



FACULTY APPOINTMENT APPLICATION

955 La Paz Road • Santa Barbara, CA 93108-1089

Phone: (805) 565-6007 • Fax: (805) 565-7006

Date: _____

Teaching Field _____

Name _____
Last First Initial

Address _____
Street City State Zip

Home Phone _____ Business Phone _____ Other Numbers _____

Email Address _____

Social Security No. _____ How did you hear about this position? _____

Are you known to schools/references by another name? Yes No If yes, by what name? _____

Have you filed an application or been employed here before? Yes No Date(s) & Position(s) _____

Do any of your friends or relatives work here? Yes No If yes, list name(s)/relationship(s) _____

Can you, after employment, submit verification of your legal right to work in the United States? Yes No

VITA INFORMATION: Please enclose a copy of an updated vita including standard information (education, previous employment, memberships, and professional papers and publications) as well as information regarding church involvement and denominational preference. Also please list 3-5 references (including phone numbers) who can address both professional competence and personal qualities.

PERSONAL STATEMENTS: Please make three brief (one to two page) statements describing:

1. Your personal relationship with Jesus Christ
2. Your philosophy of Christian liberal arts education
3. Your view of the relationship between your faith and your professional/scholarly work

The College does require that all full-time faculty indicate full agreement with the Articles of Faith (see page 4) and support the standards enumerated in the statement on Community Life (pages 2-3). Feel free to enclose with the application any items which would assist us in understanding your strengths as a scholar, instructor, or community member.

AUTHORIZATION AND AGREEMENT: I authorize Westmont College to investigate my background, including all statements contained in this application and any supporting documents, in any of the following areas, based on the requirements of the job for which I am applying: employment, education, financial, medical and related areas. I hereby release all individuals, companies, corporations, schools, credit bureaus, legal and governmental agencies from all liability in providing such information. If I am offered employment, I will, as a condition of employment, be required to submit proof of my identity and legal right to work in the United States. If hired, I agree to abide by the policies and procedures of Westmont College. I certify that all information on this application and any supporting documents is true and complete. I also understand that if hired, and such information is found to be false, misrepresented, or if information was omitted, it will be considered grounds for the termination of my employment if found at a later date.

Signature

Date

Westmont College does not discriminate on the basis of age, race, color, sex, national or ethnic origin, marital status, medical condition, genetic information, mental or physical disability in its employment practices, except where physical fitness is a valid occupational qualification. As allowed by federal and state law, Westmont chooses to exercise religious preference in all areas that it deems appropriate for its mission.

COMMUNITY LIFE STATEMENT

The college believes it is essential for our trustees, faculty, and administrators to be committed to the authority of Scripture and to the basic tenets of the Christian faith. Westmont establishes clear priorities in the recruitment of faculty and administrators whose personal relationship with Christ is basic to their lives and who are enthusiastic about sharing their lives in the classroom and in co-curricular settings. In this framework, Westmont's board of trustees approved the following "Community Life Statement." This statement outlines the ideals of our commitment to community life at Westmont.

Living in Community

When Jesus Christ summed up the way His followers were to treat each other, He said, "love one another as I have loved you" and "love your neighbor as yourself." On a college campus, this kind of love must take into consideration the relationship between learning and community.

Affirming the qualities of this relationship is vital. As students, staff, and professors learn to live together, we recognize the dual manifestations of love in justice and mercy. We attempt to work out what it means to live justly and mercifully in common agreements such as this one. We understand that life in a college will give priority and honor to the wise development of the mind. Given this focus, our social and intellectual growth needs freedom for exploration, complemented by a commitment to good will and graciousness. Personal discipline is also required. For example, civility is basic to all types of community, while academic honesty and respect for education are fundamental to an instructional environment.

Learning depends on truth-centered attitudes. It thrives in an atmosphere of discriminating openness to ideas, a condition that is characterized by a measure of modesty toward one's own views, the desire to affirm the true, and the courage to examine the unfamiliar. As convictions are expressed, one enters into the "great conversation" of collegiate life, a task best approached with a

willingness to confront and be confronted with sound thinking.

Community is built upon other-centered practices. It flourishes in a place where love for God and neighbor is cultivated and nurtured. It grows strong when members practice integrity, confession, and forgiveness, attempt to live in reconciled relationships, accept responsibility for their actions and words, and submit to biblical instructions for communal life.

Scripture supports these attitudes and principles. It promotes relationships based on the ideals of trust, compassion, and forbearance, and praises actions that manifest sacrificial giving and sincere faith. Scripture also forbids attitudes such as pride and jealousy, and prohibits such actions as drunkenness, sexual promiscuity, and dishonesty. In keeping with these standards, the Westmont community has agreed to certain guidelines in the Student, Staff, and Faculty Handbooks.

Desiring to implement the teachings of Christ, Westmont encourages true fellowship, in the whole body of Christ, including the local church, for when we love each other we imitate Christ's love for us. As we seek to follow God in truth, certain choices make for greater peace: a respect for others as they make decisions contrary to ours, a readiness to listen carefully to those who represent situations or cultures unfamiliar to us, and a concern for how our preferences affect the lives of those around us.

We are committed to inquiry as well as pronouncement, rigorous study as well as kindred friendship, challenging teaching as well as reflective learning. Sometimes these tensions will lead to conflict. To live in unity, we must set ourselves to the practical task of discerning daily how to love well, how to inflesh the biblical call to justice and mercy. As we do so, our life together at Westmont will begin to resemble the community God has envisioned for us.

Behavioral Expectations

The Westmont community chooses, freely and willingly, to impose upon itself rules for behavior which serve both the long-range interests of the institution and the immediate good of its individual members. While we do not view these expectations as an index to maturity in Christ, we do regard violations as a serious breach of integrity within the community because each member has voluntarily chosen to associate with it and to accept its standards.

The College establishes the following specific expectations for the trustees, administration, faculty, staff, and students of the Westmont community:

1. The College will not condone practices which Scripture forbids. Such activities include occult practices, sexual relations outside of marriage, homosexual practice, drunkenness, theft, profanity, and dishonesty. Westmont also recognizes that Scripture condemns “sins of the spirit” such as covetousness, jealousy, pride, and lust. By their very nature, these sins are more difficult to discern. Because they lie at the heart of the relationship between the individual and God they are of central concern to the Westmont community.
2. The College upholds integrity as a core value of the community. Members are expected to take responsibility for their own violations of all behavioral guidelines and demonstrate commitment to the value of integrity in word and deed.
3. The College is committed to providing a learning and work environment free of harassment.
4. The College upholds the laws of the local community, the nation, and the state of California. Such laws include prohibitions against possession or use of illegal drugs or drug paraphernalia, against purchasing or consuming alcoholic beverages by persons under the age of 21, public intoxication, and driving under the influence of alcohol.

5. The College expects our members who choose to marry to abide by the commitment to lifelong heterosexual marriage, and whether single or married, to strive to maintain healthy family relationships.
6. The College recognizes that the use of tobacco products and alcoholic beverages presents a danger to personal health. It condemns the abuse, and raises questions about the use, of tobacco and alcohol. Under no circumstances shall any member of the community use or possess the products on campus or when attending a college-related student activity.

The College will establish other rules and regulations necessary for orderly community life and will list them in appropriate handbooks.

Westmont College is a liberal arts college committed to Jesus Christ and belonging to the worldwide evangelical Protestant tradition. In that tradition, the college's trustees, administrators, and faculty participate in many different churches and with them confess such historic statements of the church as the Apostles' Creed and the Nicene Creed. In faithfulness to God, who is the source of truth, and under the authority of Scripture, we joyfully and humbly affirm the following articles of faith, which guide our learning, teaching, and living.

ARTICLES OF FAITH

We believe in God

- The Lord our God alone is God, holy and loving, revealing in creation and in Jesus Christ God's own power and glory, grace and mercy. The Lord our God alone is God, just and true, perfect in being and trustworthy in action.
- The Lord our God is infinite and beyond imagination; our minds can never fully know God nor our hearts completely grasp his ways. The Lord our God is faithful and steadfast, unfailing in word and deed.
- The Lord our God is Triune—one being in three persons—Father, Son, and Holy Spirit in co-equal, co-eternal communion. The Lord our God, Creator and Sustainer of all that is, redeems the world from its fallenness and consummates his saving work in a new heaven and a new earth.

... the Father, Son, and Holy Spirit

- God the Father is the source of all that is good. He is Father to his eternal Son, Jesus Christ, and to all who are adopted as his sons and daughters through faith in Jesus Christ. He has sovereignty over us, affection toward us, and glory for us.
- God the Son became incarnate in Jesus Christ—one person in two natures, fully human and fully divine—who was conceived by the Holy Spirit and born of the virgin Mary. In his life and in his death on the cross he conquered the powers of darkness, paid the penalty for our sin, and demonstrated God's love for the world. In his bodily resurrection his life and death are vindicated, and he is revealed to be the only judge and redeemer of the world. He intercedes for us now before the Father and will return in glory.
- God the Holy Spirit is Lord and Life-Giver, the one who empowered Jesus Christ and who empowers his people to continue God's work today. God the Holy Spirit convicts us of sin, brings us to faith in Jesus Christ, and conforms us to the image of Christ. The Spirit inspired the authors of Scripture and guides the church in faithful translation and interpretation. The Bible, consisting of the Old and New Testaments, is God-breathed and true, without error in all that it teaches; it is the supreme authority and only infallible guide for Christian faith and conduct—teaching, rebuking, and training us in righteousness.

... the Author of our salvation

- God created humankind for unbroken relationship with God, one another, and the rest of creation. Through Adam's disobedience, we fell into sin and now suffer alienation and brokenness. The effects of sin are so pervasive that apart from God's grace we are lost and dead. Only by God's grace through faith in Jesus Christ are we saved and made alive.
- In bringing us to faith in Jesus Christ, the Spirit incorporates us into the body of Christ, his church, the community of all believers in heaven and on earth. The church is called to bear witness to Christ among the nations by praising God, preaching the good news, discipling believers, healing the sick, serving the poor, setting free the oppressed, and caring for creation. The gifts and fruit of the Holy Spirit empower the church for this mission.
- Jesus Christ will return one day in his glorified body to judge the living and the dead. Those who do not believe in him will be raised to suffer forever a just punishment. Those who believe in him will be transformed, their bodies raised imperishable and incorruptible, to live and reign with him forever in a new heaven and a new earth in which there will be all that is good and true and beautiful, but no sorrow, no tears, and no evil thing.

And so we pray: Come, Lord Jesus.

I agree with the above Articles of Faith.

Signed _____

Date _____

DISCLOSURE AND AUTHORIZATION TO OBTAIN INFORMATION

In connection with my suitability for employment with Westmont College ("Westmont"), I authorize Westmont to request a consumer and/or investigative consumer report on me for employment purposes from **KROLL BACKGROUND AMERICA, INC.** ("Kroll"). Such reports may include, but are not limited to, information as to my character, general reputation, personal characteristics, and mode of living; discerned through employment and education verifications; personal references and interviews; my personal credit history based on reports from any credit bureau; my driving history, including any traffic citations; workers' compensation records after a conditional job offer has been extended and to the extent permitted by law; a social security number trace; present and former addresses; criminal and civil history/records; and any other public record.

I authorize any person, business entity or governmental agency that may have information relevant to the above to disclose the same to Westmont and Kroll, including, but not limited to, any and all courts, public agencies, law enforcement agencies and credit bureaus. I authorize Westmont to share such information only with parties in interest who have a "need to know" such information to protect them and their employees. Kroll does not sell or otherwise provide any of the information found in its background investigations to any party other than Westmont.

I understand that I am entitled to a complete and accurate disclosure of the nature and scope of any consumer report of which I am the subject upon my written request to Kroll. I also understand that I may receive a written summary of my rights under 15 U.S.C. § 1681 et. seq. I agree that this authorization shall remain valid for the duration of my employment with Westmont. I certify that the information contained on this Authorization form is true and correct and that my application or employment may be terminated based on any false, omitted or fraudulent information.

Signature: _____ Date: _____

IDENTIFYING INFORMATION FOR CONSUMER REPORTING AGENCY

Last Name: _____ First Name: _____ Middle: _____

Other Names Used _____ Years Used _____

Current Address: _____
Street /P. O. Box City State Zip Code County Dates

Former Address: _____
Street /P. O. Box City State Zip Code County Dates

Social Security Number: _____ Daytime Phone Number: _____

E-mail Address: _____ Driver's License Number: _____ State of Issuance: _____

For CA, MN & OK Residents Only: Please provide me with a copy of my background report YES: NO
For California residents: Under § 1786.22 of the California Civil Code, you may view the file maintained on you by Kroll. You may also obtain a copy of this file, upon submitting proper identification and paying the costs of duplication services, by submitting a request by mail, by appearing at Kroll's offices in person during normal business hours and on reasonable notice, or you may also receive a summary of the file by telephone after submitting a written request. Kroll has trained personnel available to explain your file to you and will provide a written explanation of any coded information. If you appear in person, you may be accompanied by one other person, provided that person furnishes proper identification. Kroll is located at 100 Centerview Drive, Suite 300, Nashville, TN 37214 and may be contacted at 1(888) 381-7866.

*Providing year of birth and gender is strictly voluntary. This information will enable us to properly identify you in the event we find adverse information during the course of a background search.

