

Instructor Minimum Qualifications

Department	Course(s)	Degree	Evidence	Experience
Anthropology	ANTH 107	Master's degree required.	Masters in Anthropology or a related field or Master of Education and a bachelor's degree in Anthropology	
Apparel, Textiles and Merchandising	ATM 280	Masters Preferred	MS/MA in Family Consumer Sciences Education, Career and Technical Education, Apparel. Bachelors in Family Consumer Sciences Education, or Apparel. Extensive industry experience or teaching apparel content in place of specific degrees considered.	3 years of teaching apparel construction courses.
Apparel, Textiles and Merchandising	ATM 301	Masters Preferred	MS/MA in Family Consumer Sciences Education, Career and Technical Education, apparel, marketing, or business. Bachelors in Family Consumer Sciences Education, apparel, marketing, or business. Extensive industry experience or teaching apparel content in place of specific degrees considered.	3 years of teaching apparel, marketing, or business focus courses.
Art	ART 103	Master's Required	Master's in Art Education Master's in Studio Arts Master's in Art History	Experience teaching art, art appreciation, and/or art history

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Biology	BIOL 101,	Master's Required	•BS/BA in Biology or related science field (must include laboratory science), and •MS/MA in Biology or related science field (must include laboratory science), or •MEd with evidence of teaching proficiency in Biology (e.g., National credential, letters of recommendation specifically addressing proficiency in Biology, or equivalent evidence) Instructor application materials should demonstrate competency in introductory general biology for non-majors, including foundational biological concepts, biological chemistry, cell structure and function, genetics, evolution, human body systems, and scientific communication. The cover letter should specifically speak to the most challenging concept the applicant teaches in this class and the specific methods they use to navigate it.	Minimum of three (3) years of teaching Biology
Biology	BIOL 201	Master's Required	•BS/BA in Biology or related science field (must include laboratory science), and •MS/MA in Biology or related science field (must include laboratory science), or •MEd with evidence of teaching proficiency in Human Biology (e.g., National credential, most, letters of recommendation specifically addressing proficiency in Human Biology, or equivalent evidence) Additional course alignment for BIOL 201: Instructor application materials should demonstrate competency in human biology, including successful completion of 2 quarters/semesters of college-level anatomy and physiology, and some combination of disease processes, health and environmental interactions, and/or the application of biological principles to personal and public health contexts. The cover letter should specifically speak to the most challenging concept the applicant teaches in this class and the specific methods they use to navigate it.	Minimum of three (3) years of teaching Biology

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Chemistry	CHEM 101	Masters Required	BS/BA in Chemistry, AND MS in Chemistry or related science field (must include laboratory science), OR MEd plus evidence of teaching proficiency in Chemistry (ex. National credential, most recent TPEP evaluation, letters of recommendation speaking specifically to proficiency in Chemistry, has taught Advanced Placement Chemistry for more than 3 years, etc.)	Minimum of three (3) years of teaching Chemistry
Communication	COM 250	Master's required*	MA, MS, or PhD in Communication, Communication Studies, Rhetoric, or closely related field which may include Mass Communication, Media Studies, English, Psychology, and other humanities and social science disciplines in connection with experience teaching public speaking—subject to approval by the department chair.	Experience teaching public speaking at the high-school or college level
Construction Management	CMGT 101	Master's Preferred	MS/MA in related field preferred. Bachelor's in Construction or Industrial Arts related to construction. Extensive industry experience without degrees considered	3 Years of teaching and related experience 1 year of field related experience preferred in construction related discipline
Economics	ECON 101, ECON 102, ECON 130	Masters Strongly Preferred	MA in Economics or related field. MA in teaching is acceptable with the required experience listed. Required Textbooks are: ISBN: 9780136575142 or ISBN: 9780137451951 . Please reach out to Peter.Gray@cwu.edu for questions	3+ years teaching experience in related field
Education	EDBL 250	MA degree & teaching license	Backgrounds/coursework/experiences in ethnic studies, history, and/or current events.	Experience teaching a diverse student population

Education	EFC 250 Note: Class includes a practicum component	Master's Required	Knowledge in PESB's Recruiting WA Teachers curriculum (https://www.pesb.wa.gov/category/rwt-curriculum-unit-resources/). MS/MA in related field preferred	Min. of 2 years of teaching experience
Engineering Technologies	ETSC 101, ETSC 160, ETSC 265, ETSC 277	Master's Preferred	Bachelor's in Technology/Engineering or related field.	3 years of teaching and related field experience
English	ENG 101, ENG 102, ENG 105	Master's Required	Master's in English strongly preferred. Master's in related field acceptable when accompanied by one or more of the following: a) Ten (10) graduate-level quarter credits (or equivalent semester credits) in English Composition/Rhetoric, Literature, or Linguistics/TESOL; b) Three years of experience teaching college-level English courses (e.g. Advanced Placement, International Baccalaureate, Community College, or University).	
English	ENG 263 <i>Only accepting 10 new teachers for ENG 263 for application cycle 2026-27</i>	Master's Required	Master's of Fine Arts in Creative Writing OR Master's in English with Creative Writing specialization strongly preferred. a) Ten (10) graduate-level quarter credits (or equivalent semester credits) in Creative Writing; b) Three (3) years of experience teaching college-level Creative Writing courses (Community College or University); c) Five (5) creative writing publications in past five (5) years in peer-reviewed and nationally-recognized literary journals.	

Environmental Science	ENST 201, ENST 202	Master's Required	BS/BA in natural sciences (biology, chemistry, geology, geography, environmental science) or education with STEM focus; MS/MA natural sciences or MEd.	3 years teaching experience in natural sciences; strong support letters documenting candidate's abilities
Family and Consumer Science	CDFS 232	Master's Required	MS/MA in any field, AND College-level education in child development (i.e., passed a course that covered at least prenatal – middle childhood development) We will provide a pathway for teaching the course if qualifications are not met: Teachers must either: 1) Pursue (i.e., be accepted into the program) either CDFS or FCS Education master's degree through CWU) OR 2) Complete with a grade of B or better both an online CDFS 232 course and virtual CDFS 582 Curriculum Development course through CWU (both can be completed online during summer quarter). If a teacher pursues this alternate pathway, they will receive extra mentorship/visits in the first two years of teaching the CiHS course.	2 years experience teaching Child Development
Finance and Supply Chain	FIN 174	Bachelor's with Master's Strongly Preferred		Experience teaching math, finance, economics, accounting, business or consumer science
Geography	GEOG 101, GEOG 107, GEOG 208, GEOG 250	Master's in Geography or closely allied field, or Masters in Education with subject area knowledge		

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Geology	GEO 101	Master's Required	•BA/BS in geosciences required, with upper-level coursework in geology •MS in geosciences, science education, or related field required	
Health Sciences (Public Health)	PUBH 209	Master's Required	Master's degree in any Social Science, Education, or Public Health field.	3 years' experience teaching at the high school or college level
History	HIST 143, HIST 144	Master's degree in History required	In addition to the MA in History, specialized training or experience appropriate to course being taught. This requirement may be satisfied by one or more of the following: •2 years high school teaching experience •History graduate field in area and chronology of course being taught •15 quarter credits of graduate-level history coursework in area and chronology of course being taught •1 year high school history teaching experience in area and chronology of course being taught •Additional desired qualifications: experience teaching AP or other college-level history in the high school and/or experience teaching at the post-secondary level. •Please also ensure you read the departments expectations. The department will consider teachers who have substantial graduate training in history but don't hold the MA.	

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Humanities	HUM 101, HUM 102, HUM 103	Master's Required	Master's in English, History, Humanities, or Philosophy strongly preferred. Master's in related field acceptable when accompanied by one or more of the following: a) Ten (10) graduate-level quarter credits (or equivalent semester credits) in English, History, Humanities, or Philosophy; b) Three years of experience teaching college-level courses in English, History, Humanities, or Philosophy (e.g. Advanced Placement, International Baccalaureate, Community College, or University).	
Information Technologies	IT 111	Master's Strongly Preferred	Preferred: Applied experience designing, creating, and maintaining websites and other digital systems. Resume experience in web and digital technologies including experience with HTML and CSS. Resume experience in applying/using MS Office – Access, Word, Excel, and PowerPoint.	
Information Technologies	IT 202	Master's Strongly Preferred	Preferred: MOS (Microsoft Office Specialist) certification and a master's degree.	

Math	MATH 101, MATH 102, MATH 130, MATH 152, MATH 153, MATH 154, MATH 172, MATH 173, MATH 211 MATH 265, MATH 272, MATH 273	Master's Required	•BS or BA in Mathematics, Mathematics Education, or a related field •Master's degree in Mathematics, Mathematics Education, Education, or related field. •Department evaluation will consider the strength of the undergraduate degree, number of graduate mathematics courses, number of years of teaching experience, previous teaching experience with College in the High School, previous teaching experience with Advanced Placement courses, and recognition of teaching excellence via National Board Certification. •A candidate with a master's degree in a field other than mathematics or without prior coursework in statistics can strengthen their application by taking approved graduate courses through the CWU STEM Leadership Program as recommended by the STEM Leadership Director. A PhD in Mathematics (not education) is required to teach MATH 265, 272 and 273	
Music	MUS 101, MUS 102, MUS 103, MUS 105	Master's Required	Master of Music, Master of Music Education, or Master of Arts in Teaching	Experience Teaching Music
Physical Education	PED, PEF, PEID, PE TEAM	Master's Required	Master's degree in Physical Education, Kinesiology, or Movement Studies. MA in Curriculum and Instruction considered with auxiliary coaching or physical education teaching experience.	
Physics	PHYS 101, PHYS 103	Master's Required (National Board Certification in Physics may substitute)	Undergraduate degree in any STEM field. Master's degree can be in any discipline	

Physics	PHYS 106, PHYS 111, PHYS 112, PHYS 113	Master's Required (National Board Certification in Physics may substitute)	• PhD or Master's in any natural science, engineering, or mathematics field; • or a Bachelor's in Physics, Astronomy, Mathematics, Engineering, Chemistry, and a Master's in Education; • or a Bachelor's in a science related area not listed above and Master's in Education and successful completion of CWU PHYS 111 online content training course; • or a Bachelor's in Physics, Mathematics or related field and National Board Certification in Physics; • or Taught AP Physics for 3+ years with an undergraduate in any STEM field and masters degree in any discipline	
Physics	PHYS 181, PHYS 182, PHYS 183	Master's Required (National Board Certification in Physics may substitute)	• PhD or Master's in any natural science, engineering, or mathematics field, • or a Bachelor's in Physics, Mathematics or related field and National Board Certification in Physics.	
Political Science	POSC 101, POSC 210, POSC 260, POSC 270	Masters required.	M.A. Poli Sci or similar Dept. preferred but will consider BA, Poli Sci or equivalent with MA in other discipline	If MA is not in Poli Sci or similar area: POSC 101: Substantial social studies background POSC 210: Taught AP US Govt, History, Internatl Bacc., or equivalent POSC 260: Taught AP Comparative Govt or equivalent

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Psychology	PSY 101, PSY 205	Master's Required	Official Transcripts for master's degree in psychology or master's degree in related field with at least one graduate level psychology course (prefix PSY) OR master's degree with at least one psychology relevant course. If no PSY prefix or have taken a psychology course, will review transcripts for any prefix that identifies a psychology course and will then ask for syllabi from that course to determine the breadth of the course. Holds an BA or BS in psychology along with a master's degree (for example, education or teaching) without a psychology relevant course.	AP or Honors course preferred Minimum of 2 years' experience teaching (HS or College level). May consider less than two years depending on breadth of teaching experience
Safety and Health Management	SHM 102	Master's Preferred	MS/MA in related field preferred Bachelor's in Safety or related field. Extensive industry experience without degrees considered.	3 years of teaching and related field experience
Sociology	SOC 101, SOC 107, SOC 109	Master's Required*	A Master's degree in any teaching related field will suffice, as long as the instructor has an undergraduate degree, and or extensive course work, in the subject they would like to teach. Teachers with more than 20 years of experience and or National Board Certification in the subject area are encouraged to apply. We may be able to substitute experience for education on a case-by-case basis.	5 years' experience teaching sociology, social studies or related field
Theatre	TH 107	Master's Required	MA in Theatre, Media & Cultural Studies, Theatre Education, Applied Theatre, Performance Studies or Theatre Arts-related discipline. Master's in related field may be acceptable only with eighteen graduate-level course credits in a Theatre Arts discipline AND one of the following: - Experience teaching theatre at the high school or college level - Evidence of three or more years working in the Theatre Arts industry	

World Languages	SPAN 151, SPAN 152, SPAN 153	Applicants must meet one of the following qualification pathways:	Pathway 1: Degree and Endorsement Pathway • Bachelor's degree in Spanish. • Master's degree in Spanish, Education, Second Language Acquisition, or a closely related field; and • Current endorsement or certification to teach Spanish. Teachers who were certified to teach Spanish before ACTFL proficiency requirements were instated, will be required to take the ACTFL WPT and OPIc or equivalent (e.g., STAMP) to demonstrate Advanced Low or higher Spanish proficiency. Pathway 2: Master's Degree with Demonstrated Spanish Proficiency Applicants who hold a master's degree in Education, Applied Linguistics, or a closely related field, but do not hold a bachelor's or master's degree in Spanish, must provide evidence of Spanish language proficiency equivalent to ACTFL Advanced Low or higher. Pathway 3: Bachelor's Degree in Spanish Without a Master's Degree Applicants who hold a bachelor's degree in Spanish or a closely related field but do not yet hold a master's degree must complete WLC 484 and WLC 485 before applying for approval to teach College in the High School Spanish courses. WLC 484 is offered fully online in the winter quarter, and WLC 485 is offered fully online in the spring quarter. Applicants are responsible for completing both courses and submitting documentation when they apply.	Documentation Applicants will be asked to provide documentation of degree completion, teaching certification or endorsement, and/or language proficiency, depending on the qualification pathway used for review. Experience Two years of experience teaching Spanish or working with Latina/o/x students, heritage speakers, or students from diverse cultural and linguistic backgrounds is preferred.
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World Languages	ASL 151, ASL 152, ASL 153	A master's degree in ASL, Deaf Studies, ASL Linguistics, ASL Literature, Deaf Culture, or a closely related field is strongly preferred.	Alternative Qualification Pathways Applicants who do not hold a master's degree in ASL may be considered if they meet one of the following conditions: 1. Hold a current ASLTA certification, either Certified or Master level; or 2. Hold a bachelor's degree or master's degree in a different field and enroll in CWU coursework in ASL Linguistics, ASL Literature, Deaf Culture, or an equivalent area; or 3. Receive approval from a full-time CWU ASL faculty member or subject matter expert. Applicants Without a Bachelor's Degree Applicants who do not yet hold a bachelor's degree may be considered on a conditional basis if they work with a full-time CWU ASL faculty member or subject matter expert to develop and follow a plan for completing a bachelor's degree in Deaf Studies, ASL, or a closely related field. Once the applicant completes the agreed-upon pathway or degree plan, they may reapply and provide updated documentation for review. Applicants are responsible for completing the pathway and submitting the required materials when they reapply.	Two years of ASL teaching experience are required.
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The respective college deans, chairs and faculty set the minimum qualifications outlined in this document.

[Our application process can be found here https://www.cwu.edu/academics/specialized-programs/college-high-school/information-for-instructors/instructor-application-process.php](https://www.cwu.edu/academics/specialized-programs/college-high-school/information-for-instructors/instructor-application-process.php)

* A Master's degree in any teaching related field will be considered, if the instructor has an undergraduate degree, and or extensive course work, in the subject they would like to teach. Teachers with more than 20 years of experience and or National Board Certification in the subject area are encouraged to apply. We may be able to substitute experience for education on a case-by-case basis.