



## **Professor of Biology**

Full Time / Salary / Exempt

### **REPORTS TO**

Chair, Department of Biology

### **DEPARTMENT**

Department of Biology

### **EFFECTIVE DATE:**

July 1, 2022

### **JOB SUMMARY**

Southern Nazarene University (SNU) invites applications for a full time professor open-rank position in the Department of Biology beginning July 2022. We seek candidates whose expertise supports our Biology-Chemistry programs. Candidates must have completed their Ph.D. in Biology, Biochemistry or a closely related field (ABD will be considered). Academic rank will be based on degrees and experience. Special consideration will be given to candidates willingly to serve as the Department Chair.

Review of applications will begin immediately and continue until the position is filled.

### **RESPONSIBILITIES**

#### **Essential Functions:**

- Specific courses can be negotiated with the appointee, but primary teaching responsibilities may include: Advanced Human Physiology, Cell and Molecular Biology, Microbiology, Introductory Evolutionary Biology, and course(s) of appointee's expertise.
- The ability to teach in-person is required.
- The successful candidate will teach undergraduate students and will be strongly committed to fostering inclusive learning environments, active pedagogy, and academic success of all 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.
- A commitment to acknowledge, celebrate, and promote diversity, inclusion and equity
- 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.

**Preferred Qualifications:**

- Other desirable qualities include an aptitude for technology in facilitating learning (e.g. online teaching experience, flipping the classroom, etc.).
- Our preferred applicant will be trained in Cell Biology.
- Teaching and post-doctoral research experience are strongly desired.
- Be able to mentor students in the integration of the Biological Sciences and Christian faith.
- Show commitment to the development of an undergraduate research program.
- Demonstrate understanding and intended use of evidence-based pedagogy.
- Other desirable qualities include an aptitude for technology in facilitating learning (e.g. online teaching experience, flipping the classroom, etc.).

**Supervision Received:**

Receives supervision and work assignments from the Biology Department Chair and or Sciences and Mathematics Division Chair.

**Supervision Exercised:**

Will be responsible for 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.

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, matching 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](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).