



Theology Professor -Faculty

Full Time / Salary / Exempt

Filling this position is contingent upon final budgetary approval.

REPORTS TO

Chair, School of Theology and Ministry

DEPARTMENT

School of Theology and Ministry

EFFECTIVE DATE:

August 2022

JOB SUMMARY

The School of Theology and Ministry seeks a full-time **Assistant Professor or higher** in Theology on the Bethany, Oklahoma main campus. Rank based on previous experience and qualifications.

Southern Nazarene University is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools and the State Board of Education. SNU is a private, liberal arts university whose mission is to make Christlike disciples through higher education in Christ-centered community. For more information about SNU, see our website: www.snu.edu

All employees of the university sign a Faith and Life Covenant in harmony with the values and expectations of the Church of the Nazarene and the university.

RESPONSIBILITIES

Essential Functions:

- Establish and maintain relationships with students to exemplify the motto "Character, Culture, Christ" as well as fulfill SNU's mission to make Christlike disciples in higher education
- Teach 12 hours per semester, in the areas of Theology and General Education for the department
- Advise students with majors in the School of Theology and Ministry
- Participate in the spiritual life of the SNU campus
- Assist with assessment for School of Theology and Ministry programs and General Education courses taught in the department
- Ability to engage in critical thinking
- Ability to maintain confidentiality and manage confidential information
- Ability to collaborate with other faculty and staff, and maintain collegial relations
- Ability to communicate effectively in oral and written form



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 of diversity, inclusion and equity
- Earned doctorate in Theology from an accredited institution. ABD candidates may also be considered
- Commitment to the Wesleyan theological tradition
- Membership in the Church of the Nazarene
- Commitment to the preparation of both women and men for ministry

Preferred Qualifications:

- Completed doctorate
- Prior successful teaching experience at the undergraduate level in face-to-face setting
- Experience in contexts of diversity in research, scholarship and teaching
- Ordination in the Church of the Nazarene

Application Process

Candidates wishing to apply for this position should submit the following when given the opportunity to upload documents to our online application:

- A letter of application
- Curriculum vita
- A one-to two-page statement of faith
- A two-page statement highlighting the candidate's perspective and understanding with regard to the integration of Christian faith and learning
- Three letters of reference
- Copies of academic transcripts

Review of applications will begin immediately and **priority will be given to applications submitted by November 15, 2021**. The position will remain open until filled.

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, 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 39th Expressway
Bresee Hall, Room 306
Bethany, OK 73008
[405-491-6333](tel: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:



Executive Vice President

Southern Nazarene University
6729 NW 39th Expressway
Bresee Hall, 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 an 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).