



Psychology Adjunct Faculty

Part Time

REPORTS TO

Chair, Department of Psychology & Counseling - Undergraduate

DEPARTMENT

Department of Psychology & Counseling

EFFECTIVE DATE

March 2021

JOB SUMMARY

The Department of Psychology & Counseling seeks adjuncts to join its adjunct pool. Faculty members in the adjunct pool are employed on a course-by-course basis, depending on the curricular offerings and course enrollments in any given semester. Recurrent course needs include PSY 1113 – General Psychology.

The Department

The mission of the Southern Nazarene University Department of Psychology and Counseling is to partner with the university and students for the sake of developing persons who embody compassion, patience, presence, curiosity, thoughtfulness, and imagination. As a university rooted in the Wesleyan theological tradition, we invite our students to live relationally, to embody service and social justice, to use empirically sound methods, and to reflect thoughtfully about self, others, and creation. The undergraduate Bachelor of Science degree is comprised of 50 semester hours and offers a variety of high-impact educational practices, such as writing-intensive courses, collaborative projects, service-based learning, and course-embedded psychological research experience. The program learning objectives align with the American Psychological Association's 2.0 Guidelines for the Undergraduate Psychology Major.

The University

Accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools and the State Board of Education, Southern Nazarene University (SNU) is a private, liberal arts university with a variety of undergraduate, graduate and adult education programs. As a Christian community of scholars, we model the hospitality of grace, the pursuit of truth and the practice of discipleship, all within the



Wesleyan-holiness tradition, as we make Christlike disciples through higher education in Christ-centered community. SNU has an enrollment of approximately 2000 undergraduate and graduate students.

RESPONSIBILITIES

Essential Functions:

- Teach courses at assigned days and times
- Plan lessons that address particular learning outcomes and the needs of students
- Use technology to enhance instruction and assessment
- Design, administer, and grade assessments to measure student learning
- Provide course-related feedback to students in a timely manner
- Gather a sample of course assignments as requested for documentation for SNU General Education Committee, if applicable
- Maintain an accurate, up-to-date gradebook
- Maintain an accurate, up-to-date attendance record
- Set up and make proper use of a Learning Management System website for assigned course(s)
- Maintain a professional relationship with any student assistants, tutors, and/or graders assigned to their course(s), if applicable
- Administer a final exam session at the day and time scheduled by the Registrar
- Submit final grades as requested by the Registrar
- Collaborate on course development and assessment with the department chair and other unit faculty and staff
- Additional course-related duties as assigned

Required Qualifications:

- Master's degree in any subfield of psychology
- 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. 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.
- An understanding of the importance for diversity, inclusion and equity
- Strong verbal and written communication skills
- Ability to build and maintain positive interpersonal relationships
- Intrinsic motivation and ability to work independently on teaching-related tasks

Preferred Qualifications:

- Ph.D. in any subfield of psychology
- Experience in face-to-face classroom instruction at the undergraduate level



Supervision Received:

Receives supervision and course assignments from the Department of Psychology & Counseling chair, although other faculty and staff members in the unit may provide work direction.

Supervision Exercised:

May be responsible for supervising student teaching assistants, student graders, and/or student tutors.

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

BENEFITS

Adjunct Faculty positions are not eligible for benefits.

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](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.

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).