternatively, to the Vice President of Finance and Administration. All managerial or supervisory members of the Seminary community are required to report suspected fraudulent or dishonest conduct to the Vice President of Finance and Administration. The Vice President of Finance and Administration shall take the action he or she deems appropriate for each individual situation and report the matter to the Chair of the Audit Committee and Legal Counsel. In the event that the Vice President believes any member of the Seminary community should be subject to disciplinary action, including termination, or if civil or criminal actions are contemplated, the Vice President of Finance and Administration shall refer the matter to the Cabinet for determination.

In the event that any member of the Seminary community wishes to make a confidential report of suspected fraudulent or dishonest conduct or other violations of this Code, he or she may report the suspected activity directly to the Audit Committee by calling **412-924-1679** and leaving an anonymous message or by sending a written communication to the Chair of the Audit Committee at his or her residence. In the message or communication, the caller should identify the specific suspected activity and individuals involved.

Whistleblower Policy

No employee, student, or independent contractor of the Seminary community who reports suspected fraudulent or dishonest conduct or other violations of this Code will be subject to discipline or retaliation of any kind in his or her terms or conditions of employment or enrollment by reason of making such a report unless such report is determined to be plainly false and made with malicious intent to harm another. Any individual within the Seminary community who believes that he or she has been retaliated against may report the same by using the procedures outlined above for violations of this Code.

Q. Internal Policy for Posting of Flyers or Advertisements

Pittsburgh Theological Seminary seeks to be a place of hospitality where communication is clear and dialogue is promoted. Our vision statement names our desire to “draw upon the best of our tradition and learn from others as the Spirit shapes and reshapes our common life and work in order to become a leading resource for theologically reflective and contextually engaged ministries.” To this end, it is important that we offer ways to learn from each other both inside and outside of the classroom, on campus and beyond, through the sharing of information, the practice of conversation, in the promotion of public safety, and alongside respect for Seminary property. In order to accomplish these things, the posting of advertisements of any kind on windows of doorways in hallways and building entrances or on campus walls is prohibited. Flyers and advertisements, however, can be physically posted on bulletin boards located:

McNaugher 103 (1st Floor McNaugher Hall)
Student Association Office (1st Floor McNaugher Hall)
Long Hall (Mailbox area)

Barbour Library (in the café and the Active Learning Space; please see library staff before posting materials).

In addition to these areas, information can also be posted electronically and/or shared in the Seminary’s weekly 25-Live email. To do so, send information to the Event Coordinator/Receptionist at reception@pts.edu by 10am Friday. Digital boards are located in Calian Hall, Kadel Dining Room, Long Hall first floor and the Barbour Library. The Seminary’s administration reserves the right to remove postings that do not adhere to these standards.

R. Swart Student Emergency Fund

The Swart Student Emergency Fund of Pittsburgh Theological Seminary is under the management of the Associate Dean of Students and Formation and provides assistance to students who are facing unanticipated and temporary financial hardships. These funds are not loans but are awarded as grants in hopes of addressing a financial need. Students who think they may qualify can fill-out and submit the Student Emergency Fund application, available on My.PTS.edu, along with supporting documentation of need and hardship.

Expenses covered may include but are not limited to:

- car repairs
- dental, physical, and mental health medical expenses including medications and prescriptions (not covered by insurance)
- emergency or unexpected transportation costs
- assistance with rent or utilities due to an emergency situation
- travel arrangements for family emergencies
- loss from theft or fire
- books for courses

Expenses not covered:

- Tuition and fees
- Non-essential utilities such as satellite or cable TV
- Household and furniture costs not related to theft or damage
- Parking tickets
- Entertainment or recreation

FUND STIPULATIONS

1. Grants cannot exceed \$400
2. Grants may be awarded ONCE during a student's academic year
3. Grants do not have to be repaid

ELIGIBILITY REQUIREMENTS

To be eligible for a grant you must meet the following eligibility requirements:

1. Enrolled in and attending at least 6-credits for the semester in which funds are being requested.
2. Must be a degree-seeking student in good academic standing with minimum cumulative GPA of 2.0 or show evidence of recent satisfactory progress.
3. Must be experiencing an unexpected financial hardship resulting from an emergency or crisis situation that threatens your ability to successfully complete the current semester.
4. You can provide sufficient documentation of financial need (e.g., billing statements, receipts, repair estimates).
5. You have exhausted all other possible financial resources before applying for student emergency funds, such as student loans, Medicaid, personal financial accounts, people that owe you money, and community resources.

If you are unable to upload your documentation with your application, you should deliver directly to the Office of the Associate Dean of Students and Formation, Long Hall Room 211 or to the Associate Director of Student Services in Room 209.

APPLICATION PROCESS

Requests for Swart Student Emergency Funds should be made to office of the Associate Dean of Students and Formation and awards will be granted on a limited, as needed basis after a conversation with the Dean and adequate conveyance of need. The student would then be instructed to complete a Student Emergency Fund Application on My.PTS.edu under Student Services section. Upon completing a form, electronically submit it to the Associate Dean of Students and Formation along with the attachment of receipts documenting need. Your completed request will be reviewed for approval and an appropriate amount will be determined if less than requested. Criteria for approval and granted amounts will be based on eligibility, documentation of need, and availability of funds. The student will be notified by email of the decision along with follow-up instructions.

VIII. STUDENT GROUPS

A primary purpose of Pittsburgh Theological Seminary is to develop a Christian community on campus which lays the foundation of early and lasting friendships, productive of confidence and mutual assistance among ministers. Students drawn from more than 20 states and several foreign countries, enroll at the Seminary. While a majority of students are Presbyterians, there are significant numbers from other denominations as well. Students at Pittsburgh Theological Seminary participate in the governance of the institution through membership on various committees of the Board of Directors, Faculty, and Administration. A number of student organizations flourish on campus to meet specific interests and concerns, sponsored by the Student Association.

The person of reference for all student groups is the Associate Dean of Students and Formation, whose office is located on the second floor of Long Hall.

- A. The Student Association (SA) is composed of "all students (except Doctor of Ministry students) registered and enrolled in the Seminary." The Student Association's purpose is to "conduct all student social and extracurricular affairs," and to "conduct elections of student representatives to other Seminary committees or organizations as required." The Student Association conducts its own program of extracurricular events which range from meetings dealing with issues related to the Church and the world to social get-togethers. The Student Association is responsible for a large part of the annual student orientation program. Meetings of the Student Association are held at least once a month.

- B. Rainbow Covenant is a student organization that intentionally offers genuine welcome to all of God's children. They stand with future and present leaders of the church united in honoring all those called to ministry through Pittsburgh Theological Seminary, regardless of sexuality or gender expression.
- C. Methodist Student Fellowship, a support group for United Methodist students, provides opportunities for fellowship, learning, prayer, and Bible study. Monthly luncheon meetings with a variety of speakers and other events throughout the academic year are planned.
- D. The Sports and Recreation Club (SRC) offers opportunities for PTS students, faculty, and staff to exercise and interact together. Weekly events include games of basketball, ultimate Frisbee, and flag football. The group also travels to Union Presbyterian Seminary every year to participate in an ultimate Frisbee tournament with other seminary students from across the country.
- E. Women's Caucus -The mission of the PTS Women's Caucus is to build community with love, advocate for women, and to offer education for women and men in ministry to further the ideals of love, equality, and community. We strive to realize our mission on PTS's campus through prayer, monthly meetings, educational opportunities, service projects, and fellowship. Membership in the PTS Women's Caucus is open to both women and men interested in issues related to women in ministry.
- F. Syngeneia (kinship) is Pittsburgh Theological Seminary's student group for seminarians of color. It was founded to provide support and fellowship for students who identify as non-white as they often experience seminary differently than their white colleagues. Syngeneia hosts a variety of events and activities that lean into issues concerning race and culture. Most importantly, they celebrate and honor the richness of diversity and seek ways to weave diverse voices, traditions, and stories into the fabric of the PTS community.
- G. Chaplaincy Student Group - The Chaplaincy Student Group exists to provide support and fellowship to those who are pursuing a call to chaplaincy and/or are interested in chaplaincy or C.P.E. (clinical pastoral education). By meeting together monthly (give or take) for shared meals or activities, the Chaplaincy Student Group will provide networking opportunities, fellowship with fellow chaplain-oriented students, and a place to inquire about all things surrounding chaplaincy and C.P.E. One hope of the group is to advocate for chaplaincy students at PTS by making their unique needs known to the institution. We hope that when a student expresses interest in chaplaincy, that staff and faculty at PTS will know where to turn for accurate information about the process of becoming a chaplain.
- H. PTS Seminary Journal – The student-run Pittsburgh Theological Journal accepts submissions from PTS students, faculty, and alumni and promotes theological reflection, intellectual integrity, and practical wisdom in ministry and scholarship. The Journal publishes research articles, dissertation abstracts, book reviews, sermons, homilies, art, and reflections on the Christian faith. It exists for the benefit of the extended community of Pittsburgh Theological Seminary.

If you are making copies photocopies for a student organization, check with the Mailroom to see if there is an account for it. If so, you may use the copier in the mailroom for that purpose only.

If you are making room reservations, see section under General Seminary Information.

IX. CONSTITUTION OF THE STUDENT ASSOCIATION OF PITTSBURGH THEOLOGICAL SEMINARY (Revised March 2022)

PREAMBLE

We, the students of Pittsburgh Theological Seminary, committed to the Gospel of Jesus Christ, and dedicated to leadership through service, ordain and establish this Constitution of the Student Association.

ARTICLE I--Purpose of the Student Association

The Student Association supports the mission of Pittsburgh Theological Seminary to prepare women, men and those beyond the binary for ministries of worship, teaching and service. The Student Association commits itself to the formation of a community of seminarians dedicated to the ministry of preparation and scholarship.

ARTICLE II—Membership

The membership of the Student Association shall consist of all students registered and enrolled at Pittsburgh Theological Seminary with the exception of D.Min.students.

ARTICLE III—Officers

Section 3.01 The Student Association shall have an Executive Committee consisting of four elected officers: President, Vice President, Secretary, and Treasurer. Each officer's term is for 12 months beginning the day after graduation. All members of the Executive Committee are mandatory reporters as defined by Seminary guidelines.

Section 3.02 President

The duties of the President include the following:

- Convene and chair all meetings of the Student Association and the Executive Committee.
- Facilitate communication between the student body and other constituencies in the Seminary.
- Along with the Vice President, the Dean of Faculty, and the Associate Dean of Students and Formation, form the Appointment Committee in September to appoint or allow the SA to elect student representatives to the committees listed in the Appendix.
- Attend regular meetings of the Board of Directors, and report on student concerns and activities, or appoint a designate.
- Attend all meetings of the Student Affairs Committee, and work closely with the Board of Directors member who chairs that committee.
- Serve as a member of the Long Range Planning Committee and the Community Life Committee, or appoint a designate.
- Represent the Student Association at all meetings and events at which a spokesperson is required, or appoint a designate.
- Convene extra meetings of the student body and/or form ad hoc student committees as requested by the Administration and/or Faculty.
- Meet regularly with the Associate Dean of Students and Formation and the Dean of the Faculty.
- Work with the Associate Dean of Students and Formation to plan and organize Orientation.
- Meet with the President of the Seminary as necessary.
- Support all Student Association subcommittees and official student groups.

Section 3.03 Vice President

The duties of the Vice President include the following:

- Attend all meetings of the Student Association and the Executive Committee.
- Convene and chair the Student Association and Executive Committee meetings in the absence of the President.
- Along with the President, the Dean of Faculty, and the Associate Dean of Students and Formation,

form the Appointment Committee in September to appoint or allow the SA to elect student representatives to the committees listed in the Appendix.

- Represent the Student Association at any meeting or event in the absence or at the designation of the President.
- Serve as parliamentarian for the Student Association.
- Serve as a member of the Community Life Committee.
- Work closely with official student groups as directed by the President.
- Represent the Student Association at all meetings where a spokesperson is required, at the appointment of the President.

Section 3.04 Secretary

The duties of the Secretary include the following:

- Attend all meetings of the Student Association and the Executive Committee.
- Keep a permanent record of all monthly meeting minutes and distribute on My.PTS.edu Student Association page
- Handle all correspondence for the Student Association, conferring with the President and/or the Executive Committee as necessary.
- Assist the President in facilitating communication between the student body and other constituencies in the Seminary.
- Handle general publicity and other assignments as given by the Executive Committee.

Section 3.05 Treasurer

The duties of the Treasurer include the following:

- Attend all meetings of the Student Association and the Executive Committee.
- Handle all financial records for the Student Association.
- Authorize all requests for funds, reimbursements with receipts.
- Provide a financial report at all Student Association and Executive Committee meetings.
- Keep accurate records of all financial transactions between the Student Association and each official student group.
- Work closely with the Seminary Controller in maintaining accurate records of funds.

ARTICLE IV--Appointed and/or Elected Student Representatives

- Section 4.01 Student Representatives are appointed by the Appointment Committee or elected by the Student Association for a one-year term to existing Administration, Faculty, and/or Seminary committees that have student seats (with the exception of the Commencement Committee, which is a two-year appointment). The Appointment Committee may also nominate students for Faculty Search Committees, but these seats must be determined by election as stipulated in the Seminary Constitution. (See Section 9.03 for information on the Appointment Committee)

ARTICLE V--Other Student Activities and Groups

- Section 5.01 The Student Association acknowledges the importance of students to organize and gather together for fellowship and support. Therefore, any student group, which is not in violation of the SA Constitution or the Constitution of the Seminary, should be encouraged.

- Section 5.02 The Student Association distinguishes some groups as official student groups, centered around particular interests or identities. Currently we recognize the following official student groups: Syngeneia (for students of color), The United Methodist Student Fellowship, Sports and Recreation Club, Women's Caucus, The Rainbow Covenant (queer/LGBTQ+ individuals and allies), and

- Section 5.03 Any student group wishing to become an official student group must meet the following criteria: The student group must register with the Student Association. The student group must have a faculty

Section 5.04 advisor. Official status must be approved by a written petition of 10 percent of the SA. A simple majority at a regularly scheduled Student Association meeting must approve the official status. Any student group can lose its official status if it meets one of the following criteria. The Executive Committee may make the recommendation to suspend student group status at a regularly scheduled meeting. If the student group meets one of these criteria, a simple majority at a regularly scheduled SA meeting may revoke official status

The group has no faculty advisor.

The student group has no representation at over half of regular SA meetings.

ARTICLE VI--Meetings

Section 6.01 The Student Association shall meet at least monthly. The President or one appointed by the President shall preside. The schedule for these meetings shall be established by the Executive Committee at the beginning of each term. These meetings shall be publicized with the use of flyers, emails, social media posts or other ways of disseminating information.

Section 6.02 The President has the authority to call special meetings of the Student Association as needed. The President must call such a meeting at the request of the majority of the Executive Committee or by petition of 10 members of the Student Association.

ARTICLE VII--Records Maintenance

Section 7.01 Minutes of all Student Association meetings shall be kept and shall include, in addition to record of the actions taken, the number of members present, and the time and place of the meeting.

Section 7.02 The representative of an official student group is responsible for ensuring that they have been marked present.

Section 7.03 Minutes of the meetings of the Student Association shall be posted on the My.PTS.edu portal. Minutes shall be available to any student upon request.

Section 7.04 The Treasurer shall maintain the Student Association's financial records by accepted accounting principles, which shall reflect the status of receipts and disbursements. The Student Association's financial status shall be reported monthly at Student Association meetings and shall become a part of the minutes.

ARTICLE VIII—Budgetary Considerations

Section 8.01 An assessment will be levied against every student enrolled at Pittsburgh Theological Seminary with the exception of doctoral students. The amount of the assessment is subject to the general referendum approval of a simple majority of the student body.

Section 8.02 Student Association representatives shall convene at the start of each academic year and request budgets from official student groups. They shall allocate funds available to student groups in a timely manner. Written, itemized budgets for the expected yearly costs for an official group must be turned into the Treasurer before the first meeting of the Budget Committee each academic year. These budgets must include expected event costs, copying costs, food costs, and any other costs for the year. All decisions shall be voted on for approval at an announced SA meeting.

ARTICLE IX—Elections

Section 9.01 Election Schedules

a. The election for President, Vice President, Secretary, and Treasurer shall be completed no later than

- in the month of April for the following academic year.
- b. The election for positions on Standing Committees shall be held in the month of September for the current academic year.
- c. Any other election shall be held when convenient and necessary allowing ample opportunity for student involvement.

Section 9.02 Vacancies

- a. In the event that the office of President is vacant, the Vice President shall assume the President's position.
- b. In the event of vacancies in the position of Vice President, Secretary, or Treasurer, the President shall appoint someone to fill the position for the remainder of the academic year with the approval of the SA at a regularly scheduled meeting.
- c. In the event of a vacancy on the Standing Committees, the President shall appoint someone to fill the position for the remainder of the academic year.

Section 9.03 Qualifications

Any member of the Student Association, having a cumulative grade point average of 2.5 or higher and being willing to serve for the full academic year, is eligible to elective office. Anyone elected must maintain good academic standing. No one can serve for two consecutive terms as President.

The **Appointment** Committee (comprised of the SA President, SA Vice President, Associate Dean of Students and Formation and Dean of Faculty) will determine eligibility for offices held. Student representatives must disclose whether or not they are actively involved in an investigation.

Section 9.04 Election of Officers

a. The Election Committee

The Student Association shall appoint an Election Committee and its Chair for the purpose of supervising and implementing the Election of Student Association Officers. The Election Committee shall be responsible for the nominations, balloting, and tallying of the votes for Student Association elections. No candidate for office may be a member of the Election Committee.

b. Nomination Process

Nominations for officers are made by petition. Only those eligible for elected office may be nominated. Petitions shall be made available at least fourteen (14) days prior to the date of an election. An announcement calling for petitions for the election will be made publicly available through email, social media, or other means.

A valid nomination petition must include the signatures of three members of the Student Association and filed with the Election Committee.

The deadline for nominations with the Election Committee shall be five (5) days before the date of the election. Any student eligible to serve, but who has not been formally nominated is entitled to receive write-in votes for an eligible office. Each ballot category shall provide a space where the voter may write in a candidate's name.

c. Election Dates

The Election Committee shall make an announcement concerning the dates of the election at least one week before the election date.

Elections shall begin on a Monday and end that same week on Friday. Voting will commence using an online form set up in conjunction with the IT office.

d. Election Results

A candidate shall be considered elected by receiving the most votes of all the votes cast for the particular office. The actual tally shall be reported to the Student Association.

The Election Committee shall notify all candidates and communicate the results via email to the community by 9:00 a.m. on the Monday following the election.

Section 9.05 The Election Committee shall notify all candidates and post the results of the election publicly by 9:00 a.m. on the Monday following the election.

Other Elections

The Executive Committee or a body appointed by the same shall implement and supervise all other elections.

This committee shall nominate qualified individuals for any other elected positions. A slate of candidates shall be presented before the Student Association. After review, individual members of the Student Association may nominate additional candidates. The time for review and additional nominations must be at least seven (7) days.

Any person in an uncontested position shall be elected, unless determined ineligible by the Nominating Committee. Any contested positions must have a formal election.

Elections shall begin on a Monday at 8:00 a.m. and end that week on Friday at 5:00 p.m. A candidate shall be considered elected by receiving the most votes of all the votes cast for the particular office. The actual tally shall be reported to the Student Association. The committee notify all candidates and post the results of the election publicly by 9:00 a.m. on the Monday following the election.

ARTICLE X--Amendments

- Section 10.01 A proposal to amend the Constitution may be initiated in one of the two following ways:
An amendment may be proposed by petition of at least 10 percent of the Student Association.
An amendment may be proposed after being read at two regularly scheduled Student Association meetings and approved by majority vote of those present at the second reading.
- Section 10.02 The proposed amendment shall be publicly displayed for a period of at least ten (10) days prior to a campus-wide election. Upon the approval of two-thirds of all ballots cast by the Student Association, the Amendment shall be enacted.
- Section 10.03 Such By-Laws and Appendices as may be attached to the Constitution are considered administrative components of the Constitution. By-Laws and Appendices may be amended or deleted by a simple majority vote at a regularly scheduled Student Association meeting.

ARTICLE XI--Ratification

The ratification of this Constitution by two-thirds approval of all ballots cast by the Student Association in a campus-wide election shall be sufficient for the establishment of this Constitution of the Student Association.

APPENDICES

Appendices

Committees with Appointed and/or Elected Student Representatives

Appointment Committee

The Appointment Committee, consisting of the Student Association President and Vice President, and the Deans of Faculty and Students will convene in September to appoint student representatives to the necessary committees. At least two weeks before the initial meeting of the committee a petition for nominations should be announced to the whole student body. Should the Appointment Committee so desire, elections may be held by the SA for any of the seats. Student Representatives to Faculty Search Committees, as stipulated by the Seminary Constitution, will be elected positions. However, the Appointment Committee may submit nominations.

Student Formation Committee

1. The concern of the Student Formation Committee shall be all co-curricular and non-academic aspects of student formation, including community life, campus worship, and the residential components of the Seminary's hybrid degree programs.
2. The Student Formation Committee shall consist of three faculty members, who shall elect a chairperson from among themselves, the Associate Dean for Students and Formation, the Director of the Worship Program, and the President of the Student Association. Up to three additional students or staff members may be invited to join the committee in an advisory capacity.
3. The Student Formation Committee shall consider matters related to student life, including social, pastoral, justice and health concerns, in cooperation with relevant leadership in the seminary community.
4. The Student Formation Committee shall be responsible for addressing matters related to international students, in cooperation with the Associate Dean for Students and Formation.
5. The Student Formation Committee shall be responsible for worship on campus by ensuring that quality, variety, and integrity will be upheld at all times, and that worship includes and respects the diversity of traditions represented in the seminary community; by overseeing celebrations of the Lord's Supper; by supporting the Director of the Worship Program in the execution of the Director's responsibilities; and by supporting the spiritual life of the seminary community.

Commencement Committee (Faculty/Administration)

The Commencement Committee convenes in the fall of the academic year prior to the year of the Commencement event. It plans the Service of Thanksgiving, and sees to other details of Commencement. At the beginning of the academic year, four student representatives are either elected by the SA or appointed by the Appointment Committee from the Middler Class for a two year term (those who anticipate being Seniors and graduating in the following academic year).

Search Committees (Faculty)

A faculty search committee recommends one or more candidates for a vacant position on the faculty. It solicits and reviews applications and invites a select group for on-campus interviews. Each search committee has one student representative elected by the SA.

Student Life and Enrollment Management Committees (Board of Directors)

Special concerns for students include community life such as health services, residence life, counseling, career guidance, the well-being of international students, security, and other relevant matters. Enrollment management concerns include retention rates, yearly enrollment benchmarks, and admissions procedures. This committee can make policy recommendations to the Board of Directors, and officers of the Student Association are consultative members.

Ad Hoc Committees (Faculty, Administration)

Occasionally temporary ad hoc committees are formed for which one or more student representatives may be requested. Student representatives are appointed by the Appointment Committee or elected by the SA



Pittsburgh Theological Seminary
616 North Highland Avenue
Pittsburgh, PA 15206
Ph: 412-362-5610

Pittsburgh Theological Seminary Withdrawal Form

Any student seeking to withdraw from ALL of their classes during a grading period must complete this form and submit it to the Registrar. Federal Law governing federally insured student loans requires PTS to declare a date for any student's withdrawal from classes, should a student for any reason withdraw. To withdraw from Pittsburgh Theological Seminary a Withdrawal Form must be completed and filed in the student's file in the Registrar's Office.

Student Information:

Student ID: _____ Student Name: _____
Address: _____ City: _____ State: _____
Zip Code: _____ Phone Number: _____

Reason for Withdrawal:

☐ Academic ☐ Personal ☐ Financial ☐ Transfer: _____
School Name
☐ Other; Explanation: _____
Effective Date of Withdrawal: _____
Student Signature: _____ Date: _____

Other Information:

- The Seminary is interested in helping students make an informed decision about withdrawing from PTS. You are encouraged to meet with the Enrollment Office or Registrar to discuss your decision.
- Student *must* inform their faculty advisor of their intent to withdraw from their courses.
- Other offices to notify (if applicable): Business Office, Student Services, and Mailroom.
- PTS will officially withdraw a student if this form has not been returned fourteen (14) days after initial contact. If the Seminary is not notified, the last day of class attendance will be used as the withdrawal date.
- All students who leave the Seminary voluntarily for a time period of two years or longer and wish to return must re-apply to the Admissions Office.

=====

Office Use Only: All listed individuals must sign this form before the withdrawal is considered complete, or the two week window expires.

Date of Initial Contact: _____
Faculty Advisor: _____ Date: _____
Financial Aid Office: _____ Date: _____
Registrar's Office: _____ Date: _____

**PITTSBURGH THEOLOGICAL SEMINARY
REQUEST FOR EXTENSION**

Name: _____ **Date:** _____

Course: _____ **Term:** _____ **Academic Year:** _____

Professor: _____

Reason for the Extension Request - Check One: Illness _____ Family Crisis _____ Other _____

Explain: _____

Requesting Extension Date of: _____

Note: (Extensions may be granted for not more than three weeks after the day final papers are due.)

Extension Instructions and Conditions:

1. According to the PTS extension policy (see Student Handbook), an extension is normally granted on the basis of illness or a crisis in the student's immediate family. Non-academic commitments, computer problems or other class work are not sufficient reasons for an extension.
2. It is the responsibility of the student to request the extension of the professor, to obtain her/his signature, and to bring this extension request to the Office of the Dean of Faculty for final approval. Extension requests must be completed and submitted by 4:30 p.m. on the Monday of Reading/Exam Week, one week prior to the date final papers are due. Extension requests made after the deadline are submitted by the Dean of Faculty to the Admissions and Standings Committee of the Faculty for approval or disapproval. All approved extension requests will be placed in the Registrar's Office and copies will be forwarded to the professor and the student.
3. The student turns in all extension work to the Office of the Dean of Faculty, which records the date the work is received and forwards the work to the professor for grading. If the work is not delivered to the Dean's Office by the date stated in the extension request, a grade of "F" is to be recorded for the work due and the professor notified by the Dean's Office. (There is no grade of "incomplete.")
4. Withdrawal with Faculty Approval (WFA): Upon written request of the student the faculty may grant a WFA for a course, if special circumstances justify it (see Student Handbook). Normally the deadline for WFA requests is the final date for grades to be delivered to the Registrar, i.e., two weeks after final papers are due. WFA request forms and instructions may be obtained in the Office of the Dean of Faculty.

By signing, I acknowledge that I have read and understand the extension instructions and conditions listed above and agree to the terms:

Student's Signature: _____

Professor's Approval: _____

Dean of Faculty's Approval: _____

Date Extension Request Received in Dean's Office: _____

Date Extension Work Received in Dean's Office: _____



Pittsburgh Theological Seminary
616 North Highland Avenue
Pittsburgh, PA 15206
Ph: 412-362-5610

**Pittsburgh Theological Seminary
Withdrawal with Faculty Approval (WFA)
Request Form & Conditions**

Students at Pittsburgh Theological Seminary may withdraw from any class without grade penalty prior to the end of the fifth week of a semester. After this, withdrawal from any class without grade penalty is possible only with a Withdrawal with Faculty Approval (WFA). If you are seeking a WFA, please complete this form.

Name: _____ **Date:** _____

Address: _____

List the courses and professors for which you are seeking a WFA:

Reason(s) for WFA Request: Check One

☐ **Illness**

☐ **Family Crisis**

☐ **Other**

Please Explain:

DIRECTIONS: PLEASE READ THE FOLLOWING CONDITIONS AND CONFIRM YOUR UNDERSTANDING WITH YOUR SIGNATURE:

- After the end of the fifth week of a term, withdrawal from any course without grade penalty may be done *only* with a WFA. Prior to the end of the fifth week of the term, any course may be dropped without grade penalty. The deadline for a WFA request is the date grades are due from the faculty at the end of the term, except for students on academic probation.
- *WFA is intended for cases of family crisis or illness that prevent a student from completing a course.* In case of illness a written note from a medical doctor is ordinarily required. Excuses such as anticipating the workload for the term or having to work at a church do *not* warrant a WFA.
- This request for a WFA must be given approval by all professors teaching classes for which the WFA is requested. After approval is given, this request, with a clear explanation of the reason for it, must be given to the Dean of Faculty, with copies to those professors.
- The request must be taken to the Financial Aid Office so that the student who is seeking the WFA may be counseled on how a WFA may impact their financial aid eligibility going forward for need-based aid, merit scholarships, and student loans.
- The request is taken by the Dean of Faculty to the Admissions and Standings Committee for review. From there it is taken by the Committee before the Faculty for final review and approval or disapproval. If it is approved, the Dean notifies the student in writing, and a WFA is entered on the student's transcript for the course.
- There is no reimbursement of tuition and fees for a WFA, and financial aid from PTS is not given again for a course that is repeated because of a WFA.

I have read and understand these conditions:

Student's Signature: _____ **Date:** _____

Professor's Signature of Approval:

Name: _____ **Date:** _____

_____ **Date:** _____

_____ **Date:** _____

_____ **Date:** _____

Financial Aid Office:

Name: _____ **Date:** _____

Dean of Faculty:

Name: _____ **Date:** _____

Pittsburgh Theological Seminary Academic Grievance Form

Academic Grievance Procedure

A student who has a grievance about an academic matter shall consult first with the faculty member whose course is involved. If there is no satisfactory resolution, the student may ask the Dean of Faculty to consult with the faculty member on his or her behalf. At that time the Dean of Faculty shall inform the student about possible further appeal according to the following procedure:

- 1. If the matter is not resolved through the consultation of the Dean of Faculty with the faculty member, the student may make a formal appeal in writing* to the Dean of Faculty; such appeal must be made not later than the end of the fifth week of the term following the term in which the occurrence(s) giving rise to the grievance took place. Grievance forms can be found in the "Student Services" section on the My.PTS.edu portal.*
- 2. On receipt of the student's letter of appeal the Dean of Faculty shall appoint and convene an ad hoc committee to address the issue. The committee shall consist of one faculty member from the area of the course in which the grievance arose, one faculty member from another area, and the Associate Dean of Students and Formation. The Dean of Faculty shall serve as a non-voting, advisory member of the committee.*
- 3. The committee shall gather information and shall arrive at a decision no later than the end of the ninth week of the term in which the letter of appeal was received.*
- 4. The committee shall give written notification of its decision to both parties, the President, and the Registrar. If the decision involves the change of a course grade, the Registrar shall change the course grade in accordance with the committee's decision.*
- 5. The filing of an academic appeal and its outcome will be noted in the student's file and kept until graduation. The greatest possible confidentiality shall be observed in the appeals process. The greatest possible confidentiality shall be observed in the appeals process.*

Student Name: _____

Faculty Name: _____

Course name and number: _____

Semester/Year: _____

Date of initial student conversation with faculty member: _____

Date formal appeal* submitted to Dean of Faculty: _____

Date ad hoc committee appointed: _____

Date of ad hoc committee meeting: _____

Date of written decision by ad hoc committee: _____

*The formal appeal in writing shall include: 1) a description of the nature of the grievance, 2) steps already taken to attempt resolution, 3) any supporting documentation (such as a copy of the assignment and graded submission), and 3) an indication of what you would consider to be a satisfactory resolution to your concern.

PTS Academic Grievance Form – July 2020

GUIDELINES FOR COURSE PAPERS

First consult (Academic Regulations and Procedures) above, Section T. Papers, noting especially the rule on **Plagiarism** and how to avoid it. Plagiarism, which includes the inappropriate uses of others' words and ideas as well as inadequate or absent citations, may result in a failing grade and/or a dismissal!

BIBLIOGRAPHY and FOOTNOTE FORMATTING GUIDANCE

At PTS, the default Style for bibliography and footnote entries is consistent with Kate Turabian's classic guide, *A Manual for Writers of Research Papers, Theses, and Dissertations*, 9th ed. (Chicago: University of Chicago Press, 2017). Be sure to follow Notes-Bibliography Style (rather than Author-Date Style) for your PTS courses, as Notes-Bibliography is designed for humanities-oriented areas of study, including theology.

Turabian's 9th edition includes helpful information on citing online and other digital content as well as print sources. Additionally, students may consult the *Chicago Manual of Style Online's* "Chicago-Style Citation Quick Guide" for detailed guidance of print and digital formatting; this link may be found at https://www.chicagomanualofstyle.org/tools_citationguide.html. Again, be sure to follow Notes-Bibliography Style.

The Center for Writing and Learning Support has created a specialized "PTS Style Guide" for Pittsburgh Theological Seminary students, which covers many variations on basic Chicago Style that are relevant to the kinds of sources required in papers for our courses. You will find this Style Guide, entitled "PTS Style Guide Spring 2022," under the Writing Center tab on My.PTS.edu. This special PTS version of Chicago Style can be downloaded and/or printed for your convenience.

If you are asked by your professor to use another style manual (American Psychological Association, Society for Biblical Literature, etc.), please consult the resources in the Clifford E. Barbour Library or contact the staff of The Center for Writing and Learning Support through Dr. Shan Overton, Director (moverton@pts.edu), for assistance. As always, follow your professor's directions regarding which style is preferred for each course you are taking; unless directed otherwise, assume Chicago Style is correct.

Because students have easy access to the "PTS Style Guide Spring 2022," we are including in this handbook only a single example of a Chicago Style print book citation for brief reference. Please refer to the Turabian book, the *Chicago Manual of Style Online*, and the "PTS Style Guide" for all of your citation formatting needs or contact The Center for Writing and Learning Support for help.

Key to Examples:

B= Bibliography format (Flush left on your paper with runover lines indented five spaces. A blank line is placed between entries.)

FN= Footnote (Footnotes are separated from the paper by a short line separator. Each footnote begins on a separate line indented the same number of spaces as your paragraph indentation. Footnotes are single-spaced with a blank line between notes.)

Book – One Author

B: Calian, Carnegie Samuel. *Survival or Revival: Ten Keys to Church Vitality*. Louisville, KY: Westminster John Knox Press, 1998.

FN: 1. Carnegie Samuel Calian, *Survival or Revival: Ten Keys to Church Vitality* (Louisville, KY: Westminster John Knox Press, 1998), 31.

Guidelines for MTS & MAPS Final Projects

Project Formatting:

1. Projects should be submitted electronically in PDF format. Submissions should be one document, including a title page and the rest of the project, in that order. If the project is something other than a research essay, contact your advisor to determine what will be submitted electronically.

2. Formatting:

- All pages must be formatted with 1-inch margins. All text must be in a font commonly used in your field. Citations should follow the standard accepted in your field (e.g. SBL, MLA, Chicago, etc.).
- Title page should contain the following information:

TITLE OF THE PAPER

By
Candidate's full name

A PAPER
SUBMITTED TO THE FACULTY OF PITTSBURGH THEOLOGICAL SEMINARY
IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE OF
[DEGREE RECEIVED]
Pittsburgh, Pennsylvania
[Year]

Length and Details:

From the Student Handbook, p. 12:

“Students will receive 6 semester hour credits for the completion of a final project that explores more deeply the chosen area of concentration. The focus and design of the final project, which ordinarily takes the form of a comprehensive research essay of 10,000-15,000 words (approximately 40-60 pages), are developed in consultation with the student’s advisor and/or the MTS Director. Formatting and submissions guidelines for MTS theses are found on page 86 of the Student Handbook. MTS final projects taking forms other than a research essay must be approved by the faculty. Students should obtain approval prior to beginning their work on such projects. The final project should demonstrate the capacity to engage in graduate level theological research and the ability to reflect on Christian traditions, including an awareness of how socio-cultural context shapes interpretations of tradition, thought, and/or practice.”

Submission Process:

1. Students should coordinate with their advisors to submit a finished draft of their project approximately three weeks prior to the Registrar’s final deadline for all coursework that term (or deadline for Senior coursework, if applicable).
2. Advisors then read the project and respond with any needed edits and changes.
3. Students make the requested changes and submit finished/polished project to advisor and the Registrar by the final deadline for all coursework that term (or deadline for Senior coursework, if applicable).
4. At the time of final submission, finished/polished projects should be formatted as noted above and submitted in PDF form to the Registrar and their advisor. The Registrar will upload the PDF to a folder that library staff can access; it will be added to the institutional archives and the library catalog.

REMINDER ON PLAGIARISM

Plagiarism is not only strictly prohibited, but also carries a stiff penalty. It is far more than a mere rule of academic ways and means. To be sure, it pertains to the "academic house," and persons outside the school may never have occasion to understand its meaning. But in this "house" its sense is clear, and, as always, the practice of honesty in one place will solidify you in the practice of honesty in all places. As a form of theft, plagiarism falls under the prohibition of the 10 Commandments. When it goes undetected, it puts the student at an unfair advantage in a professor's judgment of all those in the class - a form of false witness, also prohibited in the 10 Commandments. A trust is violated, which damages the community of students and teachers.

The temptation to plagiarize usually arises when a student is under pressure to finish papers at the end of term. When you register for courses and especially when you read a course syllabus, try as best you can to estimate what the work load will be at the end of term. Remember that extensions may be requested only in some cases, and that in certain cases WFA may be requested.

You are responsible for being aware of all the information in this handbook, which includes the policy on academic honor, plagiarism, and testing. If you have questions, ask your faculty advisor.

Policies and Procedures for Students with Disabilities Pittsburgh Theological Seminary

Pittsburgh Theological Seminary recognizes disability as an aspect of diversity, the inclusion of which is vital to the seminary community and to society. The Academic Affairs Office makes available to all students disability resources intended to bolster success and make the learning environment accessible and inclusive. Students with disabilities can begin the collaborative process of accessibility by contacting the Associate Dean of Students and Formation to develop a partnership, generate solutions, and implement reasonable accommodations.

Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 prohibit discrimination against individuals with disabilities. The seminary's Associate Dean of Students and Formation ("Dean of Students") shall serve as the institution's ADA Coordinator for students with disabilities.

STUDENT RIGHTS AND RESPONSIBILITIES

Students with disabilities have both rights and responsibilities which include the following:

- **RIGHT** to equal opportunity to learn and participate in their chosen academic program, through the provision of reasonable accommodations, academic adjustments, and/or auxiliary aids and services.
- **RIGHT** to confidentiality of information regarding their disability, except as disclosure is necessary to acquire accommodations, facilitate services, and/or is required by law.
- **RIGHT** to accessible formats of content and documents.
- **RIGHT** to file a complaint, in accordance with the seminary's Section 504/ADA Grievance Procedures and without fear of retaliation, if in good faith they believe they have been subjected to discrimination on the basis of disability or have been denied access to accommodations as required by law.
- **RESPONSIBILITY** to meet and maintain essential qualifications and standards for the seminary's courses and programs.
- **RESPONSIBILITY** to follow published procedures for obtaining reasonable accommodations at the seminary.
- **RESPONSIBILITY** to provide documentation that (a) provides sufficient detail of the manner in which their disability may impact their participation in the seminary's academic programs or their ability to share equally in the benefits and privileges of the seminary's programs and (b) supports each accommodation request.

SEMINARY RIGHTS AND RESPONSIBILITIES

The seminary also has rights and responsibilities which include the following:

- **RIGHT** to identify essential functions, abilities, skills, knowledge and standards for courses and programs and to evaluate all students equally on these bases.
- **RIGHT** to request and receive current documentation that supports accommodation requests.
- **RIGHT** to select among equally effective accommodations to provide for students, and to do so in a timely manner.
- **RIGHT** to refuse an unreasonable accommodation or a request that imposes a fundamental alteration to a program or course or lowers the seminary's academic or conduct standards.
- **RIGHT** to deny a request for an accommodation if documentation does not support the request, or if documentation is not provided.

- RESPONSIBILITY to provide content and documents to students in accessible formats.
- RESPONSIBILITY to provide and facilitate reasonable accommodations for students in courses and programs.
- RESPONSIBILITY to ensure programs, courses, and facilities are available in the most integrated and accessible settings possible.
- RESPONSIBILITY to maintain appropriate confidentiality of records and communications.

DEFINITIONS AND QUALIFYING CONDITIONS

Section 504 of the Rehabilitation Act and the Americans with Disabilities Act defines a disability as “a mental or physical impairment that substantially limits a major life activity.” Recognized conditions that are eligible to receive disability services, for example, include but are not limited to:

1. Learning Disabilities (e.g., dyslexia, ADD);
2. Physical Disabilities (e.g., visual impairment, deafness, cerebral palsy); and
3. Psychological Disabilities (e.g., anxiety, depression, PTSD).

SUMMARY OF STEPS FOR OBTAINING SERVICES

These are the steps that shall be followed when a student seeks services from the Seminary in dealing with a disability. Detailed explanations for each step follow.

1. The student contacts the Associate Dean of Students and Formation and requests assistance in walking through the following steps to secure disability resources.
2. After conversation, the student submits a written petition to the Associate Dean of Students and Formation, requesting a “Plan of Accommodation” including documentation to support the request.
3. The petition is reviewed by the Associate Dean of Students and Formation and appropriate faculty (e.g., academic adviser, current instructors).
4. A “Plan of Accommodation” is drafted by the Associate Dean of Students and Formation and sent to the Dean of Faculty for approval and signature. The plan is then presented in writing to the student for acceptance and a signature.
5. After the “Plan of Accommodation” is accepted by the student, the signed copy is submitted to the student’s instructors and adviser and is sent to the Registrar for placement in the student’s confidential student file.
6. Normally, the student is responsible for initiating conversation with each professor prior to the beginning of each semester concerning implementation of the “Plan of Accommodation.” In some instances, and after conferring with the student’s advisor and/or the Associate Dean of Students and Formation, the student may create a different means of implementing academic accommodations with any or all of the student’s professors.
7. The “Plan of Accommodation” is reviewed before each subsequent academic year.
8. Students who believe they have been denied a requested academic accommodation or service required by law has the right to file a grievance seeking review of the denial. Please refer to the ADA Grievance Procedure.

STEP #1: INITIAL CONTACT

The Associate Dean of Students and Formation welcomes the opportunity to talk with students who wish to seek Disability Resources and to assist them in walking through the process outlined below. Students may make a meeting request by phone or email. Conversations can take place by phone, Zoom, or in person.

STEP #2: PETITION FOR SERVICES AND REQUIRED DOCUMENTATION

Once admitted to Pittsburgh Theological Seminary and at least 4 weeks prior to matriculation, entering students requesting accommodations should petition the Associate Dean of Students and Formation in writing requesting accommodations. Current students should petition as early as possible, but at least 4 weeks prior to the beginning of each semester in which accommodations are requested. Students who choose not to self-identify when they enter the seminary do not forfeit their right to receive accommodations at a later date. However, late submission of documentation may result in a delay in implementing any accommodation plan. Accommodations cannot be retroactive. The written petition submitted to the Dean of Students should include a description of the student's needs/disabilities, a list of services requested, and appropriate documentation to support the accommodations being requested. Once in place, the "Plan of Accommodation" can be used by students throughout their enrollment at the seminary.

REQUIRED DOCUMENTATION

In support of the written petition, students must submit relevant and current documentation of a disability from a qualified health professional(s). Documentation of previously provided accommodations from other educational settings can also be submitted in support of the petition for accommodation. Appropriate documentation should not be more than 3 years old and should include:

- A description of the disability, specifying duration and severity
- Test scores and interpretation, if relevant
- Information concerning prescribed medications and their potential side effects
- Assessment of substantial disability-based limitations and how they relate to the educational environment
- Recommendations concerning educational accommodations

Documentation must be on official letterhead and signed by the doctor or health care professional. The seminary reserves the right to request additional documentation, if needed. No documentation will result in a waiver of Pittsburgh Theological Seminary's admissions policies, regulations regarding acceptable behavior, or course objectives and requirements, including the attendance policy. Accommodation requests that fundamentally alter the nature of the curriculum or a course's learning objectives are not considered reasonable under the applicable federal laws. All costs for testing and assessment in support of the petition are the responsibility of the student, although testing costs may be reimbursed by health insurance companies. Documentation is also required for the use of service animals on campus. Please see Appendix I. Documentation can be submitted to the Associate Dean of Students and Formation via fax, email, or hard copy.

STEP #3: PETITION REVIEW

The Associate Dean of Students and Formation shall review the student's petition for services and respond within five (5) business days.

STEP #4: PLAN OF ACCOMMODATION

The Associate Dean of Students and Formation, in consultation with appropriate faculty members, will craft a "Plan of Accommodation" that will be submitted to the Academic Dean for approval. The Plan will then be presented in writing to the student for acceptance and a signature. The "Plan of Accommodation" need not include specific diagnostic information. The student may request to have information removed from the Plan of Accommodation, if the student believes that the Plan discloses more information than is necessary.

Students who believe they have been denied a requested academic accommodation or service required by law has the right to file a grievance seeking review of the denial. Please refer to the ADA Grievance Procedure. Class format, i.e., online, on-campus, intensive, shall be taken into consideration when crafting the “Plan of Accommodation.”

STEPS #5 and #6: PLAN IMPLEMENTATION

After the “Plan of Accommodation” has been crafted, submitted to the student, approved, and signed, a final copy of the plan will then be submitted to the student’s academic adviser, all instructors, and, if applicable, the Director of Field Education. Information about a student’s disability diagnosis will only be provided to individuals on a need-to-know basis. Normally, it is the student’s responsibility to communicate with each instructor about implementation of the “Plan of Accommodation” prior to the beginning of the semester. If a student requests accommodation directly from a faculty member without communicating with the Associate Dean of Students and Formation, the faculty member must counsel the student to contact the Associate Dean of Students and Formation. Accommodations for reported disabilities should not be provided without notification from the Associate Dean of Students and Formation. In some instances, and after conferring with the student’s advisor and/or the Associate Dean of Students and Formation, the student may create a different means of implementing academic accommodations with any or all of the student’s professors. A faculty member is not responsible for any academic accommodations until a copy of the “Plan of Accommodation” has been issued by the Associate Dean of Students and Formation, approved by the student, issued in writing to instructors, and a conversation between the student and instructor has occurred concerning implementation (unless the Associate Dean of Students and Formation advises the instructor of a different approach).

STEP #7: REVIEW

The “Plan of Accommodation” for each student shall be reviewed by the Associate Dean of Students and Formation before each academic year.

OTHER IMPORTANT INFORMATION ABOUT DISABILITY SERVICES

ADA GRIEVANCE PROCEDURE

This Grievance Procedure shall be effective on August 31, 2021. The seminary reserves the right to amend such procedures. Any seminary student who believes that he or she has been subjected to discrimination on the basis of disability or has been denied access or accommodations required by law shall have the right to invoke this Grievance Procedure. In general, this Grievance Procedure is designed to address the following types of concerns:

1. Disagreements or denials regarding requested services, accommodations, or modifications to curriculum requirements;
2. Alleged harassment or discrimination on the basis of a disability; and
3. Any other alleged violations of the ADA and/or Section 504.

FILING A GRIEVANCE

Regardless of the specific grievance procedure invoked by a student, all grievances must be filed within thirty (30) days of the event or action giving rise to the student’s complaint(s). As an initial matter, all grievances shall be reviewed to determine whether they are submitted within a timely manner and/or whether they contain all required information. The seminary shall not review a grievance that is untimely or fails to contain all required information, including a clear statement of all grounds for the grievance. To facilitate a clear and prompt resolution; once initiated, a grievance shall not be expanded beyond the issues presented in the student’s initial complaint. This grievance procedure is intended to be the sole and exclusive process for challenging any decision relating to a disability-related academic accommodation

through internal seminary procedures. In particular, the PTS Anti-Discrimination Policy and Procedures do not apply to disability-related academic accommodations and are not designed to assess or change any determination rendered under this policy. A failure to invoke any part of the grievance process does not mean that the student has lost any legal right to challenge the seminary's failure to provide a requested accommodation. This process is offered as a voluntary means to address quickly and efficiently a failure to provide an accommodation, in the hope that the situation can be resolved internally and early in the semester in which the accommodation was requested.

GRIEVANCE PROCEDURE

1. An otherwise qualified student with a disability, as defined by the ADA and the Rehabilitation Act, shall have the right to request that the Grievance Committee* review the denial of any requested academic accommodation or service by fully complying with the procedures detailed below. This provision shall also apply to a student requesting an academic accommodation who believes the seminary has wrongly denied certification of a disability.

*The Grievance Committee shall be led by the Associate Dean of Students and Formation and shall include the following: the seminary's Vice President of Finance and Administration (or his/her designee), a neutral staff person, an uninvolved faculty member, and a representative from the student body. The aforementioned list of individuals shall be selected by the Associate Dean of Students and Formation.

2. The Student shall fully complete an "ADA Review Request Form" and submit it to the Associate Dean of Students and Formation within ten (10) days following the date of the denial of the requested academic accommodation or service. A student may obtain a copy of the "ADA Review Request Form" from the Admissions and Student Services Office. The student's completed form must clearly state:
 - The basis and rationale for the review
 - The specific facts and/or policies supporting the student's position
 - The remedy and resolution desired by the student
 - All other information required on the form
3. An "ADA Review Request Form" is considered incomplete and not eligible for review if it does not contain all required information. The student is solely responsible to supply all required information on the form within the 10-day deadline from denial of the requested accommodation. Upon receiving a timely "ADA Review Request Form," the Grievance Committee shall send a notice of acknowledgment of receipt to the student. To the fullest extent practical, the members of the Grievance Committee shall keep both the existence of the review and the facts learned as a result of the review process confidential and shall not disclose or discuss the review or the facts learned as a result of the review with anyone other than the other Grievance Committee members.
4. The Grievance Committee shall assess the "ADA Review Request Form" and review all information necessary to render a written determination. If requested by the committee, the student shall supply any additional information pertaining to the grievance. The committee will issue a written "Letter of Determination" on the student's "ADA Review Request Form" within five (5) business days after receiving the student's completed form, or as soon as possible thereafter. Further, the committee shall provide the student with a copy of the "Letter of Determination."
5. Within ten (10) days following receipt of the committee's written "Letter of Determination," if the student disagrees with the determination, the student may seek a review with the Dean of Faculty. The student shall submit a written letter requesting a review of the committee's "Letter of Determination." The written request must identify the specific facts and grounds which form the basis for the student's appeal. Upon receiving a timely letter seeking a review of the Dean of Student's "Letter of Determination," the Dean of Faculty shall, at the Dean's sole discretion, gather additional information necessary for the consideration of the student's appeal, including, but not limited to, interviewing individuals, including the student, who may possess relevant information. The Dean of Faculty shall complete this review within ten (10) days or as soon as possible thereafter.

6. No later than three (3) days after the end of the review period, the Dean of Faculty shall send a written “Letter of Review” in response to the student’s appeal, setting forth the Dean of Faculty’s decision. The Dean of Faculty’s “Letter of Review” shall constitute the final decision of the seminary.
7. During the Grievance Process, the student will be entitled to receive the academic accommodations/services offered, if any, by the seminary. The seminary recognizes the importance of a student’s concerns and pledges to address issues promptly so as not to inhibit the student’s participation in the course or program.

NOTE: For purposes of calculating all time periods set forth in this Grievance Procedure, official seminary holidays and breaks set forth in the seminary’s academic calendar (such as Thanksgiving break, Christmas break, and Holy Week break) or dates the seminary officially closes (such as for inclement weather) shall be excluded in determining the time period for taking any required action. Moreover, the day of the act or event from which the designated period of time begins to run shall not be included. The last day of any time period provided in the Grievance Procedure shall be included, unless it is a Saturday or Sunday, and in such an event, the next business day shall be counted in the time period.

RECORDS

A student filing a grievance shall have the right to review all records maintained in the grievance file or relied upon by any decision-maker, unless any such review is prohibited by federal or state law. Upon a student’s request, the seminary shall establish a mutually acceptable time and location for the student to review the requested records.

NO RETALIATION

Retaliation against any person who files a bona fide complaint of discrimination, participates in an investigation, or opposes a discriminatory educational practice or policy is prohibited by seminary policy and federal and state law.

SELF REPRESENTATION

A student exercising his or her right to invoke this Grievance Procedure is free to consult with others but shall be expected to represent himself or herself directly in the grievance process. The expectation of self-representation does not, however, does not mean that a student cannot have reasonable support ensure communication during the Grievance Procedure; for example, a sign language interpreter for a hearing impaired student.

URGENT OR UNUSUAL MATTERS

Depending upon the specific circumstances and the urgency of any issue(s) raised by a student in his or her grievance, the seminary reserves the right (but shall not be required) to modify its procedures or conduct an expedited review.

OCR COMPLAINT

Although students are encouraged to attempt to resolve complaints pertaining to disabilities by utilizing this Grievance Procedure, they have the right to file a complaint directly with the U.S. Department of Education, Office for Civil Rights (OCR) (Mid-Atlantic regional office). Information regarding applicable timelines and procedures is available from OCR. <https://www.hhs.gov/civil-rights/filing-a-complaint/index.html>

APPENDIX I

SERVICE ANIMALS

If a disabilities qualified student has a service animal, the following shall apply:

A service animal is defined as a guide dog or signal dog trained to work or perform tasks for the benefit of an individual with a disability. (At the current time, only dogs are recognized as service animals under Titles II, III, and the ADA.) Pets and therapy animals whose primary purpose is to provide comfort and emotional support do not qualify as service animals under the ADA.

The care and supervision of a service animal is the responsibility of the owner using the animal's services. The owner must ensure that the animal is in good health and has been vaccinated against diseases as recommended by the American Veterinary Medical Association. Further, service dogs must wear rabies vaccination tags.

Service animals must be kept on a leash or lead at all times when the animal is in a public area. The owner must also be in full control of the animal at all times. The owner is responsible for the cost to repair any damage done by the service animal to seminary property.

Appropriate documentation must be on file in the Academic Affairs Office before a service animal enters the seminary.

APPENDIX II

SAMPLE DISABILITY SUPPORT SERVICES PLAN OF ACCOMMODATION

Name Avery Smith Date August 1, 2021

Degree Program Master of Divinity Academic Term Fall, 2021

The student has requested that the following description/explanation of his/her condition be disclosed: Avery has been legally blind since age 5. Avery has made arrangements to obtain reading materials in braille and/or audio.

Professor: Dr. Jones Course CH120

Students with disabilities may experience barriers to their full and meaningful participation in an academic setting. The above noted student is enrolled in your class and has been determined eligible to receive disability support services. The student has requested academic accommodations as outlined below and should be held to the same attendance and academic standards as students who do not have a disability. In order to provide equal access to the course and all course materials, the following accommodations are necessary:

- Reader if written materials be presented in class and unavailable in braille form
- Interpreter if PowerPoint or other images be displayed during class lecture
- Permission to sit near the classroom exit door
- The accompaniment of a seeing-eye dog
- Reader/Scribe* for all tests, quizzes, and exams (Student possesses computer technology capable of translating audio to text for the purpose of paper writing and understands he is responsible for following all footnoting requirements.)

*The scribe has been instructed to record answers verbatim without alteration.

Student's Signature Date

Signature of Associate Dean of Students and Formation Date

NOTE TO PROFESSOR:

If appropriate, discuss with the student his or her perceived barriers should there be an emergency evacuation and develop a plan of action. Accommodations should not fundamentally alter the nature of any course or program of study. It is not always possible to anticipate how each student's disability will be impacted in a course. As a result, it may be necessary to amend the above approved accommodations. Should you require clarification regarding this, please contact the Associate Dean of Students and Formation. The information contained in this document is CONFIDENTIAL and should not be disclosed to a third party without written permission from the student.

PETITION FOR DISABILITY SUPPORT SERVICES

Name _____ Date _____

Degree Program _____ Academic Term _____

Description/explanation of condition:

☐ I have attached supporting documentation from a professional health care provider to support this request and certify that it is not more than three years old.

☐ I have requested supporting documentation and it is forthcoming.

Please provide an itemized list of the accommodations you wish to request. Include a statement explaining how and why said accommodation will increase your academic performance. (NOTE: Accommodations cannot reduce the attendance or academic standards set forth by the seminary, nor can they fundamentally alter the nature of any course or program of study.)

1)

2)

3)

I understand that the information contained on this form will be held in confidence and only shared with others on a "need to know" basis. I expect it to be utilized for the sole purpose of assisting me in achieving academic success. Further, I understand that I will in no way be discriminated against for the disclosure of this information.

Student's Signature

Date

INSTRUCTIONS: Please submit this petition to the seminary's Associate Dean of Students and Formation at least 4 weeks prior to the beginning of an academic term. The Associate Dean of Students and Formation will review the petition and respond within five (5) business days.

Pittsburgh Theological Seminary Title IX Policy and Procedures

I. Notice of Nondiscrimination

Title IX of the Education Amendments of 1972 states that “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX includes protections against sexual harassment, gender-based discrimination, and sexual violence. Definitions of gender-based discrimination, sexual harassment, and sexual violence are set forth in Section IV of this policy. Further information about Title IX and how it may affect you can be found at the Department of Education website: <https://www2.ed.gov/policy/rights/guid/ocr/sex.html>.

Pittsburgh Theological Seminary is committed to modeling ways of being with one another that exemplify the recognition that we are all created in the image of God and are to be treated with dignity and respect. Our community, just as the larger world, contains diversity in many forms. For the sake of the unity of the church and our witness to the world, we are committed to embodying respect across differences. Therefore, in accordance with the witness of holy scripture and the Christian tradition, as well as Title IX, Pittsburgh Theological Seminary forbids discrimination on the basis of gender, sexual harassment, and sexual violence. Pittsburgh Theological Seminary likewise prohibits retaliation for raising a concern or complaint of gender discrimination, sexual harassment, or sexual violence and is committed to helping to provide protection, help, and safety to anyone who raises a concern or complaint under this policy.

This policy is intended to provide more information about how the Seminary addresses issues of gender discrimination, sexual harassment, and sexual violence, and to describe the Seminary’s process for responding to complaints about violations of this policy in a manner that is prompt, fair to all parties, pastoral, and mirrors the Seminary’s commitments to gender equality and to an environment that is free from harassment and discrimination.

II. Community Commitment and Scope of Policy

Pittsburgh Theological Seminary (the “Seminary”) is an educational institution that forms and equips persons for ministry, with a commitment to scholarship. It seeks to be a generous and hospitable community that fosters intellectual inquiry, theological reflection, reconciliation, and justice. Gender discrimination, sexual harassment, and sexual violence are contrary to the Seminary’s mission and vision and will not be tolerated within the Seminary community. Therefore, all students, faculty, employees and vendors are subject to this Title IX policy.

Learning and a free exchange of ideas cannot occur where there is discrimination, harassment, or violence. Likewise, living fully into the Seminary’s Vision of the Seminary as a place that teaches reconciliation and justice requires all within the Seminary’s community to speak out whenever another member of the community is belittled, threatened, or discriminated against. Anyone within the Seminary community, including students, faculty, and employees, who witness any violation of this policy must report the violation as outlined in Section VI below. Prompt disclosure of any violation of this policy places the Seminary in the best position to support any persons harmed by a violation of this policy and to remedy any situation or conduct that undermines the safety and integrity of the Seminary community.

The procedure for raising a complaint under this policy is not intended to be a substitute for any other right or remedy that might be available. The Seminary has a limited ability to force cooperation in the investigation of any complaint under this policy, and full redress for certain conduct that violates this policy may only be found by using a court of law. The Seminary strongly encourages anyone who believes that s/he is a victim of sexual violence to notify law enforcement immediately, because the criminal justice system offers remedies that are unavailable under this policy.

The Seminary shall also communicate its Title IX policy, offer appropriate bystander and other training under it, and strive to eliminate gender discrimination, sexual harassment, and sexual violence from its

educational programs and activities. The Seminary shall also offer educational programs and communications designed to prevent violations of this policy.

This policy applies to conduct that occurs (i) on Seminary property or (ii) off Seminary property, if the conduct was either in connection with a Seminary or Seminary-recognized program or activity or the conduct may have the effect of creating a hostile environment for a member of the Seminary community.

III. Title IX Coordinators

Title IX Coordinators are responsible for ensuring compliance with Title IX and for the enforcement of this policy, including overseeing all complaints of gender discrimination, sexual harassment, and sexual violence brought under Section VI of this policy and offering the training necessary to implement this policy. The Seminary's Title IX Coordinators are available to speak with anyone who wants to raise a concern under this policy. The Seminary has designated the below individuals as Title IX Coordinators:

Title IX Co-Coordinator

Ayana Teter, Associate Dean of Students and Formation
Long Hall, Room 211
412-924-1398
ateter@pts.edu

Title IX Co-Coordinator

Dr. Josie Hoover, *SHRM-CP*, Director of Human Resources
McNaugher Hall, Room 206
412-924-1420
jhoover@pts.edu

IV. Definitions

A. Gender Discrimination

An adverse action or decision that is based on or motivated by an individual's gender, sexual orientation, gender identity, and/or gender expression. Female, male, and gender non-conforming persons are protected under this policy.

B. Sexual Violence

Sexual violence is engaging in any physical sexual act against a person's will, or where the person does not or cannot give clear voluntary consent. Persons who are impaired due to being under the influence of drugs or alcohol or who have intellectual disabilities are customarily viewed as being unable to give voluntary consent. As used in this policy, "sexual violence" includes attempted or completed sexual assault (including rape, fondling, incest, and statutory rape), stalking, verbal or physical sexuality-based threats or abuse, domestic violence, dating violence, and intimate partner violence.

C. Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, graphic, or physical conduct of a sexual nature (collectively, "Sexual Conduct"). "Sexual harassment" as used in this policy includes *quid pro quo* behavior, hostile environment, and gender-based harassment.

Quid pro quo harassment is when submission to or rejection of any Sexual Conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing or is used as the basis for employment decisions or for academic evaluation, grades, or advancement in a course, program, or activity.

Hostile environment is when Sexual Conduct is sufficiently serious and/or pervasive that it objectively interferes with or limits a person's ability to participate in or benefit from the Seminary's educational programs or activities. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment.

Gender-based harassment is verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation or gender identity, but not involving conduct of a sexual nature, when such conduct is sufficiently severe, persistent, or pervasive that it interferes with or limits a person's ability to participate in or benefit from the Seminary's education or work programs or activities. For example, persistent disparagement of a person based on a perceived lack of stereotypical masculinity or femininity or exclusion from an activity based on sexual orientation or gender identity also may violate this policy. Sexual harassment may be based upon a power differential, the creation of a hostile environment, or retaliation. Sexual violence, as defined above, is also a form of sexual harassment.

V. In the Case of Sexual Violence

An act of sexual violence is typically also a crime. ***Any victim of a crime is strongly encouraged to report the crime to the police. The Seminary will provide support for any person who wishes to report a crime to the police through the Title IX Co-Coordinators.*** Victims of a crime often need additional support and guidance. In the case of a specific type of sexual violence called "sexual assault" (which includes attempted or completed rape, incest, fondling, and statutory rape), there are special resources available to support the victim and certain actions that should be taken to preserve evidence. The Seminary offers the below information to help ensure that its students, and the Seminary community in general, have important information to bring any perpetrator to justice and are aware of resources that are available to victims. The information is not intended to detract from or substitute for the complaint process described in this policy. A victim of a sexual violence can file a criminal charge with law enforcement and also bring a complaint under this policy.

- If you have been sexually assaulted, it is not your fault. No matter the circumstances, it is not your fault. Being sexually assaulted is never your fault.
- Get to a safe place. Call campus security at 412-889-2208 or Pittsburgh Police at 911.
- Reach out for support. Contact a friend, trusted administrator or call Pittsburgh Action Against Rape at 1-866-363-7273 (1-866-END-RAPE) if you are the victim of a sexual assault.
- Get medical attention. Go to the nearest emergency room. Where there has been a sexual assault, ask to speak with an in-person advocate or contact Pittsburgh Action Against Rape at 1-866-363-7273 (1-866-END-RAPE).
- Have evidence collected. If you choose to report the sexual assault or pursue legal options, physical evidence can be important. Forensic evidence can be collected up to five (5) days after the assault. Valuable evidence may remain on your body or clothing. Try not to change your clothes. Try not to bathe, shower, eat, drink, brush your teeth or go to the bathroom before going to the emergency room. In other crimes of sexual violence where the victim has been physically harmed, physical evidence is likewise important and should be preserved by calling the police and seeking treatment immediately at an emergency room.
- Report the crime. Call 911 to contact Pittsburgh Police.
- There are remedies outside of the criminal justice system. In cases of sexual assault where police do not conduct an investigation, the Seminary may still conduct its own investigation. Any student, staff member, or faculty member found to have committed sexual assault either by the courts or by the Seminary's internal review is subject to expulsion and/or termination.

- Seek support from a mental health professional or victim's support group. Call Pittsburgh Action Against Rape at 1-866-363-7273 (1-866-END-RAPE) in an instance of sexual assault and the Women's Center and Shelter of Greater Pittsburgh at 412-687-8005 in other instances of sexual violence for further help.
- In the case of a mental health crisis, seek immediate help. Call RESOLVE at 1-888-796-8226 (1-888-7 YOU CAN) to obtain confidential telephone counselling or an evaluation on-site or at home by a mobile crisis team. RESOLVE also has a walk-in assessment center and crisis residential facility (no appointment needed) at 333 North Braddock Avenue, Pittsburgh, PA 15208. In addition to Western Psychiatric Institute and Clinic of UPMC (WPIC), certain area emergency rooms (including St. Clair Hospital and Forbes Regional Hospital) also have mental health professionals who can make an evaluation and assist in identifying the right level of mental health care and intervention.
- Take advantage of counselling services offered through the Seminary. Seminary students are able to obtain private mental health treatment through Pittsburgh Pastoral Institute, in many cases at a minimal charge. Call 412-661-1239 to make an appointment.

VI. Procedure for Raising and Addressing Concerns and Complaints

A. Overview

Except as described in Section VII below, the procedure described in this Section VI is intended to address gender discrimination, sexual harassment, and sexual violence where the student is the victim. The Seminary community is best served by a procedure that is neither complicated nor intimidating. Persons who handle complaints shall be specifically trained for the task and clearly identified for the community.

The Title IX Co-Coordinators is responsible for oversight of complaint procedures and for the designation, training, and supervision of Harassment Complaint Advisors (as that role is described below).

B. Confidentiality

The Seminary will respect and take measures to keep any complaint of gender discrimination, sexual harassment, or sexual violence as confidential as possible. However, because of the Seminary's commitment to investigating and addressing any conduct that violates this policy, while also acting in a manner that is fair to the respondent, some or all of the contents of the complaint may need to be disclosed, including the identity of the complainant, to others, including the respondent.

C. Initiating the Procedure for Addressing a Violation of This Policy – Filing a Complaint

Asserting a complaint under this policy shall be governed and addressed as follows:

1. A person who wishes to raise a violation of this policy may do so by (a) speaking personally with the Title IX Co-Coordinators, or any Harassment Complaint Advisor or (b) submitting a written complaint to any of these persons. A complaint may be made anonymously, as described in #7 below.
2. A written complaint must be filed with the Title IX Co-Coordinators before a Hearing Team (as described below) will be convened. A form for filing a written complaint and a current list of Harassment Complaint Advisors shall be published in the Student Handbook and made available in the office of the Title IX Co-Coordinators. The Title IX complaint form is also available on the Seminary's My.PTS.edu website and can be filed electronically. (A written or electronically filed complaint using the Seminary's designated form are referred to as a "Complaint"). Where the complaint was initiated by speaking with the Title IX Co-Coordinators, or a Harassment

Complaint Advisor, such person shall either assist the complainant in filing a written Complaint or, upon receiving permission from the complainant, draft and submit the written Complaint on behalf of the complainant no later than three (3) days¹ from receiving permission to draft the Complaint.

3. Intimidation of persons and acts of reprisal against persons filing a Complaint or raising a concern that this policy has been violated are forbidden. Any violation of this anti-retaliation policy shall be brought before the Title IX Co-Coordinators and Dean of Faculty.
4. If a Harassment Complaint Advisor receives either a verbal or written complaint, the Advisor shall inform the Title IX Co-Coordinators immediately.
5. If personal safety or emotional health is an issue or if immediate action is otherwise required, the President or any Dean of the Seminary shall be so informed immediately and shall determine the appropriate measures to be taken, including, but not limited to, assisting with the safety of the complainant and any others, restricting the respondent's activities and/or presence on the Seminary's campus (including, but not limited to, banning the respondent and complainant from having any contact with one another), changing class schedules, providing medical and counselling services, making different housing assignments, and accelerating any aspect of the procedure described below.
6. The Seminary strongly encourages complaints to be raised immediately after the incident, if possible, and in the case of a hostile environment sexual harassment complaint, as soon as the complainant believes that a hostile environment is present. Prompt complaints enable the Seminary to address a situation before it worsens, and it is usually more effective to conduct an investigation while recollections of the parties and witnesses are still fresh and evidence has not been lost.
7. The Seminary strongly urges victims and witnesses to come forward so that the Seminary can prevent a recurrence of prohibited activity and bring about healing and reconciliation as quickly as possible. The Seminary also understands that in some instances, the conduct prohibited under this policy can be so severe or upsetting that a victim or witness is either unable or unwilling to attach his or her name to an allegation that this policy has been violated. In those instances, the victim or witness can make an anonymous written Complaint to the Title IX Co-Coordinators using the form published in the Student Handbook and made available in the office of the Title IX Co-Coordinators or on the Seminary's My.PTS.edu website. The investigation of an anonymous Complaint shall be undertaken in any manner that the Title IX Co-Coordinators directs, in consultation with Seminary leadership having supervisory authority over the respondent. Depending upon the circumstances relating to the anonymous Complaint, certain of the procedures described below may not be possible or realistic to follow. In determining whether this policy's Title IX procedure should be altered to address an anonymous Complaint, due consideration shall be given to what is in the best interest of the Seminary community, to the existence of a potential serial offender/offense, to the requirements of Title IX and goals of this policy, and to the need for a fair and prompt resolution of the matter for all parties.
8. Whenever a Title IX Coordinator, Deputy Title IX Coordinator, any Dean or any Officer of the Seminary becomes aware of a violation of this policy, the matter must be reported and investigated, even if no victim or witness has reported the matter.² In such situations, the Title IX Coordinator or Deputy Coordinator shall meet with any witness or victim that has been identified, as well as with the person who has allegedly violated this policy. If neither the victim nor witness

¹ As used throughout this policy, "days" means Monday through Friday. Weekends and days when the Seminary is closed as enumerated by the Business Office are not counted.

² A call to the Seminary's Hot Line (412-924-1679) that raises a Title IX violation shall be reported to the Title IX Coordinator within two (2) days of its receipt.

wishes to file a written Complaint, the matter will be treated as an anonymous complaint (as described in #7 above) and the Title IX or Deputy Title IX Coordinator shall file a written Complaint in accordance with this policy within five (5) days of concluding the meetings with the victim(s), alleged violator(s), and witness(s).

9. A complainant may decline to file a written Complaint or may choose to stop participating in the complaint process or withdraw the Complaint at any point. In that event, the Title IX Coordinator shall consult with the Dean of Faculty, Associate Dean of Students and Formation, and respondent about whether to proceed with the process and how, if at all, the process should be altered. In making such assessments, due consideration shall be given to what is in the best interest of the Seminary community, to the existence of a potential serial offender/offense, to the requirements of Title IX and goals of this policy, and to the need for a fair and prompt resolution of the matter for both the complainant and respondent.

D. The Harassment Complaint Advisors

The Harassment Complaint Advisors are convened by the Title IX Co-Coordinators in consultation with the Dean of Faculty. The purpose of the Harassment Complaint Advisors is to serve as the group from which Hearing Teams (see below) shall be drawn. Twelve (12) persons shall be chosen to serve as Harassment Complaint Advisors in consultation with and among the President, Dean of Faculty, Associate Dean of Students and Formation, and Title IX Coordinator. The Harassment Complaint Advisors shall include at least three (3) members each of faculty, students, and staff. The names and contact information for each of the Harassment Complaint Advisors shall be regularly communicated so that every member of the Seminary community knows who they are and how to reach them.

The Title IX Coordinator shall act as secretary to the Harassment Complaint Advisors, maintain the list of Harassment Complaint Advisors, ensure that vacancies are filled, and encourage diverse representation in the selection of Harassment Complaint Advisors. The Title IX Coordinator shall also be responsible for ensuring that the Harassment Complaint Advisors receive regular training and understand the procedure and duties required under this policy for addressing complaints.

E. The Hearing Team

The Title IX Coordinator or Deputy Coordinator, in consultation with the Associate Dean of Students and Formation and Dean of the Faculty, shall promptly assess any written Complaint to determine whether it is appropriately filed under this policy (meaning that the facts set forth in the Complaint, if assumed to be true, are sufficient to assert a claim of gender discrimination, sexual harassment, or sexual violence and that the alleged conduct occurred within the scope of this policy). If the written Complaint is appropriately filed under this policy, the Complaint shall be brought before a Hearing Team of three (3) members chosen by the Title IX Coordinator, in consultation with the Dean of the Faculty and Associate Dean of Students and Formation, from the Harassment Complaint Advisors. A different Hearing Team will be selected for each specific case. The Title IX Coordinator shall also designate the presiding member of the Hearing Team. The Deputy Coordinator, or in his or her absence, the Dean of Faculty shall be a non-voting fourth member of the Hearing Team and shall act as its secretary. The following additional considerations and expectations relate to the formation of the Hearing Team:

1. The Title IX Coordinator shall make every effort to ensure that a fair and impartial Hearing Team hears the matter. There shall be a representative from the campus class of the complainant and of the campus class of the respondent, campus classes being student, staff, and faculty. In cases where both the complainant and respondent are from the same campus class, it is required that at least one (1) Hearing Team member be of that class. Two (2) Hearing Team members of the same campus class is permissible, but three (3) members of same campus class should be avoided.

2. If a Harassment Complaint Advisor received or assisted in processing the initial complaint, that Advisor shall not serve as a member of the Hearing Team.
3. If a conflict of interest or other valid reason prevents a Harassment Complaint Advisor from serving on the Hearing Team, the Title IX Coordinator shall select a substitute from the same class of Harassment Complaint Advisors. To preserve the fairness of the process and the impartiality of the Hearing Team, Harassment Complaint Advisors must err on the side of caution and immediately advise the Title IX Coordinator of a conflict or potential conflict of interest.
4. The Hearing Team members must be appointed within three (3) days of the Title IX Coordinator's or Deputy Coordinator's determination that a written Complaint is appropriately filed under this policy.
5. The Title IX Coordinator shall provide the complainant and the respondent with written notification of the identities of the persons serving on the Hearing Team within two (2) days after the selection of all the Hearing Team. The complainant and the respondent may file a written objection with the Title IX Coordinator regarding the service of any Hearing Team member within five (5) days of receipt of the notice of the Hearing Team members. After reviewing the written objection, the Title IX Coordinator may, but need not, replace any member of the Hearing Team with another Harassment Complaint Advisor of that same class within three (3) days of receipt of the objection.

F. Procedure for Considering Complaint

The procedure for considering and addressing a complaint of a violation of this policy shall follow the below steps:

1. Within two (2) days of determining that a Complaint is appropriately filed, the Title IX Coordinator shall advise the respondent(s) of the complaint and provide a copy of the written Complaint.
2. In a timely manner after its selection, but within three (3) days of setting the final members of the Hearing Team, the Hearing Team shall meet with the complainant in order to:
 - a. Hear the allegations of the complainant(s) directly; and
 - b. Outline the process which will be followed in response to the Complaint, emphasizing the fact that no determination will be made until both parties have been fully heard.
3. The Hearing Team shall then meet with the respondent(s) within three (3) days after meeting with the complainant(s) in order to:
 - a. Hear the initial response of the respondent(s) to the Complaint, which response can be supplemented and expanded in the written response described in 3c below;
 - b. Outline the process which will be followed in response to the Complaint; emphasizing the fact that no determination will be made until both parties have been fully heard; and
 - c. Request a written, signed, and dated response to the Complaint within a deadline that is mutually agreed upon between the Hearing Team and respondent, but with due regard to the overall timing for completing the investigation.
4. The Hearing Team shall fully investigate the Complaint through information and documentation obtained from the complainant(s), the respondent(s), and other relevant and appropriate sources. Such investigation can include further interviews of the complainant and respondent and interviews with witnesses. In deciding whether to interview witnesses, including character witnesses, the Hearing Team shall weigh the value and need of the witness's input against keeping the existence and allegations of the Complaint as confidential as possible. While the Hearing Team has discretion in deciding what information to gather and witnesses to interview, it must treat the complainant and respondent equally and provide the same or like opportunity to be heard and provide supporting information and witnesses.

5. The complainant and the respondent may bring a non-speaking accompaniment person for support throughout the process.
6. The Hearing Team will not request a face-to-face meeting or a mediation as part of its investigation without carefully considering the facts and circumstances surrounding the Complaint and each party's willingness to participate in such an effort. No party to a Complaint can be forced to participate in a face-to-face meeting or mediation and a refusal to do so will not count against that party. In matters involving sexual violence, a face-to-face meeting or mediation is never appropriate and is therefore prohibited.
7. A record of the process will be placed in a secure file maintained by the Title IX Coordinator that contains a record of the Complaint and investigation.
8. Hearing Team members must observe appropriate levels of confidentiality in connection with their efforts, both during an investigation and after its conclusion. The written Complaint and any written materials must not be left in the open where others can see them, and the investigation cannot be discussed or acknowledged outside of persons involved with the investigation. Any witnesses and accompaniment person brought for support must likewise be cautioned about preserving confidentiality during and after the investigation. It shall not be a violation of this confidentiality provision if disclosures are made pursuant to a valid subpoena or order of court. However, in the event that any Hearing Team member receives a subpoena or court order seeking disclosure, the member must immediately notify the Title IX Coordinator and Dean of Faculty.
9. The parties to the Complaint are strongly encouraged to preserve the confidentiality of the Complaint and complaint process to lessen the adverse impact of the proceedings upon the Seminary community and to protect the reputation of the parties. However, the complainant and respondent are permitted to consult with others in good faith to gather evidence and witnesses, investigate the allegations in the Complaint, gather character witnesses (if the Hearing Team will accept such evidence), and obtain legal advice, and/or mental health or spiritual counselling.
10. During the proceedings, the respondent will be deemed and treated as though s/he is innocent of the allegations described in the Complaint until the completion of the process. Credibility determinations must be objective and cannot be based upon the individual's status as a complainant or respondent. The proceedings shall be subject to a preponderance of the evidence standard, meaning that the respondent shall be found to have committed a violation of this policy only if, based upon an objective view of the evidence, it is more likely than not that the respondent's conduct violated this policy.
11. In situations where the conduct forming the basis of the Complaint could also be punished as a crime (as for example, would be the case in a Complaint involving sexual violence), the respondent is strongly urged to seek qualified legal counsel immediately and to assess whether, and to what extent, s/he should participate in any proceedings under this policy. When the allegations in the Complaint are also subject to a pending criminal proceeding, legal counsel for the Seminary shall confer with legal counsel for the respondent to assess whether the procedures set forth in this policy should be amended, consistent with Title IX and the goals and purpose of this policy, to avoid undue prejudice or hardship to the defense of the criminal proceeding.
12. Throughout the process, and including instances where the complainant has chosen to stop participating in the process, to withdraw a Complaint, or to refuse to file a Complaint, the Title IX Coordinator, Deputy Coordinator, and Hearing Team (if appointed) shall consider and institute appropriate measures to provide support and guidance to the complainant and respondent. All such measures shall be documented as part of the Title IX file on the Complaint.
13. The timeframes set forth in these procedures may be delayed or extended by the Hearing Team for good cause and with written notice to all parties.
14. No knowingly false statements shall be made to the Title IX Coordinator, Deputy Coordinator, or to any Hearing Team member. False statements are subject to serious sanction as may be

recommended by the Hearing Team (or Title IX Coordinator, if a Hearing Team is not finalized) and imposed by the President of the Seminary.

G. Hearing Team Recommendation

Based upon the investigation it conducts and its deliberations, the Hearing Team shall, using its best judgment, recommend action customarily within thirty (30) days of receipt of the respondent's written response to the Complaint (or the deadline for submission of a written response, if the respondent does not provide one). The recommendation shall be in writing and contain a sufficiently detailed account of the facts and conclusions so that the complainant, respondent, and President of the Seminary can understand the conclusions that the Hearing Team reached and the factual basis for the conclusions (the "Recommendation").

1. IF THE COMPLAINT ALLEGATIONS ARE NOT SUBSTANTIATED by the Hearing Team, the Recommendation shall set forth steps to exonerate the respondent. Such steps may range from taking no further action to issuing a public statement of exoneration. The latter, because of its potential detrimental impact upon future reporting of violations of this policy, is to be recommended only in very rare and extreme cases. The Recommendation shall also respond with care and concern to the complainant(s) and respondent(s) as appropriate and may recommend emotional or other supports and accommodations, as well as follow up actions to the President of the Seminary.
2. IF THE COMPLAINT ALLEGATIONS ARE SUBSTANTIATED by the Hearing Team, the Recommendation will recommend to the President of the Seminary one of the following steps, as it deems appropriate. The Hearing Team may recommend:
 - a. the issuance of an advisory to any respondent who has demonstrated poor judgment, providing clear guidance to correct the conduct, a record of which will exist in the Title IX file of the Complaint, but nowhere else.
 - b. the issuance of a warning to a person who has demonstrated unquestionably inappropriate and unwise behavior, a record of which will exist in the Title IX file of the Complaint, but nowhere else. It is expected that this clear warning will bring a cessation of the behavior.
 - c. the issuance of a reprimand for behavior which resulted in minor consequences.
 - d. placing the respondent on disciplinary probation for a specified period of time (not to exceed 90 days) in response to conduct which was persistent or resulted in (or could have resulted in) serious harm to others.
 - e. suspending the respondent temporarily in response to conduct which resulted in harm to others and to the welfare of the community. Protection of others from further harm is paramount. The suspension may include loss of financial aid, housing, etc. It shall continue for a specified period of time or until there is clear evidence of contrition and rehabilitation, at which time the respondent may petition the President of the Seminary for cessation of the suspension. The President, in turn, shall first ensure that any applicable denominational body charged with assessing suitability for ministry re-affirms the appropriateness of the respondent's return to the Seminary, before making any decision on cessation of suspension and reinstatement.
 - f. dismissing the respondent permanently in response to conduct which resulted in substantial harm to others and, in the face of which, there is little probability of rehabilitation. Protection of others from harm and protection of the integrity of the Seminary are paramount.

Additionally, and as important, the Recommendation shall include recommendations on support for the complainant that are designed to return the complainant to full participation in the

program and activities of the Seminary. These recommendations can include, but are not limited to, providing counselling, spiritual direction, tutoring, and other spiritual, health, and academic support; where relevant, reviewing any disciplinary actions previously taken against the complainant (under any academic, conduct, or other code or expectation) to assess whether there is a link between the conduct that violated this policy and such conduct that led to disciplinary action against the complainant and correcting such discipline; and ensuring that the complainant is not academically harmed by permitting the complainant to re-take or withdraw from a course without penalty and by reviewing the complainant's grades for evidence of adverse effect from the facts and circumstances relating to the Complaint and suggesting adjustments or notations to grading and/or to the complainant's academic record.

In all cases, rehabilitation and/or counseling may also be recommended or mandated for the complainant and/or the respondent within the Recommendation.

3. The President, using his/her best judgment, will determine whether to accept, reject, or modify the Hearing Team's Recommendation. This review and final determination by the President is intended to operate as an automatic right of appeal by both parties. If both parties agree to the Recommendation of the Hearing Team, the Recommendation will become final. Otherwise, the Recommendation of the Hearing Team is reviewed by the President. The President's review is *de novo*, meaning that the President reviews all materials anew. Thus, neither party is required to set forth any specific disagreements with the Recommendations.
4. In determining whether to accept, reject, or modify the Hearing Team's Recommendation, the President shall meet with each of the parties and meet with any witness identified in the Recommendation as the President deems necessary to gain further insight and information before making a final decision with respect to the Hearing Team's Recommendation. In so doing, the President shall give each party an equal opportunity to be heard and present additional information. The President shall communicate his/her final decision on the Complaint within seven (7) days of receipt of the Recommendation by meeting separately with the complainant(s) and the respondent(s). The decision shall also be communicated in writing to all parties, including all members of the Hearing Team and the Title IX Coordinator. The President shall also determine what, if any, record of his or her final determination is preserved anywhere other than in the investigation file described above and maintained by the Title IX Coordinator.
5. Proof of repeated offense during the period of disciplinary probation or failure to comply with the terms of the Recommendation shall automatically result in the imposition of either temporary suspension or permanent dismissal.
6. For the purposes of this policy, the Chair of the Board of Directors or the Chair's designee shall act for the President whenever the President is a party to a proceeding or where the President is acting for the Title IX Coordinator or the Dean of Faculty (as called for in the following sentence). The President or the President's designee shall act for the Title IX Coordinator or the Dean of Faculty whenever one of these persons is a party to a proceeding.

VII. Integration with Other Policies and Expectations

This policy replaces the Pittsburgh Theological Seminary Sexual Misconduct Policy and the Seminary's Anti-Discrimination Policy insofar as it addresses sexual harassment or gender discrimination. The Seminary's Professional Conduct Policy, Romantic Relationships remains in force and effect, but shall be modified to substitute any reference to the Anti-Discrimination Policy with this policy.

This policy is to be interpreted and enforced in a manner that is consistent with the Seminary's commitment to academic freedom and free speech while still advancing the purposes and goals of this policy. Additionally, nothing in this policy is intended to supersede any duty on the part of any ordained clergy member or other professional to maintain the secrecy of certain disclosures made in confidence or in a

situation in which any legal or ethical privilege applies.

The complaint procedure described in Section VI above is designed and intended for conduct and incidents where a student is the complainant. Employees of the Seminary, including faculty, administrators, and staff, who have concerns about the conduct of other employees or Seminary vendors are directed to refer to policies contained in the Seminary's Employee Handbook. However, the Seminary recognizes that the complaint procedure set forth in this policy can be beneficial to resolving complaints and concerns within the Seminary community that do not directly involve or impact students. Accordingly, any employee who wishes to use the procedure described in Section VI to address a complaint of gender discrimination, sexual harassment, or sexual violence against another employee or a Seminary vendor may, at the employee's discretion, request to use this policy's complaint procedure by filing a written Complaint. The Title IX Coordinator and Deputy Coordinator, in consultation with the complainant, the Vice President or Dean having supervisory authority over the complainant and respondent, and with such other persons that they deem appropriate will decide whether to use the complaint procedure set forth in this policy or other procedure to assess and respond to such a complaint.

VIII. Reporting

The Title IX Coordinator and Deputy Coordinator shall provide the President of the Seminary with an annual report of complaints filed under this Policy and the actions undertaken to communicate and provide training under this policy.

In issuing this policy, the Seminary is not admitting or agreeing that it is subject to Title IX, the Clery Act, or any statute or regulation. The Seminary is adopting this policy in the belief that regardless of, and in addition to, any applicable legal requirements, this policy supports the Seminary's Mission and Vision and enhances its students' educational experience.

Pittsburgh Theological Seminary Title IX Team Effective 09/2025
PTS Harassment Complaint Advisors: Name Contact Information

Faculty:

Jennifer Carner; Campus Box 68, 412-924-1468
Danjuma Gibson; Campus Box 49, 412-924-1416
Daniel Frayer-Griggs; Campus Box 53, 412-924-1454
Scott Hagley; Campus Box 46, 412-924-1399
Kimberly Russaw; Campus Box 59, 412-924-1407
Vacant

Staff:

Lisa Bunting; Campus Box 19, 412-924-1449
Carolyn Cranston; Campus Box 9, 412-924-1375
Tom Fulton; Campus Box 5, 412-924-1423
Erik Hoeke; Campus Box 31, 412-924-1363
Ashley Johnson; Campus Box 38; 412-924-1414
Balajiedlang (Bala) Khylllep; Campus Box 48; 412-924-1364
Dominic Oliver; Campus Box 10, 412-924-1460
Tracy Riggle Young; Campus Box 43, 412-924-1423
Vacant

Title IX Co-Coordinator

Ayana Teter, Associate Dean of Students and Formation
Long Hall, Room 211
412-924-1398
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Title IX Co-Coordinator

Dr. Josie Hoover, *SHRM-CP*, Director of Human Resources
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Title IX Policy is under review September 2025.

Notification of Rights under FERPA for Postsecondary Institutions

The Family Educational Rights and Privacy Act (FERPA) affords eligible students certain rights with respect to their education records. (An “eligible student” under FERPA is a student who is 18 years of age or older or who attends a postsecondary institution at any age.) These rights include:

1. The right to inspect and review the student's education records within forty five (45) days after the day the Pittsburgh Theological Seminary receives a request for access. A student should submit to the registrar, dean, head of the academic department, [or other appropriate official,] a written request that identifies the record(s) the student wishes to inspect. The school official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the school official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.
2. The right to request the amendment of the student's education records that the student believes is inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. A student who wishes to ask Pittsburgh Theological Seminary to amend a record should write [the school official responsible for the record], clearly identify the part of the record the student wants changed, and specify why it should be changed. If [School] decides not to amend the record as requested, Pittsburgh Theological Seminary will notify the student in writing of the decision and the student's right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.
3. The right to provide written consent before Pittsburgh Theological Seminary discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent. Pittsburgh Theological Seminary discloses education records without a student's prior written consent under the FERPA exception for disclosure to school officials with legitimate educational interests. A school official is typically includes a person employed by the Pittsburgh Theological Seminary in an administrative, supervisory, academic, research, or support staff position (including law enforcement unit personnel and health staff); a person serving on the board of trustees; or a student serving on an official committee, such as a disciplinary or grievance committee. A school official also may include a volunteer or contractor outside of Pittsburgh Theological Seminary who performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, or collection agent or a student volunteering to assist another school official in performing his or her tasks. A school official typically has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibilities for Pittsburgh Theological Seminary. Upon request, the school also discloses education records without consent to officials of another school in which a student seeks or intends to enroll. FERPA requires a school to make a reasonable attempt to notify each student of these disclosures.
4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the Pittsburgh Theological Seminary to comply with the requirements of FERPA.

The name and address of the office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202

A list below of the disclosures that postsecondary institutions may make without consent appears below. FERPA permits the disclosure of PII from students' education records, without consent of the student, if the disclosure meets certain conditions found in § 99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the student, § 99.32 of FERPA regulations requires the institution to record the disclosure. Eligible students have a right to inspect and review the record of disclosures. A postsecondary institution may disclose PII from the education records without obtaining prior written consent of the student:

- To other school officials, including teachers, within Pittsburgh Theological Seminary whom the school has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the school has outsourced institutional services or functions, provided that the conditions listed in § 99.31(a)(1)(i)(B)(I) - (a)(1)(i)(B)(3) are met. (§ 99.31(a)(1))
- To officials of another school where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of § 99.34. (§ 99.31(a)(2))
- To authorized representatives of the U. S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as a State postsecondary authority that is responsible for supervising the university's State-supported education programs. Disclosures under this provision may be made, subject to the requirements of §99.35, in connection with an audit or evaluation of Federal- or State supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf. (§§ 99.31(a)(3) and 99.35)
- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (§ 99.31(a)(4))
- To organizations conducting studies for, or on behalf of, the school, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction. (§ 99.31(a)(6))
- To accrediting organizations to carry out their accrediting functions. (§ 99.31(a)(7))
- To parents of an eligible student if the student is a dependent for IRS tax purposes. (§ 99.31(a)(8))
- To comply with a judicial order or lawfully issued subpoena. (§ 99.31(a)(9))

- To appropriate officials in connection with a health or safety emergency, subject to § 99.36. (§99.31(a)(10))
- Information the school has designated as “directory information” under § 99.37. (§ 99.31(a)(11)). At Pittsburgh Theological Seminary, ‘directory information’ typically includes: student’s name, address, email address, telephone number, class level, division, campus box number, advisor, religious affiliation, college previously attended, and spouse’s name. Students have the right to opt out and have some of their information excluded from Directory Information. Directory information is requested from students each year on the Student Information form and only information supplied by the student is published. Students cannot opt out in order to prevent the disclosure of their name, institutional email address, or other identifier in classes in which they are enrolled.
- To a victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense, subject to the requirements of § 99.39. The disclosure may only include the final results of the disciplinary proceeding with respect to that alleged crime or offense, regardless of the finding. (§ 99.31(a)(13))
- To the general public, the final results of a disciplinary proceeding, subject to the requirements of § 99.39, if the school determines the student is an alleged perpetrator of a crime of violence or non-forcible sex offense and the student has committed a violation of the school’s rules or policies with respect to the allegation made against him or her. (§ 99.31(a)(14))
- To parents of a student regarding the student’s violation of any Federal, State, or local law, or of any rule or policy of the school, governing the use or possession of alcohol or a controlled substance if the school determines the student committed a disciplinary violation and the student is under the age of 21. (§99.31(a)(15))

Family Educational Rights & Privacy Act (FERPA) Release Form

Overview:

The Family Educational Rights & Privacy Act (FERPA) provides students certain rights concerning the privacy of their educational records. Pittsburgh Theological Seminary, in compliance with FERPA, requires the written consent of students before releasing protected information from educational records to third parties for reasons such as employment, admission to educational institutions, providing information to authorized third party (family member), etc.

To consent to the release of information to a third-party for such purposes, students must complete this form and return it to the Registrar's Office.

Student's Name: _____ **Student ID:** _____
(Please print)

Types of Information to Release:

- ☐ Academic Records (grades, transcripts, schedule, etc)
- ☐ Financial Aid Data (institutional, federal, and other external aid)
- ☐ Student Account Information (billing, current balance, etc)
- ☐ Other (Please specify) _____

Recipient:

Name: _____ **Phone Number:** _____

Relationship to Student: _____

Reason for Disclosure: _____

Street Address: _____

City/State/Zip: _____

Email: _____

I understand that some of my records may be protected under the Family Educational Rights and Privacy Act of 1974 and cannot be released without my written consent. By completing and signing this release form, I am authorizing Pittsburgh Theological Seminary to discuss, disclose, and disseminate any and all information that is housed in my education records to the individual(s) whom I have identified above. I realize that unless I opt-out in writing, certain parts of my education records may be disclosed regardless of this release, such as directory information as defined by Pittsburgh Theological Seminary. I also realize that there are exceptions to FERPA that may allow Pittsburgh Theological Seminary to release my educational records regardless of this release. The person and/or agency receiving my education records may not disclose the information received unless specifically authorized in the "purpose" section of this release. However, since Pittsburgh Theological Seminary cannot control the actions of other people, I release Pittsburgh Theological Seminary and waive all rights as it concerns others' actions once my information is in their possession. This release will expire five (5) years from the date of signature unless noted differently. I certify that this consent has been given freely and voluntarily. I may revoke this consent at any time by providing written notice of such revocation to Pittsburgh Theological Seminary's Registrar's Office.

Students Signature: _____ **Date:** _____

NOTE: Student's original signature is required



Name Change / Preferred Name Request Form

Legal names are required when students apply to PTS and are tied to official academic records. A student's legal name is tied to any records held by the government – birth certificate, Social Security number, tax records, etc. To change the legal name on your academic record, please provide the information requested below and provide a copy of an official court or legal document required for validation. **NOTE: The new name must be legally tied to the individual's Social Security number and federal tax records.**

Please Print:

Former Legal Name _____

Current Legal Name: _____

Reason for Change: _____

VERIFICATION PROVIDED:

☐ Official Court Document (Marriage license, Court order reflecting a legal name change)

☐ Government issued proof of identity

(Passport, newly issued birth certificate with name change, or other type of government issued documentation)

REQUEST FOR USE OF PREFERRED NAME:

Pittsburgh Theological Seminary provides students with an option to be known by a 'preferred' name which is different from their legal name. Preferred names can be used on the following internal platforms: Email address, Canvas Learning Management system, PTS ID card, Library account, campus mailbox, and PeopleFinder (internal campus directory).

It is not possible to use a preferred name on legal academic records (academic transcript, enrollment verifications, employment verification, degree verifications), payroll records, tax forms, financial aid and student loan documents, billing records, and immigration/visa documents.

To request the use of a preferred name on internal PTS platforms, please provide the information requested below. PTS reserves the right to reject the request if the name is not reasonable and respectful.

Please Print:

Current Legal Name: _____

Preferred Name: _____

Signature: _____ Date: _____

Please submit this form along with valid verification to the Registrar's Office.

**Pittsburgh Theological Seminary
PET POLICY**

SUMMARY

Students living in designated apartments are permitted to have pleasant and mature (house-trained) dogs, cats, and caged pets with approval from the Associate Dean of Students and Formation.

Reptiles, large rodents, ferrets, and rabbits will not be given consideration. Immature and/or pets not house-trained are not permitted. Calian Hall and Stanton Highland Apartments has a no pet policy.

A pet deposit of \$250 is required for an un-caged pet. Pets are limited to no more than 2 per unit. A pet application form must be completed for all pets (except fish). Fish tanks are limited to a total of no more than 30 gallons. **Pets are not permitted in an apartment until a pet application has been approved by the seminary.** All pet owners must clean up after their pets, especially when their pets defecate in the yards or any other public areas. Pet owners must ensure that their pets do not bother or disturb other residents.

Pets, including cats are not permitted to be outside without being supervised by their owner. Visiting pets are not allowed to stay overnight in a seminary apartment. Only pets approved by the Associate Dean of Students and Formation are allowed to be on the premises of the main campus bounded by Saint Marie, Saint Marie, North Highland, Sheridan, and East Liberty Boulevard. Any damage to an apartment unit or other Seminary owned property (including but not limited to grass, trees, shrubs, fences, walls, doors, etc.) is subject to being charged to the student, at the sole discretion of the seminary.

Rabies Vaccinations

Pet owners must provide a copy at the time of application of current rabies and other vaccinations as required by the City of Pittsburgh.

Other City of Pittsburgh Regulations

Dog owners must also provide a copy of a valid City of Pittsburgh dog license
https://pittsburghpa.gov/publicsafety/docs/Dog_License_Application.r3.pdf.

Dog owners must keep dogs on a leash when on seminary property (except when in the owners apartment) and adhere to City leash regulations.

A complete listing of all City regulations residents must adhere to can be found at the following:

<https://pittsburghpa.gov/publicsafety/pet-owners>

<https://pittsburghpa.gov/publicsafety/stray-animals> <https://pittsburghpa.gov/publicsafety/spay-neuter>

Issue Resolution

Any questions, comments, concerns, or issues of interpretation of this policy and/or its enforcement or modification must be submitted in writing to the Associate Dean for Students and Formation. The Associate Dean for Students and Formation shall consult with the school's VP for Finance and Administration in making any recommendation or decision. All decisions of the Associate Dean for Students and Formation are subject to, and effective only upon, the concurrence of the VP for Finance and Administration.

Special Exceptions

Special exceptions to this policy may be considered by written request to the Associate Dean for Students and Formation. Such request will be reviewed and approved/rejected by the Associate Dean for Students and Formation.

I have read the Seminary Pet Policy and agree to adhere to all terms of the Policy

Signature _____

Date _____

Pittsburgh Theological Seminary BEHAVIORAL CONDUCT POLICY

Whenever the Seminary is presented with a problem of inappropriate student conduct in violation of the Expectations for Holistic Formation, the following procedure will be followed¹:

1. A written complaint regarding the student must be made to the Associate Dean for Students and Formation by the injured party or their representative. The complaint may be sent through regular mail or e-mail. The complaint, as succinctly as possible, should identify the student and describe the conduct causing the concern.
2. There shall be an initial conference between the student whose character or conduct has been questioned and the Associate Dean for Students and Formation to ascertain the facts of the case. This conference shall take place no more than five (5) business days after the complaint is made². Any international students studying on an F-1 visa must immediately consult with the Registrar at the start of any disciplinary hearing to be advised of their options for maintaining immigration status. In the initial conference, the student shall be informed of the nature of the complaint and the student shall be invited to respond. The student will be provided with a copy of this process. In some cases, the Associate Dean for Students and Formation may be able to help the parties involved come to a resolution without initiating the next steps described in this process.
3. The Associate Dean for Students and Formation shall then make a decision concerning resolution of the charges or referral to an ad hoc committee for further review and action. The committee shall consist of the Associate Dean for Students and Formation, the Associate Dean of Enrollment Management, the Dean of Faculty, and an additional faculty member (to be appointed by the Dean of Faculty). Decisions of the Associate Dean for Students and Formation may be appealed to the ad hoc committee; decisions of the ad hoc committee may be appealed to the Dean of Faculty.
4. If the matter is referred to the ad hoc committee, the Associate Dean for Students and Formation shall write a letter to the student stating the nature of the evidence in the hands of the Seminary, and in what respects the evidence may indicate that the student is in violation of the Seminary's Expectations for Holistic Formation. The letter will request that the student meet with the ad hoc committee no later than seven (7) business days after receipt of the letter, at a time and place designated.
5. The student will meet with the ad hoc committee. The student will be allowed to bring a support person of their choosing to the meeting; however, the support person is not allowed to speak during the committee's proceedings. Following this meeting, the ad hoc committee shall make a decision concerning the resolution of the complaint. Where the resolution includes dismissal from the Seminary (including for some period of time less than a final expulsion), the ad hoc committee shall refer the matter to the Dean of Faculty.
6. Should the ad hoc committee refer the student to the Dean of Faculty for dismissal, a letter will be sent from the committee to the Dean of Faculty and to the student. Such a letter shall include designation of the nature of disciplinary or other action to be taken. The student shall be given the opportunity to send comments or objections by letter to the Dean of Faculty at this time. The letter from the committee shall advise the student of the timing for submitting any comments or objections, but in no event shall the deadline for the submission be less than ten (10) days from the date of the letter. The Dean of Faculty shall take action by ratifying, modifying, or vacating the recommendations of the ad hoc

¹ Where the Anti-Discrimination Policy applies, its rules and regulations shall govern this procedure. Likewise, where the Seminary's Anti-Discrimination Policy applies, its rules and regulations shall govern this procedure. The Associate Dean for Students and Formation and the Seminary's Title IX/Anti-Discrimination Coordinator shall confer on any situation in which any challenged conduct could fall under the Anti-Discrimination Policy to make an initial determination whether this policy or one of those Policies governs.

² Time frames stipulated in this policy apply to cases adjudicated during the usual rhythms of the academic year. Complaints lodged during academic breaks (e.g., Christmas holidays, summer, etc.) may take additional time to adjudicate, in which case, the student shall be advised in writing of new deadlines. The student may also request additional time at any point of this process, in writing, and directed to the Associate Dean of Students and Formation. The Associate Dean of Students and Formation, in the Associate Dean's sole discretion, shall determine whether to grant any additional time.

committee. The Dean of Faculty shall notify the student in writing of the decision.

8. A student who wishes to appeal dismissal by the Dean of Faculty may appeal to the entire Faculty. The request for appeal should be sent to the Faculty no less than ten (10) days prior to the next scheduled faculty meeting. The student shall be given the opportunity to send comments or objections by letter to the Faculty through the Dean of Faculty at this time. The Faculty upon motion duly made shall take action by ratifying, modifying, or vacating the recommendation of the Dean of Faculty. The Dean of Faculty shall notify the student in writing of the Faculty's decision. The student may appeal a decision of dismissal by the Faculty, such appeal to be sought in writing by letter to the President of the Seminary within ten (10) days of the student's notification of the Faculty's decision to dismiss the student. Upon appeal, the final review of any decision to dismiss the student from the Seminary (including for some period of time less than a final expulsion) shall be made by the President of the Seminary, based upon whatever information, interviews, and evidence (if any) that the President may request. The President, in the President's sole discretion, may ratify, modify, or vacate any dismissal.

Pittsburgh Theological Seminary HYBRID GATHERINGS ATTENDANCE POLICY

Students enrolled in one or more hybrid courses in a given semester are required to attend two on-campus gatherings in their entirety in addition to regular attendance in weekly online class sessions. Gathering attendance is a course requirement for every hybrid course.

On-campus gatherings begin at 11:00am Thursday and conclude at 12:15pm on Saturday. They feature a variety of formational activities including hybrid class meetings.

Participation in all gathering activities is expected. Students are responsible for making travel arrangements to ensure their presence for the entirety of each gathering.

In case of emergencies, students unable to attend a hybrid on-campus gathering or a portion of a gathering must submit a Petition for Excused Gathering Absence to the Dean of Faculty detailing the nature of the emergency and providing supporting documentation. Petitions are rarely granted, except for the most extreme situations, and, if granted, will require a make-up assignment submitted to the Dean's Office for evaluation.

In most cases, missing all or part of a gathering will result in an automatic 20% reduction in the final grade for each hybrid course taken that semester, and missing both gatherings will result in a failing grade. Students who petition for excused absences for more than two consecutive gatherings in an academic year must consult the Dean of Faculty about whether a leave of absence will be necessary to continue in the program.

To petition for an excused absence, click on the following link and complete the Webform (note: you must be logged in to my.pts to see the form): https://my.pts.edu/ICS/Students/Hybrid_Programs.jnz

You can also access the form by logging into <https://My.PTS.edu>, clicking the "Students" tab, then clicking the "Hybrid Programs" page on the left-hand side.

Pittsburgh Theological Seminary CALIAN KITCHEN POLICY

The Calian kitchen is a space for the enjoyment and edification of community and a place to practice hospitality. The Housing Office has worked in tandem with the Facilities Team to develop these policies and procedures to ensure the cleanliness of the kitchen.

1. Residents are responsible for cleaning the kitchen after each use of the kitchen.
 - a. All cookware must be cleaned and put away.
 - i. Cleaned cookware is entirely dry and does not have grease or oil on it.
 - b. All cookware that belongs to residents is to be kept in the resident's room.
 - c. All counters must be wiped and cleaned.
 - d. The floor must be swept.
 - e. If there has been a spill it must be wiped up and the floor must be mopped.
2. Do not remove the pots, pans, or dishes from the kitchen.
3. The kitchen door must remain closed at all times so that all residents have to swipe to enter. This allows the Housing Office to enforce these policies and procedures. This will also prevent smoke alarms from going off while residents are cooking.
4. All food must be stored properly in the refrigerator, freezer, or removed from the kitchen.
 - a. All food stored in the refrigerator or freezer must be fully covered and be labeled with the resident's name and the date that the food was put into the refrigerator or freezer.
 - b. Food that is not stored properly (as described in 3a) will be disposed of at the discretion of management.
 - c. Food that is more than two weeks old and/or has gone bad will be disposed of at the discretion of management.
 - d. All spices, oils, and other "kitchen staples" should be kept in the residents' rooms.
5. All food belongs to individual residents and is not communal. Residents should not remove, touch, or cook with any food or spices that does not belong to them.

If the kitchen is not cleaned after each use, PTS reserves the right to limit or remove access to the Calian Kitchen.

Pittsburgh Theological Seminary
ON-CAMPUS CREDIT CARD MARKETING TO STUDENTS POLICY

In compliance with Act 35 of 2023, 24 Pa. Stat §23-2302-A, Pittsburgh Theological Seminary establishes the following policy governing the marketing of credit cards to students on campus.

Policy

Pittsburgh Theological Seminary prohibits the advertising, marketing, or merchandising of credit cards on campus to students.

This includes advertising or solicitation at campus vendor tables, as well as posting or distribution of applications, flyers, posters, handbills and signage (electronic and otherwise) on Seminary premises. The Seminary's e-mail system, social media, or website may not be used for advertising or solicitation of credit cards to students. Banks, credit unions, and other businesses approved to be present at student orientations and other campus activities may not provide credit card applications to students during those events. In addition, no campus employee, student group, or department may accept financial support or other goods and services from credit card issuers or vendors in exchange for allowing them to market credit cards to students.

Standards and Procedures for Human Subject Research Conducted by Persons Affiliated with Pittsburgh Theological Seminary

Definition of Terms¹

Research	means a systematic investigation, including research development, testing, and evaluation, designed to develop or contribute to generalizable knowledge. Activities that meet this definition constitute research for purposes of this policy, whether or not they are conducted or supported under a program that is considered research for other purposes. Activities that are solely related to parish ministry and have no bearing upon any research are not intended to fall under this policy.
Human subject	means a living individual about whom an investigator (whether professional or student) conducting research obtains, uses, studies, or analyzes information through intervention or interaction, or whose identifiable, private information is used, studied, analyzed, or generated
Risk	means the extent of exposure to physical, psychological, or other types of harm or potential harm through participation in research
Minimal risk	means that the probability and magnitude of harm or discomfort anticipated in the research are not greater in and of themselves than those ordinarily encountered in daily life or during the performance of routine physical or psychological examinations or tests
Informed consent	means an active and on-going process of providing research subjects with all of the relevant information they need to make a fully informed, independent decision about whether the research subject wishes to participate in, and to continue participating in, the research study. Its three key features are disclosing information about what will happen in the research; facilitating the understanding of what has been disclosed; and promoting the voluntariness of the subject's decision to participate, especially by using language that can be understood and ensuring that the subject is not unduly influenced.
Assent	means a child's affirmative agreement to participate in research. Mere failure to object shall not be construed as assent, and a child's Assent to participate in research shall not be sufficient consent without also obtaining Permission (as defined below).
Permission	means the written agreement of parent(s) or guardian to the participation of their child or ward in research.
Confidentiality	means not divulging information that an individual discloses in a relationship of trust and with the expectation that it will not be divulged without his or her permission.
Anonymity	means receiving an unknown or unacknowledged name.
Privacy	is having control over the extent, timing, and circumstances of disclosing an aspect of oneself (physically, behaviorally, or intellectually) with others.
Protocol	is the formal design or plan of an experiment or research activity; specifically, the plan submitted to an Institutional Review Board for review. The protocol includes a description of the research design or methodology to be employed, the eligibility requirements for prospective subjects and controls, the treatment regimen(s), and the proposed methods of analysis that will be performed on the collected data.
Institutional Review	is the specially constituted review body established to protect the welfare Board of human subjects recruited to participate in research.

Introduction

All persons who conduct human subject research under the auspices of Pittsburgh Theological Seminary (faculty, staff, and students) will treat individuals participating in their research with appropriate professional respect, regard, and care. The purpose of these Standards and Procedures is to ensure an adequate review of research plans regarding two central ethical concerns: a) that human subjects are treated in a manner consistent with their dignity and autonomy, and b) that human subjects are protected from risks or harms that could be posed by the research and that the privacy of human

¹ * Certain definitions are adapted from the Code of Federal Regulations, Title 45 Part 46.102.

subjects is adequately and appropriately protected.

Pittsburgh Theological Seminary (PTS) recognizes that human subject research in a seminary context includes several kinds of research, including those that will be a) published and publicly available for wide review; b) submitted for course-related assignments and disseminated or discussed among students; and c) submitted solely to a professor.

Human subjects are involved if

- a) there is an intervention or an interaction with a living person that would not be occurring, or would be occurring in some other fashion, but for this research; or b) identifiable personal data or information will be obtained for this research in a form associable with individual(s).

An Institutional Review Board (IRB) will have the final authority to approve, require modification of, or disapprove of all research activities. No research participants may be approached, for pilot work or for the main study, until the researcher is formally notified that the proposed research has either been exempted or has been approved by the IRB.

Ethical Standards

When the IRB reviews research protocols, the board will seek to ensure that ethical standards will be followed, including standards of informed consent, confidentiality, privacy, anonymity, and disclosure of affiliation and/or sponsorship.

Informed Consent

Informed consent must be obtained in writing from all participants prior to the initiation of research. Researchers shall set forth the following information with potential subjects prior to their participation in the research:

- a. The purpose of the study and that the study will involve research;
- b. All research procedures to be followed;
- c. The expected duration of the subject's participation;
- d. Any reasonably foreseeable risks or discomforts to the subjects;
- e. Any benefits to the subject or others which may reasonably be expected from the research;
- f. The research subject's rights;
- g. The identification of an individual who can be contacted by the subject for answer to questions related to the research, adverse effects of the research, or the subject's rights as a research subject;
- h. A statement that the participation is voluntary, that refusal to participate or to continue to participate further will not result in penalty or any loss of benefits that the subject might otherwise be entitled to receive, and that the subject can stop participating at any time;
- i. Disclosure of any conflict of interest (including financial conflicts) that the researcher may have with the study. In this regard, Researchers must carefully consider and disclose any conflict between the Researcher's role as pastor/priest versus the Researcher's role as a student in any research that involves research of a congregation/parish where the Researcher is or has been a member of the clergy;
- j. Disclosure of any costs (including emotional costs) that the subject may incur from participation in the research, as well as any compensation that the subject will receive from participation in the research;
- k. The ways that the research's context and location, and participants' identities, will be disguised;
- l. The manner and extent to which the anonymity and or confidentiality of the records identifying the subject will be maintained;
- m. The importance of candor;
- n. How the results will be disclosed; and
- o. The possibility of publication.

Information shall be shared with subjects in language understandable to them. Research involving subjects who are not able to give legal consent (*e.g.*, persons under 18 years of age or with cognitive impairments) will require the written permission of a parent, guardian, or legally authorized representative (LAR) and (when possible) their own written assent. The IRB will take into account special considerations required for research involving vulnerable populations, including persons under the age of 18, persons with cognitive or other impairments, and incarcerated persons. The informed consent process shall not include any language through which subjects are made to waive or appear to waive their legal rights, or release or appear to release the researcher, the advisor, or the school from liability or negligence. It shall be made clear to subjects that they are free to withdraw from active participation in the research at any time. Should

subjects indicate a desire to withdraw later, they shall be allowed to do so promptly and the researcher will display no discontent.

The written document to be used in obtaining the initial informed consent from each subject shall be approved in advance by the IRB, and a fully completed written consent must be obtained from the subject before the subject is permitted to participate in any manner in the project. The IRB may at any time, or from time to time, require the execution of new or revised written consents in connection with any project.

Confidentiality, Privacy, and Anonymity

Researchers shall respect and attempt to guard and protect the privacy of their research subjects. They shall protect confidential information disclosed to them, advising subjects in advance of any risks or limits upon their ability to ensure that the information will remain confidential and anonymous. They shall document their procedures for protecting confidentiality and ensuring privacy. During the researcher's active use of any confidential information, the researcher will maintain electronic data and information only on computing devices that are properly secured via passwords and other means so that the data cannot be improperly accessed. The researcher shall also take proper precautions when uploading or sending any data and be mindful that when working in public areas, care must be taken to avoid persons from viewing confidential information or intercepting it through insecure internet access. Notes and other physical documentation must be kept in a secure area and should be reviewed only where the researcher can do so while preserving confidentiality. In no event should documents containing confidential information be carried or transported in any envelope, file folder, or the like where the labelling reveals the name or personal information of any subject.

At the completion of the project, any other data or documentation, including information stored in any electronic device, should be deleted in a manner (as outlined in the informed consent form) that will not permit recovery.

Researchers shall not release any of their subjects' personally identifiable information. All personally identifiable information about human participants will be fully anonymized before being included in any course assignment, project, thesis, public document, or presentation.

However, subjects shall retain the right to release their personally identifiable information to third parties (e.g., a therapist, counselor or pastor). Subjects wishing to release their information shall complete a *Permission to Release or Obtain Personal Information Form*.

Researchers who are seeking to obtain previously collected personally identifiable information about their subjects (e.g., records of prior therapy, counseling or interviews) may also do so by completing the same *Permission to Release or Obtain Personal Information Form* and securing the subject's permission to examine this previously gathered information. Any information about a subject gathered through an authorized release of previously collected information is entitled to all the same protections and subject to all the same restrictions as information gathered directly from the subject.

Disclosure of affiliation and sponsorship

Researchers shall clearly indicate their relationship with Pittsburgh Theological Seminary to their subjects. When indicating their relationship with the seminary, they must also disclose whether the research is sponsored by PTS.

Mental Health Considerations and the Special Role of Clergy

All research shall be evaluated for its potential impact upon the mental health of the participants. Researchers must consider that even asking certain questions could be upsetting, or even emotionally destabilizing, to a participant. Additionally, the Researcher must be mindful that most subjects will tend to place a clergy member (or someone training for the ministry) in a relationship of immediate and significant trust. When the Researcher is or was serving as a minister in a congregation where the subject is a member, not only is the inclination to trust amplified, but also the Researcher faces ethical and legal issues in disclosing statements that a subject makes. It is not always easy or even possible to separate when the Researcher is in the role of researcher and when the Researcher is in the role of a pastor/priest.

Because of these concerns, Researchers shall be required to consider the project's impact upon the mental health of its participants and the Researcher's ethical duties in any situation where human subjects shall be asked to provide sensitive

information. Where the Researcher will be using members of the Researcher's congregation as subjects or where any subject is a member of a vulnerable population (*e.g.*, children, incarcerated persons, veterans), Researchers may be required to obtain further training before engaging in the project, including training on ethical matters and/or on identifying signs of distress and destabilization in subjects. Researchers may also be required to obtain the support of a qualified mental health professional to participate with the Researcher in interacting with the subjects.

Finally, Researchers should err on the side of caution in allowing any subject to be alone who appears to be upset or destabilized. All Researchers are expected to know how to receive immediate help if a subject is in distress and the Researcher has any concerns that the subject might be a danger to themselves or others. For example, in such a situation occurring in Western Pennsylvania, the Researcher should call the Resolve Crisis Services (1-888-796-8226) and should make sure that the subject is safe and not alone until a representative from Resolve provides further guidance.

Dual Relationship Considerations

Often, ministers have more than one kind of relationship with the persons they seek to research, including relationships where they have power over those persons. These kinds of dual relationships often make it difficult for persons to decline participation in the research or to be fully candid if they do participate. Conversely, persons may seek influence, favor, or advantage by readily agreeing to participate or they may modify their responses in an attempt to be amenable. In any event, awareness of the other relationship may qualify and affect the research—as well as the ministerial relationships—in unintended and even potentially harmful ways for both researcher and subjects.

Therefore, not only must researchers who conduct research within their own communities offer special justification for it, they must put safeguards in place if the research goes ahead. Assurance that subjects will experience no harm is not a safeguard. Different research protocols will require different safeguards, but some may include: *deferring* research until the dual roles have ended, enlisting a *third party for participant recruitment* (thus keeping the researcher from knowing who agreed to participate and who declined), and using a *third party for data collection* (thus keeping the researcher from knowing which participants offered which information).

In addition to these safeguards, researchers conducting research within their own communities or with persons with whom they have dual roles and relationships, must at the same time candidly and explicitly acknowledge the duality and/or power-over nature of their relationship.

Researchers must tell subjects that while in the role of researcher, they are not invoking their other role(s) and will avoid all inducement or pressure to do so.

Initial Process

When PTS faculty, staff, or students plan to conduct research with human subjects, the project will first be described in a written proposal that will include the research protocol for the project in addition to other information required under this policy. At the very least, a protocol must be reviewed by the IRB for any research that is likely eventually to be published, or that carries more than minimal risk to participants.

More than minimal risks include:

1. subjects' responses or observations being recorded in such a way that subjects might be directly identified;
2. subjects' responses or observations, were they to become known outside the research, reasonably placing subjects at risk of criminal or civil liability or damaging subjects' financial standing, employability or reputation;
3. research dealing with sensitive aspects of subjects' own personhood or behavior, such as exposing sensitive personal information or secrets, illegal conduct, drug use, sexual behavior, or use of alcohol; or
4. participation in the research potentially producing negative emotional, psychological, spiritual, behavioral, or relational responses in some subjects.

The proposal will be submitted to the IRB for review. A representative will respond by:

- a) returning the proposal to the researcher for revisions and resubmission. Projects that are under revision may not go forward until the IRB grants approval;
- b) declaring the project exempt from review by the full IRB. Exempt research may commence as soon as notice is received. Exemptions will normally be granted to proposed projects which meet these criteria:

1. the project carries no more than minimal risk to the human participants;
 2. the project does not collect any personal identifiable information; and
 3. the project falls within the normal activities of educational enterprises.
- c) granting approval of the proposal.

Researchers who are candidates for a degree program and producing a summative project for that degree (i.e., students in the DMin program) shall gain the endorsement of their supervising faculty members before submitting a written proposal. The student shall submit the endorsement along with their research protocol for their proposed project. The supervising faculty member shall assist the student with the IRB process, but obtaining IRB approval is the responsibility of the student. When student projects (such as DMin projects) additionally need academic approval, their final approval must await approval by the IRB. IRB approval does not guarantee academic approval of the project because the IRB is charged only with ethical and not with academic oversight.

The Full IRB Review Process

The PTS Institutional Review Board shall be composed of the Vice President for Academic Affairs and Dean of the Faculty (who serves as its Chair), the Director of the Doctor of Ministry program, and one member of the faculty appointed *on a rotating basis* by the Dean of the Faculty. The Vice President for Finance and Administration will serve in an advisory role to the IRB and shall meet with the full board on an as-needed basis.

The IRB will always stand ready to meet to review proposals monthly. The IRB will consider requests for reviews at other times as needed.

The IRB normally conducts its business in person. The researcher may be invited.

The IRB will meet to review the proposed research protocol. It will complete its review and respond to the researcher within fourteen days from the date the proposal was distributed to the full board.

The IRB will respond to proposals in one of four ways:

- a) Approve the proposal as submitted;
- b) Require modification of the proposal and resubmission;
- c) Approve with specific required revisions; or
- d) Disapprove the proposal.

The researcher will be notified promptly. The IRB will respond to the researcher with a written explanatory statement in the cases of b), c), or d).

Renewal of IRB Approval

Researchers whose interaction with subjects and/or data collection is not completed within one year of IRB approval must seek renewed approval. The researchers shall submit their original research protocol along with an addendum explaining any changes to their original research protocols and a revised projected date for completion of interaction and/or data collection. Researchers who have not yet completed their data analysis but have completed their interaction and/or data collection are not required to seek renewed approval.

Changes in Research Protocol and Recognition of Increased Risk

Significant changes to the research protocol, either after a determination that the project is exempt from full IRB review or after IRB approval, must also receive renewed approval from the IRB. In addition, research protocols must not only be reviewed but research itself *immediately suspended* if researchers observe that it is producing more risk than anticipated, or if they observe adverse consequences that may be attributable to the research.

Records

The IRB shall maintain the following records for three years in the office of the Vice President of Academic Affairs and Dean of the Faculty.

- a) Copies of research protocol proposals.
- b) Original consent forms.
- c) Any reports of harm to subjects.

Researchers are encouraged also to keep their own records of their protocols and consent forms.

Research Projects in Courses

Assignments involving human subject research will undergo the Initial Process, described above, and will normally be expected to meet the criteria for exempted research. If not, course instructors are responsible for obtaining full IRB approval for the assignments. Once an assignment has been approved through either process, students themselves are exempt from seeking IRB approval for their research. They shall, however, be held accountable for following the approved detailed assignment instructions and shall receive instruction in the ethics of human subject research. Since they serve not only as policy but also as education, these Standards and Procedures for Human Subject Research shall be included in:

- a) the Masters students' handbook;
- b) the DMin handbook; and
- c) DMin Research Methods course syllabi.