

Policy & Procedure Review

Policy & Procedure Number: CWUP 5-70-010

CWUP (Policy)
CWUR (Procedure)

New **Revision**

Title: Faculty Hiring Guidelines/Terminal Degree Requirements

Summary:

Updating terminal requirements policy for faculty hires.

Changes include

- Addition of or edits to department and/or program names,
- Modifications of minimum credential for terminal degree required by each department or program, and
- Addition of and reference to CBD language.

[Responsibility: Provost/VP of Academic Affairs; Authority: Cabinet/UPAC; Reviewed/Endorsed by: Cabinet/UPAC; Review/Effective Date: 07/2009; Approved by: James L. Gaudino, President]

CWUP 5-70-010 Faculty Hiring Guidelines/Terminal Degree Requirements

Minimum qualifications for academic ranks and titles are listed in the Collective Bargaining Agreement (Article 8.2) including reference to terminal degree for tenure track faculty and minimum degree levels for other faculty positions.

- A. Faculty members hired into Tenured or Tenure Track positions are expected to hold terminal degrees relevant to the discipline as listed in the table below. With approval of the Provost, professional experience and/or national reputation may be deemed equivalent to the minimum degree.
- B. ABD candidates may be appointed to the assistant professor rank if there is reasonable expectation that degree requirements can be completed within one year of start date.
- C. Lecturers are expected to hold at least a Master's degree relevant to the discipline in which they teach.
- D. Clinical faculty are expected to hold at least a Master's degree relevant to the appropriate discipline and licensure, certification, professional experience, all as specified by the department of appointment

AREA	DEGREE NORMALLY EXPECTED
Accounting	Earned Doctorate; (JD, plus LLM or Master of Taxation)
Allied Health Sciences	Contractual agreement
Anthropology	Earned Doctorate
Art + Design	MFA: Earned Doctorate for Art History & Art Education
Athletics	Contractual agreement
Aviation	Earned Master's (with advanced flight ratings and five years ; aviation industry experience for Aviation ; with five years aviation industry experience for Aviation Management)
Biological Sciences	Earned Doctorate
Chemistry	Earned Doctorate
Communication	Earned Doctorate (Master's for Public Relations & Journalism with significant professional experience or MFA for Film Program)
Computer Science	Earned Doctorate
Economics	Earned Doctorate
Education	Earned Doctorate (Master's with exceptional experience)
English	Earned Doctorate (MFA for Creative Writers)
Environmental Studies	Earned Doctorate
Family & Consumer Studies Science	Earned Doctorate (Master's in Fashion Merchandising, Wine Studies)
Finance & Operations and Supply Chain Management (OSC)	Earned Doctorate
Foreign Languages	Earned Doctorate (Masters for American Sign Language)
Geography	Earned Doctorate
Geology	Earned Doctorate
History	Earned Doctorate
Health, Human Performance and Nutrition Sciences	Earned Doctorate (MS in a health-related field for paramedics; Master's in Clinical Dietetics)
Industrial & Engineering Technology	Earned Doctorate (Master's in Engineering Technology plus industrial experience)
Information Technology and Administrative Management	Earned Doctorate
Instructional Media	MA in Media Education; Earned Doctorate encouraged
International Studies & Programs (ELS faculty)	Earned Doctorate
Law and Justice	Earned Doctorate; Juris Doctor with appropriate criminal justice

	experience
Library	MLS (second master's degree in academic discipline encouraged)
Management	Earned Doctorate; JD
Mathematics	Earned Doctorate
Music	Earned Doctorate (MM and significant professional experience for Jazz, Conducting and Performance)
Philosophy & Religious Studies	Earned Doctorate
Physical Education, School Health, and Movement Studies	Earned Doctorate (Master's for Dance)
Physics	Earned Doctorate
Political Science	Earned Doctorate
Psychology	Earned Doctorate
Science Education	Earned Doctorate
Sociology	Earned Doctorate
Theatre Arts	Earned doctorate in Theater (any specialization) or MFA
Traffic Safety/Safety and Health Management/ Construction	Master's with significant professional experience
World Languages & Cultures	Earned Doctorate (Master's for American Sign Language)

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