

## Presbyterian College Policy on Faculty Qualifications

Presbyterian College is committed to ensuring the quality and integrity of its academic programs by employing faculty who are qualified to provide effective instruction. This policy outlines the criteria and procedures for determining faculty qualifications in accordance with the principles of accreditation set forth by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

### I. Standard Qualifications

The standard qualification for teaching a credit-bearing course at Presbyterian College is a master's degree (or its equivalent)<sup>1</sup> or higher in the teaching discipline, or a master's degree in any discipline with a minimum of 18 graduate credit hours in the teaching discipline.

### II. Alternative Qualifications

In exceptional cases where a faculty member does not meet the standard qualifications outlined in Section I, the institution may consider alternatives. The determination of alternative qualifications, which may include academic, work-related, or experiential credentials, will be made on a course-by-course basis and must be justified and documented.

The following alternative qualifications may be considered, either individually or in combination, to demonstrate that a faculty member has the knowledge, skills, and abilities equivalent to those expected of a faculty member with the standard qualifications:

**A) Significant and documented professional experience in the field of the teaching discipline.** This experience must be directly related to the course content and demonstrate a high level of expertise. Examples include:

- A record of distinguished professional practice, such as licensure, certification, or advanced specialization, relevant to the course(s) being taught.
- Extensive experience in the development or application of knowledge in the teaching discipline, demonstrated through roles of increasing responsibility and complexity (EX: a person who advances within a bank system to serve as CEO for at least a decade may teach a course in "Banking.")
- Documented successful performance in a related field, with evidence of the ability to apply that experience to the course content

**B) Scholarly achievement.** A record of scholarly activity directly related to the teaching discipline. Examples include:

- Publications in peer-reviewed journals or books
- Presentations at professional conferences
- Research grants or awards
- Contributions to the development of the discipline through creative works, performances, or exhibitions

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<sup>1</sup> A *juris doctor* degree from an accredited law school is considered equivalent to a master's degree.

**C) Continuing Professional Development.** Evidence of ongoing learning and development in the teaching discipline, demonstrated through activities such as:

- Completion of relevant workshops, seminars, or conferences
- Participation in professional organizations
- Independent study or research
- Industry certifications, micro-credentials, or licensures

**NOTE: These alternative qualifications may also be considered in combination with demonstrated evidence of successful previous teaching experience in the specific course or related subject matter.** Examples of such evidence include – but are not limited to positive student evaluations, positive peer evaluations, evidence of the development of effective teaching materials and methods, or prior teaching experience at the postsecondary level, with evidence of satisfactory performance.

### **III. Procedures for Evaluating Alternative Qualifications**

The Provost will evaluate the unofficial or official graduate transcripts of any faculty member seeking to teach a course. The evaluation will determine whether the faculty member possesses the standard qualifications or whether additional materials are required to determine whether or not the faculty member possesses sufficient alternative qualifications. These additional materials may include – but are limited to: a curriculum vitae or resume; a narrative statement explaining how the faculty member's qualifications meet the criteria for alternative qualifications outlined in Section II; or other supporting documentation, such as certifications, licenses, publications, presentations, evaluations, and letters of recommendation.

The Provost may consult with the chair of the department, dean or director of the program, or the Director of Institutional Research and Assessment when making the final determination regarding the acceptability of alternative qualifications. This determination will be communicated to the faculty member and the appropriate department chair, dean or program director.

Approval of alternative qualifications is valid only for the specific course(s) for which it is granted.