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|  | **Required Academic Credential** | **Acceptable Disciplines** | **Required Licensure Credential & Certifications** |
| **Faculty teaching didactic 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). | * Adult Education
* Business
* Career and Technology Education
* Career and Technical Education or Workforce Education
* Entrepreneurship
* Computer Science
* Computer Information Systems
* Counseling
* Curriculum and Instruction
* Data Analytics
* Education
* Educational Administration
* Human Resource Development or Human Resource Management
* Information Technology
* Interdisciplinary Studies
* Organization Behavior, Organizational Behavior, or Organization Behavior Management
* Organization Development
* Organizational Leadership
* Public Administration
* Social Work
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| **Faculty teaching didactic graduate and post-baccalaureate coursework:** | Earned doctorate/terminal degree in the teaching discipline or a related discipline. | * Same academic disciplines as listed under baccalaureate coursework.
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| **Faculty teaching clinical/ practicum baccalaureate coursework:** | 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). |  |  |
| **Faculty teaching didactic and clinical/ practicum baccalaureate coursework in Aviation Science concentration:** | Earned bachelor’s degree or master’s degree with the following credentials:* Commercial pilot license **(completed or in progress)**.
* Certified flight instructor license **or equivalent training**
* at least two years of flight experience.
 | * Same academic disciplines as listed under baccalaureate coursework and a certified flight instructor license in lieu of academic degree.
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| **Faculty teaching clinical/practicum graduate and post-baccalaureate coursework:** | 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). |  |  |
| **Graduate/doctoral teaching assistants teaching baccalaureate coursework**: | Master’s degree 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. |  |  |

**Qualifications by Demonstrated Competencies and Achievements (Faculty Justification)**

When appropriate and on a case-by-case basis, Texas State may also consider demonstrated competencies and achievements, undergraduate and graduate degrees, related work experiences and professional progress in the field, professional licensure and certifications, honors and awards, scholarly or creative record, and/or other evidence that contributes to effective teaching and student learning outcomes of the assigned course(s). These qualifications are considered in conjunction with, or in lieu of, academic credentials listed above.

Faculty justification requests are made on a course-by-course basis **in advance of hiring decisions** and prior to the semester in which the course(s) is taught and must be approved by department chairs/school directors, college deans, associate provost, and dean of The Graduate College, if applicable.

For this discipline, examples of acceptable demonstrated competencies and achievements may include:

* The faculty member holds a non-terminal degree but has a national reputation in his or her field, with major publications and awards that clearly document an exceptional level of expertise and professional accomplishment suitable for teaching in a program.
* The faculty member possesses at least a master's degree in the teaching discipline along with a clearly documented special expertise, experience, or skills that are necessary for teaching a course.
* Occupational, Workforce, and Leadership Studies is interdisciplinary and other doctorates are considered based on class curriculum content.

**Review Date: 9/1/2023**

**Next Review Date: 9/1/2028**