



Resident Director

Full Time / Salary / Exempt

REPORTS TO

Associate Dean of Students/Director of Residence Life

DEPARTMENT

Student Life

EFFECTIVE DATE

June 1, 2021

JOB SUMMARY

The Resident Director is a full time, 12-month, live-in staff position responsible for the overall administration and programmatic aspects of a designated residential living area. The Resident Director must be passionate about creating a safe, welcoming environment in which residents feel supported, encouraged, challenged, and valued. The Resident Director fosters the development of a living-learning environment, providing a space for residents to be shaped and molded with the hope that residents will then go out and change the world. By nature of this position, the Resident Director must serve as a Christian role model, living above reproach and upholding the SNU mission of Character, Culture, and Christ as well as all University policies and expectations.

RESPONSIBILITIES

Essential Functions:

Actively promote and develop a residential community that values holistic learning:

- Build relationships and provide appropriate support with residents of assigned living area through intentional individual and group conversations, meetings, and discussions.
- Foster and support a multi-cultural, living learning environment.
- Serve as a resource in dealing with specific residence hall situations such as roommate conflicts, students in crisis, diversity issues and other student concerns.
- Meet with students and make disciplinary decisions regarding residence hall policy violations.
- Serve in rotation for on campus emergencies and respond to critical incidents.
- Develop and maintain awareness of community issues for students in the residence halls through communication with area Residential Life staff and initiate efforts to respond to and follow up such issues.



- Work with Resident Assistants to assess student needs and interests; anticipate and promote educational, active, passive, and service programs, which are supportive to the residence community.
- Support of a variety of student life activities by attendance and participation in events such as athletic contests, musical events, and other SNU sponsored activities.
- Attend chapel on a regular basis.
- Maintain hours of availability in Residence Life and Student Life offices.

Seek to fulfill university mission by developing well rounded and mature student leaders:

- Supervise, coach, and develop student leaders in line with the SNU and Student Life mission and values.
- Clearly and regularly articulate expectations for student staff.
- Provide assessment, feedback, and accountability for student staff through regular one-on-one conversations, weekly staff meetings and semester evaluations.
- Coordinate and facilitate ongoing training as assigned.

Coordinate all administrative area functions, including:

- Serve as a liaison and resource to the Housing Coordinator, Facilities Management, University Public Safety and other departments on campus.
- Manage operational functions for residence halls such as damage assessment, maintenance requests, hall openings and closings, cleaning rounds, etc.
- Oversee and manage living area programming/development budget.
- Complete and submit required reports and proposals in a timely manner.

Work to develop and achieve departmental goals:

- Participate in the recruiting and hiring process of all Resident Assistants.
- Participate in ongoing training, monitoring and evaluation of Ras.
- Facilitate faculty involvement and partnership in the residential community.
- Participate in weekly departmental meetings and supervisory meetings as assigned.
- Participate in professional staff development, including Student Life monthly meetings and retreats.
- Participate in the overall planning and management in Residence Life and provide input in the development of policies and procedures as well as goals and objectives.



Develop and implement other departmental/Student Affairs initiatives, such as:

- Serve as a liaison and resource to Student Life and any other University departments as assigned.
- Attend/make presentations at professional conferences and University events.
- Other initiatives as assigned.

Perform other duties as assigned.

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.
- Bachelor's degree in related field required.
- A personal commitment to an intimate and continually growing relationship with Jesus Christ.
- Ability to integrate Christian faith with student development theories and practice.
- Passion to walk alongside college students in this crucial season of life,
- Excellent interpersonal and written communication skills.
- Strong analytical and organizational skills.
- Success in cultivating collaborative relationships with numerous departments and campus programs.
- Demonstrated ability to problem solve and manage conflict.
- Ability to work independently and as a member of a team and interact effectively with students.
- Demonstrated ability to prioritize, take initiative and manage multiple tasks while exercising sound judgment.
- Naturally comfortable with large groups as well as in one-on-one conversations.
- Capacity to manage several things at once and be able to prioritize and respond appropriately.
- Ability to operate in a highly confidential manner and with minimal supervision.
- Demonstrated commitment to the fundamental values of service to others, community, and diversity.
- Availability to work many evenings and weekends.
- Attend and be active in a local worship community.



Preferred Qualifications:

- Master's Degree in Student Affairs or related field.
- 2 years of residential experience.

Supervision Received:

Receives direct supervision, work assignments, support, and mentorship daily from Associate Dean of Students/Director of Residence Life and additional support from Dean of Students.

Supervision Exercised:

Responsible for the leadership of between 8-12 Resident Advisor student staff.

Apply Online for this position at <https://snu.edu/employment/>

BENEFITS

Generous benefit structure including family health insurance plan (shared cost), long term disability, dental insurance, group life insurance, retirement matching, 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
6729 NW Expressway
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
6729 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~~/ 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.

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.

*Christian faith and employment at Southern Nazarene University: Southern Nazarene University is an expression of the Church of the Nazarene. It reserves the right to prefer employees on the basis of religion (Title VII, Section 702-703, U.S. Civil Rights Act of 1964).