

## **Associated Canadian Theological Schools WVS602 Worldview in the Marketplace**

Paul Stevens  
Spring 2012  
3 credit hour

[paul@rpaulstevens.com](mailto:paul@rpaulstevens.com)  
(home) 604-224-1075  
March 12-16

### **I. Course Description**

This course explores the meaning and ministry of work which engages people for most of their waking hours. The approach taken is biblical – surveying and meaning of work in God’s revealed purpose; contextual – understanding how world-views and specific cultures affect one’s work ethic and provide both points of content and a prophetic challenges; integrative – exploring how work is related to ministry, calling, mission and the phenomenon of globalization; and theological – undertaking the understanding of, and practice of work in the light of the timeless Word of God and the contemporary situation. Having a theology of work is critical both for those people engaged in a societal occupation and also for pastors, whose primary challenge of equipping the saints includes empowering people for the primary arena of their service to God in the world.

### **II. Course Objectives**

As a result of this course the student should be able to

1. Identify the dignity, significance and purpose of one’s own work and ministry in the light of Scripture and the Christian tradition.
2. Explain how the Secular/Sacred divide has negatively impacted our view of work as worship.
3. Apply the understanding that we are created to work as stewards of the earth, relationships, power, money, and resources.
4. Define work and the multifaceted reasons for difficulty and challenges with work and calling.
5. Apply theological understandings to situations faced in ones work life.
6. Formulate a response to everyday work and ministry challenges consistent with the sociological, global and theological frameworks.
7. Design a plan for integrating the new understanding of work

### III. Course Textbooks

1. “Work Matters: A Biblical Perspective on Labor” (R. Paul Stevens). This document, 12,000 words, will be supplied in soft copy upon registration and will count as 200 pages.
2. Dennis Bakke, *Joy at Work* (available in PDF format). 314 pages
3. Bakke, Hendricks and Smith, *Joy at Work Bible Study Companion* (available in PDF format). 214 pages.
4. R. Paul Stevens, *The Other Six Days* (Eerdmans: Grand Rapids, 2000). 289 pages.
5. “Readings in Theology of Work” - (available in PDF format)

### IV. Course Assignments

#### A. Pre-Course Assignment: Reading Report (Due Date: March 12, 2012)

Students are required to read at least *half* of the required and recommended reading by the first day of class. For a 3-credit class read 1,200 pages. When a required book has been read for a previous course, the student may substitute another.

On the first day of the course, students are required to come with a one-page, single spaced reflection on the article or book read. The reading required beforehand is noted below. Although half of the reading should be completed before class begins, the remaining book reports are not due until April 7, 2012.

#### Pre-Reading Required:

1. “Work Matters: A Biblical Perspective on Labor” (R. Paul Stevens). This document, 12,000 words, will be supplied in soft copy upon registration and will count as 200 pages. It will be available in printed for in Chinese in December and English in April.
2. Dennis Bakke, *Joy at Work* (available in PDF format) 314 pages
3. Bakke, Hendricks and Smith, *Joy at Work Bible Study Companion* (available in PDF format) 214 pages.
4. R. Paul Stevens, *The Other Six Days* 289 pages.
5. “Readings in Theology of Work” - (available in PDF format) – note: at least 3 articles should be read; each page of an article counts for two pages; no book review on these but list the articles read.

## **B. Post-Course Assignments (Due Date: April 7, 2012)**

### **1. Book Reports – Chapter 1**

The book reports will appear in your final project as Chapter 1 (see Paper Template for formatting). Once you have read the required books, fill in the remaining required number of pages by choosing from the recommended list, but some alternatives can be negotiated for various specialized topics or regions of the world. Consult with the Professor of Record to obtain approval for alternate books. Make sure you copy the Registrar if you receive approval to use books that are not listed in the bibliography. 1 type-written page, single-spaced, Times New Roman, 12 pitch font, 500-word maximum

#### **Paper Template**

- First** paragraph: No more than 100 words. Needs to state the author's intent in writing the book, and his/her main thesis, as well as the basic construction.
- Middle** paragraph: The largest component in your report, but no more than 300 words. Here we want you to INTERACT with the content of the book. Conduct an analysis of the core message, or comment on some of the aspects that were more relevant to you. You may agree or with the author, but tell us why. What was *not* said that should have been? Don't just tell us what the author said. Reflect on it.
- Final** paragraph: No more than 100 words. How will something from this book touch or influence your work? Be SPECIFIC and concrete. No generalities. How will your work change as a result of having read this book?

### **2. Journal – Chapter 2**

This will require three levels of work: description, analysis and application/integration. In your first journal entry, written within a few days or weeks before you attend the class, think and write about what your goals are for the class. What do you hope to learn? What are your expectations?

Once the class has started, document each session throughout the week by including comments that are both formal and ad hoc. You should describe, narrate, and summarize the essence of what you heard and saw (for your PLC or other leaders) as the first part of the assignment. Part two is your daily analysis of what was said or not said. Examples of this can be found in the theological assumptions of the presentations, and the social location of the presentation. In part three, you should extrapolate the transferable principles to your context and ministry.

Try to limit the number of pages of your journal to 5. Be succinct; don't just insert your class notes into your journal. Use this as an opportunity to process what you have seen, heard, and learned.

You can give it to your colleagues at anytime, but it should be submitted to VIEW office no later than **April 7, 2012** and will become Chapter 2 of your final project. Evaluations will consider completeness, creativity, insightful analysis, and contextual application.

### **3. Course Project - Chapter 3**

The course project becomes Chapter 3 and will require you to design, implement, evaluate, and report on some aspect of course-related ministry issues. Ideas will be suggested in class. This portion of your paper should be around 15 pages for a 3-credit.

### **4. Case Study and Theological Reflection -Chapter 4**

In Chapter 4 you will compose a brief case study (approximately 250-350 words) of a dilemma in the workplace (preferably your own or someone you know, in the latter case using a pseudonym and disguising the workplace) and undertake a theological reflection of approximately 500 words on this case, following the examples that will be part of the course.

### **5. Evaluation - Chapter 5**

In Chapter 5 of your paper you will write an evaluation of the entire course reflecting what you have learned and whether it met what you anticipated from course learning outcomes (goals or objectives)

#### **Evaluation**

Reading & Book Review: 25%

Course Journal: 15%

Project/Journal: 35%

Case Study & The Reflection 15%

Evaluation 10%

#### **Grading Scale**

A+ (97-100)

A (93-96)

A- (90-92)

B+ (87-89)

B (83-86)

B- (80-82)

C+ (77-79)

C (73-76)

C- (70-72)

F (Below 70)

## V. Miscellaneous Notes/Policies

Deadlines are provided for your benefit in spacing out the work over the semester. If necessary, students may request an extension of seven days for one assignment during this course. The instructor must receive the request for an extension in writing by email before the due date.

## VI. Course Outline

Note: this course is taught over 34 contact hours. Each segment will be 1.5 hours (45 minutes in English teaching followed by 45 minutes English case studies and discussion/or Korean translation and discussion- 2 groups with a break (20 minutes)

The program will be videotaped with Korean (optional) subtitles on the slides. There will be 18 45 minute segments of presentation on a theology of work by Stevens followed by 18 45 minute translations and Korean integration by Dr. Paul Yang or, as an alternative, 18 case study discussions in English conducted by a teaching assistant. Plus a break

Segments:

45 minutes teaching – Theology of Work/Worldview and Workplace (Stevens)	45 minutes English discussion or case studies (teaching assistant)
	Or 45 minutes Korean translation and discussion (Yang)

### ***Monday March 12 10.00-1.00 p.m. 2.00-6.00 p.m. 7 hours***

1. God the Worker (Job) : (discussion: Who is doing the Lord's work?)
2. Why a Theology of Work: (discussion: contextual and cultural issues)
3. The Creating Creature (Adam and Eve): (case study: "All Is Vanity")
4. Gendered Work (Eve and Adam): (discussion of sample chapter of *Work Matters*)

### ***Tuesday March 13 10.00-1.00 p.m. 2.00-6.00 p.m. 7 hours***

5. Good Work and Bad Work: (Case study: "Holy Smoke")
6. Leadership-The Historical Books: (discussion of two quotations by John Dalla Costa and Henri Nouwen; alternative case study: "Organizational Conversion")
7. How God Is at Work at Work (Ruth): (case study: "The Sweater Factory")

### ***Wednesday March 14 10.00-1.00 p.m. 2.00-6.00 p.m. 7 hours***

8. Working After God's Own Heart (the prophets): (discussion of business and social responsibility options from *Joy at Work Bible Study Companion*)
9. Marketplace Ministry in an Unsupportive Culture (Daniel): (case study: "Upping the Ante")
10. Shrewd Work (the Wisdom books): (case study: "Slashing the Shlashers")
11. Success, Failure and Faith (Ecclesiastes): (discussion: quiz on money, success and ambition from *Business for the Common Good* pp. 115-116)

**Thursday March 15 10.00-1.00 p.m. 2.00-6.00 p.m. 7 hours**

12. Kingdom Work (Jesus): (Case study: "Time to Change Gears?")
13. Kingdom Resistance (Paul): (Case study: "Across the Line")
14. Work as Stewardship (Paul): (DVD from *Joy at Work*; alternative case study: "Banking on the Future")
15. The Heavenly Good of Earthly Work (John): (case study: "Higher Call?")

**Friday March 16 9.00-1.00 2.00-4.00 6 hours**

16. Work and Calling: Stevens (case study: "Dream Job")
17. Work and Spirituality: Stevens (case study: "Voice in the Wilderness")
18. Work and Worldview (Yang): (case study: "African Privacy")
19. Work and the Korean Context: A Case Study (Yang)

## **VII. Bibliography**

***Required Reading:***

***Please note that those taking this course for 3 or 4 credits must read selections marked with \****

\*Bakke, Dennis. *Joy at Work: A Revolutionary Approach to Fun on the Job*. Seattle, WA: PVG, 2005, ISBN: 0976268604, \$10.67 new; \$0.14 used; \$9.15 Kindle edition (required for 4-8 credit version).

\*Bakke, Dennis; Smith, Brad. *Joy at Work Bible Study Guide*. Toronto, Canada: Viking, 2006, ISBN: 0976268639, \$14.96 new; \$2.97 used; \$9.99 Kindle edition (required for 4-8 credit version).

Block, Peter. *Stewardship: Choosing Service over Self-Interest*. 1st ed. San Francisco, CA: Berrett-Koehler Publishers, 1993, 1881052281 (recycled, acid-free paper), \$15.61 new; \$4.99 used.

Higginson, Richard. *Questions of Business Life: Exploring Workplace Issues from a Christian*

- Perspective*. Cumbria, UK: Spring Harvest, 2002, ISBN: 1850784779, \$12.99 new; \$1.00 used.
- \*Stevens, R. Paul, "Readings in a Theology of Work" (note: every page of an article counts for two pages; articles read should be listed but no book review written on them; three articles minimum must be read.)
- \*Stevens, R. Paul. *The Other Six Days: Vocation, Work, and Ministry in Biblical Perspective*. Grand Rapids, MI; Vancouver, B.C.: W.B. Eerdmans; Regent College Pub., 1999, ISBN: 0802848001, \$20.63 new; \$18.73 used; \$14.85 Kindle edition (required for 4-8 credit version).
- \*Stevens, R. Paul. *Work Matters: A Biblical Perspective on Labor* (PDF version available, Eerdmans forthcoming; Chinese version with Campus Evangelical Publishing, Taipei)
- Stevens, R. Paul. *Doing God's Business: Meaning and Motivation for the Marketplace*. Grand Rapids, MI: William B. Eerdmans Pub. Co., 2006, ISBN: 0802833985; 9780802833983, \$10.88 new; \$8.00 used; \$9.99 Kindle edition.
- \*Stevens, R. Paul, and Alvin Ung. *Taking Your Soul to Work: Overcoming the Nine Deadly Sins of the Workplace*. Grand Rapids, MI: Wm. B. Eerdmans Pub., 2010, ISBN: 9780802865595, \$8.94 new or used (required for 6 or 8-credit version).

### ***Recommended Reading:***

- Banks, Robert J., and R. Paul Stevens. *The Complete Book of Everyday Christianity: An a-to-Z Guide to Following Christ in Every Aspect of Life*. Downers Grove, IL: InterVarsity Press, 1997, ISBN: 0830814507, \$115.94 new; \$5.36 used. (partially available at [www.urbana.org/complete-book-of-everday-christianity](http://www.urbana.org/complete-book-of-everday-christianity); now republished by Graceworks in Singapore and available in hard copy)
- Dennis W. Bakke, *Joy at Work: A Revolutionary Approach to Fun on the Job* (Toronto: Viking Canada, 2005). (Note: This book is available from the professor in PDF format)
- Ray Bakke, Lowell Bakke and William Hendricks, *Joy at Work Bible Study Companion* (PVC: [www.dennisbakke.com](http://www.dennisbakke.com)) (Note: This book is available from the professor in PDF format)
- Darrell Cosden, *The Heavenly Good of Earthly Work* (Peabody, Mass.: Henrickson, 2006).
- Alain De Botton, *The Pleasures and Sorrows of Work* (New York: Pantheon Press, 2009).
- Richard Goossen, *E-Preneur – From Wall Street to Wiki – How to Succeed as a Crowdpreneur™ in the New Virtual Marketplace* (Franklin Lakes, NJ: The Career Press / New Page Books, 2008). [256 pp]
- Stephen Green, *Good Value: Reflections on Money, Morality and an Uncertain World* (New York: Atlantic Monthly Press, 2010).
- Guinness, Os. *The Call: Finding and Fulfilling the Central Purpose of Your Life*. Nashville, TN:

- Word, 1998. 0849912911, \$12.23 new; \$3.09 used.
- Lee Hardy, *The Fabric of This World: Inquiries into Calling, Career Choice and the Design of Human Work* (Grand Rapids: Eerdmans, 2006).
- Richard Higginson, *Questions of Business Life* (available in PDF format from the professor).
- D.H. Jenson, *Responsive Labor: A Theology of Work* (Louisville: Westminster John Knox Press, 2006).
- Theodore Roosevelt Malloch, *Spiritual Enterprise: Doing Virtuous Business* (New York: Encounter Books, 2008).
- Novak, Michael. *Business as a Calling: Work and the Examined Life*. New York City, NY: The Free Press, 1996. 0684827484, \$17.13 new; \$9.00 used.
- Jacob Needleman, *Money and the Meaning of Life* (New York: Doubleday, 1991).
- Alan Richardson, *The Biblical Doctrine of Work* (London: SCM, 1954) – research copy made available.
- Daniel Pink, *A Whole New Mind: Why Right-Brainers Will Rule the Future* (New York: Riverhead, 2005).
- Edgar H. Schein, *Organizational Culture and Leadership* (San Francisco: Joseey-Bass, 1991).
- Christopher Schumacher, *God in Work: Discovering the Divine Pattern for Work in the New Millenium* (Oxford, Lion Publishing, 1998).
- R. Paul Stevens, *Doing God's Business: Meaning and Motivation for the Marketplace* (Grand Rapids: Eerdmans, 2006).
- Miroslav Volf, "Human Work, Divine Spirit, and the New Creation: Toward a Pneumatological Understanding of Work," *Pneuma: The Journal of the Society for Pentecostal Studies* (Fall 1987), 173-193, or Miroslav Volf, *Work in the Spirit: toward a theology of work*, (Oxford: Oxford University Press, 1991). (200 pages) Note: the journal article cannot be used for a critical book review.
- Van Duzer, Jeffrey B. *Why Business Matters to God : (and What Still Needs to Be Fixed)*. Downers Grove, IL: InterVarsity Press, 2010. 9780830838882 (pbk. alk. paper), \$13.60 new; \$12.60 used
- Ben Witherington III, *Work: A Kingdom Perspective on Labor* (Grand Rapids: Eerdmans, 2011).

### ***Korean Texts and Translations***

- Bang, S. K. *Words Sharing in a Workplace*. Seoul: Christian News Publishing, 2005. (in Korean)
- Banks, Robert. *The Tyranny of Time: When 24 Hours Is Not Enough* (Downers Grove: Inter-Varsity Press, 1983).
- Beeke, Joel R., *Puritan Reformed Spirituality*. Seoul: The Banner of Truth, 2006.
- Bonhoeffer, Dietrich. *Life Together* (Harper and Row)  
- a modern classic on fellowship, church life and the grace of being together in Christ.
- Brother Lawrence. Korean translation of *The Practice of the Presence of God*. ed. John J. Delaney. New York: Image Doubleday, 1977. Seoul: Tyrannus, 2003.

- Collins, Phil, and R. P. Stevens. Korean translation of *The Equipping Pastor*. Washington DC: Alban Publishing, 1993. Seoul: Mission World Library, 1996.
- Foster, Richard. *Money, Sex & Power* (San Francisco: Harper & Row, 1985).
- Koo, Hyo Nam. *Spirituality Awakened in Daily Life*. Seoul: Peter Publishing, 2007. (in Korean)
- Mason, Mike. *The Mystery of Marriage* (Portland: Multnomah, 1985).
- Matthews, John. Korean translation of *The Christ - centered Spirituality of Dietrich Bonhoeffer*. Wm. B. Eerdmans, 2005. Seoul: SFC, 2006.
- Moore, T. M. Korean translation of *Disciplines of Grace: From Spiritual Routines to Spiritual Renewal*. InterVarsity Press, 2001. Seoul: Life Book, 2005.
- Nouwen, H. Korean translation of *Creative Ministry*. Image/Doubleday, 1971. Seoul: Gruteoki, 2003.
- a deep reflection on several dimensions of "ministry" (as traditionally defined) but with perspectives on daily life.
- Oak, J. H. *Healthy Christians Make a Healthy Church*. rev. ed. Seoul: DMI Press, 2005 (in Korean).
- Peterson, Eugene H. Korean translation of *Christ Plays in Ten Thousand Places: A Conversation in Spiritual Theology* (Wm. B. Eerdmans Publishing Co., 2006) Seoul: IVP, 2006.
- \_\_\_\_\_. Korean translation of *Subversive Spirituality*. Regent College Publishing, 1997. Seoul: Good Seed, 2003.
- \_\_\_\_\_. Korean translation of *The Jesus Way*. Eerdmans, 2007. Seoul: IVP, 2007.
- Peterson, Eugene H. *Leap Over a Wall: Earthy Spirituality for Everyday Christians* (San Francisco: Harper, 1997).
- a wonderful reflection on the life of David offering a down-to-earth spirituality for everyday life.
- Stevens, R. Paul. *Seven Days of Faith* (Colorado Springs: Navpress, 2001).
- composed around the seven day theme: work, family, other, sex, neighbour, alone, rest—only slight overlap with lectures) formerly *Disciplines of the Hungry Heart* (but revised)
- Stevens, R. Paul. *Marriage Spirituality: Ten Disciplines for Couples Who Love God* (Downers Grove, Illinois: Inter-Varsity Press, 1989). (reprint copies available from regent bookstore)
- can be used to enrich marriages
- \_\_\_\_\_. Korean translation of *Liberating the Laity*. Vancouver: Regent Publishing. Seoul: IVP, 2002.
- \_\_\_\_\_. Korean translation of *The Equippers Guide to Every Member Ministry*. Vancouver: Regent Publishing. Seoul: IVP, 2001.
- \_\_\_\_\_. Korean Translation of *Married for Good* (The Blessed People Publishing Company, 2011)
- Sweet, Leonard. Korean translation of *Soul Salsa*. Zondervan, 2002. Seoul: Good Seed, 2004.

Thomas, Gary. Korean translation of *Sacred Pathways*. Zondervan, 2002. Seoul: CUP, 2003.

\_\_\_\_\_. Korean translation of *Seeking the Face of God: The Path to a More Intimate Relationship with Him*. Harvest House Publishers, 1999. Seoul: CUP, 2004.

Yang, Paul, *A Christian Worldview – A Biblical Perspective on the World & Life*. 1999, Seoul: CUP

## *Supplement: Important Academic Notes from ACTS*

### **Web Support – Student Portal** <https://students.twu.ca>

All students at TWU have a TWUPass username and password. This is determined at the time of an online application or can be managed through the computing services help desk or the link on the student portal. Your student email account is also available through this student portal and is vital for communication about grades, account statements, lost passwords, sign-up instructions, etc. If you do not know your account or password, there is a link at the login area called “I forgot my password.” When you click on that link, you will be walked through the process of retrieving your account information.

### **Campus Closure**

In the event of deteriorating weather conditions or other emergency situations, every effort will be made to communicate information regarding the cancellation of classes to the following radio stations CKNW (980 AM), CKWX (1130 AM), STAR FM (107.1 FM), PRAISE (106.5 FM) and KARI (550 AM). As well, an announcement will be placed on the University’s campus closure notification message box (604.513.2147) and on the front page of the University’s website (<http://www.twu.ca> – also see <http://www.twu.ca/conditions> for more details).

An initial announcement regarding the status of the campus and cancellation of classes is made at 6:00 AM and covers all classes beginning before 1:00PM. A second announcement is made at 11:00AM that covers all classes which begin between 1:00PM and 5:00PM. A third announcement is made at 3:00PM and covers those classes which begin after 5:00PM.

### **Paper Formatting**

Students need to adhere to Turabian Notes (Bibliography) format except for in counselling courses, for which APA format is used and for CanIL courses.

Students are strongly encouraged to use RefWorks (available through the library home page [www.twu.ca/library](http://www.twu.ca/library)) as their bibliographical manager and as a tool for formatting bibliographies. They will need to be aware of the need to “clean up” most bibliographies generated by this program. Students are encouraged to view the documents on the following websites for format samples: [http://www.press.uchicago.edu/books/turabian/turabian\\_citationguide.html](http://www.press.uchicago.edu/books/turabian/turabian_citationguide.html) or [www.dianahacker.com/resdoc/](http://www.dianahacker.com/resdoc/). Note that in RefWorks the available formatting styles are those of Turabian (Notes), 7th edition, and APA – American Psychological Association, 6th edition. For Turabian, note that there are two formats – Notes (or Bibliography Style) and Reference List (a short format citation style). ACTS uses the Notes (Bibliography) format, not Reference List.

Counselling students are expected to purchase the APA Publications Manual. More information found at the following website. <http://www.apastyle.org/pubmanual.html>.

For free online programs that will enable you to create properly formatted bibliography citations, go to <http://www.calvin.edu/library/knightcite/> ("Chicago stands for "Turabian") or <http://www.sourceaid.com/citationbuilder/>

CANIL students can locate this on the CANIL intranet, under the “student” side. A hard copy is given to incoming students in the fall.

**Please check with your professor to see which one he/she recommends you use!!**

### **Course Evaluations**

Course evaluations are an important aspect of improving teaching outcomes and for students and faculty professional

development. Therefore, completion of course evaluations are considered a course expectation. Professors will schedule time to fill out the online course evaluation (20-30 minutes) during their last scheduled class of the semester, for students to complete on their personal laptop or a collegium computer. Students who are absent or otherwise unable to complete the online course evaluation in the last class, will be expected to make every effort to do so by the last day of exams. Information about how to access online evaluation forms will be provided to the faculty and students prior to the last week of classes by the ACTS Administration.

### **Research Ethics**

Please note that all research projects involving human participants undertaken by members of the TWU university community (including projects done by ACTS students to satisfy course or degree requirements) **MUST** be approved by the Trinity Western University Research Ethics Board. Information and forms may be found at <http://www.twu.ca/academics/research/ethics/>

Those needing additional clarification may contact the ACTS Academic Dean's office. Please allow at least three (3) weeks from the date of submission for a review of the application.

### **Academic Integrity and Avoiding Plagiarism at TWU**

As Christian scholars pursuing higher education, academic integrity is a core value of the entire TWU community. Students are invited into this scholarly culture and required to abide by the principles of sound academic scholarship at TWU. This includes, but is not limited to, avoiding all forms of plagiarism and cheating in scholarly work. TWU has a strict policy on plagiarism (see academic calendar 2008-09, pp. 37-38). Further details on this subject are contained in the ACTS Student Handbook in section 4.12. The handbook is available online on the ACTS webpage ([www.acts.twu.ca](http://www.acts.twu.ca)) at the following link: [www.acts.twu.ca/Handbook.html](http://www.acts.twu.ca/Handbook.html).

Learning what constitutes plagiarism and avoiding it is the student's responsibility. An excellent resource describing plagiarism and how to avoid it has been prepared by TWU Librarian William Badke and is freely available for download (PPT file) or used as flash (self-running) tutorials of varying lengths from:

<http://acts.twu.ca/library/plagiarism.ppt>

<http://acts.twu.ca/library/Plagiarism.swf> (14 minute flash tutorial) [http://acts.twu.ca/library/Plagiarism\\_Short.swf](http://acts.twu.ca/library/Plagiarism_Short.swf) (8 minute flash tutorial)

### **Equity of Access**

It is the responsibility of a student with a learning disability to inform the ACTS Director of Student Life of that fact before the beginning of a course so that necessary arrangements may be made to facilitate the student's learning experience. We are unable to accommodate any student who informs the Director of Student Life of a disability after the beginning of class.