



POLICY NAME	WNMU Faculty Qualification Policy	POLICY NO.	BA451
APPROVING BODY	President/Cabinet	VERSION NO.	01
RESPONSIBLE DEPARTMENT	Business Affairs - Human Resources		
EFFECTIVE DATE	01-JUL-2024	REVIEW/REVISION DATE	12-SEP-2024

PURPOSE:

The purpose of this policy is to define and maintain clear and consistent standards for faculty qualifications at Western New Mexico University (WNMU) in alignment with the credentialing guidelines of the Higher Learning Commission.

By establishing minimum academic credentials and relevant professional experience required for teaching positions, this policy ensures that all faculty members, including full-time, part-time, and adjunct faculty across all programs (such as dual credit, contractual, and consortial programs), are appropriately qualified to deliver high-quality education and develop curricula.

POLICY:

MINIMUM FACULTY QUALIFICATIONS BY ACADEMIC CREDENTIAL

The primary method of establishing faculty qualifications at Western New Mexico University are the credentialing guidelines established by the Higher Learning Commission. Faculty members include all full-time, part time, and adjunct faculty teaching in all programs including dual credit, contractual and consortial programs.

UNDERGRADUATE ACADEMIC PROGRAMS AND GENERAL EDUCATION:

1. A master's degree in the discipline or subfield in which they teach and/or for which they develop curricula.
2. A master's degree in any field and 18 graduate credit hours in the discipline or subfield in which they teach and/or for which they develop curricula.

GRADUATE ACADEMIC PROGRAMS:

1. The terminal degree (as defined by the discipline) in the discipline or subfield in which they teach and/or for which they develop curricula and a record of research, scholarship or achievement appropriate for the graduate program.

2. An earned doctoral degree in any field and 18 graduate credit hours in the discipline or subfield in which they teach and/or for which they develop curricula and a record of research, scholarship or achievement appropriate for the graduate program.

CAREER AND TECHNICAL EDUCATION ASSOCIATE DEGREE AND CERTIFICATE PROGRAMS:

1. A bachelor's degree in the discipline or subfield in which they teach and/or for which they develop curricula.

MINIMUM FACULTY QUALIFICATIONS BY FACTORS OTHER THAN ACADEMIC CREDENTIAL

As a secondary method of establishing faculty qualifications, minimum qualifications may be determined based on a combination of a lesser degree and/or a combination of education training and experience appropriate to the level of instruction. Ultimate approval of qualifications under this section rests with the Provost.

UNDERGRADUATE AND GRADUATE ACADEMIC PROGRAMS

A degree equivalent to the level being taught with basic courses in the discipline at the undergraduate and/or graduate level and:

1. Possession and maintenance of an appropriate industry license, professional credential or professional certification that qualifies the individual to teach the content or
2. Five years of experience working in a field specifically related to the course to be taught and/or successful college or university teaching in a field specifically related to the course to be taught (as determined by the hiring supervisor and approved by the college dean) or
3. Possession of specific artistic talent validated through publications or through wide critical and public acclaim or
4. Demonstration of qualification of language proficiency through recognition of competence by tribal leaders or through nationally recognized rating of proficiency in a foreign language.

CAREER AND TECHNICAL EDUCATION ASSOCIATE DEGREE AND CERTIFICATE PROGRAMS:

1. Possession and maintenance of an appropriate industry license, professional credential or professional certification that qualifies the individual to teach the content with experience in the discipline being taught.