

FACULTY APPLICATION

LEGAL NAME OF APPLICANT: _____

POSITION APPLIED FOR: _____ DATE: _____

Please list your maiden name or any other names that may appear on your application: _____

Note: All faculty including adjuncts will be asked to supply official transcripts from each institution from which a master's degree or higher was earned prior to employment.

Instruction: Please answer all questions to the best of your ability. When an item does not apply to you, put N/A in the appropriate space. The information you provide is confidential and will be made available only to those who are involved in the selection process. Your application will remain active only until the position applied for is filled. You must provide certified transcripts of academic record earned beyond high school. If a placement dossier is available, please arrange to have a copy forwarded in support of your application. Regent University is an equal opportunity employer with an evangelical, Christian perspective.

Current Address _____

City _____ State _____ Zip _____

Daytime Phone _____ Evening Phone _____ Email _____

☐ No ☐ Yes Are you legally authorized to work in the U.S.?

☐ No ☐ Yes Have you been previously employed by CBN or Regent? If yes, list dates and department(s)? _____

Why do you desire to work at Regent University? _____

NOTE: Do not answer the following three questions if you live or would work if hired by Regent University in a state or local jurisdiction where the questions are limited or precluded by state or local law.

☐ No ☐ Yes Have you been convicted of a crime?

☐ No ☐ Yes Are you currently serving a suspended sentence, on parole, on a sex offender registry or have other special court status?

☐ No ☐ Yes Have you ever been refused bond?

EDUCATION: List your most recent educational experiences first. If your doctorate is incomplete, please indicate your present state of progress.

Institution	Dates Attended	Major Field	Degree	Date of Degree

HONORS: (Honor Societies, Awards, Fellowships) _____

EXPERIENCE: *List your teaching experience and other significant post-college employment. Please put your current or most recent position first. Please attach your resume or a list of additional employers on a separate sheet of paper if needed.*

Institution	Dates of Service	Position/Rank	Field	Other

PUBLICATIONS: *List publications and publishers in the most recent order of their publication. Use an extra sheet of paper if necessary.*

Please list any skills, knowledge, competencies, or other qualifications that will be of special benefit in the job for which you are applying?
(Application should not list any information that the federal and/or state law precludes obtaining in the pre-employment stage.)

Please comment on how you see your discipline and Christian beliefs relate to the mission of Regent University.

In order for Regent to evaluate your potential role as a member of our university, please provide a statement regarding your conversion, Christian commitment and acquaintance with the present-day Renewal movement which emphasizes the gifts, fruits and ministries of the Holy Spirit.

What church and denomination are you a member? _____

For how long? _____

What church, civic, or community activities are you currently engaged? _____

Have you ever been discharged from any employment? ☐ No ☐ Yes If yes, please explain. _____

Are you currently active in any professional and/or learned societies? ☐ No ☐ Yes If yes, please explain.

STATEMENT OF FAITH OF REGENT UNIVERSITY

Regent University is a Christ-centered institution. The board of trustees, along with the faculty and staff of the university, are committed to an evangelical interpretation and application of the Christian faith. The campus community is closely identified with the present-day Renewal movement, which emphasizes the gifts, fruit and ministries of the Holy Spirit. All employees are expected to understand and adhere to the following articles of belief:

- A. That the Holy Bible is the inspired, infallible and authoritative source of Christian doctrine and precept.
- B. That there is one God, eternally existent in the three persons: Father, Son and Holy Spirit.
- C. That man was created in the image of God but, as a result of sin, is lost and powerless to save himself.
- D. That the only hope for man is to believe on the Lord Jesus Christ, the virgin-born Son of God, who died to take upon Himself the punishment for the sin of mankind and who rose from the dead so that by receiving Him as Savior and Lord, man is redeemed by His blood.
- E. That Jesus Christ will personally return to earth in power and glory.
- F. That the Holy Spirit indwells those who receive Christ for the purpose of enabling them to live righteous and holy lives.
- G. That the Church is the Body of Christ and is comprised of all those who, through belief in Christ, have been spiritually regenerated by the indwelling Holy Spirit. The mission of the Church is worldwide evangelism and nurturing and discipling of Christians.

Regent University encourages a close and edifying relationship between faculty and students – one that will deepen the spiritual growth of each and stimulate a vigorous intellectual life in the Regent community. In order to accomplish these aims, it is imperative that Regent University faculty, staff and students conduct themselves in a Christ-like and professional manner and maintain an exemplary and involved lifestyle. Regular church and chapel attendance, and participation in the activities of the Regent community and its founding organization, are encouraged for students and expected for faculty and staff.

Regent University requires members of the Regent community—faculty, staff and students—to refrain from the illegal use of drugs and the abuse of addictive substances controlled by law.

Regent also forbids the use of alcohol, illicit drugs and tobacco on campus and prohibits the abuse of these substances by the Regent community. The Apostle Paul exhorted the body of Christ that, if they truly loved their fellow man, they would set aside their personal freedom by refraining from behavior that might be a stumbling block to their weaker brother. Regent University encourages members of the Regent community to exercise their personal responsibility and, guided by Paul's admonition, appropriately set aside their personal freedom and refrain from the use of alcohol, illicit drugs and tobacco.

I hereby certify that the answers given and statement made are true and correct. I understand that supplying false or misleading information may result in denial of employment or subsequent termination of employment. I hereby authorize all my previous employers or references to furnish any information concerning my personal character, habits, morals or employment records, and I further authorize investigation through credit and other investigative agencies. I hereby release all such persons from liability or damages incurred as result of inquiring and furnishing this information. Further, I understand and agree that employment is for no definite period and may be terminated at any time without prior notice. I further agree that if and when my employment is terminated, the university has the right to release any information concerning my employment, including but not limited to my character, habits, ability and cause of separation, and I release the company from any and all liability concerning such information.

Date _____ Signature _____

STATEMENT OF ACADEMIC FREEDOM OF REGENT UNIVERSITY (according to the Faculty Handbook)

Definitions and Applicability: The term “Academic Freedom” refers to a sphere of specified faculty activities that is generally accorded protection from certain types of University restraint, interference, or sanction, as detailed in this policy. The underlying purpose of Academic Freedom is to foster the free exchange of knowledge and ideas, and it is to be construed in a manner that is consistent with the Statement of Faith and the Faculty and Academic Policy Handbook of Regent University. Academic Freedom applies to all full-time faculty members of any rank or title, all part-time and adjunct faculty members, and all University administrators who engage in “academic activities” as defined herein. Academic Freedom does not apply to a faculty member who is acting in an administrative capacity. The “academic activities” to which this policy applies are (a) teaching in assigned classes or at other University-sponsored events; (b) research within the faculty member’s academic areas of expertise; (c) speaking in public on a topic within the faculty member’s academic areas of expertise; (d) publication within the faculty member’s academic areas of expertise, and (e) service activities in which the faculty member is called upon to contribute from the perspective of his/her academic areas of expertise. As used in this policy, “within the faculty member’s academic areas of expertise” refers to all subjects and fields commonly taught, discussed, or researched within the program(s) or school(s) in which the faculty member is appointed. “Academic Freedom” means that a faculty member in teaching is free to convey to students his/her opinions, conclusions, and analysis with regard to the subject being taught, and (within the accepted academic parameters of the course, consistent with the Statement of Faith, and subject to reasonable University direction and oversight) to exercise discretion with regard to teaching methods, materials used, mode of delivery, and course structure. In research, public speaking, and publication, “Academic Freedom” means that the faculty member may choose topics, may pursue any line of approach or inquiry, and may disseminate his/her opinions and conclusions in whatever form and forum he/she chooses, again, consistent with the parameters of this Policy.

Protection of Academic Freedom: Protection of Academic Freedom is only accorded to academic activities within the faculty member’s academic areas of expertise. If the faculty member is identified (by experience or education) with additional academic areas of expertise, the faculty member may request (and the University may not unreasonably refuse) to have additional academic areas of expertise included within the protection of Academic Freedom.

The University shall not seek to restrict or interfere with a faculty member’s Academic Freedom within the faculty member’s academic areas of expertise, nor adversely sanction the faculty member’s exercise of Academic Freedom, by taking (or threatening to take) any of the following actions: terminating employment; denying tenure; removing from tenure-track; non-renewing a faculty contract; revoking tenure; denying promotion; denying an otherwise-earned or available increase in compensation; or any other action relating to a benefit or privilege of employment.

It is not a violation of this policy, or of a faculty member’s Academic Freedom, for a Dean or Program Chair (or other appropriate University representative) to discuss and counsel with a faculty member regarding the school’s (or program’s) needs, focus, or strategic goals in the areas of research. The ultimate choice of which research area(s) to pursue, and how to disseminate the results of that research, remains in the faculty member, and is protected as Academic Freedom.

Course, research, or service assignments to faculty members are in the sole discretion of the Dean of each school, and are not a matter of Academic Freedom protection. In teaching, the University may counsel and evaluate a faculty member on the method, quality, and effectiveness of the faculty

member's teaching. The Dean may also require that certain content be taught in particular courses, though the manner in which such content shall be taught shall be within the discretion of the faculty member, consistent with the parameters of this Policy.

Normally, faculty members are free to speak and engage in activities in a variety of contexts, but protection under this policy is not accorded to activities of a faculty member not within the faculty member's academic areas of expertise. When engaging in such activities, faculty members should take into account that the public may identify them as members of the Regent community; in appropriate contexts the faculty member should make it clear that he/she does not represent or speak for the University.

Relation to the Statement of Faith: Nothing in this policy shall be construed to allow a faculty member to disavow, contradict, or advocate against the University's Statement of Faith, or any specific provision thereof; such actions are not protected as Academic Freedom. Outside of the specific provisions of the Statement of Faith, faculty members in their academic activities are not required to conform to or espouse any particular religious doctrine or practice.

Violations of Academic Freedom: A faculty member (or former faculty member) who believes his/her Academic Freedom has been violated, or is threatened, shall provide a concise written description of the violation or threat to the President, and the President shall determine what action, if any, should be taken. The decision of the President shall be final.

Date _____ Signature _____

Qualified prospective employees will receive consideration without discrimination because of race, color, gender, age, national origin, or disability.