STATEMENT OF EXPECTATION FOR GRAND CANYON UNIVERSITY STAFF

Grand Canyon University takes a missional approach to its operation as a Christian university. In order to ensure a clear understanding of GCU’s expectations of staff in support of this missional approach, we provide the following clarifications for staff expectations.

• I understand that Grand Canyon University is a Christian University that is committed to distinctively Christian beliefs, values, and practices in accord with its Mission and Vision.

• I have read and understand that Grand Canyon University’s Mission is to prepare learners to become global citizens, critical thinkers, effective communicators and responsible leaders by providing an academically challenging, values-based curriculum from the context of its Christian heritage.

• I have read and understand the Christian beliefs of Grand Canyon University as outlined in the Doctrinal Statement and Ethical Positions Statement, which are attached hereto as Exhibit A.

• While it is not a condition to employment at Grand Canyon University that all staff members believe in Grand Canyon University’s Doctrinal Statement and Ethical Positions Statement, I understand that it is Grand Canyon University’s objective that the vast majority of its staff believe in its Doctrinal Statement and Ethical Positions Statement.

• Regardless of whether or not I believe in Grand Canyon University’s Doctrinal Statement and Ethical Positions Statement, I understand that the University’s staff members are expected to provide a positive example to students by supporting the University’s Doctrinal Statement, Ethical Positions Statement and Mission. In that regard, it is expected that staff members will not contradict, challenge, or undermine the University’s Doctrinal Statement, Ethical Positions Statement or Mission or advocate views that may discredit or tarnish the reputation of the University.
Exhibit A

Grand Canyon University Doctrinal Statement

WE BELIEVE the Bible, in the Old and New Testament Scriptures to be inspired, the only infallible, true and authoritative Word of God.

WE BELIEVE that there is one God, eternally existent in three persons: Father, Son and Holy Spirit. We believe in God the Father, the Almighty, maker of heaven and earth, of all that is, seen and unseen.

WE BELIEVE in the deity of our Lord Jesus Christ, the only Son of God. For us and for our salvation He came down from heaven, was incarnate of the Holy Spirit and the Virgin Mary and became truly human. Being fully God and perfect man He performed miracles and lived a sinless life.

WE BELIEVE Jesus Christ suffered a vicarious and atoning death through the shedding of His blood. He was buried and on the third day was resurrected in His body; after which He ascended to be seated at the right hand of the Father. He will come again in glory to judge the living and the dead, and his kingdom will have no end.

WE BELIEVE that mankind was originally created in the image and likeness of God, and free from sin. Through the temptation of Satan, they transgressed the command of God and fell from their original righteousness, whereby all people have inherited a sinful nature that is opposed to God, and are thus under condemnation. As soon as they are capable of moral action, they become actual transgressors.

WE BELIEVE that for salvation of lost and sinful people, the regeneration by the Holy Spirit is absolutely essential. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life. We believe that the Holy Spirit is fully God and is worshipped and glorified with the Father and Son. He divinely inspired the scriptures, convicts the world of sin, righteousness and judgment, leads Christ's Church in truth and is the Teacher and Comforter sent by Jesus Christ.

WE BELIEVE that salvation comes through Jesus Christ alone; that salvation involves the redemption of the whole person and is offered freely to all who exercise faith in Jesus Christ. We believe in the resurrection of both the saved and the lost; those who are saved unto the resurrection of the living and those who are lost unto the resurrection of damnation.

WE BELIEVE in the spiritual unity of believers in our Lord Jesus Christ as one holy catholic and apostolic Church, Christ's Body and Bride ministering reconciliation to a lost world. As ambassadors for the Kingdom of God and the Church, we affirm that evangelism and engagement in societal issues are both part of our Christian duty; both are necessary expressions of our doctrines of God and humanity, our love for our neighbor and our obedience to Jesus Christ.

WE BELIEVE the message of salvation proclaimed by Christ's Church is an indictment upon every form of alienation, oppression and discrimination, denouncing evil and injustice wherever it exists by lovingly ushering in the good news that Christ reconciled the world to Himself.
Grand Canyon University Ethical Positions Statement

Grand Canyon University’s ethical commitments derive either directly or indirectly from its Doctrinal Statement, which affirms the Bible alone as the “infallible, true and authoritative Word of God.” Ethical discourse must be carried out with sensitivity and respect, but the Bible serves as the final standard and authority in all matters of faith and practice including ethics. GCU is committed to affirming moral truth in a loving and merciful way that helps rather than hurts, by building up rather than tearing down through harsh judgment and self-righteousness. In this spirit, the University offers this statement of its ethical positions. While it would be impractical for the University to articulate precise ethical guidelines for every possible situation, the principles that follow should provide sufficient clarity for sound moral reasoning within the classroom and across the campus. It is our hope that the statement will provide greater clarity, unity and alignment across the University on matters of ethics and morality.

Position on Ethics and Moral Truth

Christian ethics is the set of moral principles derived from the Bible and rooted in the life-changing message of Jesus Christ which provide guidance and wisdom for all of life. As a Christian institution, GCU is committed to distinctively Christian beliefs, values, and practices rooted in the notion that God intelligently and purposefully ordered the entire universe including human creatures in ways that are consistent with His good nature and will. The university affirms that God has revealed His moral will to humanity in part through the way He created the universe and humans and in part through Holy Scripture. This means that an objective difference exists between what is right and what is wrong. Furthermore, it is possible to know the difference between right and wrong through observation and reflection on creation and in light of scriptural teaching. In certain situations moral absolutes are difficult to apply with certainty due to the brokenness of the world in which we live and the inherent limitations of human reason. Therefore, humility is appropriate and necessary at all points.

Position on Creation

The doctrine of creation is foundational to the Christian worldview and central to the Bible’s emphasis on God’s creative purposes and work to restore all things through Christ Jesus. As a Christian institution, GCU is committed to distinctively biblical understandings of God’s role in the work of creation and His purpose in creating the heavens and the earth. The University affirms the God of the Bible as the Almighty Maker of heaven and earth and the Creator of human beings. As a result, the earth is the Lord’s and must be cultivated and cared for in ways that honor God and align with His creative purposes. The University’s position on creation entails an understanding of the universe’s origins that is supernatural rather than merely natural. Nonetheless, the University remains open to a range of understandings about the manner by which God brought the universe and human beings into existence.

Position on Human Life

Human life is a great good and a precious gift from God who specially created humanity in a way that uniquely reflects His image and likeness. As a Christian institution, GCU affirms that every human being is precious to God and should be treated with the dignity and respect appropriate to creatures who bear the image and likeness of the Creator. The University affirms the sanctity of human life and the intrinsic
value of every human being. All humans must be regarded as persons who retain full personhood from the moment of conception until the point of natural death.

**Position on Salvation**

The Christian doctrine of salvation derives from the Bible and centers on the person and work of Jesus Christ. As a Christian institution, GCU is committed to distinctively biblical understandings of Jesus, the nature and means of salvation, and humanity’s profound need for salvation. The University affirms that true salvation is offered to fallen creatures by a loving and merciful God on the basis of grace, through faith, in Jesus Christ alone. Salvation through Christ involves renewal of the whole person and therefore should result in the transformation of individuals. In turn, those individuals should live in such a way that the communities in which they live are positively affected by this transformation.

**Position on Marriage and Sexuality**

Christian views on marriage and sexuality derive from biblical teaching, are deeply rooted in the created order, and ultimately reflect the wonderful relationship between Christ and his Church. As a Christian university, GCU honors and affirms the teaching of Jesus and traditional, biblical Christian positions on these topics by affirming marriage as a sacred union between a man and a woman. Furthermore, the university affirms that sexual relationships are designed by God to be expressed solely within the context of a marriage between a husband and wife. Marriage and sexuality should be regarded as good gifts from a wise God who best understands their powerful potential for the common good and maximal human flourishing. When rightly ordered and appropriately enjoyed, human sexuality bears unparalleled capacity, not only for procreation, but also for pleasure, satisfaction, and the deepening of relationships. Therefore, as a matter of morality and faithful witness, members of GCU’s community are encouraged to trust what God has revealed about these things, and to respond and act with sensitivity, grace, and compassion.

**Position on Christian Education**

Christian education is the process of forming human beings through the transmission of knowledge, cultivation of competencies, and development of godly wisdom. The University affirms that education relates to the whole person and should assist individuals in finding and living with purpose. Education that is profoundly Christian combines the knowledge of God and His creation while honoring the Lord Jesus and maintaining the integrity of the academic disciplines. As a Christian institution, GCU is committed to distinctively Christian approaches toward education that are grounded in theological conviction, development of sound character, and the capacity to live in ways that honor God, benefit others and contribute significantly to the common good.

**Position on Academic Freedom**

Christian education requires the freedom necessary to explore and discover the riches of wisdom that God has revealed in the natural world and in Scripture. As a Christian institution, GCU recognizes that critical thought, open dialogue, and a fair presentation of all major views is vital to higher education, but is indispensable for genuinely Christian instruction. The University affirms that a proper balance between academic freedom and responsibility must be maintained for the sake of students, as well as the integrity and mission of the institution. Within Christian education the commitments of the Christian worldview should guide and constrain the educational process. All who choose to participate in the life
of the University should strive to sustain an appropriate balance between liberty and responsibility in accord with the purposes for which the institution exists.

**Position on Religious Liberty**

Religious liberty is an essential mark of any free state and aligns with the theological principle that God alone is Lord of the conscience. As a Christian institution, GCU recognizes that government has been ordained by God and that the state merits the loyalty and respect of its citizens. Resistance to the state is only appropriate when the state requires disobedience to the commands of God. The University affirms that Christians are simultaneously members of the Church and citizens of the state, and thus bear responsibility within both the Church and state. Christian faith is a personal matter but the implications of faith in Christ should not and cannot remain private. Anyone who follows Christ in truth should strive to live in the way that Christ lived both in private and in public.

**Position on Christian Unity**

Christian unity is rooted in the biblical teaching that the Church is one body united by one Spirit, a common faith and one baptism. Moreover, all believers hope in the same Lord Jesus and worship the one God and Father of all. As a Christian institution, GCU is committed to biblical unity and Christ-honoring cooperation with all people and institutions of like mind and faith. The University affirms the spiritual unity of believers in Jesus Christ and the need to intentionally cultivate unity based on the essentials of the gospel, Christian fellowship, and cooperation in basic works of compassion and Christian service. While GCU is not a church, it exists in part to serve the church and is guided by a commitment to do so in ways that cultivate and deepen the Christian virtue of unity.

**Position on Stewardship**

Christian stewardship is rooted in the biblical mandate to fill, subdue and rule the Earth in ways that honor its Creator and the theological conviction that every good and perfect gift comes from God. As a Christian institution, GCU is committed to distinguishing itself as a university that is concerned to honor God and serve others in the ways it wisely manages, distributes and employs the many resources the Lord has provided. The University affirms that all tangible and intangible resources should be employed toward the ends of glorifying God, furthering the common good and promoting human flourishing. The many resources that God has entrusted to GCU must be conceived of and treated as opportunities to further the goals and purposes of His Kingdom rather than ours. Thus, the University is committed to the notion that wise business practices and thoughtful stewardship glorify God, benefit the GCU community and its neighbors, and positively impact its considerable sphere of influence within the West Valley and across the nation.
Grand Canyon University Mission

Grand Canyon University prepares learners to become global citizens, critical thinkers, effective communicators and responsible leaders by providing an academically challenging, values-based curriculum from the context of our Christian heritage.

The curriculum at GCU is designed to prepare students with the skills and knowledge needed in the contemporary job market. Students are challenged to develop these tools and to push their intellectual limits in order to become successful in their careers.

In addition, the curriculum fosters personal discovery so that students realize within themselves the elements of compassion and accountability. A uniquely important element of the GCU mission statement is the defining attribute of its Christian heritage. The GCU community defines its culture by the way its members reflect a committed relationship with Christ and creates the GCU experience in a manner that reflects His teachings to support students and graduates through a successful life journey.

These normative Christian values are integral to the development, maturity, and education of ethical and morally respectable citizens who continue on the path of life-long learning. Each element or objective of the GCU mission statement is uniquely addressed in the GCU curriculum and by the GCU culture, which shapes a rich learning environment from which students graduate with professional and life skills.

When learners graduate from GCU, our expectation is that they will be global citizens, critical thinkers, effective communicators, and responsible leaders.

Global Citizens
Are those who learn with empathy, avoid ethnocentrism and embrace the reality that people are different with different perspectives on history, religion, value systems and many other aspects of life and living. Global citizenship means that by understanding others one can understand himself or herself.

Romans 10:12b "The same Lord is Lord of all and richly blesses all who call on him."

Critical Thinkers
Are those who work to master clarity and logic in thought by asking questions and pursuing knowledge to avoid delusion and blind acceptance of ideas, to reduce vulnerability and to work to find solutions rather than dwell on problems.

2 Timothy 2:15 "Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth."

Effective Communicators
Are those who work toward and develop excellence in proficient language use, understand how the written word impacts others intellectually and emotionally, and are challenged to employ new venues or modes of communication.
Psalm 19:14 "May the words of my mouth and the meditation of my heart be pleasing in your sight, O Lord."

Responsible Leaders
Are those who are grounded in the reality of the world, accept the consequences of choice and strive unselfishly to help others meet their highest potential through servant leadership.

Matthew 20:26 "Instead, whoever wants to become great among you must be your servant."