

Dear Faculty, Staff and Students,

This weekend we begin honoring and celebrating the significant contribution of Martin Luther King, Jr., an American Baptist Minister who became the leader of the civil rights movement as he fought to end racial segregation and inequities in the United States. In his most famous address, "I have a dream", he instilled in others the importance of advocating for non-violence while standing up for your beliefs and convictions. At age 35, Reverend King was the youngest man to be awarded the Nobel Peace Prize. As we all reflect on the past year of events and demonstrations around the country and the world, it is fitting that we pause and think about the words of Reverend King when he stated, "Injustice anywhere is a threat to justice everywhere." May we all take a moment to honor his memory by caring for and offering to serve one another and showing kindness to everyone we meet.

Midwestern University is implementing a new annual program called "January is Compliance Month". As a first step, many of our faculty and staff this month have already completed the Annual Conflict of Interest declaration. To those who have already completed it, I thank you! In the upcoming weeks, our Office of Human Resources will be implementing three new online training programs required for all faculty and staff to view and complete. The important topics of these training sessions include: Anti-harassment Training; Diversity and Inclusion; and Business Ethics. These three programs are short, informative and will help us assure a campus community that respects every individual, provides us with greater awareness of our words and actions, and ensures we manage all University departments with integrity. Students will need to complete their own compliance requirements that are linked to their program's curriculum.

We continue to see an increase in COVID-19 cases in the State of Arizona, and this past week we have recorded 27 positive student cases and 5 positive cases for faculty and staff. In Downers Grove, we had 3 positive faculty and staff cases and 10 positive student cases. Once again, please continue to honestly and accurately complete your Daily Health Screening as a tool to monitor your health before coming to campus. If you have any symptoms, whether new or worsening, please do not come to campus.

All of our efforts are now focused on getting every member of our community vaccinated; we continue to work with Maricopa County in Arizona and DuPage County in Illinois. We have recently completed more documentation in order to be able to administer the vaccine on campus. Once we have greater details to share about the vaccination programs, we will need the assistance of our students, staff and faculty. Please remember that it is a personal decision to become vaccinated. I am pleased to report that faculty in the College of Graduate Studies have participated in preparing the following video to answer your questions regarding the vaccines and the COVID-19 virus. My sincere thanks to Michelle Swanson-Mungerson, Ph.D., Professor, Department of Microbiology and Immunology, Downers Grove Campus; Kathryn Leyva, Ph.D., Chair, Department of Microbiology and Immunology, Glendale Campus; Michael Violin, Ph.D., Chair, Department of Microbiology and Immunology, Downers Grove Campus; and Lisa Kronstad, Ph.D., Assistant Professor, Microbiology and Immunology, Glendale

Campus. Please take a moment to view the short and informative video by clicking on the following link:

<http://www.kaltura.com/tiny/lxnoe>

This week we have continued to expand our efforts in diversity and inclusion through the program sponsored earlier today by the Diversity and Inclusion Committee, outreach with the Mini-Medical Program for underrepresented students in health care, but most important, taking time to honor the vision and beliefs of Martin Luther King, Jr. I hope you can take time over our upcoming long weekend to read his famous speech, reflect on how he inspired change in society, and celebrate his memory through kindness and by cultivating a deep respect of others. One of my favorite Reverend King quotes is, *"Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that."*

Have a peaceful weekend and be well.

Dr. G.