

1.2. Requirements for Seminary Faculty [excerpt from the Faculty Handbook]

Faculty members at Calvin Theological Seminary must be committed to the Lord and to the ministry of the church. Ordinarily, faculty will be ordained within the Christian Reformed Church and have pastoral experience. Whether or not ordained, all CTS faculty must possess the character, wisdom, and many of the skills required of those who are ordained ministers of the Word. They must be sound in doctrine and zealous in propagating and defending Reformed Christianity.

Like the body of Christ which we serve (1 Cor. 12:12-31; Rom. 12:4-8), Calvin Seminary seeks to be one body with many racially and ethnically diverse members from every part of the world. Given Calvin Seminary's mission to serve a diverse and unified family of God from around the world, CTS is committed to cultivating a faculty with gender, racial, and ethnic diversity and sensitivity ("God's Diverse and Unified Family," Synod 1996).

Character, wisdom, and skills required of ministers of the Word, including traits especially apt for teachers of theology:

1. Character

A faculty member should be

- prayerful and persistent in following Jesus Christ, exhibiting fruits of the Spirit and other Christ-likenesses;
- respectful of others, including persons of both genders and of various cultures and ethnicities;
- hospitable, making every effort to create a welcoming, equitable, and inclusive environment for all people, with particular awareness of those who have been marginalized, such as ethnic minorities, women, and other underrepresented groups;
- quick to repent and reconcile with others when at fault;
- generous in offering time and skills to students, colleagues, and the general life of the seminary;
- virtuous in teaching: humble, enthusiastic, honest, curious, compassionate, encouraging, hopeful, respectful;
- virtuous in scholarship; clear, persistent, truthful, curious, charitable toward those with whom one disagrees;
- teachable: self-aware of strengths and weaknesses, accountable, willing to change and grow as teacher, mentor, scholar;
- ready to learn from students as well as to teach them.

2. Wisdom

A faculty member should be

- truly learned, possessing a broad education in humanities and/or sciences as well as a high-quality theological education;
- deeply biblical, with knowledge of Scripture written on heart and mind;
- credentialed and accomplished in his/her area of research and teaching;
- of sound judgment—balanced, fair, free of fanaticism;
- committed to the Reformed confessions;

- thoroughly acquainted with the life of the Christian Church in the world today;
- broadly familiar with major trends in contemporary theology.
- able to appreciate and interact with significant biblical, theological, and ministry developments in the majority world.

3. Skills

A faculty member should

- teach clearly, respectfully, creatively, in obvious awareness of the presence of God and with obvious attention to students' formation for ministry;
- mentor warmly and wisely, empathetically listen to students, guide them, pray with them, and model mature pastoral identity for them;
- research and publish at a level commensurate with rank and experience;
- preach the gospel, if called to do so, in ways that are biblical, authentic, contextual, life-changing;
- foster relationships with non-Christians and with ethnically and denominationally diverse Christians, aware that the Holy Spirit is the author of truth wherever it appears.
- grow in skills that will enable them to interact respectfully, appropriately, and hospitably with colleagues and students with various backgrounds, including women, international students and faculty, and other marginalized people;
- include in their course syllabi, interact during their courses, and help students to appreciate scholarship from a wide array of sources, including scholarship by women and ethnic minority scholars.

While Christian character, wisdom, and skills—directed toward formation for ministry—are required of all faculty, God's gifts and calling will be variously manifested in the faculty. Some members will be especially adept as mentors, others as scholars, preachers, teachers, administrators, and the like. But all must be models for students of mature Christian life and ministry.

The Requirements for Faculty will be used in hiring and review of faculty and should serve faculty members as they engage in self-reflection and write their yearly reports to the BOT.