

Title: Faculty Qualification	Number: 5.19.0510.1
Approved by the Board of Governors Date: May 2010	Implementation Date: May 2010
History: Scheduled Review Date: 2013	Origin:

**Rationale**

In furtherance of its mission as a comprehensive community college, the institution is committed to hiring suitably qualified faculty to ensure the excellence and integrity of its academic programmes. Faculty are required to facilitate learning, engage in leadership and community service, and serve as members of College committees engaged in cooperative decision making in support of the mission of the College.

**Policy**

To provide effective teaching, the College verifies that faculty are qualified to teach based on credentials that describe earned degree requirements as well as proficiency in content related to the discipline or field in which they instruct. The College considers professional competence including work experience in the field in which they instruct, professional certifications, publications, presentations, honours, or other documented achievements in specific areas of work or study as important skills that can contribute to desired student outcomes in College programmes. All faculty are expected to engage in professional development activities as a mean of maintaining currency in their teaching field as well as enhancing their teaching skills.

Credentials and competencies for the Programmes are set out as below. When assessing credentials for faculty, care should be taken to consider the differences in educational qualifications obtained via different national education systems.

**Academic/General Education:** Any of the following two educational, credential, or experiential requirements satisfies the qualifications for teaching in the general education/ academic programmes of the College:

- A Master's degree in the teaching discipline, and two to three (2-3) years of working or teaching experience in the content area, or
- A Bachelor's degree and fifteen to eighteen (15-18) credit hours in the content area plus three to five (3-5) years experience working or teaching in the relevant area.

**Vocational/Technical:** Any of the following **five** educational, credential or experiential requirements satisfies the qualifications for teaching in the technical and occupational programmes of the College:

- A Master's Degree in content area, plus one to two (1-2) years working or teaching experience in content area, or
- A Bachelor's degree and fifteen to eighteen (15-18) credit hours in the content area, plus three to five (3-5) years experience working or teaching in the relevant area, or
- Relevant industry certification or recertification, plus two to four (2-4) years industry experience in content area, or
- An Associate degree plus five to seven (5-7) years occupational experience in content area, or
- Relevant industry certification plus significant teaching experience of eight to ten (8-10) years in content area.