

## **Providence Christian College Faculty Expectations**

As a Reformed college committed to a Christian perspective on all of life, Providence Christian College has some distinctive expectations of faculty and administrators. These include:

1. All administrators and full-time faculty, prior to appointment and as an ongoing condition of employment, are expected to affirm that the system of doctrine taught in the to The Three Forms of Unity (The Belgic Confession, The Heidelberg Catechism, and The Canons of Dort) and/or The Westminster Standards (The Westminster Confession of Faith, and The Westminster Larger and Shorter Catechisms) are in full agreement with the system of doctrine taught in the Bible, which is the infallible, inerrant, and unchanging Word of God. The confessional stance of Providence Christian College is shaped by the following clarifications; please inform the Provost during the application process of any questions or exceptions on the confessions or on these points:
  - a. Providence Christian College recognizes the diversity of positions on creation described in the Presbyterian Church in America's Report of the Creation Study Committee as consistent with the Reformed confessions. Faculty whose positions on creation fall outside of those described, or who believe any of these positions are unacceptable for Christians, should make this known to the Provost. The PCA report on creation is available at: <http://www.pcahistory.org/creation/report.html>
  - b. Subscription to the Reformed confessions includes the sections on the administration of baptism to infants (paedobaptism).
  - c. As a non-denominational college, Providence Christian College does not have an official stance on the ordination of women.
  - d. Subscription to the confessions requires membership in and faithful attendance at a church that is Reformed in theology and practice during employment at Providence.
2. Providence Christian College believes that, in keeping with its mission statement, its employees should evidence commitment, both professionally and personally, to the Lordship of Jesus Christ in education at all levels; consequently, Providence Christian College requires that the minor, school-age children of its full-time employees either be enrolled in Christian schools or be provided with a Christian home-schooled education. Elementary and high school scholarships may be provided if necessary to help meet this expectation.
3. Providence Christian College upholds Christian ethical teachings, as defined in Scripture and the Reformed confessions. Specifically, faculty members are expected to support both professionally and personally the position that pre-marital, extra-marital, and same-sex sexual relations are sinful and therefore unacceptable for members of Providence Christian College community. Candidates should inform the Provost in cases of divorce; reasons other than marital unfaithfulness (Matthew 19:1-12) by one's spouse or abandonment by an unbelieving spouse (1 Corinthians 7:12-14) may be problematic, but will be evaluated on an individual basis. Applicants must inform the Provost of any of the following, which are at odds with the college's ethical stance but will be evaluated on a case by case basis: criminal convictions; charges of abuse, harassment, or molestation; gender identity confusion/transgenderism; or a history of addiction to alcohol, drugs, pornography, sex, gambling, or other such areas.