



## **PROGRAM DIRECTOR (Criminal Justice)**

Part Time / Salaried / Exempt

### **REPORTS TO**

Vice President of Academic Affairs for Professional and Graduate Studies

### **DEPARTMENT**

Professional and Graduate Studies (PGS)

### **EFFECTIVE DATE**

August 16, 2021 or until hired

### **JOB SUMMARY**

Recruit learners to the Criminal Justice degree-completion program and serve as the academic program director

### **RESPONSIBILITIES**

#### **Essential Functions:**

- Recruit and retain a minimum of 12 learners into a minimum of two (2) cohort groups per year; one group in fall and one group in spring during the 2021-22 academic year.
- Represent the University in appropriate law enforcement-related meetings, organizations, and associations; and with community colleges, alumni groups, or through other recruiting opportunities.
- Work collaboratively with the current Criminal Justice Interim Program Director during the 2021-22 academic year to learn internal processes and program director responsibilities.
- Assume responsibility for all Criminal Justice program director duties on July 1, 2022.
- Design and implement a plan during the 2021-22 academic year to recruit and retain a minimum of 12 learners into a minimum of three (3) cohort groups per year beginning with the 2022-23 academic year.
- Represent the Criminal Justice Program at appropriate PGS meetings and associated events.
- Have the ability to travel to/from recruiting meetings and events and/or be available electronically.
- Demonstrate the ability to work independently, plan strategically, and provide leadership.
- Exhibit familiarity with technological equipment and relevant software programs
- Additional 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.
- Display an understanding of the importance for and the application of the concepts of diversity, inclusion, equity, justice, belonging, and reconciliation.
- Have an earned master's degree.
- Have a minimum of three years of related work experience and relevant training.
- Enjoy current numerous relationships with law enforcement-related associations or organizations and ready access to same.
- Display ingenuity and innovation in recruiting and retaining program learners and program advocates.
- Exhibit an ability to teach effectively using adult learning principles.
- Have the capacity to counsel program learners and faculty and work effectively with University administrators, faculty, and staff.
- Possess the ability to provide academic oversight, leadership, and foresight with the Criminal Justice program, courses, calendars, and assessment system.
- Have the ability to fulfill all Professional Studies program director responsibilities.
- Demonstrate strong verbal and written communication skills along with technological skills.
- Possess the ability to prioritize job requirements and multi-task effectively.
- Exhibit experience with various computer software applications.

**Preferred Qualifications:**

- Possess current numerous relationships with law enforcement-related associations or organizations surrounding Oklahoma's two metropolitan areas and in other key metropolitan, suburban, or rural area.  
Demonstrate ingenuity and innovation in establishing and maintaining relationships through additional recruiting opportunities.
- Have experience with teaching in higher education using Canvas or other learning management systems.

**Supervision Received:**

Receives supervision and work assignments from a designated supervisor, although other faculty members in the unit may provide work direction.

**Supervision Exercised:**

May be responsible for the coordination of work assignments for student employees.



## **BENEFITS**

The position is not eligible for benefits.

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

**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](mailto: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](mailto: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](mailto: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](mailto: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).