

INTERPRETIVE GUIDANCE FOR COLORADO MESA UNIVERSITY FACULTY CREDENTIALING , April 2017

Academic Department	Academic Program	Recognized Terminal Degree	Related Information	Tested Experience Criteria Examples & Alternative Faculty Credential to Terminal Degree
<b>Art and Design</b>	All Art and Graphic Design Disciplines (except Art History)	M.F.A.	Source: National Association of Art and Design	<p><b>Tenure-track:</b> Master's (M.A.) in the discipline with 5 years of professional experience in the discipline.</p> <p><b>Instructor:</b> Masters (M.A.) degree in the course discipline or highly related field; or 18 graduate credit hours in the discipline with 3 years of discipline-related professional experience.</p> <p><b>Lecturer:</b> Masters (M.A.) degree in the discipline or highly related field; or 18 graduate credit hours in the discipline with 3 years of discipline-related professional experience; or, in rare instances: Bachelor's degree in the discipline and 10 years of discipline-related professional experience; or national recognition in the discipline (e.g., an exhibition in a major art museum or recognized for work in the profession in the discipline). Considered only with supervision/support from qualified full-time faculty.</p>
	Art History	Ph.D.	Source: National Association of Art and Design	<p><b>Tenure-track:</b> M.A. in the course discipline with 5 years of professional experience in the discipline.</p> <p><b>Instructor:</b> M.A. in the course discipline with 3 years of discipline-related professional experience; or 18 graduate credit hours in the discipline with 3 years of discipline-related professional experience.</p> <p><b>Lecturer:</b> M.A. in the discipline or highly related field; or 18 graduate credit hours in the discipline with 3 years of discipline-related professional experience; or in rare instances: Bachelor's degree and 10 years of discipline-related professional experience; or national recognition in the discipline (e.g., curating exhibitions for a major art museum; directing an art museum; and/or recognized for work in the profession in the discipline). Considered only with supervision/support from qualified full-time faculty.</p>

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<b>Biological Sciences</b>	Biological Sciences	Ph.D. in Biological Sciences		<b>Tenure-track:</b> Terminal degree in the discipline, Ph.D. in discipline; will consider M.D., D.O., and D.V.M.
				<p><b>Instructor and Lecturer:</b> Master's in the discipline, or highly related field (e.g., will consider PA, PT, Doctor of Chiropractic, etc.).</p> <p><b>Non-major courses only, for meeting Natural Science Essential Learning Requirement:</b> Example: BIOL 101/BIOL 101L. Master's in a science discipline; or Master's in Education with a minimum of 18 graduate credit hours of science content credit, preferably in Biology, with related disciplines considered.</p>

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<b>Business</b>	Accounting	Ph.D. in Accounting; Ph.D. in Tax or related tax area; D.B.A. in Accounting.		<p><b>Tenure-track:</b> Master's in Accounting plus C.P.A. licensure; or M.B.A. with C.P.A. licensure with minimum 3 years accounting professional experience; or Master's in related business area with C.P.A. licensure with minimum 3 years accounting professional experience.</p> <p><b>Instructor/Lecturer for 300/400 level Courses:</b> Master's in Accounting; M.B.A. plus minimum 5 years accounting experience; or M.B.A. plus C.P.A. licensure; or Master's in related business area plus minimum five years accounting experience; or Master's in related business area with C.P.A. licensure; C.P.A. with 3 years accounting experience.</p> <p><b>Instructor/Lecturer for 100/200 level Courses:</b> Master of Business Administration; or Master's in Accounting; or Master's in related business area with minimum of 3 years of professional experience in accounting; or C.P.A. with 3 years accounting experience.</p>
	B.B.A.	Ph.D. in Business or related business functional area; D.B.A.; or D.B.A. in business discipline. 18 graduate credit hours in the appropriate functional business area needed.		<p><b>Tenure Track:</b> ABD in Business or related business functional area (18 graduate credit hours in a business functional area) with doctorate completion within two years of appointment; or Juris Doctorate or Master of Business Administration with certification, post-graduate training, or documented expertise, 3 years professional experience in business area in which teaching; or Master's in business functional area in which teaching with certification, post-graduate training, or documented expertise, 3 years professional experience in business area in which teaching. Note: Certification, post-graduate training, documented expertise, 3 years professional experience must be in teaching area.</p>

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<b>Business</b>	B.B.A. (continued)			<p><b>Instructor/Lecturer for 300/400 level courses:</b> Master's in area in which teaching to include 18 graduate credit hours in the functional area; or Juris Doctorate or Master of Business Administration with certification, post-graduate training, or documented expertise, 3 years professional experience in business area in which teaching; or Master's in business functional area in which teaching with certification, post-graduate training, or documented expertise, 3 years professional experience in business area in which teaching. Note: Certification, post-graduate training, documented expertise, 3 years professional experience must be in the area in which teaching.</p> <p><b>Instructor/Lecturer for 100/200 level courses:</b> Master of Business Administration; Master's in business functional area in which teaching; Master's in related area with minimum 3 years industry experience in area in which teaching; Minimum of 5 years professional experience in specific course content to include industry certifications/industry content knowledge recognition.</p>
	Construction Management	Ph.D. in Construction Management or related Engineering Specialty; M.S. in Construction Management		<p><b>Tenure-track:</b> Ph.D. in engineering specialty; or M.S. in related specialty in which teaching; with a minimum of 3 years of industry experience.</p>
				<p><b>Instructor/Lecturer:</b> Master's in related area with minimum 3 years industry experience in area in which teaching; or 7 years professional experience in specific content area in which teaching; or in rare instances, Bachelor's degree in a related field and certification, professional recognition, licensure in specific content area in which teaching. Considered only with supervision/support from qualified full-time faculty.</p>

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<b>Business</b>	Hospitality Management	Ph.D. in Hospitality Management; DBA in Business or related area with 18 graduate credit hours in Hospitality Management		<p><b>Tenure-track:</b> Master's degree in related business or hospitality fields with at least 5 years of experience in the Hospitality industry and certification, professional recognition, licensure in specific content area in which teaching.</p> <p><b>Instructor/Lecturer:</b> Master's degree in Hospitality Management or related area and at least 3 years of related experience (e.g., Hospitality Management).</p>
	Computer Information Systems	Ph.D. in C.I.S.; Ph.D. in M.I.S.; Ph.D. in (Applied) Computer Science; Ph.D. in Business or related area with emphasis in M.I.S./C.I.S.		<p><b>Tenure-track:</b> Ph.D. in C.I.S.; Ph.D. in M.I.S.; Ph.D. in (Applied) Computer Science; Ph.D. in Business or related area with emphasis in M.I.S./C.I.S.; Juris Doctorate or M.B.A. with certification, post-graduate training, or documented expertise/minimum 3 years professional experience in M.I.S./C.I.S. area.</p>
				<p><b>Instructor/Lecturer for 300/400 level classes:</b> Master's in C.I.S.; Master's in M.I.S.; or Master of Science in M.I.S.; or Master of Science in C.I.S.; or Master of Science in (Applied) Computer Science; or Master's in related area with minimum 5 years industry experience in C.I.S./M.I.S..</p> <p><b>Instructor/Lecturer for 100/200 level classes:</b> Master of Business Administration; or Master's in C.I.S.; or Master's in M.I.S.; or Master's in related area with minimum 3 years industry experience in C.I.S./M.I.S..</p>

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<b>Computer Sciences, Mathematics, and Statistics</b>	Computer Science	Ph.D. in Computer Science		<p><b>Tenure-track:</b> Ph.D.. in Computer Science; Ph.D. in related fields such as Mathematics or Computer Engineering provided concentration is in computer science; or Master's in Computer Science with a minimum 5 years Computer Science industry experience in positions such as Systems Analyst or Software Engineer.</p> <p><b>Instructor:</b> Master's in Computer Science; or Master's in related area with either minimum of 5 years industry experience in Computer Science or minimum of 5 years documented higher education teaching experience in Computer Science.</p> <p><b>Lecturer:</b> 18 graduate credit hours in Computer Science or related field; or, in rare instances Bachelor's in Computer Science or closely related field with a minimum of 3 years industry experience in Computer Science or 3 years documented higher education teaching experience in Computer Science - Restricted to 100 level courses (e.g., labs) and considered only with supervision/support from qualified full-time faculty.</p>
	Mathematics	Ph.D. in Mathematics		<p><b>Tenure-track:</b> Ph.D. in Mathematics.</p> <p><b>Instructor:</b> Master's in Mathematics, Physics or Statistics; or 18 graduate credit hours in Mathematics, Statistics, Engineering or Physics; or Master's in any field with B.S. in Mathematics, Mathematics Education, Physics, Statistics or Engineering.</p> <p><b>Lecturer for Math 110/113/130 only:</b> Master's in Mathematics or any math-related field; 3 years of documented mathematics teaching experience; or 3 years of professional industry experience (e.g., positions such as Skills Analysis, Actuarial Science, etc.)</p>

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<p style="text-align: center;"><b>Computer Sciences, Mathematics, and Statistics</b></p>	<p>Mathematics Education</p>	<p>Ph.D. or Ed.D. in Mathematics Education</p>		<p><b>Tenure-track:</b> Ph. D. in Mathematics.</p> <p><b>Instructor/Lecturer:</b> Master's in Mathematics Education or Mathematics; or Master's in any field with Bachelors in Mathematics, Mathematics Education, Physics, Statistics or Engineering; or 18 graduate credit hours in Mathematics Education, Mathematics, Statistics or Physics.</p>
	<p>Statistics</p>	<p>Ph.D. in Statistics</p>		<p><b>Tenure-track:</b> Ph.D. in Mathematics with a concentration in Statistics; or Ph.D. in Mathematics with a Master's in Statistics; or Ph.D. in Mathematics with 18 graduate credit hours in Statistics or with 5 years industry experience in Statistics (e.g., positions such as Actuarial Scientist), provided that experience is consistent with courses taught.</p> <p><b>Instructor/Lecturer:</b> Master's in Statistics; or Master's degree in any field with Bachelor's in Statistics, Mathematics, Mathematics Education, Engineering, Physics; or 18 graduate credit hours in Statistics, Mathematics, Engineering or Physics; or professional employment as a statistician in industry provided that experience is consistent with courses taught.</p>

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<b>Health Sciences</b>	Surgical Technology	Associate Degree in Science with current certification as a Surgical Technology Assistant	Bachelor's Degree in health-related emphasis required by 2020	<b>Instructor/Lecturer:</b> Surgical Technologist Certification required plus 5 years of surgical technology experience as a certified Surgical Technologist. Surgical First Assistant certification preferred, if degree not completed, plus 5 years of Surgical Technology experience.
	Nursing - P.N.	M.S.N. for theory/didactic coursework; B.S.N. and 1 year of experience for clinical instruction; Master's preferred for clinical instruction		<b>Instructor/Lecturer:</b> B.S.N. plus 1 year of clinical experience in content area of teaching (e.g., Pediatrics, Obstetrics, Woman's Health and Mental Health). Experience in Medical-Surgical Nursing for content specific area. Eighteen graduate credits toward M.S.N completed by third year of full-time teaching.
	Nursing - A.A.S.	M.S.N.		<b>Instructor/Lecturer:</b> B.S.N. plus 1 year of clinical experience in content area of teaching (e.g., Pediatrics, Obstetrics, Woman's Health and Mental Health). Experience in Medical-Surgical Nursing for content specific area. Eighteen graduate credits toward M.S.N completed by third year of full-time teaching.
	Nursing - B.S.N.; P.N. - B.S.N.	Ph.D. preferred, also D.N.Sc. or N.D., D.N.P. accepted; M.S.N. with 5 years experience required for didactic; B.S.N. with 2 years of experience for clinical instruction, M.S.N. preferred, need to complete 18 graduate credits of M.S.N. for full-time position, with M.S.N. completed in 3 years.		<b>Instructor/Lecturer:</b> B.S.N. plus 1 year of clinical experience in content area of teaching (e.g., Pediatrics, Obstetrics, Woman's Health and Mental Health). Experience in Medical-Surgical Nursing for content specific area. 18 graduate credit hours toward M.S.N completed by third full-time year of teaching.



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<b>Health Sciences</b>	Nursing - M.S.N.	Ph.D.; DNSc, ND, DNP		<b>Instructor/Lecturer:</b> Ph.D.; D.N.Sc., N.D., D.N.P.
	Nursing - Doctorate	Ph.D. or D.N.P. and national certification as a nurse practitioner in content area teaching		<b>Instructor/Lecturer:</b> Ph.D. or D.N.P. and national certification as a nurse practitioner in content area teaching
	Radiologic Technology - A.A.S.	Baccalaureate and A.A./A.A.S. degrees in Radiologic Technology; A.A.S. in Radiologic Technology for clinical instruction		<b>Instructor/Lecturer:</b> A.A./A.A.S. in Radiological Technology and 2 years of experience in RT. Completion of B.A.S. (in Radiologic Technology) within 3 years if teaching full-time.
	Radiologic Technology - B.A.S.	Master's degree plus A.A.S. or B.S. in Radiologic Technology		<b>Instructor/Lecturer:</b> Bachelor's degree in any health-care discipline and A.A./A.A.S. in Radiological Technology and 2 years of experience in RT. Completion of Master's within 3 years if teaching full-time.
	Medical Laboratory Technology	Master in M.L.S. required; Clinical lab A.A.S. or B.S. in Medical Laboratory Technology		<b>Instructor/Lecturer:</b> Bachelor's degree in Medical Laboratory Science or Medical Technology plus 3 years of experience in Medical Laboratory Technology.

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<b>Kinesiology</b>	Athletic Training	Ph.D., Ed.D. in Athletic Training or a related discipline		<p><b>Tenure-track:</b> Ph.D., Ed.D. in Athletic Training or a related discipline. Meets requirements of the Board of Certification as an Athletic Trainer.</p> <p><b>Instructor/Lecturer:</b> Master's (M.A. or M.S.) or Doctorate of Athletic Training (D.A.T.) degree with 2 years professional experience. Meets requirements of the Board of Certification as an athletic trainer.</p>
	Exercise Science	Ph.D., D.A., Ed.D. in Exercise Science or a related field		<p><b>Tenure-track:</b> Ph.D., D.A., Ed.D. in Exercise Science or a related field.</p> <p><b>Instructor/Lecturer:</b> Master's degree with 2 years professional experience and/or 2 years teaching experience specific to the courses taught. Related certifications (e.g., first aid instructor) that augment the position could also be considered in lieu of a master's degree.</p>
	Kinesiology	Ph.D., D.A., Ed.D. in Kinesiology or a related field  Masters (M.A., M.S.)		<p><b>Tenure-track:</b> Ph.D., D.A., Ed.D. in Kinesiology or a related field.</p> <p><b>Instructor/Lecturer:</b> Master's degree in Kinesiology or a Kinesiology-related field with 2 years professional experience and/or 2 years teaching experience specific to the courses taught. Related certifications (e.g., first aid instructor) that augment the position also considered in lieu of a master's degree.</p> <p><b>KINA 100-level courses only:</b> Two years of professional experience and/or 2 years of teaching experience specific to the courses taught. Related certifications (e.g., personal training certificate, yoga instructor certificate, martial arts instructor certification/appropriate belt) may be considered to supplement years of experience.</p>

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<b>Kinesiology</b>	Sport Management	Ph.D., D.A., D.Arts, Ed.D., D.P.E., P.E.D., D.P.H., Dr.P.H., D.Sc., Sc.D., S.D., or Dr. Sc.		<p><b>Tenure-track:</b> Ph.D., D.A., D.Arts, Ed.D., D.P.E., P.E.D., D.P.H., Dr.P.H., D.Sc., Sc.D., S.D., or Dr. Sc.</p> <p><b>Instructor/Lecturer:</b> M.A. degree with 5 years professional experience and 3 years documented teaching experience in the teaching discipline.</p>

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<b>Languages, Literature, and Mass Communication</b>	English	Ph.D., D.Phil.in English, Linguistics, American Studies, Comparative Lit, Cultural Studies, Film Studies.		<p><b>Tenure-track:</b> Doctorate required as per terminal degree.</p> <p><b>Instructor:</b> M.A. or M.F.A. in English; or depending on required expertise, a M.A. or M.F.A. in Cultural Studies, Linguistics, Film Studies, American Studies, Comparative Literature accepted.</p> <p><b>Lecturer for English courses beyond 111/112:</b> M.A. or M.F.A. in English; or depending on required expertise, a M.A. or M.F.A. in Cultural Studies, Linguistics, Film Studies, American Studies, Comparative Literature accepted.</p> <p><b>Lecturer for English 111/112:</b> 18 graduate credit hours in English; or, 18 credit hours in related field like law or education with 3 years secondary or college-level teaching experience.</p>
	Foreign Languages	Ph.D., D.Phil. in target language / linguistics.		<p><b>Tenure-track:</b> Doctorate required as per terminal degree.</p> <p><b>Instructor/Lecturer:</b> M.A. in appropriate language; or M.A. in Linguistics plus native speaker; or, 18 graduate credit hours in the target language plus three years secondary or college-level teaching experience; or, native speaker in target language plus Master's in education / language training.</p>
	Mass Communication	Ph.D. in Mass Communication, Communication Studies, Media Studies, PR, or Journalism		<p><b>Tenure-track:</b> M.A. in Mass Communication, Communication Studies, Media Studies, PR, Journalism, or English, plus at least 10 years of discipline-related professional experience.</p>

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<b>Languages, Literature, and Mass Communication</b>				<p><b>Instructor:</b> M.A. in Mass Communication, Communication Studies, Media Studies, Videography, Public Relations, Journalism. Juris Doctorate accepted if the course requires expertise in Media Law.</p> <p><b>Lecturer:</b> An M.A. in an appropriately related field or 18 graduate credit hours in the discipline, plus 5+ years professional experiences working in industry specifically related to the course to be taught.</p>
	Philosophy	Ph.D. in Philosophy		<p><b>Tenure-track:</b> Same terminal degree.</p> <p><b>Instructor/Lecturer:</b> M.A. in Philosophy or M.A. in English or Cultural Studies with an emphasis on literary or cultural theory.</p> <p><b>Tenure-track:</b> Doctorate required as per terminal degree.</p> <p><b>Instructor/Lecturer:</b> M.A. in Classics (Greek/Latin), or 18 graduate credit hours in the discipline.</p>
	Classics	Ph.D. in Classics (Greek/Latin)		

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<b>Music</b>	Music	Ph.D., D.M.A., or D.A.		<p><b>Tenure-track:</b> M.M. or post-Master's equivalent (e.g., Artist Diploma/Performers Certificate).</p> <p><b>Instructor/Lecturer:</b> For applied instruction, Masters degree, Performers Certificate, Artist Diploma or equivalent experience.      <b>Lecturer in 100/200 level MUSA Courses:</b> Bachelors with minimum of 3 years professional experience, music instruction, music performance, etc.</p>

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<b>Physical &amp; Environmental Sciences</b>	Chemistry	Ph.D. in Chemistry		<p><b>Tenure-track:</b> Ph.D. in related fields such as Biochemistry, Chemical Engineering, or Chemical Physics.</p> <p><b>Instructor:</b> M.S. in Chemistry or related fields such as Biochemistry, Chemical Engineering, or Chemical Physics; or Master's with 18 graduate credit hours in any of the above disciplines or related fields.</p> <p><b>Lecturer in 100/200 level Courses Only (e.g., labs, field work):</b> 18 graduate credit hours in Chemistry or related field; or, in rare instances Bachelor's in Chemistry or closely related field with a minimum of 5 years of full-time professional experience in Chemistry or related fields such as Biochemistry, Chemical Engineering, or Chemical Physics. Considered only with supervision/support from qualified full-time faculty.</p>
	Environmental Science	Ph.D. in Environmental Science		<p><b>Tenure-track:</b> Ph.D. in Biology, Botany, Ecology, Environmental Health, Hydrology, Soils Science, or Watershed Science.</p> <p><b>Instructor:</b> M.S. in Environmental Science, Biology, Ecology, Botany, Soils Science, Hydrology or Watershed Science or Master's plus 18 graduate credit hours in any of the above listed disciplines.</p> <p><b>Lecturer in 100/200 level Courses Only (e.g., labs, field work):</b> 18 graduate credit hours in Environmental Science or related field; or, in rare instances Bachelor's in Env. Sci. or closely related field with a minimum of 5 years of full-time professional experience in Environmental Science, Biology, Botany, Ecology, Environmental Health, Hydrology, Soils Science, or Watershed Science. Considered only with supervision/support from qualified full-time faculty.</p>

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<b>Physical &amp; Environmental Sciences</b>	Geology	Ph.D. in Geology		<p><b>Tenure-track:</b> Ph.D. in Earth Science, Geoscience, Geophysics, Hydrology, Petroleum Geology, Watershed Science.</p> <p><b>Instructor:</b> M.S. in Geology, Earth Science, Geoscience, Geophysics, Hydrology, Petroleum Geology, or Watershed Science; or Master's +18 graduate credit hours in any of the above listed disciplines or related fields.</p> <p><b>Lecturer in 100/200 level Courses Only (e.g., labs, field work):</b> 18 graduate credit hours in Geology or related field; or, in rare instances Bachelor's in Geology or closely related field with a minimum of 5 years of professional full-time experience in Geology, Earth Science, Geoscience, Geophysics, Hydrology, Petroleum Geology, or Watershed Science. Considered only with supervision/support from qualified full-time faculty.</p>
	Physics	Ph.D. in Physics		<p><b>Tenure-track:</b> Ph.D. in related fields such as Astronomy, Astrophysics, Applied Physics, Chemical Physics, Material Science, and Mechanical Engineering.</p> <p><b>Instructor:</b> M.S. in Physics, Astronomy, Astrophysics, Applied Physics, Chemical Physics, Material Science, or Mechanical Engineering or Master's plus 18 graduate credit hours in any of the above disciplines or related fields.</p> <p><b>Lecturer in 100/200 level Courses Only (e.g., labs, field work):</b> 18 graduate credit hours in Physics or related field; or, in rare instances Bachelor's in Physics or closely related field with a minimum of 5 years of professional full-time experience in Physics, Astronomy, Astrophysics, Applied Physics, Chemical Physics, Material Science or Mechanical Engineering. Considered only with supervision/support from qualified full-time faculty.</p>



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<b>Engineering</b>	Engineering	Ph.D. in Engineering		<p><b>Tenure-Track:</b> Master's degree in Engineering and 3+ years of related industry experience.</p> <p><b>Instructor:</b> M.S. or 18 graduate credit hours in Engineering or related field.</p> <p><b>Lecturer:</b> 18 graduate credit hours in Engineering or related field; in rare instances Bachelor's in Engineering or closely related field with a minimum of 5 years of professional full-time experience in Engineering - restricted to 100/200 level courses (e.g., labs, field work, internships). Considered only with supervision/support from qualified full-time faculty.</p>

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<b>Social &amp; Behavioral Sciences</b>	Archeology	Ph.D. in Archeology		<p><b>Tenure-track:</b> Ph.D. in Anthropology.</p> <p><b>Instructor/Lecturer:</b> Master's in Anthropology or Archeology; or Master's degree and 18 graduate hours in discipline.</p>
	Criminal Justice	Ph.D. in Criminal Justice		<p><b>Tenure-track:</b> Ph.D. in Sociology, Public Administration or other highly related field. JD Considered with related experience.</p> <p><b>Instructor/Lecturer:</b> Master's in Criminal Justice, Sociology, Public Administration or other highly related field, or Juris Doctorate (with 18 graduate credit hours appropriate to the discipline); or Master's degree and 18 graduate hours in discipline.</p>
	Forensic Anthropology	Ph.D. in Anthropology		<p><b>Tenure-track:</b> Doctorate required as per terminal degree.</p> <p><b>Instructor/Lecturer:</b> Master's in Anthropology; or Master's degree and 18 graduate credit hours in discipline.</p>
	History	Ph.D. in History or Political Science		<p><b>Tenure-track:</b> Ph.D. in History or Political Science.</p> <p><b>Instructor/Lecturer:</b> Master's in History or Political Science; or Master's degree and 18 graduate credit hours in discipline.</p>
	Political Science	Ph.D. in Political Science		<p><b>Tenure-track:</b> Ph.D. in Public Administration or other highly related field.</p> <p><b>Instructor/Lecturer:</b> Masters in Political Science, History or Juris Doctorate; or Master's degree and 18 graduate credit hours in discipline.</p>

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<b>Social &amp; Behavioral Sciences</b>	Psychology	Ph.D. or Psy.D. in Psychology		<p><b>Tenure-track:</b> Ph.D. Social Work.</p> <p><b>Instructor or Lecturer:</b> Master's in Psychology or Social Work; or 18 graduate credit hours in discipline.</p>
	Social Work	M.S.W.		<p><b>Tenure-track:</b> Master's required as per terminal degree.</p> <p><b>Instructor/Lecturer:</b> M.S.W. or B. S. W. with 3 years professional experience in discipline.</p>
	Sociology	Ph.D. in Sociology		<p><b>Tenure-track:</b> Ph.D. Social Work.</p> <p><b>Instructor/Lecturer:</b> Master's in Sociology or Social Work; or Master's degree and 18 graduate credit hours in discipline.</p>

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<b>Teacher Education</b>	Education	Ph.D. or Ed.D. in Education		<p><b>Tenure-track:</b> Ph.D., Ed.D. or other comparable doctoral degree in education. K-12 teaching experience and/or leadership experiences in K-12 highly desired.</p> <p><b>Instructor/Supervisor or Lecturer:</b> M.A., M.S. or M.Ed. Education-related field with 5 years of experience teaching in licensure area and 3+ years of experience in K-12 school leadership. Ph.D., Ed.D. Or other comparable doctoral degree in education, with additional certification/endorsements may be appropriate (e.g., special education, curriculum and instruction, educational leadership, etc.).</p>

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<b>Theatre Arts</b>	Dance (theory, history, and pedagogy)	Ph.D. in Dance	Source: National Association of Schools of Dance	<p><b>Tenure-Track:</b> Master’s degree plus extraordinary achievements in the field, such as a national award (e.g., from the Society of Dance History Scholars or National Dance Education Organization) or significant publication history.</p> <p><b>Instructor:</b> Master’s degree in the discipline</p> <p><b>Lecturer:</b> Master’s degree in the discipline; Bachelor’s degree plus 18 graduate credit hours in Dance; Bachelor’s degree plus publication record and 5 years experience teaching dance theory, history or pedagogy.</p>
	Dance (performance and choreography)	M.F.A.	Source: National Association of Schools of Dance	<p><b>Tenure-Track:</b> M.A. or Ph.D. degree in the discipline plus extraordinary achievements in the field such as national or regional awards for performance or choreography (e.g., ACDFA)</p> <p><b>Instructor:</b> M.A. or Ph.D. degree in the discipline; Bachelor’s degree plus 18 graduate credit hours in the discipline; or in rare instances Bachelor's degree plus 10 years professional, regional dance (e.g., Cleo Parker Robinson Dance, David Taylor Dance) and professional teaching experience.</p> <p><b>Lecturer:</b> Master’s degree in the discipline; Bachelor's degree plus 18 graduate credit hours in the discipline; or in rare instances Bachelors degree plus 5 years professional, regional dance (e.g., Cleo Parker Robinson Dance, David Taylor Dance) and professional dance teaching experience.</p>
	Speech	Ph.D. in Speech		<p><b>Tenure-Track:</b> PhD in related area</p> <p><b>Instructor:</b> Master’s degree in the discipline; Bachelor’s degree in the discipline plus 18 graduate credit hours in the discipline or related area; or in rare instances Bachelor’s degree in the discipline, 10 years professional experience, and 3 years speech teaching experience. Considered only with supervision/support from qualified full-time faculty.</p>

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<b>Theatre Arts</b>				<p><b>Lecturer:</b> Master’s degree in the discipline; or Bachelor’s degree in the discipline plus 18 graduate credit hours in the discipline; Bachelor’s degree in the discipline plus 3 years professional experience and 1 year speech teaching experience. Considered only with supervision/support from qualified full-time faculty.</p>
	Theatre (history, literature, and criticism)	Ph.D in Theatre		<p><b>Tenure-Track:</b> PhD. .in Theatre; Master’s degree plus extraordinary achievements in the field such as national recognition (e.g., Drama Desk, ATCA) or significant publication history.</p> <p><b>Instructor:</b> Master’s degree in the discipline; Bachelor’s degree plus 18 graduate credit hours; or in rare instances Bachelor’s degree plus 7 years professional experience in history, literature or criticism and 7 years experience teaching history, literature, or criticism. Considered only with supervision/support from qualified full-time faculty.</p> <p><b>Lecturer:</b> Master’s degree in the discipline; Bachelors degree plus 18 graduate credit hours in the discipline; or in rare instances Bachelor's degree plus publication record and 5 years experience teaching theory, history or criticism. Considered only with supervision/support from qualified full-time faculty.</p>
	Theatre (all practical areas (i.e., acting, directing, design, technical, stage management))	M.F.A.	Source: National Association of Schools of Theatre	<p><b>Instructor:</b> Ph.D. or M.A. degree in the discipline; Bachelor’s plus 18 graduate credit hours in the discipline; Bachelor’s degree plus regional/national theatre awards (e.g., Jefferson, Drama Circle, TBA)or professional affiliation (e.g., AEA, SDC, IATSE); or in rare instances Bachelor’s degree plus 12 years combined professional and theatre teaching experience. Considered only with supervision/support from qualified full-time faculty.</p> <p><b>Lecturer:</b> Master’s degree in the discipline; Bachelor’s degree plus 18 graduate credit hours in the discipline; or in rare instances Bachelor’s degree plus 7 years professional and theatre teaching experience. Considered only with supervision/support from qualified full-time faculty.</p>