**Appendix 4A: Faith-Learning Integration Worksheet**

Date: 03/09/2025

Name of Scholar-Practitioner: Sheri Dozier

Educational Background: Education Technology

Social Profession: I have worked in Human Resources for over 10 years, currently working as an Associate Director for a Fiscal Management Company.

Other Pertinent Information: N/A

**Tips for the SR805 100-Day Assignment Faith-Learning Integration Worksheet**

See the published article about this process (*Interdisciplinary Faith-Learning Integration for Social Change*, JIS, V26 (2014)- Dr. David C. Ward). The article is much more detailed than the syllabus, because the method has refined in as a result of the growth in understanding each stage of the process, as a result of interaction with the methods standard in the national interdisciplinary studies movement. This is seen in the article.

**Steps 2, 3, & 4 ought to have some sources to back up the process because it is an academic process in Steps 2-4, and a practical process in Steps 5-7**. In my article describes this approach to faith-learning integration and interdisciplinary social change is described as "***Learning***... [in such a way as] ***to Change Your World***."

**Step 1** **Research Problem/Question-** In the Syllabus it is an assigned topic: i.e. work as job, profession, career, or calling. *But you can select a topic based on your interests, especially if it is related to your sense of calling in some aspect.* I am interested in how you work through the process. Please e-mail the professor your topic ideas and receive feedback about your topic idea at the beginning.

**Step 2** **Hermeneutics/Literature Review**- can be whatever disciplinary sources are relevant; also, at this early stage in the program you can include in this stage any social research done on your subject, for example, if you found articles reporting research done on multi-generation businesses. As seen in Dr. Ward’s article, and by the dissertation stage of the OGS program, Step 4 is where your own social research project goes.

**Step 3** **Faith-Learning Integration**-is where faith-integrated sources (Scripture, tradition [i.e. if theologians have addressed the topic or Christian worldview/theological truths involved in applying a Christian worldview to the topic], reason [if Christian businessmen have written on the topic-if it was a business topic, etc.], and experience [this is where personal Christian reflections guided by prayer and the Holy Spirit would come in].

**STEP 1: OBSERVATIONS RAISING THE NEED FOR INQUIRY**

What is the subject/problem that prompts the need to integrate faith and learning and do Christian interdisciplinary research? Christian interdisciplinary research integrates faith and learning to address the persistent workplace struggles Black women face due to systemic leadership barriers, wage inequality, and implicit bias issues. The challenge calls for a thorough investigation into the intersection of Christian ethics, interdisciplinary research, and workplace policies to establish a fair and equal professional environment.

**a. Why is the topic of interest to you given your profession or personal history?**

My dual role as a human resources professional and military veteran has allowed me to directly witness and experience the specific professional obstacles Black women encounter. The experiences from my life journey have developed my dedication to workplace equity through leadership development alongside fair pay and psychological safety initiatives. Through my participation in organizations that support Black women as business leaders I have strengthened my dedication to this concern

**b. Why is there a need to research this subject/problem?**

Black women still occupy fewer executive leadership positions and earn less than other demographic groups even after implementation of DEI programs. Studies demonstrate that Black women face workplace discrimination combined with microaggressions and insufficient mentorship opportunities. The problem requires urgent attention both economically and socially while also fitting within a Christian ethical framework since Scripture demands fairness and justice for everyone. Practical solutions that align with both religious beliefs and evidence-based research can emerge from an interdisciplinary approach that combines theology with business management, psychology, and legal studies.

**c. What various disciplines or perspectives need to be brought to bear to adequately address this subject/problem?**

Multiple academic disciplines need to come together to effectively tackle this issue. Theology and Christian Ethics involves the study of biblical teachings about justice, leadership principles, and equitable treatment.

Business and Human Resources discipline examines workplace policy structures as well as leadership growth initiatives and corporate culture dynamics.

The study of Psychology and Sociology helps reveal the effects of hidden bias and discrimination on employee well-being in the workplace.

Legal Studies investigates the legal structure governing employment discrimination and equal pay as well as affirmative action principles.

History and Cultural Studies explores the professional journey of Black women throughout history as well as their presence in leadership roles.

**d. How might faith-integration and interdisciplinary research yield better answers than either exclusively religious or exclusively academic research might provide?)**

The academic approach delivers observed data but lacks ethical depth while religious methodologies provide ethical guidance without realistic evidence. The combination of Christian ethical principles with social sciences alongside business methods and legal regulations allows us to achieve a comprehensive understanding of workplace equity. Christian teachings on justice (Micah 6: The moral principles of dignity from Genesis 1:27 together with servant leadership from Mark 10:42-45 create a foundational base which when integrated with empirical research results in effective and enduring workplace reforms.

**STEP 2: LITERATURE REVIEW- HERMENEUTICAL INQUIRY OF NATURAL/SOCIAL SCIENCES AND HUMANITIES/HISTORICAL TRADITIONS**

What are the different perspectives on the subject/problem from the relevant contemporary natural or social science disciplines as well as cultural trends and ideas?

**Natural Science:** Health Psychology: Black women might face challenges due to discrimination, pay differences and even microaggressions. Stress from these issues can lead to mental health problems, high blood pressure or depression. Neurology: Raciel trauma can lead to emotional well-being and cognitive issues.

**Social Sciences:** Stereotypes (angry black woman) this can negatively affect a black women’s career when it comes to advancement. Economics: Looking at the wage gaps and the career paths, showing the black women earn way less than other women and even black men.

**Cultural Trends:** Cultural Studies: The research examines how media representations of Black women influence workplace views by perpetuating common stereotypes.
Feminist Theory: Examines how Black women face specific professional hurdles through the lens of intersectionality which reveals how their race and gender work together to produce distinctive barriers.

**Intersectionality:** Intersectionality: This principle reveals how different identities like race and gender come together to produce distinctive discrimination and obstacles for Black women at work.

Black women encounter multiple workplace obstacles stemming from combined racial and gender discrimination. Disciplines such as natural sciences and social sciences together with cultural trends help define workplace challenges and propose solutions for Black women who face compounded discrimination.

**a. How has the subject/problem developed relevant contemporary natural or social science disciplines?**

Psychology and sociology as branches of social sciences have conducted thorough investigations into workplace discrimination and leadership and wage inequalities that impact Black women. Studies indicate that Black women often face:

Black women encounter a double bind situation when they face punishment for showing assertiveness but also receive negative feedback for not being assertive enough.

The Glass Ceiling represents a barrier to professional advancement that occurs even for employees who have the necessary qualifications and performance records. Black women experience greater wage disparity compared to White men and women who have similar work experience.

Business research shows that companies with diverse leadership teams achieve better financial outcomes while Black women stay underrepresented in top executive positions. Human resources literature suggests that mentorship programs alongside bias training and inclusive hiring practices may offer solutions.

**Are there different traditions?** Multiple schools of thought have distinct methods for handling this issue. Critical Race Theory (CRT) analyzes systemic racism within workplace policies and hiring processes.

Feminist Theory examines how discrimination based on gender interacts with racial discrimination.
Research in Organizational Behavior investigates leadership development alongside strategies for workplace inclusion and psychological safety.

**b. How has the subject/problem developed in cultural trends/history?**

Black women have historically faced exclusion from professional opportunities and remain stuck in low-paying positions even when they achieve higher educational qualifications. Despite efforts from the Civil Rights Movement and Black feminist thought along with corporate DEI programs to solve disparities structural barriers remain in place.

**c. What disciplines have developed which have addressed the subject/problem?**

The business and HR sectors have executed leadership training while developing mentorship programs and establishing anti-discrimination policies. Psychology and Sociology explore the impact of bias and stereotype threat as well as workplace stress.

**How have they addressed it (briefly)?** Legal Studies examines affirmative action programs and protections under Title VII alongside the Equal Pay Act.

**Are there different schools of thought?** Theology and Ethics studies how Christian beliefs shape ideas about justice and leadership. Multiple approaches advocate for policy-driven solutions through legal and business methods while others highlight personal and cultural transformation using sociological and theological methods.

**STEP 3: FAITH-LEARNING INTEGRATION INQUIRY WITH CHRISTIAN AND SCIENTIFIC SOURCES**

How does Scripture speak to this issue? Realize that many issues that are a result of innovation or technological advances will not be directly addressed by the Bible, but Scripture may provide a parallel or precedent with a similar issue or subject, or the topic may be addressed through extrapolation.

**a. Are there any developments in biblical thought about the issue from the Old Testament?** The Old Testament contains many passages that highlight the need for justice and fairness in employment practices. Leviticus 19: The Old Testament explicitly prohibits fraudulent and robbing practices among neighbors. A hired worker's wages should not be withheld overnight. Proverbs 31: Use your voice to support those who cannot speak for themselves and fight for the rights of the poor and needy. The biblical texts reveal that ethical workplace treatment and advocacy for marginalized groups represent core principles of the Bible.

**b*. Are there any changes in biblical thought about the issue from the Old to the New Testament?***

***Are there any developments in biblical thought about the issue in the New Testament?*** The Old Testament sets forth laws concerning fair treatment while the New Testament develops the ideas of servant leadership alongside equality.

Mark 10: Jesus teaches servant leadership through his teachings in Mark 10:42-45 which matches current inclusive leadership approaches.

**c. Are there any developments in Christian thought and history about the issue since biblical times?** Christian leaders throughout history have been at the forefront of social justice movements including abolitionists and civil rights activists along with faith-based groups supporting workplace equity. Workplace ethics and leadership principles remain influenced by theological views on justice and equality.

**d. If the subject/problem is not directly addressed in the Bible, what principle can be extrapolated from a clear biblical teaching which helps to frame the subject/problem within a Christian worldview?** The Bible lacks direct discussion about workplace DEI policies but uses biblical principles to stress:
Justice (Micah 6: Support for equitable hiring practices and promotion opportunities.
Dignity (Genesis 1: The biblical perspective from Genesis 1:27 dictates that all employees should be seen as reflections of God's image.
Servant Leadership (Mark 10:42-45) – Creating inclusive leadership models.

**e. Which contemporary natural or social sciences address this subject/ problem? What additional perspectives does each science or discipline add?** Psychology - Studies on bias and stereotype threat. Sociological analysis explores systemic racism and its effects on workplace environments. Business and HR disciplines focus on developing inclusive hiring processes and leadership training.Legal Studies - Anti-discrimination laws and policies.

**f. How do religious and scientific perspectives interact or integrate in providing a more comprehensive account of the subject/problem?** The moral framework for workplace justice comes from faith-based ethics while social sciences and business disciplines supply empirical data and practical solutions. We can establish fairer and more functional workplace policies through the combination of biblical teachings and scholarly research.

**Works Cited**

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**Appendix 4B: Interdisciplinary Research Worksheet**

Date: 3/9/25

Name of Scholar-Practitioner: Sheri Dozier

Educational Background: General Studies and Education Technology

Social Profession: Associate Director for a Fiscal Management Company

Other Pertinent Information:

**Tips for the SR805 100-Day Assignment Faith-Learning Integration Worksheet**

**Step 4** **Converting Your Synthesized Topic to a Formal Social Research Problem and Hypothesis:**

See excerpt from *Empirical Research in the Social Sciences* by Richard Walters, pp.25-26.

At this stage of the program, Stage 4 (at the beginning of the Interdisciplinary Research Worksheet) is described as a synthesizing step. This is where to use sources on your subject written by Christians who are farther along than you, and who have done the faith-integrating work for you, and who have proposed Christian approaches to your topic.

You then need in this stage to ***imagine a hypothetical*** social research project. Assume you collect and analyze data (do not worry about how, it is too early in the program for that yet). Assume the project was completed (written in past tense) and that research findings supported the educated guess that produced your Research Problem and Hypothesis. See below:

*Example Problem:* It is not known whether teenagers abuse drugs or alcohol to escape from negative thoughts about themselves.”

*Example Hypothesis:* Drug abusing teenagers will score higher on the I Feel Worthless Inventory than non-drug abusing teenagers.

*Hypothetical Research Results* (this is what you project in STEP 4): The drug abusing teenagers scored higher in statistically significant measures on the I Feel Worthless Inventory than non-drug abusing teenagers.

You need to articulate a research discovery worth sharing before you figure out how to communicate it (Step 5, and then you influence with it through leadership application of “So What” change your world strategies to enact in Step 6).

**Step 5** **Contextualization-** Who is the target audience you want to influence with this research project? How can you package your results to be persuasive with them? This stage and Stage 6 you work through as a hypothetical, kind of as a plan in the future tense. My target audience is XXXXX and they have these characteristics 1), xxxx, 2) xxxx, etc. Therefore, to adapt my findings to communicate persuasively with them, I can emphasize the following benefits, and use the following venues (??? research report, multimedia presentation, trade journal article, etc. ???), AND SO ON...

**Step 6** **Orthopraxis/Leadership**- Also, for ease of understanding, Step 6 moved in the article from being called orthopraxis to leadership. Leadership is all about applying truth and solutions within groups, whether they are in the context of any kind of human organization in family, church or society, as the OGS world changer mission statement states.

**Step 7** **Evaluation (of the Process)**- Make this Journal-like, i.e. here is what I learned from this process, and here is how, if I did follow through in practice with Steps 5 & 6, that I could assess the effective of the results.

**STEP 4: SYNTHESIZED INTERDISCIPLINARY FORMULATION (WITH SOCIAL RESEARCH HYPOTHESIS)**

**How would you synthesize what you have learned to this point into a statement that describes the problem you want to address? One or two sentences should be adequate to the describe the problem you would use interdisciplinary social science research to address (i.e. you would need to collect and analyze real world data to test how you address the problem). What is the subject/problem that prompts the need to do Christian interdisciplinary research?**

Workplace equity and the treatment of Black women in professional settings intersect with faith-based principles to create critical challenges that need to be addressed. Black women face systemic biases and barriers to advancement along with microaggressions, but faith-based principles of justice and dignity offer a path to resolving these inequities. Through the integration of Christian ethics and social science perspectives this study investigates how workplace environments and leadership models can achieve greater inclusivity while fostering equity and belonging.

**CONVERTING TO A FORMAL SOCIAL RESEARCH PROBLEM AND HYPOTHESIS:**

See excerpt from *Empirical Research in the Social Sciences* by Richard Walters, pp.25-26.

How would you state your research problem and reframe it as a testable social research hypothesis?

Research Problem: How would you state your research problem in a declarative sentence about what is not known that the research will clarify?

Example: “It is not known whether teenagers abuse drugs or alcohol to escape from negative thoughts about themselves.”

**My Research Problem**: Research has yet to determine how faith-based leadership principles affect workplace policies and attitudes to reduce systemic discrimination that Black women face in professional environments.

Research Hypothesis: How could you communicate your research hunches as predictions? A social research hypothesis asserts an educated guess about how two conditions or social phenomena are related so that it makes a comparison that can be tested by collecting real world data and analyzing it to see if the hypothesis is supported/confirmed.

Example: Drug abusing teenagers will score higher on the I Feel Worthless Inventory than non-drug abusing teenagers.

**My Research Hypothesis:** Organizations that apply faith-based leadership principles focused on justice and equity will show better inclusivity and career advancement opportunities for Black women along with improved employee satisfaction compared to organizations that do not follow these principles.

**Significance: What difference would the research make to change the world?**

Organizations in business as well as faith communities can use these research findings to transform their leadership practices. The research presents data-driven evidence about how faith-based ethics can enhance workplace equity programs.

Businesses can address racial and gender inequality through ethical leadership by following this guide which delivers practical strategies for organizational empowerment. HR practices should implement evidence-based recommendations derived from research findings and similar methods should be used to improve diversity training and leadership development programs. Equip faith leaders with practical tools that help them to promote workplace justice according to Christian teachings.

Develop leadership frameworks that embody servant leadership principles which focus on justice and accountability while promoting equity within professional settings. The research seeks to connect Christian principles with workplace equity while showing how Christian ethics can drive positive social change in professional environments.

**STEP 5: CRITICAL (APOLOGETIC) AND CONTEXTUAL COMMUNICATION**

**What critical reasons (apologetic) can you give for why your interdisciplinary Christian perspective should be accepted?** Organizations should adopt the interdisciplinary Christian perspective since it offers moral and ethical solutions to workplace equity that go beyond material methods. Nonspiritual DEI initiatives primarily address policy and representation, but a Christian perspective incorporates transformational servant leadership alongside human dignity and moral accountability which secular methods frequently ignore.

**a. How will you answer the contrary perspectives to your view?** One group holds that faith should stay separate from workplace guidelines, but another group believes that DEI measures are enough to tackle racial and gender differences. The study demonstrates that faith-based ethical systems create more robust foundations for inclusion and justice compared to secular frameworks while ensuring organizational values support complete employee well-being.

**b. Are there any objections or criticisms from variant views that should be anticipated and preempted? How do you need to contextualize your perspective to influence your culture/context where it applies?** Opposition exists to incorporating Christian values into workplace guidelines. Faith-based servant leadership principles support universally recognized ethical standards which include fairness, integrity, and respect. DEI programs support diversity initiatives but struggle to overcome entrenched biases. Faith-based perspectives provide transformative leadership development which reshapes leader thinking instead of just modifying policies. Some people believe that a Christian approach to leadership leaves out perspectives from other religions. The core principles of justice and servant leadership can be applied across different religious and moral systems.

**c. What cultural conditions might cause resistance or misunderstanding of an approach to the subject/problem which sociologically integrates religion and society?** The approach to shaping modern workplace culture must present Christian teachings' universal values of justice, equality, and servant leadership in ways that avoid exclusionary language. The argument remains understandable for audiences that follow religious beliefs as well as those who do not.

**d. What social conditions need to be changed to sociologically integrate religion and society with regard to the subject/problem**? Move beyond superficial DEI programs to implement deep structural changes that truly promote inclusion. Increased corporate accountability for bias and discrimination. Focus more on leadership development programs specifically designed for Black women. Corporate environments must undergo a cultural change to adopt servant leadership principles.

**e. What can you do to make your proposal more persuasive to “change your world”?** Workplace studies show empirical data about the impact faith-based leadership has on workplace inclusion.
Corporate leaders and HR professionals should start discussions about ethical leadership practices. Examples demonstrate how faith-based servant leadership boosted workplace culture.

**STEP 6: ETHICAL & SOCIAL ORTHOPRAXIS (i.e. LEADERSHIP ACTIONS)**

**What practical implications does your interdisciplinary Christian perspective have for your orthopraxis or leadership for world change?** The interdisciplinary Christian perspective on workplace equity which focuses on Black women's challenges produces significant practical results for leadership development and social transformation. This approach requires active participation and personal responsibility while promoting systemic reform through the integration of biblical teachings with social science research and ethical leadership principles to achieve workplace inclusivity and justice.

**a. What applications for your orthopraxis/leadership need to be made to your personal or family life?** Supporting Black women in professional roles through mentorship and sponsorship programs. I champion equitable work environments through my personal and professional connections. I practice inclusive leadership through my behavior at my workplace to establish an example for others. Organizing events to talk about faith principles and justice in leadership roles at work.

**b. What applications for your orthopraxis/leadership need to be made to your church life?** The process of creating faith-based training solutions for workplaces situated in church communities. Church organizations should empower Black women entrepreneurs by providing them access to entrepreneurial programs and business networking events. Organizing events to talk about faith principles and justice in leadership roles at work.

**c. What applications for your orthopraxis/leadership need to be made to your work or community life?** HR and corporate environments now conduct faith-based leadership training programs. Working together with DEI experts’ teams up to incorporate Christian moral principles into organizational policies. Promoting workplace policies that enable Black women to advance professionally and receive equitable pay. We will collaborate with organizations that promote workplace equity programs.

**STEP 7: REFLECTIVE EVALUATION**

**a. How well did the research satisfy the original need for inquiry? Were there aspects of the problem left unanswered in the research design?** The research demonstrates why interdisciplinary methods are essential for achieving workplace equity. Additional research should examine how faith-based leadership affects organizational environments across corporate, nonprofit, and educational domains.

**b. Did the findings spawn new ideas that need to be taken through the interdisciplinary process?** Investigating how different religious traditions influence workplace equity remains an area for further study. Faith-based mentorship alongside Christian leadership principles produces measurable outcomes in organizational settings. The comparison between secular DEI programs and those based on faith reveals distinct differences and similarities.

**c. Did the attempts at orthopraxis surface any gaps between your position in Step 4 and the adequacy of its ethical and/or social orthopraxis/leadership? Why?** Faith-based approaches must maintain inclusivity to avoid creating feelings of exclusion among non-Christian employees. New studies could develop methods for presenting faith-based servant leadership principles that effectively connect with various workplace environments.

The research shows that combining religious principles with social science methods creates powerful solutions for solving workplace inequality. The multidisciplinary approach combines theology and business management along with psychology and legal studies to create a comprehensive solution for today's critical workplace challenges.

**Sheri, excellent work on your Worksheet for PHI 805-22!**

**This is a valuable and needed research topic, except that the way it is stated in Step 1 seems to assume causes from the beginning before the research has been done (it is the “due to” wording that suggests results too early). The potential cause of “systemic leadership barriers, wage inequality, and implicit bias issues” may be a well-founded hunch based on experience, but when stating a need for research issues of results and causation are not yet known. See if this sound less biased as a need for research:**

**Black women face persistent workplace struggles that present symptoms such as systemic leadership barriers, wage inequality, and implicit bias. These challenges establish the need for a thorough investigation into the intersection of Christian ethics, interdisciplinary research, and workplace policies. Research findings could be used to help establish a more fair and equal professional work environment.**

**This is very well-stated goal or purpose for your research, “Practical solutions that align with both religious beliefs and evidence-based research can emerge from an interdisciplinary approach that combines theology with business management, psychology, and legal studies.”**

**You showed good interdisciplinary research thinking in looking at your research issue of Black women facing persistent workplace struggles by looking through the lens of theology, ethics, business, human resources, psychology, sociology, legal studies, as well as history and cultural studies. Of course, in this worksheet there is not space to do all of this research, but you have charted a course for your progress through the program leading to a final action research project if that is what you want to pursue!**

**You did a great job in the biblical principles section of deriving the principles of justice, dignity, and servant leadership from passages that supported each principle well.**

**You listed a suitable number of scholarly sources to support your argument and did a great job of putting everything together into a logical argument. However, if your list of sources were used in answering questions in the steps of the worksheet above, you should use in-text citations, even in worksheet assignments.**

**See the attached document for recommendations for APA style in your Works Cited. Every reference had something that needs correcting. Include a Works Cited reference for the translation of the Bible which you were citing, for example, English Standard Version Bible. (2001). Crossway Publishers. Then include it in your in-text citations: (English Standard Version Bible, 2001, Leviticus 19).**

**In Step 4 you synthesized an interdisciplinary problem statement well: “Black women face systemic biases and barriers to advancement along with microaggressions, but faith-based principles of justice and dignity offer a path to resolving these inequities.”**

**This is a very well formulated research hypothesis: “Organizations that apply faith-based leadership principles focused on justice and equity will show better inclusivity and career advancement opportunities for Black women along with improved employee satisfaction compared to organizations that do not follow these principles.”**

**In Step 5 you did a great job contextualizing a persuasive statement of the superiority of a research based Christian perspective on improving the professional challenges black women face compared to a secular DEI initiative: “Nonspiritual DEI initiatives primarily address policy and representation, but a Christian perspective incorporates transformational servant leadership alongside human dignity and moral accountability which secular methods frequently ignore.”**

**Your Step 6 Leadership Influence for Social Change was balanced and right on target: “This approach requires active participation and personal responsibility while promoting systemic reform through the integration of biblical teachings with social science research and ethical leadership principles to achieve workplace inclusivity and justice.”**

**Your Step 7 ends with a concise and compelling call for action based on your research, “The research shows that combining religious principles with social science methods creates powerful solutions for solving workplace inequality. The multidisciplinary approach combines theology and business management along with psychology and legal studies to create a comprehensive solution for today's critical workplace challenges.”**

**Keep up the excellent work, Sheri! -- Dr. David Ward Grade: A**