

When employing instructional personnel, the College shall adhere to the following criteria:

1. The College shall employ instructional personnel and Curriculum programs to meet Southern Association of Colleges and Schools' criteria.

Faculty Competence

The College employs competent faculty members qualified to accomplish the mission and goals of the institution. When determining acceptable qualifications for faculty, the College gives primary consideration to the highest-earned degree in the discipline in accordance with the guidelines below. The College will also consider competence, effectiveness, and capacity, including, as appropriate, undergraduate and graduate degrees, related work experiences in the field, professional licensures and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements that contribute to the effective teaching and student learning outcomes.

General Education Courses

Faculty teaching general education courses at the undergraduate level: doctorate or master's degree in the teaching discipline or closely related field; a master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline or closely related field); or a combination of graduate education and demonstrated competence.

Associate's Degree Courses Designed to Transfer

Faculty teaching associate's degree courses designed to transfer to a baccalaureate degree: doctorate or master's degree in the teaching discipline or closely related field; a master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline or closely related field); or a combination of graduate education and demonstrated competence.

Associate's Degree Courses Not Designed to Transfer

Faculty teaching associate's degree courses not designed to transfer to a baccalaureate degree: bachelor's degree in the teaching discipline or closely related field, or associate's degree and/or demonstrated competencies in the teaching discipline or closely related field.

Developmental/Certificate Courses

In addition, the College will hire faculty members who meet or exceed the following minimum qualifications for certificate and developmental courses:

- Faculty teaching certificate courses that are not included in an associate's degree: certificate of completion and demonstrated work experience.
- Faculty teaching certificate courses that are included in an associate's degree: associate's degree and/or demonstrated competencies in the teaching discipline.
- Faculty teaching developmental courses: bachelor's degree in the teaching discipline or closely related field.

Emergency Services Training

All instructors in the area of Emergency Services Training must be qualified as established by the respective emergency services certifying agency. Emergency services training means training delivered to personnel in law enforcement, fire and rescue services, and emergency medical services agencies.

Accreditation

All degrees earned by faculty members in the United States must be from an accredited institution, and the College is committed to recruiting and selecting faculty members whose highest degrees are earned from a broad representation of accredited institutions. Degrees earned by faculty members outside of the United States must be evaluated by a foreign transcript service and show that an equivalent degree(s) has been earned.

Good Practice

In addition to the aforementioned guidelines, which represent commonly accepted good practice for the academic qualifications of faculty, the College concurs with SACSCOC that qualifications other than academic credentials (or combined with credentials) may be appropriate for teaching particular courses.

2. The College shall determine appropriate teaching and non-teaching loads for instructional personnel and Curriculum programs to meet Southern Association of Colleges and Schools' criteria.

Adopted: 7/01/2018

Legal Citation: 1C SBCCC 300.97

Revised 3/27/2023