



PROTESTANT INSTITUTE OF ARTS AND SOCIAL SCIENCES (PIASS)

OFFICE OF THE VICE CHANCELLOR

P.O. Box 619 Butare Rwanda- Phone: (+ 250)788310 811

Web site: www.piass.ac.rw Email: vice.chancellor@piass.ac.rw, fathebu@yahoo.fr

PROTESTANT INSTITUTE OF ARTS AND SOCIAL SCIENCES (PIASS)



STUDENTS WELFARE POLICY



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PART I GENERAL PROVISIONS

1. HISTORICAL BACKGROUND OF PROTESTANT INSTITUTE OF ARTS AND SOCIAL SCIENCES

The institution which later on became the Protestant Institute of Arts and Social Sciences was founded in 1970 by mainline protestant churches that were operating in Rwanda. The institution was then called “Ecole de Theologie de Butare: ETB” (Butare School of Theology). In 1990, it was upgraded into Faculty of Protestant Theology of Butare (FTPB) which got official accreditation in 1993 by the convention No 1552 of 09 December 1993. In the same year, the convention No 1554/09.2/01/02 acknowledged the degrees delivered by the FTPB.

In the aftermath of 1994 genocide against the Tutsi in Rwanda, the founders of the institution, in the collaboration with the FTPB national and international partners deployed a lot of efforts to help FTPB resume its activities in such a way that specific needs of a recovering society could be met. In that perspective, a so-called Special Program was launched in 1995 and lasted till 2001: three successive intakes of students have been trained over two years and educated in contextual and practical theological training through those kinds of crash courses. The graduates of the Special program were awarded with Diploma in Protestant Theology. As of 1999, the FTPB returned to the ordinary four years’ program of Hon. Bachelor’s degree in Protestant Theology.

In 2009, the FTPB grew up and was supplemented by two new Faculties: The Faculty of Education (FED) and the Faculty of Development Studies (FDS) within the new framework of “Institut Protestant des Sciences Humaines de Butare (IPSHB)”. Those two new fields have been chosen based on the experiences and expertise acquired by Protestant Churches in Rwanda. In 2010, the French name was changed to Protestant Institute of Arts and Social Sciences (PIASS). The new Institution (PIASS) has been respectively accredited by the Ministerial Order no 09/11 of November 2009 licensing “Institut Protestant des Sciences Humaines de Butare (IPSHB)” and the ministerial order n°29 of 19/07/2010 recognizing the Institute under the new name of Protestant Institute of Arts and Social Sciences (PIASS).



1.1. PIASS Philosophy

PIASS holds the view that faith and science are indispensable tools for any society to survive and harness moral obligation of people to creatively improve the socio-economic environment in which they can survive and realize their potential. This can only be achieved through a well-conceptualized educational and scientific package through which everyone must rightfully experience and acquire the tools to facilitate this philosophy.

1.2. PIASS's Statement of Faith

PIASS affirms the following as fundamental to Christian belief, practice, and behavior.

1. The Holy Scriptures of the Old and New Testaments, as the written Word originally given by God through revelation to humans, are inspired, true, and entirely trustworthy in all that it intends to teach, and have supreme authority in all matters of faith and conduct since they contain all things necessary for salvation.
2. There is ONE GOD, eternally existent in Three Persons: Father, Son, and Holy Spirit.
3. God is the Creator and Sustainer of the world and of life thanks to His universal sovereignty over all that He has made in heaven and on earth.
4. Our Lord Jesus Christ, incarnated God, was conceived through the Holy Spirit and born of the virgin Mary, true God, and a true man without sin. His bodily resurrection, His ascension, His present mediatorial work, and His personal return in Power and Glory to judge the living and the dead remain a firm source of our hope for the present and life to come.
5. The Holy Spirit, one of the persons of the Trinity, witnesses to Christ, regenerates, and sanctifies us. His indwelling enables us to witness and serve the Triune God and humankind through different spiritual gifts and talents.
6. Man and woman were created by God in His image, free and responsible to choose good or evil. By sin, human beings were corrupted in their nature and were separated from their Creator.



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7. Salvation for humans remains the work of God, accomplished through Jesus Christ's expiatory death and bodily resurrection. In His grace, God justifies the sinner through faith alone.
8. The unity of all those who, through believing and confessing that Jesus Christ is the Son of God and the Saviour of the world, form a community of children of God, the Church, the Body of Christ of which He is the Head.
9. The bodily resurrection of all the dead, the final judgment, and the establishment of the eternal kingdom of Christ.

As a Church-owned institution, PIASS's overall conviction and calling are to build a world in which the love of God for His creation and that we have for one another is visible and lived in concrete experiences. To stand firm in its faith and succeed in its mission, the following commitments and strategies are set as safeguards:

1. PIASS is committed to reading, teaching, and preaching the Holy Scriptures in their plain and canonical sense through an in-depth analysis, and to applying their message.
2. PIASS is committed to promoting Ecumenism within it and among Protestant Churches in Rwanda and beyond as an opportunity and strategy to affirm our Christian witness and fight against separatism, destructive fundamentalism, and any form of extremism.
3. PIASS is engaged in the ministry of reconciliation and search for peace within surrounding communities, in the Rwandan society, and in the Great Lakes sub-region.
4. PIASS is committed to supporting initiatives likely to improve the living conditions of communities.
5. PIASS is committed to supporting the weakest among us and to building healing communities where everyone finds a place.

1.3. PIASS Vision

“To be a reference university, fostering knowledge development and research that is relevant for the society and inspired by Christian ethics and values.”



1.4. PIASS Mission

“To provide Society and Churches with well trained personnel who are inquisitive, solution oriented, committed and equipped with intellectual tools that enable them to meeting specific needs of societies that are moving to a global, modern and pluralistic world.”

1.5. PIASS Moto

Fides et Scientia (Faith and Science): By this moto, PIASS assumes that faith and science are interwoven to ensure the quality of life.

1.6. PIASS Objectives

PIASS as Higher Learning Institution has the following objectives:

- To develop practical and applicable knowledge in social as well as economic development.
- To impart a high-quality teaching enabling creation of employment and that proves relevant to communities is close to reality, helpful for the society at large.
- To contribute to the positive transformation of society using short teaching and training, research, consultancy and projects and respect to ethical dimension.
- To contribute to local and national sustainable development by promoting scientific and technological research as well as research for integrated development.

1.7. Principles and values

Being a Protestant institution of Higher Education, PIASS ethical values are grounded in its statement of faith.

- **Liberation:** As the Gospel of Christ liberates from all human alienations here and now, bearing witness to it cannot go without running social dialogue with the society and serving the poor.
- **Relevance:** Higher education plays a key role in construction and development of a just, equitable and stable society through the training of committed, responsible and professionally competent citizens.



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- **Unity in Diversity:** Open and respectful exchange of ideas along with evidence-based documentation is essential to higher education contribution to a pluralistic society.
- **Effectiveness and efficiency:** Finding out the optimal and cost-effective way to reach objectives, in changing environment and limitation of resources and keeps on being result and solution oriented.
- **Quality Service Delivery:** Training, research, and services to both national and international communities must be qualitative and competitive.
- **Innovation:** Teaching and learning processes are considering changing needs of churches and society and therefore programs are continually assessed and improved accordingly in a spirit of creativity and entrepreneurship at all levels.
- **Responsibility:** Teachers, students and administrative staff, to achieve their job, are expected to make decisions, act upon their choices, delegate and report openly.
- **Solidarity:** Promoting a gender balanced culture and stressing on the needs of disadvantaged groups.
- **Collaboration:** Fostering team spirit and looking for win-win partnerships with other institutions of higher learning.
- **Transparency:** Managing resources of the institution in a rigorous and transparent manner.
- **Good Governance:** Fairness, equity without discrimination, clear delegation and decentralization are adopted at all levels of the institution.
- **Prayerful life:** Prayer as a conversation with God and a means for self-examination can bring about a sense of inner peace, spiritual refreshment, and more commitment to sever God, fellow humans, and the whole creation.
- **Hard work:** The necessity for hard work is not only a way to attain prosperity and wealth for oneself and society, but it also remains a calling to fulfill the mandate given to human beings to take care of creation and fructify it in a sustainable way.

Equality and Inclusivity: All members of the PIASS community are equal. We believe in a fair and respectful manner so that each member of the PIASS community has an equal opportunity to contribute to the University's operations. We promote the safety, security and



wellbeing of society and our environment by acting in accordance with the University's equality and diversity policy.

1. Rational and Objectives of PIASS Student Welfare

1.1. Rational of The Policy

One of the main functions of the PIASS is to impart knowledge to students. In order to achieve this, PIASS must put in place a conducive environment for learning activities. Apart from academic activities, students engage in other activities aimed at enriching their social wellbeing in the course of learning. As social beings, students also interact with other people and students in different aspects such as sports and religious activities. It is imperative for PIASS to ensure that all these activities are carefully balanced, and that they take place in a safe, peaceful and friendly environment. Ensuring student welfare is one of the ways to achieve this. PIASS has many operational instruments that provide for student affairs and ensure their welfare. However, no single document that specifically consolidates the manner in which student welfare will be ensured. This Policy fills that gap in that it provides for students' welfare in a more elaborate and specific manner.

2.2 Objectives of the Policy

The overall objective of the Policy is to make PIASS learning and social environment friendly, safe, convenient and one that nurtures responsible and disciplined students.

The specific objectives are to:

- a) Ensure that the system for overseeing student welfare is properly defined and coordinated;
- b) Ensure that students are aware of all the important aspects of their social and academic lives;
- c) Ensure that students are physically and mentally healthy;
- d) Ensure a peaceful and acceptable interaction between/among students and between students and other members of the University;
- e) Ensure a safe and clean learning and social environment for students;
- f) Ensure that students are given opportunities to participate in social activities and that such activities are undertaken in accordance with existing requirements;
- g) Ensure that students' participation in academic and social activities is finely balanced;
- h) Ensure that the years that students spend at the University are successful, fulfilling and happy. Ensure a high level of individual attention in a safe and secure environment.



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- i) Foster a cohesive relationship between students
- j) Enhance student's self-esteem and commitment to PIASS.

3. Orientation for New Students

PIASS shall conduct an orientation programmer for all new students before they embark on studies. The orientation programs shall feature, among others, pertinent academic and social issues related to student welfare.

4. Carrier Guidance and Employability Services

PIASS has got a Carrier Guidance office. This is the office in charge of helping the students to get placed in jobs in different organization. It also provides career guidance services to students on which appropriate courses of study to take. Students are advised to regularly visit this office to be advised accordingly.

5. Medical Services

Students are encouraged to have health insurance that would help them to afford different health Services. In addition PIASS provides medical fast aid on campus for all students and staff. Plans are underway to construct a medical clinic that can give health services to the students, Staff and Community.

6 Accommodation

PIASS has on campus accommodation for students. Accommodation arrangements are channeled through the Dean of Students. PIASS has limited student hostels on campus. Plans are underway to construct more student hostels on the campus. Regulations related to on-campus students are set by the students' services office, in collaboration with PIASS Students Union (PIASS/SU). On-campus students sign the commitment form reserved to them at the beginning of each academic year. Students who stay in hostels should respect PIASS hostels rules and regulations.

7. Students' Organization and Associations

- 7.1 There is in place a "PIASS Students' Union" (PIASS/SU) with the responsibility of looking after General Student welfare. The PIASSU government is led by a Guild President,



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Vice Guild President and different Ministers responsible for various portfolios.

7.2 PIASS helps the students to perform their activities by helping them organizing resources through their clubs and associations. Whether a student wants to start a new club, get assistance in planning an event, or find a group who shares their passion, PIASS through the office of Dean of Students is there to assist.

8. Catering, Stationery and Basic Shopping Services

PIASS allows private vendors to offer catering, stationary and basic shopping services on campus based on clear conditions including safety and cleanliness standards. PIASS shall take action in case the conditions are breached and where necessary, alarming situations concerning food safety shall be reported to the relevant Government authorities for further action.

9. Sports and Recreation

PIASS recognizes the importance of sports and games in shaping the academic and social lives of students. It shall therefore ensure the existence of an environment and facilities which allow students to participate in sports and recreation activities in a manner that does not interfere with academic activities and other programs.

PIASS promotes collaboration with other Higher Learning Institutions in sports and recreation matters. In this regards, PIASS students participate in Inter-Universities' Competitions organized each at National level and / or at Provincial level.



10. Religious and Worship Activities

PIASS allows students to have a constitutional right to practice a religion of their choice and such religious freedom must be respected and promoted. Students' religious and worship activities must be undertaken in accordance with relevant University rules and laws of the country.

11. Water and Electricity

PIASS shall continue to meet its obligation to pay bills to relevant authorities in order to ensure constant supply of water and electricity. Whenever there is shortage of supply, PIASS shall continue to use its internal resources to ensure uninterrupted supply of water and electricity on campus.

12. International students

International students can easily access PIASS education. Such students are given a warm welcome and can easily get mixed up with the local students. International students have their own association and a representative in PIASS Students' Union (PIASS/SU). They are given guidance on Visa issues, student life at the campus, weather conditions in the country, accommodation related issues, and a full package of their necessities in general.

Approved by PIASS Council at Huye, on 25 May, 2022.

Chairman of PIASS Council