

Faculty Qualifications

C&I PPS No. 04.01.01

Created Date: February 10, 2025

Effective Date: February 10, 2025

Next Review Cycle: E5Y

Next Review Date: February 10, 2030

Sr. Reviewer: Department Chair

01. SCOPE

- 01.01 It is the policy of the Department of Curriculum and Instruction (C&I) to hire tenure track faculty and tenured holding an earned doctorate as the terminal degree from an accredited institution. Acceptable degrees are listed in Appendices A, B, C, and D.
- 01.02 Employment of faculty without terminal degrees is based on the Southern Association of Colleges and Schools (SACS) Comprehensive Standards and Texas State University's AA/PPS 04.01.01. Acceptable degrees are listed in Appendices A, B, C, and D.
- 01.03 When appropriate and on a case-by-case basis, C&I 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. All exceptions must be approved by the Chair, College Dean, Associate Provost, and Graduate College Dean (as applicable). Additional terminal degrees are listed in Appendix E.
- 01.04 The Department of Curriculum & Instruction may hire individuals who do not have terminal degrees for non-tenure track faculty positions teaching undergraduate courses and, on rare occasions, for supervision of graduate practica if all the following conditions are met:
- The individual holds a Master's degree in Curriculum & Instruction (or related field—see above list for acceptable alternatives), including at least 18 graduate credit hours in the specific area of assignment.
 - The individual has at least three years EC/Pre-K-12 teaching experience if teaching or supervising teacher education courses, with 5 years being preferred.
 - The individual has demonstrated expertise in the area of assignment, as documented to the department.
 - The individual provides at least three positive letters of reference pertaining to knowledge and teaching skill in the area of assignment.
 - The individual meets all other University criteria for faculty hiring.

- The individual holds a particular licensure necessary to teach the course.
- The Chair and a hiring subcommittee that includes at least one senior faculty in the area of assignment approve.

01.05 Faculty without terminal degrees will be hired as either Assistant Professors of Instruction, Associate Professors of Instruction, or Professors of Instruction, Lecturer, or per course faculty positions. Each must:

- If hired in a full-time position, teach at least a 12-credit hour load each fall and spring semester;
- Provide evidence of teaching effectiveness each semester;
- If hired in a full-time position, participate in service related to teaching, curriculum development, and assessment; and
- Participate in professional development related to teaching assignment.

Appendix-A Faculty teaching didactic baccalaureate courses

Appendix-B Faculty teaching didactic graduate/post-baccalaureate coursework

Appendix-C Faculty teaching clinical practice courses

Appendix-D Faculty teaching graduate clinical practicum courses

Appendix-E Additional Terminal degrees

08. REVIEWERS OF THIS PPS

08.01 Reviewers of this PPS include the following:

<u>Position</u>	<u>Date</u>
Chair, Department of Curriculum and Instruction	2-10-2025
Appointed Senior Reviewer	2-10-2025

09. CERTIFICATION STATEMENT

This PPS has been approved by the following individuals in their official capacities and represents Texas State Department of Curriculum and Instruction policy and procedure from the date of this document until superseded.

