



Providence Christian College  
464 E. Walnut St. | Pasadena, CA 91101  
(626) 696-4000

## Application for Employment – Faculty

Position Applied For: \_\_\_\_\_ Date: \_\_\_\_\_

### I. PERSONAL DATA

Name: \_\_\_\_\_  
Last First Middle Maiden (if applicable)

Address: \_\_\_\_\_  
Number/Street/Apt # City State Zip Code

Telephone Number: \_\_\_\_\_ Email: \_\_\_\_\_

Can you, after employment, submit verification of your legal right to work in the United States? ☐ Yes ☐ No  
Have you been convicted of a felony in the last 7 years? ☐ Yes ☐ No  
(If yes, please attach a detailed explanation including date(s) and disposition of case).

Church Affiliation: \_\_\_\_\_  
Name of church where current membership is held Denomination City/State

### II. ESSAY APPLICATION QUESTIONS

Please attach answers to the following questions, about 2-3 paragraphs for each question.

- Spiritual statement:** Describe your commitment to Christ and your understanding of the Reformed faith.
- Christian Perspective:** What is your understanding of Christian, and specifically Reformed, higher education? Include in your answer how you view the role of the liberal arts, and specifically how your discipline fits within the context of a Christian, Liberal Arts College.
- Teaching statement:** How does your Christian faith shape the way you approach your academic discipline and vocation as a professor? Describe your teaching style and list specific courses that fit best in your range of expertise.
- Classroom Management:** Describe your classroom management style and how you determine course elements, such as: syllabus development, course assignments, evaluation methods, learning modalities, and student participation in the learning process.
- Assurance of Learning:** How does a faculty member best assure that learning is occurring in the classroom environment?
- Changing Landscape:** How has knowledge of the learning process in higher education (undergraduate) changed in the last 5-10 years?

### III. REFERENCES

Provide name and contact information of at least four persons familiar with your academic and professional background. At least one person should be able to speak about your Christian commitment.

| Name/Title | Mailing and Email Address | Phone | Relationship |
|------------|---------------------------|-------|--------------|
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### IV. ADDITIONAL REQUIRED COMPONENTS TO BE CONSIDERED A COMPLETE APPLICATION

**Along with this completed form, please include:**

1. Answers to the 6 Application Essay Questions, section II.
2. Completed Faculty Expectations Form, section VI.
3. Completed doctrinal review and interaction form, sections VII-X.
4. Current Curriculum Vitae, with cover letter.
5. Transcripts of all undergraduate and graduate work completed to date. (These may arrive separately.)  
(Unofficial transcripts are acceptable for the application; official transcripts must be verified before hire.)
6. Optional: You are invited to include reference letters, teaching evaluations, course syllabuses, examples of scholarly activity, or other information that may be helpful in the assessment of your candidacy.

### V. SIGNATURE

*I certify that all information on this application for employment is true and correct to the best of my knowledge.*

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date

*Providence Christian College endeavors to diversify its faculty and administration within the framework of its mission. The institution does not unlawfully discriminate against anyone based on race, color, national origin, ethnicity, gender, age, military service status, physical or mental disability, and/or medical condition, consistent with federal and state requirements for nondiscrimination in employment.*

**All materials must be received for applications to be considered. Send materials (email preferred) to:**

**Human Resources Department  
Providence Christian College  
464 E Walnut St.  
Pasadena, CA 91101**

**- or -**

**Email to:  
HR@ProvidenceCC.edu**

## VI. 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. The confessional position of Providence Christian College is shaped by the following clarifications. Please inform the committee chair during the application process of any qualifications or exceptions to 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 committee chair. The full 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 assumes and expects 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 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 committee chair 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) will be evaluated on an individual basis. Applicants must inform the committee chair of any of the following to be evaluated on a case by case basis: past criminal convictions; charges of abuse, harassment, or molestation; issues of gender identity confusion/transgenderism; or a history of addiction to alcohol, drugs, pornography, sex, gambling, or other such areas.

More on the history and orientation of Providence Christian College can be found at:  
<http://www.providencecc.edu/about-providence/>

By signing here, I agree that I have read and agree with this statement entitled "Faculty Expectations":

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Signature of Applicant

## VII. STATEMENT OF PURPOSE AND DOCTRINE

Providence Christian College belongs to Reformed Christians of various backgrounds who want their posterity to come under the covenant claims of Jesus Christ, who want the church of Christ to prosper, and who want our culture transformed for His glory. This statement of purpose and doctrine is presented here, as originally conceived by the founders of the organization, have been and continue to be, the stated theological position of Providence Christian College and are an essential part of the of the College.

**Instructions for faculty applicant:** After each statement, respond with your understanding and support of that distinctive on the area provided below each statement:

1. Providence Christian College has as its basis for all of its activities and teaching the Holy Scriptures, the infallible, inerrant, Word of God. These Scriptures are God's inspired revelation of Himself, His work, and His plan for all of history and humankind. Because the Bible is His authoritative revelation, all things must be measured according to its standard, and all of life must be lived in obedience to it.

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2. Therefore, Providence Christian College willingly submits itself to the Triune God of the Scriptures, and enthusiastically confesses that the Bible gives us the essential principles which direct our educational philosophy and task. Though God grants and expects us to use the freedom to discover, analyze, interpret, teach and apply the knowledge gained from His revelation, we employ this freedom responsibly only when our educational activity is carried out in submission to the Scriptures. The Scriptures alone are the glasses through which we can truly see, understand, interpret, and discover the character of creation, reality, and the very nature and purpose of life.

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3. The Bible reveals to us that, according to His sovereign will, God the "Father through the Word, that is, through His Son, has created out of nothing heaven and earth and all creatures, when it seemed good to Him...."<sup>1</sup> The Bible tells us, "Through him all things were made; without him nothing was made that has been

<sup>1</sup> Belgic Confession (BC), Article 12; Psalm 19:1-4; 33:6; I Corinthians 8:6; Hebrews 11:3; Westminster Confession of Faith (WCF), IV.1

made,” and “all things were created by him and for him.”<sup>2</sup> The creation finds its true purpose for existence only in Christ.<sup>3</sup> Therefore, we establish and maintain truly Christ-centered places of education which clearly and unashamedly promote a Christian world and life view in which students are taught and motivated to bring every thought into captivity and obedience to Christ.

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4. The Scriptures also reveal that God in His sovereignty owns, controls, rules and cares for His creation<sup>4</sup> As Reformed Christians we gladly submit to and openly confess the providence of God in all that we do, including our educational task. “We believe that this good God, after He had created all things, did not abandon them or give them up to fortune or chance, but that according to His holy will He so rules and governs them that in this world nothing happens without His direction.”<sup>5</sup> Therefore, in our study of the creation and of history, we not only explore the sovereign providence of God, but we also engage in this study with dependence on the regularity that God continues to maintain in His creation by His providential care.

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5. The Triune God reveals Himself by His creation.<sup>6</sup> Therefore, in education, as we discover the order, intricacies, beauty, and true purposes of His creation, we come to see the wisdom, power, and glory of God Himself, for God has spoken of Himself in His “eloquent book.”<sup>7</sup> We believe “that He has given to every creature its being, shape, and form, and to each its specific task and function to serve its Creator.”<sup>8</sup> This speaks of the variety within creation, each part and creature thereof required to fulfill the mandate for which God created it. Our educational endeavors must explore and appreciate both the diversity and unity within God’s creation.

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<sup>2</sup> John 1:3; Colossians 1:16

<sup>3</sup> Romans 11:36; II Corinthians 10:5

<sup>4</sup> Psalm 103:19; 104; Hebrews 1:3; Colossians 1:17

<sup>5</sup> BC, Article 13

<sup>6</sup> Romans 1:18

<sup>7</sup> BC, Article 2; Psalm 19:1-4; WCF, IV.1

<sup>8</sup> BC, Article 12

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6. Moreover, God made all human beings in His own image, reflecting God's knowledge, righteousness, and holiness.<sup>9</sup> God calls mankind to live in covenantal fellowship with and obedience to Himself. He has mandated all people to fulfill the offices of prophet, priest, and king for His glory.<sup>10</sup> Therefore, having been made in God's image, we also possess the responsibility and privilege, as those who bear these offices, to educate ourselves and our posterity so that we will reflect God's knowledge, righteousness, and holiness more faithfully in the fallen world.

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7. Man's fall into sin resulted in a broken covenantal relationship with God. We do not and cannot fulfill our offices obediently apart from the grace of Jesus Christ. We have become totally depraved in the very core of our being so that, in our sinful nature, we "...exchange the glory of the immortal God for images..." made according to our own evil imaginations.<sup>11</sup> Because of man's fall into sin, God's creation is subject to His curse. Therefore, as God's image bearer, mankind also experiences His curse and its results: death, misery, separation from our Creator, the distortion of the image of God, hatred, pollution of heart and the universe itself.<sup>12</sup>

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8. Christian education must recognize that the creation exhibits the consequences of our fall and that mankind's mind is darkened by sin so that we are prone to deny God. Nevertheless, God continues to reveal Himself in

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<sup>9</sup> Genesis 1:27; BC, Article 14; WCF, IV.2

<sup>10</sup> Heidelberg Catechism (HC), 31-32

<sup>11</sup> Romans 1:21-23, 3:10-18

<sup>12</sup> Romans 8:18-22; Genesis 3:17-19

the creation and the conscience of men. Though sin has deeply affected every part of our being, and though the hearts and minds of unbelievers cannot understand the true meaning of life, the world, and God's purposes, fallen mankind nevertheless retains some knowledge of God, some understanding of His creation, and some awareness of God's will due to His gracious preservation of creation. Therefore, Christians may utilize the discoveries and thoughts of non-Christians when these discoveries are approached with discernment and interpreted in the light of God's word.

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9. The Bible reveals to us, however, that His divine plan is to restore what has been broken and shattered by sin. Out of the fallen human race God has chosen a people for Himself in order to make them into a kingdom of royal priests.<sup>13</sup> He has sent His Son, Jesus Christ, the Living, incarnate Word, as the only way of redemption for mankind and the restoration of His creation.<sup>14</sup> He died and rose again bodily from the grave to bring His elect people by the work of the Holy Spirit into the new covenant, the covenant of grace, to restore His creation, and to reign eternally as Lord of His church and of all that He has made.<sup>15</sup>

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10. Because Christ has all authority on earth and in heaven He calls His people to express and promote His saving rule everywhere in all areas of life and the creation,<sup>16</sup> including education. Therefore, though we can only make an imperfect beginning, we seek joyfully to fulfill this servant task, by the grace of Jesus Christ, as His redeemed people while realizing that we live in a world full of unbelief and rebellion against the Creator and His commands.

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<sup>13</sup> Ephesians 1:3-14

<sup>14</sup> John 1:1, 14

<sup>15</sup> Ephesians 1:22-23

<sup>16</sup> Matthew 28:18-20

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## VIII. CONFESSIONAL CONCURRENCE

Providence Christian College in all aspects of its life and learning shall seek to reflect the Lordship of Jesus Christ gladly and visibly from a Reformed Biblical perspective, therefore all courses will be taught in accordance with the Bible, God's infallible and inerrant Word, as it is interpreted by the following **Reformed Confessional Standards: The Belgic Confession, The Heidelberg Catechism, The Canons of Dort, The Westminster Confession of Faith, and The Westminster Larger and Shorter Catechisms.**

1. What is your understanding and support of these Confessional documents? If you have any areas in which your viewpoint differs, what area is there a divergence of viewpoint? Please use the area provided below for each statement, or provide additional type-written material on your position:

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## IX. THEOLOGICAL DISTINCTIVES

In addition to the Confessional Standards, the following Theological Distinctives indicate the College's understanding of, and teaching position on, certain points that could be subject to various interpretations.

1. **Sexual standards:** We believe that, for our benefit, God has provided boundaries for the expression of human sexuality. Providence Christian College has deeply held religious beliefs, based upon biblical principles and our Confessional Standards, that only marriage between one man and one woman is God's intention for the joyful fulfillment of sexual intimacy. According to the Scriptures, Christians will uphold sexual abstinence among the unmarried (1 Cor. 6:18) and the sanctity of marriage between a man and a woman (Heb. 13:4). Therefore, it is our deeply held religious belief that Scripture condemns all forms of sexual immorality such as pre-marital sex, adultery, homosexual behavior, pornography, and all other sexual relations outside the bounds of monogamous marriage between one man and one woman (Matt. 5:27-28; Rom. 1:21-27; 1 Cor. 6:9-10; Gen. 2:24; Eph. 5:31). Sexual practices that are divorced from loving, covenantal marriage relationships between a man and a woman distort God's intentions and result in sinful behavior.

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2. **Protection of Human Life:** Providence Christian College has strong convictions based on Scripture that affirm the sanctity of human life, including the life of an unborn child (Gen. 1:26-31; Psalm 22:10-11; 139:13-15; Gal. 1:15; WCF 4.2; HC Q 6; BC 14).

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3. **Gender and Transgender Issues:** It is Providence Christian College's deeply held religious belief that human gender is assigned by God at birth and that birth gender may not be changed (Gen. 1:27; 5:2; Matt. 19:4). A person's expression of gender should be consistent with his or her birth or biological gender. Therefore, Providence Christian College will not support persistent or conspicuous displays of cross-dressing or other expressions or actions that are deliberately discordant with birth or biological gender. Further, the college, for reasons of our deeply held religious beliefs, requires that the use of restrooms and changing facilities conform to one's birth and biological gender. We will deal with such matters within the appropriate pastoral, disciplinary, and due process procedures of the college.

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4. **Creation:** 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 committee chair. The full PCA report on creation is available at: <http://www.pcahistory.org/creation/report.html>

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**X. APPLICATION OF THEOLOGICAL DISTINCTIVES IN TEACHING FOR FACULTY EMPLOYEES**

In addition to the expectations outlined for all employees in the employee handbook, the following will also apply to faculty positions: All faculty teaching must be in doctrinal alignment with both the Doctrinal Statement and the Theological Distinctive(s).

Signature \_\_\_\_\_ Date \_\_\_\_\_

Name (print) \_\_\_\_\_

| Official use only: Administrative Review Process   |           |             |
|--|-----------|-------------|
| Signed by  | Signature | Date Signed |
| VPAA   |           |             |
| Chair/Designee<br>Faculty ADE<br>Committee         |           |             |
| Chair/Designee<br>Academic<br>Affairs<br>Committee |           |             |