

FACULTY CRITERIA

Southern Association of Colleges and Schools

As required by the Southern Association of Colleges and Schools, all full-time and part-time faculty at Texas Christian University are required to meet specific criteria for academic and professional preparation as outlined in the excerpt from the 2008 edition of the *Principles for Accreditation*.

Deans and department chairs are responsible for:

- 1) Examining faculty credentials to ascertain compliance with the Southern Association criteria and, if necessary,
- 2) Providing a written justification for the employment for any faculty member whose outstanding professional experience and demonstrated contributions to the teaching discipline may substitute for the required formal academic preparation and, if necessary,
- 3) Providing evidence that any faculty member whose highest degree is from a non-regionally accredited institution within the U.S. or an institution outside the U.S. has appropriate academic preparation.

Documentation of academic preparation or outstanding professional experience/competence, including official transcripts, is maintained by the Provost/Vice Chancellor of Academic Affairs in the faculty member's official file.

Excerpt from the 2008 edition of the *Principles for Accreditation*

2.8 The number of full-time faculty members is adequate to support the mission of the institution and to ensure the quality and integrity of its academic programs. Upon application for candidacy, an applicant institution demonstrates that it meets the comprehensive standard for faculty qualifications. (Faculty)

3.5.4 At least 25 percent of the discipline course hours in each major at the baccalaureate level are taught by faculty members holding the terminal degree—usually the earned doctorate—in the discipline, or the equivalent of the terminal degree. (Terminal degrees of faculty)

3.7.1 The institution employs competent faculty members qualified to accomplish the mission and goals of the institution. When determining acceptable qualifications of its

faculty, an institution gives primary consideration to the highest earned degree in the discipline. The institution also considers competence, effectiveness, and capacity, including, as appropriate, undergraduate and graduate degrees, related work experiences in the field, professional licensure and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements that contribute to effective teaching and student learning outcomes. For all cases, the institution is responsible for justifying and documenting the qualifications of its faculty. (See *Commission guidelines "Faculty Credentials."*) (Faculty competence)

Commission guidelines "Faculty Credentials"

When an institution defines faculty qualifications using faculty credentials, institutions should use the following as credential guidelines:

- a) Faculty teaching general education courses at the undergraduate level: doctorate or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline).
- b) Faculty teaching associate degree courses designed for transfer to a baccalaureate degree: doctorate or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline).
- c) Faculty teaching associate degree courses not designed for transfer to the baccalaureate degree: bachelor's degree in the teaching discipline, or associate's degree and demonstrated competencies in the teaching discipline.
- d) Faculty teaching baccalaureate courses: doctorate or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (minimum of 18 graduate semester hours in the teaching discipline).
- e) Faculty teaching graduate and post-baccalaureate course work: earned doctorate/terminal degree in the teaching discipline or a related discipline.
- f) Graduate teaching assistants: master's in the teaching discipline or 18 graduate semester hours in the teaching discipline, direct supervision by a faculty member experienced in the teaching discipline, regular in-service training, and planned and periodic evaluations.

3.7.2 The institution regularly evaluates the effectiveness of each faculty member in accord with published criteria, regardless of contractual or tenured status. (Faculty evaluation)