

OVERVIEW
THE LESTER G. WENDT AND MICHAEL LESTER WENDT
CHARACTER INITIATIVE
AT THE UNIVERSITY OF DUBUQUE

Introduction

The Lester G. Wendt and Michael Lester Wendt Character Initiative at the University will use distributions from a charitable fund established within the permanently restricted endowment funds of the University to be known as "The Lester G. Wendt and Michael Lester Wendt Character Initiative Fund" to support certain programs and activities of the University that are designed to achieve the objectives and goals of the Initiative. Those objectives, broadly stated are:

- a. To develop a curriculum that in content, philosophy and structure, forms an intellectual understanding and personal commitment of learners to a life of excellent moral character ("character formation") consistent with the principles and philosophy of the current Mission and Vision of the University (see Appendix A);
- b. To develop a curriculum and student life plan that actively integrates the virtues of truthfulness, honesty, fairness and the Golden Rule into every student's educational experience;
- c. To establish benchmarks and quality assurance metrics that measure the efforts of the University to achieve character formation within and among students of the University;
- d. To foster the establishment and re-articulation from time to time of an institutional Mission and Vision that, through the activities and services of the college, seminary, graduate school, and student services components of the University supports and facilitates the development within and among all of the members of the University learning community of Judeo-Christian virtues, character, a commitment to a meaningful life, a strong work ethic, and a life long desire to assist our Creator in the on-going creative process by whatever career a person ultimately chooses.

Annual Reporting

To help the University ensure that the intent of this gift is preserved, the University will provide an annual report to be delivered within 90 days after the end of the University fiscal year. The Annual Report will include the following:

- a. A financial accounting of the application of the earnings of the Fund in accordance with the prescriptions and specifications of this Agreement;
- b. A narrative summary of the prior year accomplishments and the next year's opportunities for improvement for each of the programs supported by the Fund.
- c. A budget for programs and activities to be supported with the earnings of the Fund in the next Year.

Wendt Character Committee / Review of Annual Report

A Wendt Character Initiative Committee will be formed whose purpose will be to provide guidance and direction in ensuring that the original intent of the Initiative is fulfilled. The Committee shall meet no less than annually to receive reports and evaluate the progress of the Character Initiative and the University's compliance with the provisions of the Agreement.

The Committee is charged with assessing and determining the measurable outcomes of the Character Initiative and providing direction and guidance to enhance the University's programs to fulfill the intent of the Initiative. The Wendt Character Initiative Committee shall be comprised of the following members:

- The President of the University of Dubuque
- A designee of the Wendt family
- The President of Hillsdale College (or another nominee that the first two agree upon if the President of Hillsdale College is unwilling or unable to participate)

Should the Committee determine that the University is failing to meet the intent and restrictions of this Agreement, it will set a meeting with the President and the Chairperson of the Board of the University to discuss concerns and ideas to address the concerns in order to meet the intent of the Agreement. The University will develop a plan to improve and provide a written copy to the Committee. The Committee will review the plan and give the University feedback and suggestions after which the Committee and the University will finalize the plan and the University will begin to implement the plan immediately.

To track progress on the finalized plan, the University President will meet in person or by phone with the Committee within the first three months after implementation has begun and again within the second three months after receiving the Committee's feedback and suggestions. In the event the Committee thereafter continues to be dissatisfied with the University's adherence to the restrictions established in the Agreement, if the Committee directs it to do so, the University will transfer all or part of the Fund to another qualifying public charity.

Components of the Initiative

The University will apply the earnings from the Fund in support of the Initiative projects and activities as specified.

The Initiative Components may be modified from time to time by mutual agreement of the University and the Committee in order to address changing conditions at the University, new opportunities, or to pursue projects and activities that offer a greater likelihood of achieving the goals and objectives of the Initiative. The Initiative Components are: 1) Faculty Support, 2) The Wendt Character Scholarships, 3) The Michael Lester Wendt Lecture Series, 4) The Wendt Center for Character Education, 5) The Wendt Library Collection and 6) Dubuque Opportunity Scholars.

Faculty Support

Fund earnings from the Initiative will be used to fund a significant portion of the base annual salary of each supported faculty member each year. Every faculty member will integrate elements of virtue, ethics, and character as well as outcome measurements monitoring the formation of character that are consistent with the values of the Initiative into their class syllabi in a way that: a) reflects the virtues/character inherent in the University's Mission and this Initiative and b) is approved by the chief academic officers in consultation with the Director of the Center.

As a part of the Initiative, the books and materials listed in Appendix B will be among the materials used by the University in its Core Curriculum, its Theological Curriculum and its Graduate Curriculum at some point in each student's education and may be updated and expanded as mutually agreed from time to time by the University and the Committee. Elements of the Initiative will be part of each student's curriculum in each year the student attends the University.

Wendt Character Scholarships

The University will establish, in its funded student scholarships, the "Wendt Character Scholars" scholarship fund. Earnings from the Fund will finance scholarships each year in an amount of between four thousand and half of the students' estimated combined annual tuition, room and board costs. The amount of each scholarship will be determined by the University President. Approximately seventy percent of the available scholarships per year will be for students of the college (undergraduate and graduate) and approximately thirty percent will be for students of the seminary.

The scholarships funded under the Wendt Character Scholars scholarship program will be given, on an equal opportunity basis, to students who meet the following eligibility standard: "Demonstration of the active application of the virtues of truthfulness, honesty, fairness and the Golden Rule in his/her life." The candidates for the Wendt Character Scholars scholarships will be selected by a committee appointed by the President and composed of faculty members from the College and the Seminary, as well as representatives from the professional staff.

With the consent of the President and the Committee, the committee will: 1) establish screening criteria and processes that are fairly calculated to provide evidence that the students selected meet the Eligibility Standard, 2) screen students who apply for or are recommended for the scholarships, and 3) recommend to the President all of those candidates who meet the Eligibility Standards. The President will make the final selection of those students who will be offered the scholarships.

The scholarships will fund one year for each student chosen, but a student may be chosen to receive a scholarship in multiple years. The University may take into account other student aid support available to a student in allocating the scholarship funds amongst eligible students.

As a condition of receiving a scholarship, recipients will actively participate in the *Character Development Series* administered by the *Wendt Center for the Teaching and Learning of Character* which will require mandatory attendance at all Wendt Initiative lectures, in addition to active and successful participation in a parallel not-for-academic-credit curriculum that will emphasize the virtues inherent in the Initiative.

The final decision on the continuing eligibility of a student for participation in the Wendt Character Scholars program will rest with the University.

The Michael Lester Wendt Lecture Series

The University will establish the Michael Lester Wendt Lecture Series. The purpose of will be to give the University community access to lectures and other presentations by national and world leaders from all walks of life and industries to speak and teach about ethics and character in their respective fields, and to reflect on the virtues of truthfulness, honesty, fairness and the Golden Rule.

It is the goal for the Lecture Series that each lecturer will: 1) teach in at least two classes at the University, one in the College and one in the Seminary, 2) be available to meet with students, prospective students and family members of prospective students over at least a two day period, 3) provide a lecture to be held at the University and 4) be a critical part of the ongoing University cultivation process for prospective students and new benefactors.

The speakers and presenters funded by the Lecture Series allocation will be selected by the President of the University. Nominations for speakers and presenters may be received from the Wendts and members of the University community. Attendance at each lecture will normally be a requirement for all students, faculty and staff, and, to the extent that space is available, free and open to members of the public.

The funds available each Year, if not fully utilized in that Year, may be accumulated and applied in a subsequent Year. In its Annual Report, the University will identify those persons who have been supported by the Lecture Series allocation as well as those persons being considered for such support.

The Wendt Center for Character Education

The University will establish the Wendt Center for Character Education (the "Center"). The purpose of the Center will be to:

- a. Coordinate, with members of the University administration, the evaluation and monitoring of the quantitative and qualitative outcomes of the Initiative.
- b. Develop a program that introduces character formation into all extracurricular University programs, including, for example, athletics, debate, music, etc.
- c. Develop an employee orientation series that introduces members of the University community to a culture of character built around the principles of the Initiative, that is, a culture grounded in a vocational understanding

which believes that, because of our "variety of gifts," we have all been called to perform a specific function in God's Kingdom and, as such, we are all, in essence, teachers.

- d. Develop and apply state of the art metrics and assessment tools for outcomes assessment of the Components of the Initiative.
- e. Prepare the Annual Report to the Wendt family, subject to approval of the report by the President and the Executive Committee of the Board of Trustees.

The support from the earnings of the Fund will be applied to the Center to support the salaries and benefits for 3.0 FTE employees as follows (unless otherwise agreed upon by the University and the Committee):

- a. a faculty member who will teach ethics in the classroom 50% of her/his time and speak and think broadly about the Initiative for the University and the University community 50% of her/his time (1.0 FTE).
- b. a Director of the Center who will be responsible for the oversight of all Initiative Components and who will be an expert in character formation and related pedagogy and who will assist professors with the appropriate pedagogy for delivering ethics/character into the classroom through a release-time pedagogical development program, and who will have a highly-regarded expertise in designing, implementing, and measuring outcomes of character formation in a higher learning environment (1.0 FTE).
- c. a support staff person (1.0 FTE).

Under the supervision of the Center, there will be established and implemented a release-time program that will give up to forty (40) University faculty members each academic year a one class release from teaching load to focus on and revisit their pedagogy, content delivery skills, and improve their syllabi in order to improve the character formation outcomes of their classes.

The Wendt Library Collection

There will be established within the University libraries, a collection of learning resources to be known as the Wendt Collection. The Collection will consist of materials that are centered on the theme of character and ethics and will reflect the virtues of truthfulness, honesty, fairness, and the Golden Rule. Recommendations for the Wendt Collection will be developed by the Center Director in consultation with the director of the University libraries and approved by the President.

The collection will be large enough to be readily accessed by students, faculty, staff, and the general public. The cost of acquisition and of adding the materials to the libraries' holdings will be underwritten from earnings of the Fund.

Dubuque Opportunity Scholars

There will be established within the University scholarship fund structure the Dubuque Opportunity Scholars scholarship program. The purpose of the scholarship program will be to support study at the University for ten to twenty employees of manufacturing operations in Dubuque who desire to undertake a University/Work experience.

Dubuque Scholars will work for their Dubuque manufacturing employer one-half of the year, and attend the University one-half of the year. The earnings from the Fund will be applied to underwrite the tuition, fees and learning materials expenses for persons selected to receive a Dubuque Opportunity Scholars scholarship. The eligibility standards for the scholarship are: a) approval for participation by the Dubuque manufacturing employer and b) admission to the University of Dubuque in a University/Work approved program.

The University will structure the University/Work program so that Dubuque Opportunity Scholars who make satisfactory progress and who pursue the program in the normal course and a combination of work/study and electronic delivery systems should be able to complete an undergraduate degree course of study in a period of no more than six academic years or the equivalent thereof. Additional details of the Dubuque Opportunity Scholars scholarship program will be determined by the University in consultation with the Committee.

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University of Dubuque Mission and Vision

MISSION and VALUES

The University of Dubuque is a small, private university affiliated with the Presbyterian Church (U.S.A.) offering undergraduate, graduate, and theological seminary programs. The University is comprised of individuals from the region, the nation, and the world.

As a community, the University practices its Christian Faith by educating students and pursuing excellence in scholarship. Therefore, the University of Dubuque is committed to:

- The Presbyterian tradition;
- Excellence in academic inquiry and professional preparation;
- Relationships which encourage intellectual, spiritual, and moral development;
- Community where diversity is appreciated and Christian love is practiced;
- Stewardship of all God's human and natural resources;
- Zeal for life-long learning and service.

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University of Dubuque Mission and Vision

VISION

The University of Dubuque by the year 2008 will be-

- Acknowledged as one of the best small, private Christian colleges and universities;
- Renowned for serving the best interests of students at all stages of their lives and at different levels of professional and personal development;
- Unified as a community where Christian commitment, intellectual integrity, and academic excellence are the basis for learning
- Invigorated by its bold integration of both liberal arts and theological education with the acquisition of professional credentials required to compete and contribute in the global arena;
- Focused on the development of skills for critical and creative inquiry and communication, enhanced by technology;
- Distinguished as a dynamic and vibrant cultural center where a diversity of ideas and experiences are embraced and nurtured;
- Energized by a dedicated, diverse, and demonstrably competent faculty and staff well-respected in the community and in their respective fields;
- Characterized by financial health and fiscal prudence, with a physical environment and facilities conducive to the University's educational mission;
- Respected as an educational institution whose graduates make their mark through their stewardship of human and natural resources, and in service to their community.

Developed during the 1997-1998 academic year
and endorsed by the Board of Trustees, March 12, 1998.

Appendix B

Ethics Reading List

"Ben Franklin's Autobiography"

"Light From Many Lamps" - Lillian Watson

"Wooden" - John Wooden

"Be Quick But Don't Hurry" - Andrew Hill with
John Wooden

"Character is Destiny" - Russell Gough

"First Things First" - Stephen Covey

"The Federalist" - Alexander Hamilton, James
Madison and John Jay

"The Hungry Spirit" - Charles Handy

Declaration of Independence

Bill of Rights

The United States Constitution

"Thinking Economics" - multimedia course