

## Faculty Survey on Commission Report Results - March 2010

This survey was distributed to 87 college and seminary faculty members. There were 38 respondents to the survey.

Did you participate in an interview with the commissioners?		
Answer Options	Response Percent	Response Count
Yes	32%	12
No	68%	26
<b><i>answered question</i></b>		<b>38</b>
<b><i>skipped question</i></b>		<b>0</b>

**100% of faculty members participating in an interview with commissioners do not feel their stated opinion was fairly represented in the Synod Commission's Report.**

Comments received:
No
No. My opinions were either misinterpreted or eliminated.
No
My iopinions/comments were NOT addressed in any way in the Synod's Report.
For the short term I think all this infighting is very, very bad thing. However, remember that God frequently uses the sign of contradiction to further His mission. So much of the life of Jesus Christ was a sign of contradiction. I trust in God's infinite love, mercy, and His total omnipotence over all things, so I'm certain that all this mess will soon become ancient history. ☐ Upon reading this comment you may think I don't "get it", but I think I do. :)
No, nothing that I said appeared in the Synod Commission Report. I voiced my thoughts clearly and honestly and I do not believe they were represented by the report in any way. I might as well have skipped the interview.
Not even mentioned. Further, I was never asked any of the questions that are presented in this survey.
NO
NO!!!! Everything I said about Erskine was positive, and everything the commission reported was negative. I gave them specific information about the faith in learning seminars and discussions and other issues, and it was totally disregarded. I have nothing but contempt for the commission and the Synod after that report.
No, not at all. They seem to have ignored anything that was said that went against what their preconceived ideas were.
No. I did not see anything of what I said translated in what was reported.
No

Not at all. I told them that the college had policies in place to deal with this situation and those policies were never followed. □  
Why have no charges been brought against the students who falsely accused professors, took lecture notes out of context, posted them on line, cowardly hid behind blogs, made false accusations on the floor of Synod with no evidence to support their claims. Yet Synod took their word as truth with no substantiating documentation. □  
I read the Honor Code policy as stated in The Pilot to the commission members and they were not interested. The Pilot clearly states that students should only bring forward charges if they have concrete evidence. How can we as faculty, educators, instructors who rely on facts in our respective disciplines and teaching standards in the classroom, stand by as Synod accepts as truth student inferences, innuendo, lies, and false accusation with no supporting evidence. When are these students going to be charged with Honor Code violations? When will they be tried? Why wasn't the commission interested in hearing more about this?

I did not participate for fear of being misquoted, targeted, or otherwise negatively affected (THERE is the culture of intimidation). I think it is worth stating that this entire affair has made me question my place at EC, a place that I have grown to love. It is all very disheartening and has caused a great deal of anxiety for me and it seems for other faculty members to whom I have spoken. I also want to note that any confusion I feel about integration of faith and learning has been brought on by this investigation. Wouldn't one begin to question his/her methods that he/she felt were appropriate when an outside group is sent to investigate because of student complaints?

**Commission Statement: "The College faculty are rightly troubled that the Board of Trustees and Administration have given them little guidance for the implementation of Erskine's mission. The lack of clear directives has led to widespread faculty confusion about the responsibilities to the ARP Church in the classroom setting. A significant majority of the professors interviewed had no understanding of how the Christian faith could be meaningfully integrated into their discipline."**

Are you confused about your responsibilities to the ARP Church in your classroom?		
Answer Options	Response Percent	Response Count
Yes	18%	7
No	82%	31
<b><i>answered question</i></b>		<b>38</b>
<b><i>skipped question</i></b>		<b>0</b>

<b>Did you tell the commissioners you were confused about this issue?</b> *Results are only for the 12 respondents participating in an interview with the Commissioners.		
Answer Options	Response Percent	Response Count
Yes	8%	1
No	92%	11
<b><i>answered question</i></b>		<b>12</b>
<b><i>skipped question</i></b>		<b>0</b>

<b>Did you tell the commissioners that you "had no understanding of how the Christian faith could be meaningfully integrated into your discipline."?</b> *Results are only for the 12 respondents participating in an interview with the Commissioners.		
Answer Options	Response Percent	Response Count
Yes	0%	0
No	100%	12
<b><i>answered question</i></b>		<b>12</b>
<b><i>skipped question</i></b>		<b>0</b>

<b>Do you agree that there has been no effective training on the integration of faith and learning?</b>		
Answer Options	Response Percent	Response Count
Yes	35%	13
No	65%	24
<b><i>answered question</i></b>		<b>37</b>
<b><i>skipped question</i></b>		<b>1</b>

<b>Did you tell the commissioners that there has been no effective training on the integration of faith and learning? *Results are only for 12 respondents participating in an interview with the Commissioners.</b>		
Answer Options	Response Percent	Response Count
Yes	9%	1
No	91%	10
<b><i>answered question</i></b>		<b>11</b>
<b><i>skipped question</i></b>		<b>1</b>

**Commission Statement: "Though several professors have asked repeatedly for further clarification on the implementation of the mission, no such clarity has been offered."**

<b>Have you repeatedly asked for further clarification on the implementation of the mission?</b>		
Answer Options	Response Percent	Response Count
Yes	3%	1
No	97%	37
<b><i>answered question</i></b>		<b>38</b>
<b><i>skipped question</i></b>		<b>0</b>

<b>Did you tell the commissioners that you have repeatedly asked for clarification on the mission? *Results are only for the 12 respondents participating in an interview with the Commissioners.</b>		
Answer Options	Response Percent	Response Count
Yes	0%	0
No	100%	12
<b><i>answered question</i></b>		<b>12</b>
<b><i>skipped question</i></b>		<b>0</b>

<b>Did you tell the commissioners that you felt that no clarity has been offered regarding the mission?</b>		
<b>*Results are only for the 12 respondents interviewing with the Commissioners.</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Yes	0%	0
No	100%	12
<b><i>answered question</i></b>		<b>12</b>
<b><i>skipped question</i></b>		<b>0</b>

**Commission Statement: "The Board has not instructed the administration to evaluate the faculty either on the quality of their teaching or on their ability to integrate faith and learning in the classroom. Accordingly, the Administration conducts no such evaluations. Contract renewals are offered by the administration, and tenure is granted by the Board on the basis on student and faculty member self-evaluation."**

<b>Do you think it is the job of the Board of Trustees to instruct the Administration as to how to evaluate faculty?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Yes	8%	3
No	92%	33
<b><i>answered question</i></b>		<b>36</b>
<b><i>skipped question</i></b>		<b>2</b>

<b>Do you feel that you are insufficiently evaluated?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Yes	22%	8
No	78%	29
<b><i>answered question</i></b>		<b>37</b>

<i>skipped question</i>	<b>1</b>
-------------------------	----------

**Did you tell the commissioners that the administration conducts no evaluations of quality of teaching or integration of faith and learning?**  
 \*Results are only for 12 respondents participating in an interview with the Commissioners.

Answer Options	Response Percent	Response Count
Yes	8%	1
No	92%	11
<i>answered question</i>		<b>12</b>
<i>skipped question</i>		<b>0</b>

**Did you tell the commissioners you were dissatisfied with the faculty evaluation methods at Erskine College?**  
 \*Results are only for 12 respondents participating in an interview with the Commissioners.

Answer Options	Response Percent	Response Count
Yes	8%	1
No	92%	11
<i>answered question</i>		<b>12</b>
<i>skipped question</i>		<b>0</b>

**Commission Statement: "Thirteen faculty members have been employed since the General Synod added inerrancy to its definition of what constitutes an evangelical profession. It is not evident that many of these new faculty members are committed to inerrancy, and there is little evidence that the Board has made certain that Synod's directives were followed. Seminary faculty...did express concerns that some seminary professors cannot affirm inerrancy as defined by the General Synod, despite assurances of the Administration to the contrary."**

<b>Do you feel that faculty members who have attested to their faith in Jesus Christ as Lord and Savior should also be required to attest to a belief in the ARP definition of inerrancy?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Yes	3%	1
No	97%	35
<b><i>answered question</i></b>		<b>36</b>
<b><i>skipped question</i></b>		<b>2</b>

<b>If you are a Seminary faculty member, did you tell the commission that some seminary professors cannot affirm inerrancy as defined by the General Synod?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Yes	0%	0
No	11%	4
Not applicable	89%	33
<b><i>answered question</i></b>		<b>37</b>
<b><i>skipped question</i></b>		<b>1</b>

**Commission Statement: "The so-called "culture of intimidation," found by Second Presbytery's Committee on the Minister and His Work several years ago, is still present on the campus. There is an atmosphere in some quarters of Erskine College and Seminary that is inimical to faithful implementation of the mission."**

<b>Do you believe there is a culture of intimidation on the Erskine College campus?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Yes	24%	9
No	76%	29
<b><i>answered question</i></b>		<b>38</b>
<b><i>skipped question</i></b>		<b>0</b>

<b>Do you feel intimidated?</b>		
<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Yes	43%	16
No	57%	21
If you answered yes, by whom do you feel intimidated?		17
<b><i>answered question</i></b>		<b>37</b>
<b><i>skipped question</i></b>		<b>1</b>

17 written comments were received. Of the 17 comments:

59% referenced feeling intimidated by Synod, the Commission, or the ARP Church.

29% referenced feeling intimidated by students.

Others sources of intimidation referenced: Chaplain, parents, faculty, confusion (lack of knowledge).

<b>Comments received:</b>
The commission and synod.
By students who lie about what I say in class, by parents who try to get me fired, by Bible/Phil professors who indoctrinate their students and at least tacitly encourage them to help to purge Erskine of undesirables, by the chaplain who seeks to undermine diversity of thought, by Synod when it tries to root out heresy — I could go on.
Students and outside agitators
Well, I do now... I feel I must watch every single word I say in the classroom now, lest it be twisted or misinterpreted.
Factions within the Synod and a vocal minority of students
I am fearful of those who react on behalf of students who bear false witness about matters of faith on this campus.
By the ARP Synod and its Commission
The intimidation is by students who demand everyone accept their narrow theological views.
Many faculty members feel intimidated by the extremely conservatives represented by the ARP Synod. I ignore them but younger faculty who do not have tenure are fearful of losing their jobs. There are some outspoken students (encouraged by the Bible Dept) who have intimidated faculty and some staff members in past years. It is not a good atmosphere but with the departure of John Wingard, it has improved. Until now.

The culture of intimidation is coming only from the commission and Synod. They seek to control Erskine and are attempting to damage, dismiss, or control all who disagree with their narrow doctrine. It does not appear that any of the commission or Synod members have a personal relationship with Jesus Christ. They are simply doctrinal bigots. They have the same mentality as the many so called "Christian" cult leaders who have led others to disaster (David Koresh, Jim Jones, etc.). Much evil has been committed in the name of Christianity, and Wingate, de Witt, and others on the commission and synod are self-serving, if not totally evil. Faculty on this campus are well aware that the Synod is seeking to install its own president and Dean. If deWitt, John Basie or other totally unqualified people have their way and install themselves in positions at Erskine the college will be ruined.

The ARP Church

It's mostly confusion about what is going on- what is the Board's role at Erskine, what is the Synod's role at Erskine, why is the news media sensationalizing what is going on. That is intimidating- the lack of not knowing and not understanding. As a new faculty who is not an ARP, I don't understand what is going on but I don't know if the Board, Synod or College can clarify it at this moment. Is this a power struggle and the faculty and students are caught in the middle?

I would appreciate more evaluation in my teaching (am I effective in the classroom, where can I improve in my assignments, quizzes, tests, how can I implement technology and have it be effective) but I haven't asked because we're all stretched thin right now. I'd like some training in and clarification of faith and learning integration in my courses because I don't know if I'm doing it already and calling it something different or if I'm not doing it at all. I'd like some clarification about inerrancy and ARP's definition because I thought inerrancy and infallible were the same. While I wait for someone to answer these questions, I'll continue to do my job by helping students learn and focus on their studies and I'll learn alongside them.

By the ARP Synod and their commission

The Commission, other faculty, students, off-campus entities

By a Synod that allows innuendo, inference, false accusations as truth, then calls a commission to investigate that "truth."

See first comment--I am intimidated by the atmosphere that has been created by students posting out of context quotes on blogs and the fear of retribution that has been created by the commission's investigation. Certain professors, who I greatly respect, have been targeted for teaching their disciplines. You should not be asked to censor your content because certain people do not agree with it. This is not to say anyone should push their own agendas on students but that professors should be allowed to teach students topics regardless of whether students agree to the topic or not.

By the Synod of the ARP church

Do you think students on our campus feel intimidated?		
Answer Options	Response Percent	Response Count
Yes	31%	10
No	69%	22
If you answered yes, by whom do you think these students feel intimidated?		14
<b><i>answered question</i></b>		<b>32</b>
<b><i>skipped question</i></b>		<b>6</b>

14 written comments were received. Of the 14 comments:

50% referenced students.

21% reference Synod or the Commission.

Others sources of intimidation mentioned: Chaplain, parents, faculty, lack of knowing.

**Comments received:**

I think they feel intimidated by the same groups I mentioned above — not all students, of course, but those who harbor or express doubt or question

Other students, some faculty

I do not feel that ANY student is intimidated. They are challenged and pushed, yes - and unapologetically so - but not intimidated.

Some students feel judged by other students about if they are "Christian enough".

Some of the "religious zealots" (students) have made other students very uncomfortable with their religiously fervent agenda. These are what I call quiet Christians who have affirmed their faith by attending this institution. I believe in leading by example, not by protests, makes more of an impact than intimidating others. I noticed rumblings of this about 2 years ago after a student wrote an article in the Mirror. I didn't know students were this powerful. Perhaps those listening to these students should have asked the adults on campus.

The intimidation is by students who demand everyone accept their narrow theological views.

Some students who do not share the beliefs of the very conservative, religious right (often home schooled students) have said that they feel intimidated by these outspoken students.

I cannot say for certain. What information I have is purely anecdotal.

Right now, they are intimidated by the commission and Synod, but there is no intimidation on campus.

I am in the seminary; so, I do not mingle very much with college students. I don't think our seminary students are intimidated in the least.

I think it's mostly confusion about what is going on- what is the Board's role at Erskine, what is the Synod's role at Erskine, why is the news media sensationalizing what is going on. That is intimidating to them- the lack of ot knowing and understanding.

The Commission, administration, faculty, other students, off-campus entities

I have not had students tell me personally that they are intimidated but I cannot say for certain that they don't feel intimidated.

Some do some don't

**Did you tell the commissioners that a culture of intimidation exists on our campus?**

**\*Results are only for 12 respondents participating in an interview with the Commissioners.**

Answer Options	Response Percent	Response Count
Yes	0%	0
No	92%	11
Not applicable	8%	1
<b>answered question</b>		<b>12</b>
<b>skipped question</b>		<b>0</b>

**Do you feel that there is an atmosphere in some quarters of Erskine College and Seminary that is inimical (hostile) to faithful implementation of the mission?**

Answer Options	Response Percent	Response Count
Yes	8%	3
No	92%	35
<b>answered question</b>		<b>38</b>
<b>skipped question</b>		<b>0</b>

**Did you tell the commissioners that there is an atmosphere in some quarters of Erskine College and Seminary that is inimical (hostile) to faithful implementation of the mission?**

**\*Results are only for 12 respondents participating in an interviewing with the Commissioners.**

Answer Options	Response Percent	Response Count
Yes	0%	0
No	100%	12
<b>answered question</b>		<b>12</b>
<b>skipped question</b>		<b>0</b>