



Biology Professor – 9 month faculty

Full Time / Salary / Exempt

REPORTS TO

Chair, Department of Biology

DEPARTMENT

Department of Biology

EFFECTIVE DATE:

January 1, 2021

JOB SUMMARY

Southern Nazarene University (SNU) is seeking to fill a full-time position in the Department of Biology in the rank of assistant, associate, or full professor beginning January 2021. Review of applications will begin immediately and continue until the position is filled.

RESPONSIBILITIES

Essential Functions:

- Primary teaching responsibilities may include human anatomy with cadaver dissection, a non-majors introductory biology course, human physiology, and/or microbiology.
- The ideal candidate would also serve as Director of the Pre-Health program which includes:
 - Facilitating Pre-health committee functions such as conducting student mock interviews, writing committee letters, etc.
 - Mentoring students preparing for graduate and professional schools in the health field (e.g. medical, PA, dental, veterinarian)
 - Networking with area organizations to promote internships and shadowing opportunities; and to maintain currency in healthcare issues.
- Other responsibilities include student advising, committee service and potential for research with students.

**Required Qualifications:**

- Southern Nazarene University is an expression of the Church of the Nazarene. According to SNU policy, all faculty and staff must possess a strong personal Christian commitment and be committed to the SNU mission to make Christlike disciples through higher education in a Christ centered community.
- An understanding of the importance for diversity, inclusion and equity
- The candidate should have a Ph.D. in biology or a related field to suit the teaching responsibilities of the position. Candidates working to complete their Ph.D. may be considered.
- The candidate must be committed to the pursuit of academic excellence and be enthusiastic about interacting with students.
- A strong commitment to undergraduate teaching in a Christian liberal arts university in the Wesleyan tradition is also required.
- An understanding of the importance for diversity, inclusion and equity.
- Southern Nazarene University is an expression of the Church of the Nazarene. According to SNU policy, all faculty and staff must possess a strong personal Christian commitment and be committed to the SNU mission to make Christlike disciples through higher education in a Christ centered community.

Preferred Qualifications:

- Teaching and post-doctoral research experience are strongly desired.
- Other desirable qualities include an aptitude for online technology in facilitating learning (e.g. online teaching experience, flipping the classroom, etc.).

Supervision Received:

- Receives supervision and work assignments from Biology Department Chair.

Supervision Exercised:

- Will be responsible for the coordination and oversight of student teaching assistants in labs.

THE BIOLOGY DEPARTMENT

SNU offers B.S. degrees in biology, biology-chemistry (as a joint major with the Department of Chemistry) and environmental science. SNU Biology, including all labs and offices, is housed within the West science building along with the Department of Chemistry. SNU is committed to offering the quality and variety of coursework necessary to prepare students for successful admission into graduate and professional programs.

In addition, the Biology Department utilizes the Quetzal Educational Research Center (QERC) field station in Costa Rica, a 4000 sq. ft. laboratory, classroom, and dormitory complex situated on a 400 acre site along the Savegre River in San Gerardo de Dota. SNU and the biology department maintains and staffs the facility while coordinating



visiting research scientists and student education groups as well as conducting a spring semester study-abroad program through QERC.

BENEFITS

Generous benefit structure including family health insurance plan (shared cost), long term disability, dental insurance, group life insurance, retirement, tuition remission, vacation, sick leave, personal days, and holidays.

Updated: August 17, 2020

SOUTHERN NAZARENE UNIVERSITY DIVERSITY STATEMENT

Southern Nazarene University values each person created in the image of God, therefore, we also desire to be a community that reflects representation of diversity. We care about inclusion and equity through the refining of our character, the way we create culture and the way we serve Christ. Our University values reconciliation through God's love.

SOUTHERN NAZARENE UNIVERSITY NON-DISCRIMINATION/EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Non-Discrimination/Equal Employment Opportunity Statement: Southern Nazarene University policy prohibits discrimination on the basis of race, sex, age, color, creed, national or ethnic origin, marital status, disability, genetic information, veterans status or any other legally protected class in the recruitment and admission of students, in all personnel actions or decisions including, but not necessarily limited to, recruitment, hiring, training, upgrading, promotion, demotion, termination and salary, and in the operation of all university programs, activities, and services. Any concerns regarding discrimination on the basis of categories listed above should be addressed to the appropriate person:

Students contact:

Dean of Students
Southern Nazarene University
Office of Student Life
6612 NW 42nd St.
Webster Commons, Lower Level Suite 110A
Bethany, OK 73008
405-491-6336/ Email: kbradley@snu.edu

Employees contact:

Director of Human Resources (or immediate supervisor)
Southern Nazarene University
6727 Bresee Hall, Room 306
Bethany, OK 73008
405-491-6333/ Email: gcollier@snu.edu

Chief Diversity Officer

Vice-President for Intercultural Learning and Engagement



Southern Nazarene University
6727 NW 39th Expressway
Bresee Suite 200
Bethany, OK 73008
405-491-6600/ Email: lcrouso@mail.snu.edu

Anyone with questions or concerns regarding sex discrimination or the university's compliance with Title IX can contact the university's Title IX Coordinator:

Executive Vice President

Southern Nazarene University
6729 NW Expressway
Bresee Suite 202
Bethany, OK 73008
[405-491-6306](tel:405-491-6306)/ Email: mredwine@snu.edu

TITLE IX DISCLOSURE

Regardless of other language in this policy notwithstanding, Sexual Harassment (including Sexual Assault, Domestic Violence, Dating Violence, and Stalking), as defined in the Sexual Harassment Policy, will be governed exclusively by the Sexual Harassment Policy and processes provided in it. All other forms of sex-based discrimination are governed by this policy, including sex-based Harassment, as defined in this policy, that does not rise to the level of Sexual Harassment as defined in the Sexual Harassment Policy.

Conduct that is initially raised through a formal complaint under the Sexual Harassment Policy may also be addressed under this policy, in the institution's discretion, when: (i) the conduct, or some part of it, may amount to a violation of this policy regardless of whether it meets the definition of Sexual Harassment under the Sexual Harassment Policy; (ii) the formal complaint, or some part of it, has been dismissed under the Sexual Harassment Policy; or (iii) a final determination of a formal complaint has been made under the Sexual Harassment Policy and separate or additional action may be necessary to enforce this policy.

Discrimination is material, adverse treatment of an individual based on a protected category. Harassment consists of unwelcome conduct on the basis of a Protected Category that explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

A person's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must create a hostile environment from both a subjective and objective perspective and must be so severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives a member of the community of the ability to participate in or to receive benefits, services, or opportunities from the university's education or employment programs and/or activities. In determining whether a hostile environment exists, the university examines the context, nature, scope, frequency, duration, and location of incidents, as well as the relationships of the persons involved.

- Non-sex-based VAWA crimes.

Note that, when addressing domestic violence, dating violence, and stalking that are not sex-based (i.e., that are not covered by the university's revised Sexual Harassment policy), the



university will need to provide VAWA protections to the parties. Those are outlined on the slides below.

Under Title IX of the Education Amendments of 1972, Southern Nazarene University prohibits all unlawful discrimination on the basis of sex or gender in its educational programs and activities, except where the University has been granted exemptions from certain Title IX regulations on religious grounds, including the specific religious tenet of the University.

No individual will be subject to any form of retaliation, discipline, or other adverse action for reporting conduct in violation of the university's nondiscrimination/Equal Employment Opportunity Statement, assisting/cooperating in making a complaint, or assisting with the investigation of a complaint. Any individual who believes they have experienced or witnessed retaliation should immediately notify the appropriate member(s) of the administration as identified above. Those found to be engaging in any type of discrimination in violation of law or university policy will be subject to disciplinary action, up to and including dismissal or termination of employment.