

College Presidents

At Healdsburg

Sidney Brownsberger 1882-1886*
 William C. Grainger 1886-1894*
 Frank W. Howe 1894-1897*
 Roderick S. Owen 1897-1899*
 Marion E. Cady 1899-1903*
 Elton D. Sharpe 1903-1904*
 Warren E. Howell 1904-1906*
 Lucas A. Reed 1906-1908*

At Angwin

C. Walter Irwin 1909-1921*
 William E. Nelson 1921-1934*
 Walter I. Smith 1934-1943*
 Henry J. Klooster 1943-1945*
 Percy W. Christian 1945-1950*
 John E. Weaver 1950-1954*
 Henry L. Sonnenberg 1954-1955*
 Ray W. Fowler 1955-1963*
 Floyd O. Rittenhouse 1963-1972*
 John W. Cassell, Jr. 1972-1983*
 D. Malcolm Maxwell 1983-2001*
 Richard C. Osborn 2001-2009
 Heather J. Knight 2009-2016
 Eric D. Anderson, 2017
 Robert A. Cushman Jr., 2017-2021
 Ralph R. Trecartin, 2021-current

*Deceased

College Trustees

Sandra Roberts, D.Min., *Chair***
Executive Secretary, Pacific Union
 Conference of SDA

Ralph Trecartin, Ph.D., M.B.A.,
*Secretary***
President, Pacific Union College

Monica Allen, Ph.D., M.P.H., *Chair*,
 Department of Public Health &
 Recreation, San Jose State University

Niels-Erik Andreasen, Ph.D.
 Retired Higher Education
 Administrator

Colleen Assavapisitkul, M.S.N.,
Former President, Adventist Health
 Clearlake

Leon Brown, M.B.A., M.Div., D.Min.,**
Vice President, Pacific Union
 Conference of SDA

Carlos Camacho, M.P.S.**
President, Nevada-Utah Conference
 of SDA

Karen Cress, D.S.L.
Owner and President, Culture Shift,
 L.L.C.

Jenni Glass, M.B.A.
Regional Director of Operations,
 Volunteers of America Northern
 California and Northern Nevada

Peter S. Han, M.D., *Chief of*
Otolaryngology, Head and Neck
 Surgery, UCLA

Steven Herber, M.D., FACS, *Vice Chair*
President & CEO, Adventist Health
 St. Helena

Cheryl King, J.D.
Deputy General Counsel, Sutter Health

Stephen Mayer, B.S.**
Treasurer, Pacific Union Conference
 of SDA

David Tsao, B.S., *Chief Information*
Security Officer, Notion

Erik VanDenburgh**
President, Hawaii Conference of SDA

Ricardo Viloria, M.T.S.**
President, Central California
 Conference of SDA

Andre Wang, J.D.
Legal Counsel, North Pacific Union
 Conference of SDA

Marlo Waters, Ed.D.
Dean of Academic Operations,
 Warner Pacific University

James P. Willis II, Ed.S.**
Vice President of Education,
 Pacific Union Conference of SDA

Robert Withrow, C.P.A.
 Self-employed

Marc Woodson, D.Min.**
President, Northern California
 Conference

***Ex Officio*

College Personnel

College Administration

Ralph Trecartin, Ph.D., M.B.A. President
Pacific Union College
Denise Lee-Haye, Ph.D. Executive Assistant
Maureen Pakalapati, Ph.D. Director, Institutional Research

Academic Administration

Lindsay Hayasaka, Ph.D. Vice President for
Academic Administration and Academic Dean
Tamara Tirado, D.N.P. Dean of the School of Nursing
and Emergency Management
Milbert Mariano, M.F.A. Dean of the School of Arts,
Humanities, and Professions
Director, Honors Program
Aimee Wyrick-Brownworth, M.Sc. Dean of the
School of Sciences
Elizabeth Muñoz Beard, Ed.S. Registrar
Candice Carstens, B.A. Associate Registrar
Transfer Analyst
Assistant Registrar,
Graduation Analystt
Academic Records Specialist
Amanda Sharobeem, B.S. Academic Mentor
Hayley Perry, M.A. Executive Assistant,
Crista Peterson, M.S.W. Academic Records Support Officer

Financial Administration

Samuel Heier, B.A. Vice President for Financial Administration
and Chief Financial Officer
Director, Financial Administration
Josette McDonald, M.B.A. Director, Human Resources
Gina Barnhart, C.P.A. Controllor
Financial Administration
Executive Assistant
Sheri L. Miller, B.S. Senior Student Financial Counselor
Aditya Sulankey, B.A. Student Financial Counselor
L. Fredrick Whiteside, B.S.M. Director, Student
Financial Services

Student & Spiritual Life

Aimee Leukert, Ph.D. Vice President for Student & Spiritual Life
Gena Philpott, B.A. Executive Director for Student &
Spiritual Life, and Director, Residential Life
Ellen Balk-Dick, M.N., M.P.H. Student Success Center
Sharleen Bouit, B.A. Director, Student Involvement
Jack Cowden Volleyball Head Coach

Mariia (Monica) Koshelia, B.S. Director, Athletics
Executive Assistant and
Groups Coordinator
Hernan Granados, M.Div. Soccer Head Coach
Landon Banks Basketball Head Coach
Gabriel Hidalgo Student Success Center
Morgan Carpio, B.S. Associate Dean of Women
Geordan Penners, M.S.W. Associate Dean of Men
Kristi Horn, M.F.T. Associate Dean of Women
Michael Jefferson, M.A. Director, Counseling Center
Michelle Kendrick, B.A. Director, Title IX and
Access Services
Chaplain
Arturo Lopez, M.A.P.M. Staff Secretary, Health Services
Dominique Minter, B.S. Counselor
Judy Ness, M.S.W., L.C.S.W. Director, Student Success
Kharolynn Pascual Smith, B.A. Center, Retention and Orientation
Nanette Pimentel, M.A., M.Ed. Career Counselor
Cheryl Rick, M.B.A. Student Success Center
Sandra Sargent, B.S.N., R.N, P.H.N. Director, Health Services

Marketing and Enrollment

Gene Edlbach, M.A. Vice President for Enrollment,
Marketing, Public Relations and Communication
Nicholas Hubbard, B.S. Director of Marketing,
Public Relations, and Communication
Pauline Cidro, B.S. Director of Admissions
Isabella Malan-Garrido, B.S. Director of Recruitment,
DSO
Enrollment Counselor
Arianna Amato, B.S.W. International Enrollment
Keren Baez-Castro, B.F.A. Counselor, Transcript Analyst and Photographer
Glanelle Ejurango, B.S. Enrollment Counselor
Abraham Garrido, B.S.W. Admissions Counselor, Angwin to
Angwish Director and Event Coordinator
Andrianna Massena, B.S. Enrollment Counselor, Visit
Coordinator and PDSO
Enrollment Counselor
Vivian Geow, B.S. Web Developer
Jason Lee, B.S. Senior Graphic Designer
Heidi Lukowicz, B.S. Video Production
Josue Hilario, B.A. Senior Writer
Marina Maher, M.F.A. Staff Writer
Ally Romanes, B.S. Junior Graphic Designer and
Carrie White, B.S. Social Media Manager

College Alumni & Advancement

L. Carlos Garcia, M.Div.	Vice President for Alumni and Advancement
DeAnna Cordis Zepeda	Director of Project Management and Office Manager

Information Technology Systems and Services

Ron Vyhmeister, Ph.D.	Executive Director, ITSS
Dennis Elkins, B.S.	Associate Director, ITSS
Jon A. Falconer, B.A.	Senior Network Manager
Chris Vance, B.S.	Operations Manager
James Burville, B.S.	Programmer III
Jeremy Hadley, B.S.	Media Services
Roland Haylock, B.S.	System Support Specialist
Brayan Vizcaino, B.S.	IT Support/Programmer
Jeff Weston, A.S.	Client Support Supervisor

Library

Patrick Benner, M.L.I.S.	Director, Library Systems Librarian
Karl Wilcox, Ph.D.	Director, Walter C. Utt Center for Adventist History and Research and Media Center
Plerm Sample, B.S.	Acquisitions Technician
Jason St. Clair, M.S.L.S.	Technical Services Librarian

Auxiliary Enterprises and Services

Jonathan Aguilar, A.S.	Manager, Custodial Services
Matt Andrieux, B.B.A.	Associate Director, Facilities
Steve Cahilig	Housing Coordinator
Kenneth Orr	Supervisor, Landscaping
Sheldon S. Schultz, B.A.	Director, Albion Field Station
_____	Director, Paulin Center for the Arts
Nathan Tasker, M.A.	Director, Flight Center
_____	Director, Copy Center and Mail Services
_____	Director, Facilities Management
Allan L. Zehm, B.S.	Director, Land Management

Howell Mountain Enterprises

A Wholly Owned Subsidiary of Pacific Union College

S. Tad Fuller	Director of Operations
Ronnie Henry, M.S.	Manager, Howell Mountain Market
_____	Assistant Manager, Chevron Station

Professors and Administrators Emeriti

Eric D. Anderson, Ph.D., *Professor Emeritus of History.* B.A., Andrews University, 1970; M.A., University of Chicago, 1972; Ph.D., University of Chicago, 1978. (1975, 2015)

Bruce D. Bainum, Ph.D., *Professor Emeritus of Psychology.* B.A., Pacific Union College, 1975; Ph.D., University of Tennessee, 1979. (1979)

Charlene Bainum, Ph.D., *Professor Emerita of Psychology.* B.A., Andrews University, 1975; Ph.D., University of Tennessee, 1979. (1980-86; 2000)

Charles V. Bell, Ph.D., P.E., *Vice President Emeritus for Academic Administration and Academic Dean Emeritus.* B.S.E.E., Mississippi State University, 1956; M.S.E.E., Stanford University, 1957; Ph.D., Stanford University, 1960. (1984)

Lloyd E. Best, M.A., *Professor Emeritus of Mathematics.* B.A., University of California, Los Angeles, 1969; M.A., Pacific Union College, 1973. (1979-1982; 1988)

Rosario Caballero-Chambers, M.A., *Professor Emerita of Spanish.* B.A., M.A., University Pedro Ruiz Gallo (Peru), 1973. (1997)

Jon A. Carstens, M.A., *Associate Professor Emeritus of Art History.* B.A., University of Redlands, 1976; M.A., University of California, Riverside, 1979. (1979-2004, 2014)

Del W. Case, D.M.A., *Professor Emeritus of Music.* B.A., La Sierra College, 1960; M.Mus., University of Southern California, 1967; D.M.A., University of Southern California, 1973. (1964)

James D. Chase, D.Min., *Professor Emeritus of Communication.* B.A., Pacific Union College, 1969; M.Div., Andrews University, 1972; D.Min., Andrews University, 1977. (1983)

Ileana Douglas, M.A., *Professor Emerita of History.* B.A., University of Puerto Rico, 1968; M.A., New York University, 1975; Ph.D. Candidate, University of Valladolid, Spain. (1999)

Herbert P. Ford, M.A., *Professor Emeritus of Journalism.* B.A., Pacific Union College, 1954; M.A., California State University, Northridge, 1974. (1974-1983; 1984)

Lorne E. Glaim, Ph.D., *Professor Emeritus of History.* B.A., Walla Walla College, 1964; M.A., Washington State University, 1966; Ph.D., Washington State University, 1973. (1986)

Marilyn S. Glaim, Ph.D., *Professor Emerita of English.* B.A., Washington State University, 1967; M.A., Washington State University, 1973; Ph.D., Washington State University, 1991. (1986)

College Personnel

Cherie L. Goulard, R.N., Ph.D., *Professor Emerita of Nursing.* B.S., California State University, Los Angeles, 1972; M.S., San Jose State University, 1978; Ph.D., Union Institute and University, 2002. (1976-88, 1995)

Donald R. Halenz, Ph.D., *Professor Emeritus of Chemistry.* B.A., Emmanuel Missionary College, 1957; M.S., Ph.D., Virginia Polytechnic Institute, 1961. (1979)

Rodney O. Hardcastle, M.B.A, C.P.A., *Professor Emeritus of Business Administration.* B.S., Pacific Union College, 1977; M.B.A., Golden Gate University, 1989; C.P.A., State of Washington, 1980; C.P.A., State of California, 1984. (1989)

William M. Hemmerlin, Ph.D., *Professor Emeritus of Chemistry.* B.A., Loma Linda University, 1968; M.A., Ph.D., University of California, Irvine, 1973. (1979)

Angel M. Hernandez, Ph.D., *Professor Emeritus of New Testament and Theology.* B.A., Antillian College, 1975; M.A., Andrews University, 1977; Ph.D., Andrews University, 2002.

Henry W. Kopitzke, J.D., M.B.A., CPA, *Professor Emeritus of Business Administration.* B.S., Loma Linda University, 1968; M.B.A., University of Wisconsin, 1972; CPA, State of Wisconsin, 1972; J.D., University of Idaho, 1980. (1973)

Nancy Hoyt Lecourt, Ph.D., *Vice President Emeritus for Academic Administration and Academic Dean Emeritus.* Professor Emerita of English. B.A., Loma Linda University, 1973; M.A., Loma Linda University, 1974; Ph.D., University of New Hampshire, 1999. (1979-1981; 1984)

Thomas D. Lee, M.S. *Professor Emeritus of Education.* B.A. Union College, 1975; M.S. Walla Walla University.

Linda E. Maberly, M.L.I.S., *Librarian Emerita.* B.A., Walla Walla College, 1977; M.L.I.S., University of California, Berkeley, 1982. (1987)

W. James McGee, Ph.D., *Professor Emeritus of Music.* B.A., Andrews University, 1961; M.Mus., Indiana University, 1973; Ph.D., University of Arizona, 1982. (1974)

Tammy McGuire, Ph.D., *Professor of Communication.* B.A., Union College, 1984; M.A., Eastern Washington University, 1998; Ph.D., University of Missouri, Columbia, 2006. (2006)

Kenneth L. Millard, Ph.D., *Professor Emeritus of Biology.* B.A., Pacific Union College, 1964; B.D., Andrews University, 1967; M.A., Pacific Union College, 1971; Ph.D., Loma Linda University, 1981. (1971-1973; 1977)

Marvin K. Mitchell, Ed.D., *Professor Emeritus of Education.* B.A., Loma Linda University, 1963; M.Ed., Walla Walla College, 1976; Ed.D., University of the Pacific, 2000. (1990)

Edwin L. Moore, Ph.D., *Associate Academic Dean Emeritus.* B.S., Pacific Union College, 1971; M.A., University of Hawaii, 1974; Ph.D., Claremont Graduate University, 2013. (1997)

H. Susi Mundy, M.A., *Registrar Emerita.* B.A., Southern Missionary College, 1966; M.A., J. F. Kennedy University, 1983. (1978)

William C. Mundy, Ph.D., *Professor Emeritus of Physics.* B.S., Southern Missionary College, 1962; M.A.T., Vanderbilt University, 1963; Ph.D., Iowa State University, 1972. (1975)

Gilbert J. Muth, Ph.D., *Professor Emeritus of Biology.* B.A., Pacific Union College, 1961; M.A., Pacific Union College, 1967; Ph.D., University of California, Davis, 1976. (1966)

Robert A. Paulson, Jr., Ph.D., *Professor Emeritus of Physical Education.* B.S., Andrews University, 1981; M.A., Sonoma State University, 1999; Ph.D., Andrews University, 2010. (1994)

LeRoy H. Peterson, M.Mus., *Professor Emeritus of Music.* B.A., Columbia Union College, 1961; M.Mus., Peabody Conservatory, 1963. (1983)

William R. Price, M.A., *Professor Emeritus of Technology.* B.A., Pacific Union College, 1967; M.A., Pacific Union College, 1969. (1976)

Asher Raboy, M.F.A, *Professor Emeritus of Music.* B.A., State University of New York, Binghamton, 1978; M.F.A., Carnegie-Mellon University, 1981. (2008)

Richard D. Rockwell, Ph.D., *Professor Emeritus of Mathematics.* B.S., B.A., Pacific Union College, 1967; M.A., University of California, Berkeley, 1969; Ph.D., University of California, Berkeley, 1973. (1969)

James H. Roy, Ed.D., *Professor Emeritus of Education.* B.S., Pacific Union College, 1977; M.A.T., Andrews University, 1978; Ed. S. La Sierra University, 1989; Ed. Ed., La Sierra University, 2006. (2000)

Clifford M. Rusch, M.F.A., *Professor Emeritus of Graphic Design.* B.S., Pacific Union College, 1980; M.F.A., Academy of Art University, 2004. (1987)

A. Gregory Schneider, Ph.D., *Professor Emeritus of Religion and Social Science.* B.A., Columbia Union College, 1971; M.A., University of Chicago, 1973; Ph.D., University of Chicago, 1981. (1977)

L. Jean Sheldon, Ph.D., *Professor Emerita of Old Testament.* B.A. Andrews University, 1982; M.A. Loma Linda University, 1984; Ph.D. Graduate Theological Union and University of California, Berkeley, 2002. (1995)

Lary J. Taylor, M.B.A., *Professor Emeritus of Business Administration.* B.S., Union College, 1969; M.B.A., University of Maryland, 1976. (1978)

Marcia L. Toledo, M.Ed., *Professor Emerita of Business Administration.* B.S., Atlantic Union College, 1974; M.Ed Boston University, 1980. (1984)

Terrence L. Trivett, Ph.D., *Professor Emeritus of Biology.* B.A., Southern Missionary College, 1964; Ph.D., University of Oregon, 1969. (1968)

Nancy L. Tucker, R.N., Ph.D., *Professor Emerita of Nursing.* B.S., Walla Walla College, 1970; M.S., California State University, Sacramento, 1990; Ph.D., Andrews University, 2000. (1986)

C. Thomas Turner, M.A., *Professor Emeritus of Art.* B.S., Loma Linda University, 1969; M.A., Central Michigan University, 1976. (1984)

Robin E. Vance, Ph.D., *Professor Emeritus of Biology.* B.S., Loma Linda University, 1981; M.S., Loma Linda University, 1984; Ph.D., Loma Linda University, 1988. (2001)

James R. Van Hise, Ph.D., *Professor Emeritus of Chemistry.* B.S., Walla Walla College, 1959; Ph.D., University of Illinois, 1963. (1972)

Richard T. Voth, Ph.D., *Professor Emeritus of Business Administration.* B.A., Pacific Union College, 1964; M.A., Pacific Union College, 1965; M.B.A., University of California, Los Angeles, 1967; Ph.D., Arizona State University, 1974. (1968)

Jennifer J. Wareham Best, M.A., *Professor Emerita of Speech Pathology.* B.S., Pacific Union College, 1974; M.A., Humboldt State University, 1975. (1977)

Steven R. Waters, D.A., *Professor Emeritus of Mathematics.* B.S., Pacific Union College, 1979; M.S., Idaho State University, 1980; D.A., Idaho State University, 1983. (1982)

Adugnaw Worku, M.A., M.S.L.S., *Librarian Emeritus.* B.A., Avondale College, 1975; M.A., Andrews University, 1977; M.A., Andrews University, 1978; M.S.L.S., University of Southern California, 1984. (1985)

Affiliated Professors

Vola M. Andrianarijaona, Ph.D., *Professor of Physics.* B.A., Universite Paris XIII, 1995; M.A., Universite Paris VII, 1996; M.A. Universite Paris VIII, 1997; Ph.D., Universite Catholique de Louvain, 2002. (2006)

Michael Milmine, M.A., *Assistant Professor of Psychology.* B.A., Southern Adventist University, 2013; M.A., Andrews University, 2015.; Ph.D., Andrews University, 2021. (2017)

Faculty Directory

Libna Arroyo, M.A., *Assistant Professor of Psychology.* B.A., Southern Adventist University, 2006; M.A., Southern Adventist University, 2008. (2021)

Rumi Bairagee, B.S.N., *Instructor of Nursing.* B.S.N., Pacific Union College, 2025. (2025)

David R. Bell, M.S.B.A., M.I.S., *Associate Professor of Business Administration.* B.S.E., Walla Walla College, 1987. M.S.B.A.: M.I.S., California State University Sacramento, 1999. (1987-89; 1990)

Patrick A. Benner, M.L.I.S., *Librarian.* B.S., Pacific Union College, 1984. M.L.I.S., San Jose State University, 2006. (1997)

Rachelle M. Berthelsen Davis, D.M.A., *Professor of Music.* B.S., Pacific Union College, 1994; M.M., Indiana University, Bloomington, 1998; D.M.A., University of Texas, Austin, 2004. (2005)

Wayne Borin, Ed.D., *Associate Professor of Kinesiology and Health Science.* B.A., University of California, Santa Barbara, 1982; M.A., San Diego State University, 1986; Ed.D., University of San Diego, 2011. (2024)

Katrina Blue, Ph.D., *Professor of Theology and Christian Spirituality.* B.A., Monash University, 1995; M.A., Fuller Theological Seminary, 2002; M.A., Fuller Theological Seminar, 2008; Ph.D., Andrews University, 2015. (2017)

Jean G. Buller, Ed.D., *Professor of Education.* B.A., Pacific Union College, 1972; M.A., Pacific Union College, 1985; Ed.D., University of the Pacific, 2003. (1988)

Susan M. Bussell, R.N., D.N.P., *Professor of Nursing.* B.S., Loma Linda University, 1993; M.S., University of California, San Francisco, 1999; D.N.P., Loma Linda University, 2013. (2005)

Scott Butterfield, Ph.D., *Clark Professor of Conservation Technology.* B.A., Boston University, 1999; Ph.D., Michigan State University, 2006. (2020)

College Personnel

Anthony Cadavid, Ed.D., *Professor of Business.* B.A., La Sierra University, 1999; M.B.A., La Sierra University, 2001; Ed.D., University of Southern California, 2026. (2026)

Merilyn Chaffee, M.A., *Chief Flight Instructor.* B.Tech., Andrews University, 1997; M.A., Pacific Union College, 2001. (2024)

Serah Choi, M.S.N., *Assistant Professor of Nursing.* B.S.N., Pacific Union College, 2008; M.S.N., Loma Linda University, 2012. (2013)

Amy Cronk Gatdula, M.A.A.T., *Assistant Professor of Fine Art.* B.F.A., La Sierra University, 2009; M.A.A.T., School of the Art Institute of Chicago, 2011. (2011)

Kent A. Davis, Ph.D., *Professor of Chemistry.* B.S., Andrews University, 1992; Ph.D., Indiana University, 1998. (2002)

Jaymie de la Torre, B.F.A., *Instructor of Fine Art.* B.S.W., Pacific Union College, 2005; B.F.A Pacific Union College, 2018. (2019)

Leah Dopp, M.A., *Assistant Professor of English.* B.A., Pacific Union College, 2020; M.A., Claremont Graduate University, 2022. (2025)

Iris Engelman-Tompkins, M.S.N., *Assistant Professor of Nursing.* B.S.N., California State University, Hayward, 2006; M.S.N., Norwich University, 2017. (2019)

Matthew Evens, M.S., *Assistant Professor of Kinesiology.* B.S., Union College, 2010; M.S., Southern Illinois University, Edwardsville, 2022. (2022)

Richa Evens, M.A.T., *Instructor of Kinesiology.* A.S., B.S., Adventist Health University, 2014; M.A.T., La Sierra University, 2020. (2022)

Abram Y. Fisher, J.D., *Professor of Business Administration.* B.S., Pacific Union College, 2007; J.D., University of Maryland, 2011. (2014)

Linda L. Gill, Ph.D., *Professor of English.* B.A., Andrews University, 1984; M.A., La Sierra University, 1986; Ph.D., University of California, Riverside, 1992. (1993)

Tara Hargrove, M.A. *Associate Professor of Communication.* A.A., Front Range Community College, 2004. B.A., Colorado State University, 2006. M.A., Colorado State University, 2009. (2018)

Lindsay Hayasaka, Ph.D., *Professor of English.* B.A., Deakin University, 2002; B.Tch., Avondale College of Higher Education, 2003; M.A., Deakin University, 2009; Ph.D., Victoria University of Wellington, 2013. (2019)

Floyd E. Hayes, Ph.D., *Professor of Biology.* B.S., Loma Linda University, 1985; M.S., University of Michigan, 1986; Ph.D., Loma Linda University, 1993. (2003)

Thomas Hile, Ph.D., *Associate Professor of Biology.* MSc., University of Agriculture, Makurdi, Nigeria, 2008; Ph.D., Loma Linda University, 2023. (2026)

J.S. Michael Jefferson, M.A., *Associate Professor of Psychology.* B.S., Andrews University; M.A., Bowie State University, 1996. (2018)

Jefferson K. Joiner, M.S.N., *Associate Professor of Nursing.* A.S., Southern Adventist University, 1980; B.S.N, Southwestern Adventist University, 1986; M.S.N., University of Kentucky, 1996. (2015)

Holly Kalua, M.S.N. *Assistant Professor of Nursing.* B.S.M., Pacific Union College, 2006; B.S.H.A., St. Joseph's College of Maine, 2015; M.S.N., Pacific Union College, 2024. (2024)

Young-Chun Kim, Ph.D. *Professor of Systematic Theology.* B.A., Andrews University, 2000; M.Div., Andrews University, 2004; Th.M., Fuller Theological Seminary, 2017; M.Phil., London School of Theology, 2022; Ph.D., London School of Theology, 2026. (2010)

Brian Kyle, M.F.A., *Professor of Graphic Design.* B.S., Pacific Union College, 2004; M.F.A., Academy of Art University, 2018. (2012)

Robert W. Kurtz, Ph.D., *Associate Professor of Psychology.* B.A., Pacific Union College, 1984; M.Div., Andrews University Theological Seminary, 1990; Ph.D., Saybrook University, 2022. (2004-2018, 2026)

Liss Leal, Ph.D., M.S.N., *Associate Professor of Nursing.* A.S., Pacific Union College, 2001; B.S.N., Pacific Union College, 2003; M.S.N., Sonoma State University, 2010; Ph.D., Loma Linda University, 2026. (2025)

Kristian Leukert, M.F.A., *Assistant Professor of Music.* B.S. La Sierra University, 2000; M.F.A., University of California, Irvine, 2002. (2025)

Helene Linzau, M.S.N., *Associate Professor of Nursing.* B.S., Loma Linda University, 1996; B.S.N., Pacific Union College, 2000; M.S.N., University of San Francisco, 2012. (2009)

Kevin Little, M.S.N., *Assistant Professor of Nursing.* B.A., University of California, Davis, 2021; M.S.N., University of California, San Francisco, 2000. (2021)

Emily Logan, M.F.A., *Associate Professor of English.* B.A., Walla Walla University, 2017; M.A., California State University, Chico; M.F.A., University of Washington, Seattle, 2021. (2023)

Nephtali Marin, B.F.A., *Instructor of Visual Arts.* B.F.A., Pacific Union College, 2021. (2024)

Milbert C. Mariano, M.F.A., *Professor of Graphic Design.* B.S., Pacific Union College, 1991; M.F.A., Academy of Art University, 2000. (1995)

Patricia J. Maxwell, Ph.D., *Associate Professor of Communication.* B.A., Walla Walla University, 1987; M.B.A., La Sierra University, 1993; M.A., Fielding Graduate University 2016; Ph.D., Fielding Graduate University, 2022. (2026)

Heather J. McMullen Calkins, M.S.W., *Assistant Professor of Social Work.* B.A., B.S.W., Pacific Union College, 2003; M.S.W., Walla Walla University, 2004. (2026)

Bryan D. Ness, Ph.D., *Professor of Biology.* B.S., Walla Walla College, 1983; M.S., Walla Walla College, 1985; Ph.D., Washington State University, 1992. (1989)

Nicole Nunes-Smith, M.Ed., *Assistant Professor of Education.* B.S., Oakwood University, 2004; M.Ed., Alabama A & M University, 2007. (2023)

Marie Pak, Ph.D., *Professor of Chemistry.* B.S., Indiana University, 1988; M.S., Ph.D., Albert Einstein College of Medicine, 1993. (1999)

Laurie Parson, D.N.P., *Professor of Nursing.* B.S., Utah State University, 1993; B.S.N., Walla Walla College, 1996; M.S., Ball State University, 2012; D.N.P., Southern Adventist University, 2017. (2009)

Jennifer Peñaflorida, Ph.D., *Associate Professor of Education.* B.A., La Sierra University, 2001; M.A. & M.A., California State University San Bernardino, 2011, Ph.D., University of Arkansas, 2021. (2021)

Sirisha Penugula, M.S.N., *Assistant Professor of Nursing.* B.S.N., Christian Medical College Baba Farid University of Health Sciences, 2006; M.S.N., Rajiv Gandhi University of Health Sciences, 2014. (2023)

Damaris Perez, D.S.W., *Assistant Professor of Social Work.* B.S.W., Pacific Union College, 2007; M.S.W., Walla Walla University, 2010; D.S.W., Walla Walla University, 2026. (2017)

Nicolette Piaubert, F.N.P., *Assistant Professor of Nursing.* B.A., State University at Albany, New York, 2005; A.S.N., Atlantic Union College, 2010; F.N.P., PACE University, New York, 2019. (2021)

Melissa Pratt, M.F.A, *Associate Professor of Visual Arts.* B.A., University of California, Santa Barbara, 2000; M.F.A., University of Texas, Austin, 2004. (2008-2014, 2024)

Sylvia B. Rasi Gregorutti, Ph.D., *Professor of Modern Languages.* B.A., Andrews University, 1989; M.S., Georgetown University, 1991; Ph.D., Georgetown University, 2002. (1993)

Christa Rieger, M.S.N., *Assistant Professor of Nursing.* B.S.N., Dominican University of California, 2000; M.S.N., Grand Canyon University, 2021. (2021)

Sandra Ringer, M.S.N, *Assistant Professor of Nursing.* A.S., Southern Adventist University, 1990; B.S.N., Grand Canyon University, 2016; M.S.N., Grand Canyon University, 2017. (2018)

James F. Robertson IV, M.S., *Associate Professor of Physics.* B.S., Southern College of Seventh-day Adventists, 1991; M.S., Florida State University, 1994. (2003)

Niolas Ruud, M.A., *Assistant Professor of History.* B.A., Walla Walla University, 2019; M.A., Grand Canyon Theological Seminary, 2021. (2024)

Matthew Russell, M.S., *Assistant Professor of Emergency Services.* B.S., Union College, 2014; M.S., Southern Adventist University, 2016. (2016)

Hannah Saravanakumar, M.S.N., *Associate Professor of Nursing.* B.S.N., MG Ramachandra Deemed University, 2003; M.S.N., Washington Adventist University, 2012. (2016)

Kurt Sollanek, Ph.D., *Associate Professor of Biology.* B.S., Southern Connecticut State University, 2008; M.S., Southern Connecticut State University, 2010; Ph.D., University of Florida, 2014. (2025)

Jason St. Clair, M.S.L.S., *Associate Librarian.* B.A., Walla Walla University, 2005; M.S.L.S., Drexel University, 2008. (2017)

Backil Sung, M.D., Ph.D., *Professor of Biology.* M.D., Korea University, 1995; M.M.S., Korea University, 1997; Ph.D., Korea University, 1999. (2012)

Nathan A. Tasker, M.A., *Director of Aviation.* B.Tech., Andrews University, 2000; M.A., Biola University, 2016. (2024)

College Personnel

Tamara Tirado, D.N.P., F.N.P., *Professor of Nursing.* A.S. Pacific Union College, 2000; B.S.N., Pacific Union College, 2001; M.S., Sonoma State University, 2004. D.N.P., Loma Linda University, 2013. (2008)

Debra L. Wallace, M.S.N., *Associate Professor of Nursing.* A.S., Walla Walla Community College, 1978; B.S., Walla Walla College, 1981; M.S., University of Phoenix, 2003. (1997)

Victoria Wambua, Ph.D., *Assistant Professor of Mathematics.* B.Ed., Maseno University, 2007; M.S., Maseno University, 2011; Ph.D., Syracuse University, 2018. (2025)

Darryl Wheeler, M.B.A., *Assistant Professor of Business.* B.S., Pacific Union College, 1983; M.B.A., School of Business University of Redlands, 2005. (2026)

James R. Wibberding, D.Min., *Professor of Applied Theology and Biblical Studies.* B.A., Southern Adventist University, 2000; M.Div., Andrews University, 2004; D.Min., Andrews University, 2010. (2017)

Laura A. Wibberding, M.A., *Assistant Professor of History.* B.A., Southern Adventist University, 2000; M.A., Andrews University, 2004. (2021)

Karl Wilcox, Ph.D., *Walter C. Utt, Professor of History, Director of the Utt Center.* B.A. Newbold College, England, 1986; Grad. Diploma, University of St. Andrews, Scotland, 1986; M. Phil., University of St. Andrews, Scotland, 1991; Ph.D., University of Nevada, Las Vegas, 2005. (2022)

Robert L. Wilson, Ph.D., *Professor of Chemistry.* B.S., Andrews University, 2007; Ph.D., University of Illinois, 2012. (2012)

Ross E. Winkle, Ph.D., *Professor of New Testament.* B.A., Walla Walla College, 1983; M.Div., Andrews University, 1987; Ph.D., Andrews University, 2012. (2005)

Aimee C. Wyrick-Brownworth, M.Sc., *Professor of Biology.* B.S., Pacific Union College, 1996; M.Sc., Loma Linda University, 1998; M.Sc., The University of Montana, 2004. (2004)

Ronnie Zanella, M.M., *Assistant Professor of Music.* B.S., Union College, 2015; M.M., Andrews University, 2019. (2023)

Walter C. Utt Professors of History

Eric D. Anderson, Ph.D., *Walter C. Utt Professor of History; Director, Walter C. Utt Center for Adventist History.* B.A., Andrews University, 1970; M.A., University of Chicago, 1972; Ph.D., University of Chicago, 1978. (2015)

Harry H. Leonard, Ph.D., *Walter C. Utt Professor of History,* 2002. B.A. (Honors), University of London, 1955; P.G.C.E., University of London, 1956; Ph.D., University of London, 1970.

Benjamin McArthur, Ph.D., *Walter C. Utt Professor of History,* 1998. Ph.D., University of Chicago, 1979.

Malcolm Russell, Ph.D., *Walter C. Utt Professor of History,* 2000. B.A., Columbia Union College, 1970; M.A., Johns Hopkins University, 1972; Ph.D., Johns Hopkins University, 1977.

A. Gregory Schneider, Ph.D., *Walter C. Utt Professor of History,* 2006. B.A., Columbia Union College, 1971; M.A., University of Chicago, 1973; Ph.D., University of Chicago, 1981. (1977)

David J. Trim, Ph.D., *Walter C. Utt Visiting Scholar,* 2019. B.A., Andrews University, 1995; Ph.D., University of London, 2003; FRHistS, 2003.

Karl Wilcox, Ph.D., *Walter C. Utt, Professor of History, Director of the Utt Center.* B.A. Newbold College, England, 1986; Grad. Diploma, University of St. Andrews, Scotland, 1986; M. Phil., University of St. Andrews, Scotland, 1991; Ph.D., University of Nevada, Las Vegas, 2005. (2022)

Field Supervisors in Education

Peggy Prescott, B.A., University of California, Berkeley, 1961.

Field Instructors in Education

Theresa Alvarez, Calxico Mission School
Taryn Ambrose, American Canyon High School
Katelyn Bennett, American Canyon High School
Fontaine Segerquist, American Canyon High School
Leslie Gracia, Alta Heights Magnet School
Amber Marsh, Bel Aire Park Elementary School
Daisy Bogart, Calistoga Elementary School
Katie Koop, Calistoga Elementary School
Amy Palma, Calistoga Elementary School
Melodie Rivas, Calistoga Elementary School
Eric Heitz, Calistoga Junior Senior High School
Wendy Henry, Foothills Elementary School
Tammy Priest, Foothills Elementary School
Kyle Bullington, Hawaiian Mission Academy
Sarah Brink, Howell Mountain Elementary School
Heather Dahline, Howell Mountain Elementary School
Laura Lehman, Howell Mountain Elementary School
Michael Luque, Howell Mountain Elementary School
Michael Norris, Howell Mountain Elementary School

Megan Particelli, Howell Mountain Elementary School
Amy Watson, Howell Mountain Elementary School
Blanca Calixto, Loma Linda Academy
Mindy Canwell, Loma Linda Academy
Allyson Hubbard, Loma Linda Academy
Sergio Uribe, Loma Linda Academy
Roxie Holt, Middletown High School
Libby Stetson, Middletown High School
Jennifer Pebelier, Minnie Cannon Elementary School
Laura Helms, Mountain View Academy
Dustin Green, Napa High School
Will Namnath, Napa High School
Karla Palmer, Napa High School
Nanette Saucedo, Napa Junction Elementary School
Diane Lindwall, Pope Valley Union Elementary School
Megan Brooks, PUC Prep
Kristy Kyle, PUC Elementary School
Matthew Lee, PUC Elementary School & PUC Prep
Maleah Mughandi, PUC Elementary School
Heather Denton, PUC Prep
Antonio, Robles, PUC Prep
Tania Duncan, PUC Elementary
Analee Beagel, Rio Lindo Adventist Academy
Valerie Yingling, Rio Lindo Adventist Academy
Emily Corsino, RLS Middle School
Erin Kurtz, RLS Middle School
Jen Marinace, RLS Middle School
Todd Mills, RLS Middle School
David Pauls, RLS Middle School
Will Sasser, RLS Middle School
Marjorie Scherer, RLS Middle School
Vicki Sims, RLS Middle School
Tyrone Sorrentino, RLS Middle School
Kinnereth Winegarner, RLS Middle School
Rana Backhaus, St. Helena High School
Madeline Breazeale, St. Helena High School
Brandon Farrell, St. Helena High School
Elizabeth Ganshorn, St. Helena High School
Melissa Matheny, St. Helena High School
Michelle Parker, St. Helena High School
Silvia Seyve, St. Helena High School
Eduardo Moreno, St. Helena Elementary School
Michelle Parriott, St. Helena Elementary School
Ashley Wright, St. Helena Elementary School

Missy Gott, St. Helena Primary School
Silvia Ledesma, St. Helena Primary School
Gigi Ronayne, St. Helena Primary School
Lea Zumwalt, St. Helena Primary School
Beatric Ahn, Tracy SDA Academy
Benjamin Oliver, Ukiah Junior Academy
Nancy Mathews, Vacaville Adventist Academy
Lorrie Lisley, Viche Elementary School
Penelope Orsini, Willow Elementary School

Field Instructors in Social Work Practicum

Calai Brown, M.S.W. - University Southern California, 2017
Lisa Colarusso, Ed.D., M.S.W - University of Massachusetts
Global, 2024
Michelle Kendrick, M.E.D. - Pennsylvania State University, 2021
Lupe Maldonado, M.S.W. - San Jose State University, 2022
Jeremy Sheldon, M.A. - Capella University, 2014

Paulin Center for the Arts

Rachelle M. Berthelsen Davis, D.M.A., *Strings*. B.S., Pacific Union College, 1994; M.Mus., Indiana University, Bloomington, 1998; D.M.A., University of Texas, Austin, 2004. (2003)

Gabrielle Cortez, *Violin*. Student, Pacific Union College, current. (2024)

David Davies, M.A., *French horn*. B.A., La Sierra University, 1963; M.A., La Sierra University, 1964. (2023)

Ramon Fermin, M. Mus., *Guitar*. B.M., University of California, Santa Barbara, 2008; M. Mus., San Francisco Conservatory of Music, 2011. (2023)

Joaquin Gallegos, M.F.A., *Piano*. California Institute of the Arts, 2011, B.Mus., San Francisco State University, 2008, A.A., Hartnell Community College, 2005. (2025)

Karen Han, B.S., *Piano*. B.S., Pacific Union College, 1991. (2018)

Sofie Jalomo, B.A. *Voice*. B.A. Pacific Union College, 2021. (2024)

Kristian Leukert, M.F.A. *Trumpet, Beginning Band*. M.F.A., University of California, Irvine, 2002; B.Mus., La Sierra University, 2000. (2025)

Kyle Stachnik, M. Mus., *Cello*. B.M., University of Miami - Frost School of Music, 2020; M. Mus., San Francisco Conservatory of Music, 2023. (2024)

College Personnel

Eve-Anne Wilkes, D.M.A., *Voice*. B.S., Ohio State University, 1968; M.A., Ohio State University, 1974; D.M.A., West Virginia University, 1981. (2015)

Church Partners in Ministerial Training

The Haven SDA Church
Middletown SDA Church
Napa Community SDA Church
Napa Spanish SDA Church
Napa Valley Korean SDA Church
Pacific Union College SDA Church
Santa Rosa SDA Church
Santa Rosa Spanish SDA Church
St. Helena SDA Church
St. Helena Spanish SDA Church
Yountville SDA Church

Affiliated Agencies for Nursing Clinical Instruction

Adventist Health

Adventist Health Ukiah
Adventist Health Hanford Community Hospital
Adventist Health Medical Center Selma
Adventist Health Delano
Adventist Health Clearlake
Adventist Health Medical Center Tehachapi
Adventist Health Mendocino Coast
Adventist Health Tulare
Adventist Health Castle Medical Center-Kailua, Hawaii
Adventist Health Dameron Hospital
Adventist Health Feather River
Adventist Health Glendale Medical Center
Adventist Health Lodi Memorial Hospital
Adventist Health Northwest Medical Foundation, Tillamook, OR
Adventist Health Portland Adventist Medical Center, Portland, OR
Adventist Health Reedley Community Hospital
Adventist Health Rideout Memorial Hospital
Adventist Health Bakersfield w/Adventist Health San Joaquin
Community Hospital
Adventist Health Simi Valley & Health Care Services
Adventist Health Sonora Community Hospital
Adventist Health St. Helena Hospital
Adventist Health Vallejo
Adventist Health White Memorial Medical Center
Adventist Health Willits Hospital
Adventist Health Howard Memorial
Adventist Health Home Care Services/Western Health Resources

Adventist Health Physicians Network
Alameda Health System
American Medical Response for Emergency Services
Antelope Valley Hospital
Asante
Beautiful Minds Medical, Inc.
Bright Sky Home Health Care, Inc.
Charleston County School District
Children's Hospital of Los Angeles
CommuniCare Health Centers, Davis Community Clinic
CommuniCare Health Centers, Peterson Clinic
CommuniCare Health Centers, Salud Clinic
Community Behavioral Health Center
Community Action of Napa Valley
Community Health Clinic Olé
County of Humboldt
County of Kings Public Health
County of Lake Public Health Department
County of Sonoma Department of Health Services
Creekside Behavioral Health
Crestwood Center of the Napa Valley, Includes Stockton Manor
Skilled Nursing Facility in Stockton
Dameron Hospital Association
David Grant Medical Center
Department of State Hospitals-Napa
Dessert Aids Project
Doctors Medical Center of Modesto
Duke University Health System, Inc. dba Duke University Hospital

Dignity Health

Bakersfield Memorial Hospital
California Hospital Medical Center, Los Angeles, CA
Central Valley General Hospital
Chandler Regional Medical Center, Arizona
Community Hospital of San Bernardino
Family Care Clinic
French Hospital Medical Center, San Luis Obispo, CA
General Medicine Clinic
Glendale Memorial Hospital, Glendale, CA
Kids Care Clinic
Lauren Small Children's Center at Memorial Hospital
Mark Twain Medical Center
Memorial Hospital, Bakersfield
Mercy General Hospital, Sacramento, CA
Mercy Hospital Downtown

Mercy Hospital of Folsom, Folsom, CA
Mercy Hospital Southwest
Mercy Medical Center, Merced, CA
Mercy San Juan Medical Center, Carmichael, CA
Methodist Hospital of Sacramento, Sacramento, CA
Northridge Hospital Medical Center, Northridge, CA
Sequoia Hospital, Redwood City, CA
Sierra Nevada Memorial-Miners Hospital, Grass Valley, CA
St. Bernardine Medical Center
St. Joseph's Behavioral Health Center
St. Joseph's Medical Center
Woodland Memorial Hospital, Woodland, CA
Fairfield-Suisun Unified School District
Fontana Unified School District
Healthy Moms & Babies, Olé Health
Holy Names University
Hospice Service of Lake County
Jewish Community Center, Santa Rosa & Rohnert Park
John Adams Academies, Inc.

Kaiser Permanente

Roseville Home Health
Roseville Hospice
Sacramento Home Health
Sacramento Hospice
South Sacramento Home Health
South Sacramento Hospice
Roseville Inpatient
Sacramento Inpatient
South Sacramento Inpatient
North Valley Area Outpatient
South Sacramento Outpatient
Stockton Outpatient
Modesto Outpatient
Manteca Outpatient
Tracy Outpatient
Manteca Inpatient
Modesto Inpatient
Fresno Inpatient
Fresno Outpatient
Oakland Home Health
Oakland Hospice
Hayward Hospice
Oakland Inpatient
Richmond Inpatient

Oakland Outpatient
Richmond Outpatient
Pinole Outpatient
San Leandro Inpatient
Fremont Inpatient
Hayward Inpatient
Hayward Outpatient
Fremont Outpatient
Hayward Home Health
Hayward Hospice
San Rafael Inpatient
San Rafael Outpatient
San Rafael Home Health
San Rafael Hospice
Santa Rosa Inpatient
Santa Rosa Outpatient
Santa Rosa Home Health
Vallejo Home Health
Vacaville Home Health
Vallejo Hospice
Vacaville Hospice
Vallejo Inpatient
Vacaville Inpatient
Napa Outpatient
Kaiser Permanente Continued
Vallejo Outpatient
Vacaville Outpatient
Fairfield Outpatient
Walnut Creek Home Health
Antioch Home Health
Walnut Creek Hospice
Antioch Hospice
Walnut Creek Inpatient
Antioch Inpatient
Antioch outpatient
Martinez Outpatient
Pleasanton Outpatient
Walnut Creek Outpatient
San Francisco Hospice
South San Francisco Hospice
San Francisco Home Health
South San Francisco Home Health
San Francisco Inpatient
San Francisco Outpatient

College Personnel

South San Francisco Inpatient
South San Francisco Outpatient
Redwood City Home Health
Redwood City Hospice
Redwood City Inpatient
Redwood City Outpatient
Santa Clara inpatient
Santa Clara Outpatient
Milpitas Outpatient
Mt. View Outpatient
Homestead Outpatient
Campbell Outpatient
Redwood City, South Bay Home Health
Santa Clara Home Health
Santa Teresa Home Health
Redwood City, South Bay Hospice
Santa Clara hospice
Santa Teresa hospice
San Jose Home Health
San Jose Hospice
San Jose Inpatient
San Jose Outpatient
Sunrise ICF/DD-N
Kern County Public Health
Loma Linda University Medical Center
Lucille Packard Children's Hospital at Stanford
Madera Community Hospital
Marin County Health & Human Services
Maxim Healthcare Services, Fresno
Meadowood Nursing Center
Medical Care Professionals
Mission Carmichael Care Center
Napa County Health & Human Services
North Bay Health Care Group with Vaca Valley Hospital
Oroville Hospital
Piners Nursing Home Napa

Queen of the Valley Medical Center

SRM Alliance Hospital Services dba Petaluma Valley Hospital
NorCal Health Connect, LLC dba Petaluma Valley Hospital
Healdsburg Hospital
St. Joseph Health Northern California LLC dba Providence
Santa Rosa Memorial Hospital
Providence Redwood Memorial Hospital of Fortuna
Providence St. Joseph Hospital of Eureka

Queen of the Valley Medical Center
St Joseph Home Care Network/Hospital
Redwood Memorial Hospital
Relief Hospice, Inc.
Sacred Heart Hospice
Salinas Valley Memorial Healthcare System
San Bernardino County Unified School District
San Gabriel Unified School District
San Joaquin Community Hospital
San Joaquin County Public Health Services
San Luis Obispo County Public Health
San Ramon Regional Medical Center
Santa Rosa Community Health
Santa Rosa Memorial Hospital
Sharp Chula Vista Medical Center
Shriners Hospitals for Children
Sonoma Valley Hospital
Sonora Community Hospital dba Sonora Regional Medical Center
Sourcewise San Jose
Sourcewise Morgan Hill
State of California Department of Rehabilitation
St. Helena Unified School District
Stallant Health – Weimar

Sutter Health Bay Hospitals

Alta Bates Summit Medical Center, Berkely
Alta Bates Summit Medical Center, Oakland
California Pacific Medical Center
Sutter Delta Medical Center
Eden Medical Center
Mills-Peninsula Medical Center
Novato Community Hospital
Sutter Lakeside Hospital
Sutter Lakeside Community Clinic
Sutter Lakeside Family Medicine Clinic
Sutter Santa Rosa Regional Hospital
Sutter Maternity & Surgery Center
Sutter East Bay Medical Foundation
Palo Alto Medical Foundation
Sutter Pacific Medical Foundation Urgent Care
Sutter Health Walk-In Car, Dublin
Sutter Health Walk-In Car, Petaluma
Sutter Health Walk-In Car, San Francisco
Sutter Health Walk-In Car, San Jose
Sutter Health Walk-In Car, San Ramon

Sutter Health Walk-In Car, Walnut Creek
 Sutter Amador Hospital
 Memorial Hospital Los Banos
 Memorial Medical Center
 Sutter Auburn Faith Hospital
 Sutter Center for Psychiatry
 Sutter Davis Hospital
 Sutter Medical Center, Sacramento
 Sutter Roseville Hospital
 Sutter Roseville Medical Center
 Sutter Solano Medical Center
 Sutter Tracy Community Hospital
 Sutter Medical Foundation
 Sutter Gould Medical Foundation
 Sutter Medical Foundation Urgent Care
 Sutter Health Walk-In Care, Citrus Heights
 Sutter Health Walk-In Care, El Dorado
 Sutter Health Walk-In Care, Elk Grove
 Sutter Health Walk-In Care, Roseville
 VA Northern California Health Care System
 Valley Children's Hospital
 Vasona Creek Healthcare Center
 Vibra Hospital of Northern California

School Partnerships in Supervised Instruction

Calistoga Joint Unified School District
 City of Santa Rosa School District
 Fairfield-Suisun Unified School District
 Foothills Adventist Elementary School
 Howell Mountain School District
 Middletown Unified School District
 Napa Christian
 Napa Valley Unified School District
 Pacific Union College Elementary School
 Pacific Union College Preparatory School
 Pope Valley Unified School District
 Redwood Adventist Academy
 Rio Lindo Academy
 St. Helena Unified School District
 Vallejo Unified School District
 Windsor Unified School District

Additional Affiliated Agencies

American Medical Response for Emergency Services
 Antelope Valley Hospital

Blake Austin College
 Bright Sky Home Health Care, Inc.
 Calvet Home Yountville
 Care In Touch Home Health Agency
 Collobria Care, Napa Valley Hospice & Adult Day Services
 County of Lake Public Health Department
 County of Sonoma Department of Health Services
 Creekside Behavioral Health
 County of Marin Health & Human Services
 County of Santa Clara
 Crestwood Center of the Napa Valley, Includes Stockton Manor
 David Grant Medical Center
 Department of State Hospitals-Napa
 Doctors Medical Center of Modesto
 Davita Dialysis Contracting LLC
 El Dorado County Health & Human Services Agency
 Fremont Unified School District
 Gateway Home Health
 Global Evac Afghanistan, Inc
 Kelseyville Unified School District
 La Cheim School
 Lake County Tribal Health Consortium
 Lenser-Brush Pediatric Urgent Care
 Lodi Memorial Hospital
 Marshall Medical Center
 Maxim Healthcare Services- Roseville
 Mendicino Community Health Clinic
 Mt. Diablo Medical Center
 Napa Valley Medical Group
 North & South of Market ADHC
 Patient First
 Rincon Valley Partnership
 Santa Rosa Midwifery Center
 Sonoma State University
 St. Joseph Home Health
 Star Health Medical
 Suncrest Hospice Sacramento
 UC Davis
 UCSF Medical Center- San Francisco
 Vitas Healthcare
 Wheaton Franciscan Healthcare All Saints
 Winton School District

Appendix A: Code of Academic Integrity

Integrity is expected of every student in all academic work. The guiding principle of academic integrity is that the work one presents as one's own is one's own.

Students shall not violate the Code of Academic Integrity and shall avoid situations likely to compromise academic integrity. Students shall observe the provisions of the Code of Academic Integrity whether or not faculty members establish special rules of integrity for particular courses. Failure of faculty to prevent academic dishonesty does not excuse students from compliance with the Code.

Those who engage in academic dishonesty diminish the quality and value of their education and bring discredit to the academic community.

Categories of Academic Dishonesty

Academic dishonesty includes, but is not limited to, the following:

- 1. Cheating**—Using, or attempting to use, unauthorized materials in any academic exercise; or having someone else do one's own academic work. Examples of cheating include looking at another student's paper during a test, bringing notes to a test, obtaining a copy of a test prior to the test date, and presenting homework prepared by someone else.
- 2. Fabrication**—Inventing or falsifying information. Examples of fabrication include "dry-labbing" (inventing data for an experiment not done or not done correctly), making references to sources not actually used in a research paper, forging signatures on academic forms, forging letters of recommendation, and falsifying credentials in an application.
- 3. Facilitating Academic Dishonesty**—Helping someone else to commit an act of academic dishonesty. This includes giving someone a paper or homework to copy from and allowing another to cheat from one's test paper.
- 4. Plagiarism**—Using the words or ideas of another writer without attribution, so that they appear as if they were one's own. Plagiarism includes copying someone else's work word for word, rewriting someone else's work with only minor word changes, and paraphrasing or summarizing work without acknowledging the source.
- 5. Multiple Submissions**—Presenting work done in previous courses as if it were new and original work. Although professors are sometimes willing for a student to use previous work as the basis for new work, they expect the student to do new work for the current course. A student who wants to submit a piece of academic work in more than one course should seek the approval of the instructors.
- 6. Abuse of Academic Materials**—Harming, appropriating, or disabling academic resources so that others cannot use them. This includes removing tables and illustrations from books

and journals to use in a paper, stealing books or articles, and damaging computer files intended for the use of others.

- 7. Misrepresentation**—Lying about or misrepresenting one's work, academic records, or credentials. Examples include claiming ownership of another's work, several students submitting copies of the same computer document and taking credit for group work to which a student did not contribute significantly or fulfill his or her obligations.
- 8. Electronic Dishonesty**—Inappropriately using network access in a way that affects a class or other students' academic work. Examples of electronic dishonesty include using someone else's authorized computer account to send and receive messages, breaking into someone else's files, gaining access to restricted files, disabling others' access to network systems or files, obtaining a computer account under false pretenses, and knowingly spreading a computer virus. These general definitions may be supplemented or modified by additional policies stated in course syllabi.

Procedures for Addressing Academic Dishonesty

- 1.** When an instructor believes that a student has acted dishonestly, a conversation on the incident in question occurs between the instructor and the student. The instructor should notify the department chair of the incident and the conversation about it.
- 2.** If the instructor is not satisfied with the student's explanation, the instructor fills out an academic dishonesty report form and submits along with evidence of the student's. This report is reviewed by the Academic Dean and kept on file. These files are available to the Pre-professional Recommendations Committee, to any instructor who is asked for a recommendation, and to the program admissions committees for Nursing, Ministerial Studies, and Social Work.
- 3.** If a second incident occurs in any class, the Academic Dean may give the student an F in the class where the second incident occurred. A third incident may result in suspension from the college for one quarter. A fourth incident may call for permanent dismissal.
- 4.** Students who wish to appeal the decision of the Academic Dean may appeal to the Academic Standards and General Education Committee. Students should submit a written appeal and may appear before the committee if they choose.
- 5.** The decision of the committee is final. However, if any student believes that the final decision is unjust, he or she may follow the grievance procedure outlined in the *Student Handbook*.
- 6.** Students are entitled to add a written rebuttal to their personal files in the Academic Dean's Office.

Appendix B: Student Rights Under FERPA

In maintaining student records, Pacific Union College complies with the Family Educational Rights and Privacy Act of 1974 (FERPA). This act affords students certain rights with respect to their education records.

FERPA rights extend to any student who has attended Pacific Union College. Your FERPA rights begin on the first day that you attend class at the college and expire upon your death. These rights include:

1. The right to inspect and review your education records.

If you wish to review your education record, you should submit to the Registrar a completed "Request to Inspect and Review Education Records" form, available at the Records Office. Requests will be processed within forty-five days from the date the request is filed. The Registrar will make arrangements for access and will notify you of the time and place where the records may be inspected.

2. The right to request an amendment of your education records that you believe to be inaccurate, misleading, or otherwise in violation of your privacy rights under FERPA.

If you wish to request an amendment to your record, you should submit to the Registrar a completed "Request to Amend Education Records" form, available at the Records Office. If Pacific Union College decides not to amend the record as requested, you will be notified of the decision in writing and will be given a right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to you when you are notified of the right to a hearing.

3. The right to suppress the disclosure of directory information, provided that the request is submitted while you are an enrolled student.

If you wish to exercise this right, you should submit to the Registrar a completed "Request to Suppress Directory Information" form, available at the Records Office.

At Pacific Union College directory information consists of the following: **1.** Name; **2.** Address (local and home); **3.** E-mail address; **4.** Telephone number (local, home, and cellular); **5.** Date of birth; **6.** Photograph; **7.** Most recent educational institution attended; **8.** Participation in officially recognized activities and sports; **9.** Weight and height of members of athletic teams; **10.** Academic program of study; **11.** Dates of attendance; **12.** Enrollment status (full-time, part-time, etc); **13.** Class standing (freshman, sophomore, etc); **14.** Expected date of graduation; **15.** Degrees conferred and date of conferral; and **16.** Academic honors and awards received (dean's list, cum laude, etc).

4. The right to provide written consent before Pacific Union College discloses information from your education records, except to the extent that FERPA authorizes disclosure without consent.

Pacific Union College discloses directory or public information without your prior written consent, unless if you exercise your right to refuse disclosure as described above.

Pacific Union College discloses information from your education records without your prior written consent under the FERPA exception for disclosure to school officials with legitimate educational interests. A school official is: **1.** A person employed by Pacific Union College as an administrator, faculty, or staff member; **2.** A student employed by Pacific Union College to assist an administrator, faculty, or staff member in fulfillment of his/her professional duties; **3.** A person employed by, or under contract to, Pacific Union College to perform a special task, such as an attorney or an auditor; **4.** A person or organization acting as an official agent of Pacific Union College and performing a business function or service on behalf of Pacific Union College; **5.** A member of a Pacific Union College committee (may include student members); or **6.** A person serving on the Pacific Union College Board of Trustees. A school official has a legitimate educational interest if the official needs to review your education record in order to: **1.** Perform appropriate tasks that are specified in his/her position description or by a contract agreement; **2.** Perform a task related to your education; **3.** Perform a task related to your discipline; or **4.** Provide a service or benefit relating to you as a student such as health care, counseling, job placement, or financial aid.

Upon request, Pacific Union College may disclose information from your education records to officials of another school in which you seek or intend to enroll.

Upon request, Pacific Union College may disclose information from your education records to your parents if you are a dependent student as defined by the IRS code, provided that proper documentation is on file at the college to establish dependency.

Pacific Union College may disclose information from your education records under additional FERPA provisions authorizing disclosure without consent. A full description of all authorized exceptions for disclosure may be obtained from the Registrar.

As of January 3, 2012, the U.S. Department of Education's FERPA regulations expand the circumstances under which

Appendix B: Student Rights Under FERPA

your education records and personally identifiable information (PII) contained in such records — including your Social Security Number, grades, or other private information — may be accessed without your consent. First, the U.S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or state and local education authorities (“Federal and State Authorities”) may allow access to your records and PII without your consent to any third party designated by a Federal or State Authority to evaluate a federal- or state-supported education program. The evaluation may relate to any program that is “principally engaged in the provision of education,” such as early childhood education and job training, as well as any program that is administered by an education agency or institution. Second, Federal and State Authorities may allow access to your education records and PII without your consent to researchers performing certain types of studies, in certain cases even when we object to or do not request such research. Federal and State Authorities must obtain certain use-restriction and data security promises from the entities that they authorize to receive your PII, but the Authorities need not maintain direct control over such entities. In addition, in connection with Statewide Longitudinal Data Systems, State Authorities may collect, compile, permanently retain, and share without your consent PII from your education records, and they may track your participation in education and other programs by linking such PII to other personal information about you that they obtain from other Federal or State data sources, including workforce development, unemployment insurance, child welfare, juvenile justice, military service, and migrant student records systems.

5. The right to file a complaint with the U.S. Department of Education concerning alleged failures by Pacific Union College to comply with the requirements of FERPA.

The Family Policy Compliance Office administers FERPA and any complaints may be filed at the following address:

Family Policy Compliance Office - U.S. Dept of Education
400 Maryland Avenue SW, Washington, D.C. 20202-5901

Title IX

Pacific Union College is committed to maintaining a respectful learning, living, and working environment that is free of discrimination based on sex and sexual harassment and upholding the College's responsibilities under Title IX. Acts of sex-based discrimination and sexual harassment, including sexual assault, dating violence, domestic violence, and stalking, are inconsistent with this commitment, strictly prohibited, and intolerable. A full and complete record of the College's policy prohibiting sexual discrimination and harassment and grievance procedures are available at www.puc.edu/titleix. Printed copies are also available upon request to the Title IX Office. Nothing in the policy is intended or should be construed to waive or relinquish any constitutional or statutory rights PUC possesses as a nonprofit religious institution. Neither should the policy be construed to be a replacement or alternative for the criminal or civil justice systems.

All members of the College, including college students, faculty, staff, and administration, share in the responsibility to uphold the College's policy prohibiting Acts of sex-based discrimination and sexual harassment, including sexual assault, dating violence, domestic violence, and stalking, and if found in violation, may be subject to disciplinary action. The scope of the policy covers activities and educational programs operated by the College, including admissions and employment.

Title IX Coordinator

The Title IX Coordinator is tasked with coordinating the College's responsibilities under Title IX. Any inquiries regarding the College's policy and grievance procedures should be referred to the Title IX Coordinator information listed below.

(707) 965-6226 (24 hours)
titleix@puc.edu
www.puc.edu/campus-services/title-ix/resources

Human Resources Office
Pacific Union College
1 Angwin Avenue
Angwin, CA 94508

Reporting

The College encourages anyone to report incidents of sex-based discrimination and sexual harassment, including sexual assault, dating violence, domestic violence, and stalking. One does not need to have experienced the incident in order to report it. Reports may be made at any time, including outside business hours via phone, email, or mail by using the contact listed for the Title IX Coordinator. Reports can also be made online at www.puc.edu/ixreportform. Anonymous reporting may be made on the LiveSafe app. Anonymous reports will be investigated to determine if supportive measures and remedies can be provided; however, the ability of the College to respond to anonymous reports may be limited.

External Inquiries or Reports

External inquiries or reports can be made at any time to:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1100
Customer Service Hotline #: (800) 421-3481
Fax: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov
Website: www.ed.gov

Employment Opportunity Commission (EEOC)
Website: www.eeoc.gov/contact-eeoc

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.

*Education Amendments of 1972
(20 U.S. C. §1681)*

Appendix D: Discrimination Policy

Preventing Harassment, Discrimination, and Retaliation

Pacific Union College (PUC) believes that all people are created in the image of God, and therefore should be treated with dignity and respect. PUC highly values its diverse campus community, as it is representative of cultures around the world. As such, PUC does not unlawfully discriminate on the basis of race, color, national or ethnic origin, age, gender, disability, or prior military service in administration of its educational policies, admissions, financial aid, employment, educational programs, or activities.*

Harassment, Discrimination, and Retaliation Policy

The College is committed to providing an educational and employment environment where individuals with diverse backgrounds and experiences can work to advance the institution's mission free from unlawful harassment, discrimination, and retaliation. To accomplish this goal, it is essential for all people to be treated with dignity, decency, and respect. Therefore the College will not tolerate harassment or unlawful discrimination based on race, religion, color, sex (including pregnancy, childbirth, breastfeeding, or related medical condition), gender identity and gender expression, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, age, sexual orientation, military and veteran status, or any other basis protected classification under federal, state, or local law (hereinafter referred to as protected class or classification). Through the enforcement of this policy and by educating employees, the College seeks to prevent, correct, and discipline behavior that violates this policy. In addition, the College will not tolerate retaliation against an employee engaging in a lawfully protected activity, such as participating in the grievance process or opposing conduct that constitutes a policy violation.

PUC's policy on the prevention of harassment, discrimination, and retaliation, applies to the behavior and activities of all campus community members; including students, faculty, staff, administrators, trustees, volunteers, guests, vendors, consultants, or any person who provides services to PUC, whether on or off campus. Such activities include, but are not limited to, classes, seminars, meetings, events, and study abroad programs. All individuals are expected to comply with the provisions of this policy, including taking appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against any employee who violates this policy based on the seriousness of the offense, up to and including termination.

Allegations of harassment, discrimination, and retaliation, except on the basis of sex as covered in the College's Title IX policy, shall be administered by the College's Human Resources

Department. Allegations of harassment, discrimination, and retaliation on the basis of sex fall under the College's Title IX: Sex Nondiscrimination and Sexual Harassment Policy, and shall be administered by the College's Title IX office. This policy also contains the complaint resolution process for all PUC campus community members. The process may vary depending on who is involved, the type of conduct, and the severity of the conduct and/or consequences. Sanctions for violating the policy by a non-student may be governed by another college policy, depending on the role of the person who violated the policy.

The free exercise of religion, guaranteed by the United States Constitution, includes the right to establish and maintain religious educational institutions. The College is a religious nonprofit, owned and operated by the Seventh-day Adventist Church as an integral part of the Church's teaching ministry. Federal and state law recognize the right of the College as a religious institution to give preference in employment of faculty and staff and admissions of students to members of the church which sponsors the institution.

Furthermore, nothing in this policy or in third-party training programs or materials shall constitute, or be interpreted as, a waiver of any right, privilege, or exemption the College possesses as a nonprofit religious corporation under the U.S. Constitution, the California Constitution, or any other federal, state, or local law. The College continues to reserve all such rights, privileges, and exemptions.

For more information on Harassment, Discrimination, and Retaliation, please contact PUC's Human Resources Department or Title IX Office.

Nondiscrimination Policy

Pacific Union College (PUC) believes that all people are created in the image of God, and therefore should be treated with dignity and respect. PUC highly values its diverse campus community, as it is representative of cultures around the world. In keeping with that belief, PUC does not unlawfully discriminate on the basis of race, religion, color, sex (including pregnancy, childbirth, breastfeeding, or related medical condition), gender identity and gender expression, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, age, sexual orientation, military and veteran status, or any other basis protected classification under federal, state, or local law in administration of its educational policies, admissions, financial aid, employment, educational programs, or activities.

Discrimination for purposes of this policy is an unlawful prejudicial and/or harmful action taken against a person on the basis of a protected classification. The College is committed to

complying with all applicable laws providing equal employment opportunities. It is a violation of the College's nondiscrimination policy to unlawfully discriminate on the terms of employment, such as the provision of employment opportunities, benefits, or privileges; creating discriminatory work conditions; or using discriminatory evaluative standards in employment if the basis of that discriminatory treatment is, in whole or in part, a person's protected class. Any person who is found to have violated this aspect of the policy will be subject to discipline up to and including termination of employment.

As stated in Section 3.6, PUC is a religious nonprofit institution that exercises its right to give preference in employment of faculty and staff and admissions of students to members of the church which sponsors the institution. While PUC opposes harassment, discrimination, and retaliation as stated in this policy, it does not waive any exemptions afforded to religious non-profit corporations under the U.S. Constitution, the California Constitution, or any other federal, state, or local law.

Harassment

The College prohibits conduct that is disrespectful, unprofessional, or harassment based on the above-mentioned protected classes. Actions, words involving slurs, and other verbal or physical conduct relating to an individual's protected characteristic may constitute harassment when such conduct:

- a. Has the purpose or effect of creating an intimidating, hostile, or offensive working environment,
- b. Has the purpose or effect of unreasonably interfering with another's work performance, or
- c. Otherwise adversely affects an individual's employment opportunities.

Employees, students, visitors, volunteers, guests, others providing services to the College, and any other persons are prohibited from engaging in such actions, which are intolerable, may be illegal, and will result in appropriate discipline, up to and including dismissal. If such action persists or if the person feeling harassed is uncomfortable in confronting the offender, the complaint procedure outlined below should be followed. 3.6.3 Title IX: Sex Nondiscrimination and Sexual Harassment Policy

The College is committed to providing a respectful learning, living, and working environment that is free of sexual harassment, retaliation, and unlawful sex discrimination. Acts of sexual harassment and unlawful sex discrimination, regardless of the length of the relationship or gender of the individuals, are inconsistent with this commitment, strictly prohibited, and intolerable.

The Title IX Office is tasked with administering the College's

Sex Nondiscrimination and Sexual Harassment policy in a fair and equitable manner, as well as addressing the College's responsibilities regarding Title IX and the Violence Against Women Reauthorization Act (VAWA) of 2013; Sec 304.

The College is part of the Seventh-day Adventist system of higher education, a religious institution of higher education. The College is exempted by the state of California Education Code 66270, to the extent the application of Education Code 66270 is not consistent with the institution's religious tenets. Furthermore, the College is exempt from Title IX to the extent the application of Title IX is not consistent with the institution's religious tenets.

For more information on Sex Nondiscrimination and Sexual Harassment Policy, please refer to PUC's website under Title IX.

Sex Nondiscrimination Policy

The College adheres to all federal and state civil rights laws prohibiting discrimination, subject to exemptions previously listed in Section 3.6 based on sex or gender in private institutions of higher learning. The Title IX policy covers nondiscrimination on the basis of sex in both employment and access to educational opportunities. Therefore, any member of the College community whose acts unlawfully deny, deprive, or limit the educational or employment and/or social access, benefits, and/or opportunities of any member of the College community, guest, or visitor on the basis of that person's actual or perceived sex or gender is in violation of this policy.

When brought to the attention of the College, any such discrimination will be promptly and fairly addressed and remedied by the College according to the appropriate grievance process described in the College's Title IX: Sex Nondiscrimination and Sexual Harassment Policy.

Sexual Harassment Policy

The College does not tolerate harassment of any employee, student, visitor, or guest. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved. Sexual Harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking.

The College will act to remedy all forms of harassment when reported, whether or not the harassment rises to the level of creating a "hostile environment." A hostile environment is one that unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities. This discriminatory effect results from harassing verbal, written, graphic, or physical conduct that is severe or

pervasive and objectively offensive. The College reserves the right to address offensive conduct and/or harassment that does not rise to the level of creating a hostile environment.

For more information on Sex Nondiscrimination and Sexual Harassment Policy, please refer to PUC's website under Title IX.

Retaliation

PUC is committed to providing a working environment that is free from retaliation for an employee engaging in a lawfully protected activity. No hardship, loss, benefit, or penalty may be imposed on an employee in response to:

- Filing or responding to a bona fide complaint of discrimination or harassment
- Participating in the grievance process of a complaint
- Supporting a Complainant or Respondent
- Assisting in providing information relevant to an investigation
- Acting in good faith to oppose conduct that constitutes a policy violation

Acts of alleged retaliation should be reported immediately to the Title IX office, if the protected activity involves "sex", or to Human Resources for any other protected class or activity. The College shall take appropriate steps to protect individuals who fear that they may be subjected to retaliation.

Lodging a bona fide complaint will in no way be used against the employee or have an adverse impact on the individual's employment status. However, filing groundless or malicious complaints is an abuse of this policy and will be treated as a violation.

Any person who is found to have violated this aspect of the policy will be subject to discipline up to and including termination of employment.

Harassment, Discrimination, and Retaliation Grievance Process

A. Initial Action

Anyone who feels that another person is harassing him or her, or acting in an unlawfully discriminatory manner (hereinafter "offending behavior"), should request without delay that the offending behavior be stopped. If the action perceived as offensive was indeed unintentional or innocent, simply drawing the offender's attention to it could resolve the problem. If the offending behavior persists, if the person is uncomfortable in confronting the offender, or if the offending behavior is sufficiently serious, he or she should follow the complaint procedure outlined below.

B. Complaint Procedure

Employees who believe that they have been subject to offending behavior by supervisors, fellow employees, clients, students, or non-employees (also referred to as complainant) should immediately follow this complaint procedure:

- a. Report the offense immediately (within 24 hours, if possible) to facilitate prompt follow-up and any necessary investigation.
- b. Report to the department director, the Human Resources Director, or the immediate supervisor of the person the complainant feels has engaged in offending behavior.
- c. Submit the complaint orally or in writing. (Oral complaints must be written and signed by the complainant before a formal investigation begins). Also, written complaints may be submitted anonymously, by completing the report violation form under the Discrimination Policy link on PUC's website.

C. Investigation Process

The Human Resources Director will confer with all involved persons attempting to determine with appropriate objectivity whether offending behavior did occur, and utilize the following process:

- a. If the facts presented appear to justify further investigation or action, the Human Resources Director will appoint a three-member investigative team of persons appropriate to the type of offending behavior. The team will obtain written statements and will seek to define and remedy the problem.
- b. If the investigating team determines that the complaint of offending behavior is substantiated, immediate and appropriate disciplinary action will be taken. Depending on the severity of the offending behavior, the discipline may include, but not limited to, a written warning to the offender (with a copy to his or her personnel file) to relocation, suspension, or termination of employment. The offender may respond in writing to any written warning or discipline. That written response will be placed in the offender's personnel file.
- c. The Human Resources Director (or designee) will then explain to the complainant what type of action has been taken.

D. Confidentiality

During the sequence of complaint, investigation, and (if necessary) disciplinary action, personnel responsible for investigating an alleged incident of offending behavior will do their work as expeditiously as care and thoroughness will allow,

and as confidentially and as objectively as possible. Because of the sensitive nature of allegations of offending behavior, both those interviewed and those on the investigating team will be instructed to respect the rights of privacy of all participants by refraining from divulging information to third parties except as required by law. They will also be asked and expected to refrain from any retaliatory behavior.

E. Supervisor's Reporting Responsibility

All supervising employees of the College who are aware of incidents of offending behavior in the workplace are responsible for reporting such incidents to the Human Resources Director (or designee), President, Vice-President, supervisor, department chair or director, or another official for investigation.

F. False Allegations

Unfounded allegations of offending behavior can irreparably damage one's reputation and can limit an employee's ability to perform his or her duties. Therefore, though the College encourages individuals to report incidents of offending behavior that they sincerely perceive, any employee who maliciously brings false allegations of offending behavior will be subject to disciplinary action, which may include, but not limited to, a written warning (a copy of which is placed in the employee's personnel file) to relocation, suspension, or termination of employment.

Harassment Prevention Training

As a California employer with five or more employees, the College requires two hours of sexual harassment, abusive conduct, and harassment based on gender prevention training for all supervisors, and one hour for all non-supervisory employees, within six months of hire or promotion, and every two years thereafter. This training helps to identify and eliminate workplace harassment and unlawful discrimination based on protected characteristics. This training helps employees to understand the law and respond to misconduct appropriately. The training is designed to help employees address inappropriate behavior before it creates a hostile work environment by giving employees the skills necessary to recognize and address abusive behavior and other misconduct that may lead to workplace bullying or hostility, reducing productivity and creativity.

** As a religious institution, PUC exercises its right to accept only those employees who believe in and seek to support PUC's mission. While PUC opposes harassment, discrimination, and retaliation as stated in this policy, it is exempt from certain state and federal anti-discrimination laws based on its status as a religious non-profit corporation, and its religious beliefs.*

Page intentionally left blank