

# OKLAHOMA BAPTIST UNIVERSITY

## POSITION DESCRIPTION

**Title:** Assistant or Associate Professor of  
Biology

**Department:** Science

### **OBU Mission Statement**

OBU transforms lives by equipping students to pursue academic excellence, integrate faith with all areas of knowledge, engage a diverse world, and live worthy of the high calling of God in Christ.

### **Expectations for all Employees**

Oklahoma Baptist University achieves its mission through a shared commitment to the following expectations. All employees must embrace these expectations and model them in their behavior.

- *Demonstrate commitment to the essentials of the Christian faith.*
- *Commit to the mission and vision of Oklahoma Baptist University.*
- *Treat people with dignity and respect.*
- *Build relationships on honesty, integrity, and trust.*
- *Strive for excellence through teamwork, leadership, and a strong work ethic.*
- *Manage human and financial resources wisely and efficiently.*

**Purpose:** OBU is a distinguished Christian university committed to integrating faith and learning. We strive to provide an education that fosters intellectual growth, spiritual development, and a commitment to service. The Biology program in the James E. Hurley Division of Science and Mathematics is dedicated to excellence in undergraduate teaching, mentorship, and scholarship, with a particular focus on hands-on, laboratory- and field-based learning in a Christ-centered, liberal arts context.

We are seeking a biologist to join our faculty. The ideal candidate will have a strong background in biology (such as molecular biology, genetics, anatomy, physiology, or a closely related field), demonstrated or emerging excellence in undergraduate teaching and mentoring, and a deep commitment to Christian faith and practice. This position involves teaching undergraduate courses, advising students, participating in scholarly activities, and engaging in service to the University and broader community.

### **Essential Functions:**

- Teach a variety of undergraduate biology courses for majors and non-majors (such as General Biology, Molecular Biology, Genetics, Anatomy, Physiology, Microbiology, or other courses as departmental needs and the candidate's expertise indicate).
- Develop and implement effective student-centered teaching strategies that integrate faith and learning, including laboratory experiences and appropriate educational technology.
- Advise and mentor Biology majors and minors (and related programs as assigned) in academic planning, professional development, and spiritual formation.
- Participate in curriculum development and ongoing assessment of biology courses and programs, contributing to a culture of continuous improvement and alignment with institutional learning outcomes and any relevant accreditation expectations.
- Engage in scholarship appropriate for a liberal arts environment (such as discipline-based research, scholarship of teaching and learning, or student-mentored research projects).

# OKLAHOMA BAPTIST UNIVERSITY

## POSITION DESCRIPTION

- Integrate the Christian faith into classroom and laboratory environments, helping students consider how a Christian worldview informs the study and practice of biology, including ethical dimensions of the life sciences.
- Participate in University committees and governance as assigned.
- Contribute to advising, recruitment, and retention efforts for Biology and related majors.
- Uphold and promote the Christian mission and values of the University in all professional activities.

### **Other Duties:**

- Assist with the assessment process and reporting for Biology and other assigned programs, including contributions to accreditation documentation as needed.
- Assist in recruiting students to Biology and related majors through campus events, individual visits, and school visits.
- Manage or assist with management of the Wood Science laboratories for teaching, research, and outreach purposes, as appropriate to the candidate's expertise.
- Participate in community outreach related to biology and environmental stewardship, including events for local schools, churches, and community groups.
- Collaborate with faculty in natural science, chemistry, physics and other STEM disciplines to support interdisciplinary learning and projects.
- Assist with purchasing large equipment.
- Other duties as assigned.

### **Required Qualifications:**

- Demonstrated ability to teach biology courses effectively at the undergraduate level, including both lecture and laboratory components.
- Ability to thoughtfully integrate Christian faith with the theory and practice of biology, including discussion of ethics, stewardship of creation, and vocation.
- Strong verbal and written communication skills.
- Ability to work effectively with college students one-on-one, in small groups, and in larger classroom settings.
- Strong interpersonal skills and the ability to build constructive relationships with students, staff, faculty colleagues, and community partners.
- Organizational and time-management skills sufficient to balance teaching, advising, scholarship, and service responsibilities.
- Demonstrated passion for environmental stewardship and/or biological inquiry, with involvement in relevant initiatives, research, and/or organizations preferred.
- Commitment to mentoring and supporting students from diverse backgrounds and experiences.

### **Education:**

Required:

- Master's degree in Biology or a closely related field.

Preferred:

- Ph.D. in Biology or a closely related field.

# OKLAHOMA BAPTIST UNIVERSITY

## POSITION DESCRIPTION

- Training or experience health-related biology, or another subdiscipline that complements existing strengths within the department.

### **Experience:**

#### **Required:**

- Strong commitment to integrating Christian faith with academic excellence.
- Excellent communication and interpersonal skills.
- Ability to work collaboratively with faculty, staff, and students.
- Active involvement in a Christian church and alignment with the university's statement of faith.

#### **Preferred:**

- Demonstrated excellence in teaching biology or related courses at the undergraduate level.
- Experience teaching laboratory-based and/or field-based courses.
- Experience with curriculum development and academic program assessment.
- Involvement in professional biology or science education organizations.

### **Equipment:**

- Typical biology laboratory and instructional equipment (e.g., microscopes, pipettes, incubators, autoclaves, spectrophotometers, balances, and related instruments).
- Standard instructional technology (e.g., Canvas learning management system, presentation software, document cameras, and classroom audio-visual systems).

### **Physical Requirements:**

- Ability to teach in classroom and laboratory settings, including standing for extended periods and moving between lab stations (with or without reasonable accommodation).
- Ability to lift and move laboratory equipment and supplies, typically up to approximately 25–50 pounds (with or without reasonable accommodation).
- Sufficient visual and auditory acuity to safely supervise students in laboratory and field environments.

### **Special Requirements:**

- Must be a member of a local evangelical\* Christian church.  
\*Evangelical is a broad term referring to segment within Christianity which maintains the authority of the Bible and the belief in salvation by faith in Jesus alone.
- Please apply using the link for “Faculty Applications” on the OBU website at:  
<https://www.okbu.edu/hr/jobs.html>

### **OBU Benefits Summary:**

OBU understands that our employees are our most valuable assets when fulfilling our mission. We strive to offer an extensive array of benefits and opportunities for employees to choose from. Full-

# **OKLAHOMA BAPTIST UNIVERSITY**

## **POSITION DESCRIPTION**

time employees benefit from the generous OBU provision of premium contributions for nationwide family-friendly Health and Dental coverages along with free life insurance that includes accidental death and dismemberment equal to an employee's base salary. OBU provides access to optional employee-paid ancillary benefits like vision, hospitalization, critical illness, accident, additional employee-paid family life insurance coverages, and education benefits at OBU and other institutions of higher education. There is generous paid time off that includes annual granted vacation time, accrued sick leave, six annual holidays, and week-long breaks for Thanksgiving and Christmas that include energy conservation days. For all employees working at least half-time, there is an employer matching opportunity for retirement investments in a 403(b)(9) plan administered by Guide Stone. There are numerous other perks and opportunities for OBU employees including FREE family membership to the OBU Recreation and Wellness Center or RAWC, Global outreach university mission trips, cafeteria discounts, and parking privileges to name a few. For more information about the current OBU employee benefits and opportunities, please contact the Human Resources staff at [HR@okbu.edu](mailto:HR@okbu.edu).