

Appendix A

Overview of Alternate Qualifications Among Departments

College of Arts and Humanities

Art and Design

The qualifications for the Department of Art and Design faculty are determined by the accrediting agency, the National Association of School of Art and Design (NASAD). NASAD recognizes the Master of Fine Arts, and equivalent degrees such as the Master of Design, as appropriate terminal degrees for studio art and design. For Art Historians, a doctorate in the field of Art History is required. At the same time, the Association recognizes that some highly qualified artist-teachers may hold other academic degrees; others may not hold any academic degrees. In such cases, the institution should base appointments on experience, training, and expertise at least equivalent to those required for the master's degree in the appropriate field. Alternate faculty qualifications may include documented related work or professional experiences in the field, professional licensure and certifications related to the assigned course, scholarly or creative work closely connected to course content, and continuing professional development in the field.

Theatre and Film

The qualifications for the Department of Theatre and Film faculty are determined by the accrediting agency, the National Association of Schools of Theatre (NAST). NAST recognizes the Master of Fine Arts as the appropriate terminal degree for performance, design/technology, and playwriting faculty. At the same time, the Association recognizes that some highly qualified artist-teachers may hold other academic degrees; others may not hold any academic degrees. In such cases, the institution should base appointments on experience, training, and expertise at least equivalent to those required for the master's degree in the appropriate field. Alternate faculty qualifications may include documented related work or professional experiences in the field, professional licensure and certifications related to the assigned course, scholarly or creative work closely connected to course content, and continuing professional development in the field.

English

All faculty in the Department of English assigned to teach credit-bearing courses are expected to meet the established guidelines. For creative writing faculty, an M.F.A. is considered a terminal degree. Alternate faculty qualifications may include documented related work or professional experiences in the field, professional licensure and certifications related to the assigned course, scholarly or creative work closely connected to course content, and continuing professional development in the field. Faculty holding graduate degrees in education or another related field are identified on the faculty roster, which includes a listing of coursework in the discipline for those faculty.

History and Foreign Languages

All faculty in the Department of History and Foreign Languages assigned to teach credit-bearing courses are expected to meet the established guidelines. Alternate faculty qualifications may include documented related work or professional experiences in the field, professional licensure and certifications related to the assigned course, scholarly or creative work closely connected to course content, and continuing professional development in the field. Faculty holding a master's in education with a specialization in social sciences or in history are identified on the faculty roster, which includes a listing of coursework in the discipline for those faculty. For foreign languages, alternate faculty qualifications may include a language education master's degree or above and teaching experience in the target language.

Integrated Studies

To staff the few Integrated Studies (INS) courses offered at JSU, the program relies on faculty credentialed at the department level of their primary discipline. Historically, INS included the disciplines of arts, humanities, social and behavioral sciences, and sciences. Faculty in those disciplines credentialed by the home department teach INS courses in special topics, internship, study abroad, etc. Departments may use alternate faculty qualifications that include documented related work or professional experiences in the field, professional licensure and certifications related to the assigned course, scholarly or creative work closely connected to course content, and continuing professional development in the field.

Music

The qualifications for the Department of Music faculty are determined by the accrediting agency, the National Association of School of Music (NASM). NASM recognizes the doctorate degree as the appropriate terminal degree for specialists in music education, performance, theory/composition, and other music disciplines. At the same time, the Association recognizes that some highly qualified practitioners may hold other academic degrees; others may not hold any academic degrees. In such cases, the institution should base appointments on experience, education, and expertise at least equivalent to those required for the master's degree in music or another appropriate field. Alternate faculty qualifications may include documented related work or professional experiences in the field, professional licensure and certifications related to the assigned course, scholarly or creative work closely connected to course content, and continuing professional development in the field. For undergraduate supervision of music practica and internships, for those faculty members who do not meet the minimum of 18 graduate semester hours in music education, at least three years of effective and exemplary teaching in the PreK-12 music classroom serves as alternate criteria.

College of Business and Industry

Master of Business Administration

In some instances, exceptions to the 18-hour minimum requirement are made for documented years of experience in the field. Alternate qualifications include documented professional experience directly related to the course subject matter, industry-recognized training or certifications indicating a unique knowledge of the discipline, and ongoing and relevant professional development in the field.

Applied Engineering

In the Department of Applied Engineering, alternate faculty qualifications include documented professional experience directly related to the course subject matter, industry-recognized training or certifications indicating a unique knowledge of the discipline, and ongoing and relevant professional development in the field.

Communication

The department head reviews the candidate's resume for commensurate experience in the industry when hiring a candidate in a specific field where graduate studies may prove uncommon, but professional experience is abundant. For example, educators with knowledge of audio production of advanced forms of news reporting may not be frequently pursuing graduate studies, but it is very common for the Accrediting Council on Education in Journalism and Mass Communications (ACEJMC) accredited programs to hire full-time instructors as "professionals in residence" due to their extensive industry experience relevant to lab course instruction. The experience of the candidate is vetted, and the candidate is interviewed to ensure quality of

skill in engaging with students in the classroom.

Finance, Economics, and Accounting

In the Department of Finance, Economics, and Accounting, alternate faculty qualifications may include documented related work or professional experiences in the field, professional licensure and certifications related to the assigned course, and continuing professional development in the field.

Management, Marketing

In the Department of Management and Marketing, alternate faculty qualifications include documented professional experience directly related to the course subject matter, industry-recognized training or certifications indicating a unique knowledge of the discipline, and ongoing and relevant professional development in the field.

College of Education and Professional Studies

Curriculum and Instruction

All Curriculum and Instruction faculty assigned to teach credit-bearing courses are expected to meet the established JSU guidelines. In some cases, faculty may be qualified by professional licensure, continued professional development, scholarship, or professional experience in the field that is related to the assigned courses.

Faculty teaching graduate courses in the curriculum and instruction education graduate programs who do not meet the minimum qualifications of a terminal degree in the teaching discipline or related discipline include significant (more than 10 years) of documented successful experience in K-12 with a relevant master's degree.

Undergraduate faculty who do not meet the minimum of 18 graduate semester hours in the teaching discipline, if content specific, meet the requirements by having more than three years of documented successful experience in the workforce which is directly related to the content of the course.

Counseling and instructional Support

All Counseling and Instructional Support faculty assigned to teach credit-bearing courses are expected to meet the established guidelines. In some cases, faculty may be qualified by professional licensure, continued professional development, scholarship, or professional experience in the field that is related to the assigned courses.

For faculty teaching in the doctoral program, alternate criteria would include significant scholarship, awards, or national/worldwide contributions to the field.

Faculty teaching graduate courses who do not meet the minimum qualification of a terminal degree in the teaching discipline or related discipline include 1) professional credentialing plus sustained clinical practice; or 2) significant (more than 10 years) documented successful experience in K-12 with a relevant master's degree.

In the case of graduate supervision of practicum students and interns, alternate criteria include relevant state licensure, certification, or specialized certification in addition to a master's degree. Faculty teaching in the Instructional Leadership Program must have a minimum of three years of experience as a principal or assistant principal and a master's degree. Site supervisors for students in Clinical Mental Health and School Counseling must have two years of full-time professional experience in addition to a master's degree.

Family and Consumer Sciences

All Family and Consumer Sciences faculty assigned to teach credit-bearing courses are expected to meet the established JSU guidelines. In some cases, faculty may be qualified by professional licensure, continued professional development, scholarship, or professional experience in the field which is related to the assigned courses.

Faculty teaching graduate courses in the family and consumer sciences or business marketing education graduate programs who do not meet the minimum qualification of a terminal degree in the teaching discipline or related discipline must have significant (more than 10 years) of documented successful experience in K-12 with a relevant master's degree.

Undergraduate faculty who do not meet the minimum of 18 graduate semester hours in the teaching discipline, if content specific, meet the requirements by having more than three years of documented successful experience in the workforce that is directly related to the content of the course.

Secondary Education

All Secondary Education faculty assigned to teach credit-bearing courses are expected to meet the established JSU guidelines. In some cases, faculty may be qualified by professional licensure, continued professional development, scholarship, or professional experience in the field that is related to the assigned courses.

For faculty teaching in the doctoral program, alternate criteria would include significant scholarship, awards, or national/worldwide contributions to the field.

Faculty teaching graduate courses who do not meet the minimum qualification of a terminal degree in the teaching discipline or related discipline should have significant (more than 10 years) of documented successful experience in K-12 with a relevant master's degree.

Undergraduate faculty that do not meet the minimum of 18 graduate semester hours in the teaching discipline, if content specific, meet the requirements by having more than three years of documented successful experience in the K-12 classroom/system that is directly related to the content of the course.

In the case of undergraduate and graduate supervision of practicum students and interns, alternate criteria include a minimum of three years of experience as a principal or assistant principal and a master's degree. Faculty may hold other relevant certifications and master's degrees but must have a minimum of three years of experience in coaching, mentoring, and/or evaluating teachers.

College of Health Professions and Wellness

School of Nursing

Those teaching in nurse practitioner programs must have the certification of which they teach. For example, if they teach Family Nurse Practitioner (FNP) courses, they must have an FNP certification. Those in the Adult-Gerontology Acute Care Nurse Practitioner (AGACNP) program must have the AGACNP certification or equivalent. Other courses are taught by nursing faculty based on coursework or experience in the content area.

Kinesiology

In addition to requiring that faculty hold a master's or doctoral degree in a field related to their teaching discipline, a faculty's professional certification and licensure credentials, research and publications, professional development and work experiences are evaluated to determine whether they are qualified to teach a specific course.

Alternate faculty qualifications include documented professional experience directly related to the course subject matter, industry-recognized training or certifications indicating a unique knowledge of the discipline, and ongoing and relevant professional development in the field. For example, some faculty teach courses that require specific credentialing or certification such as Athletic Training, Zumba, Pound, Pilates, or CPR.

Respiratory Therapy

JSU's Respiratory Therapy (RT) program is accredited by the Commission on Accreditation for Respiratory Care (CoARC). CoARC requires the following additional/alternate qualifications for respiratory therapy faculty/instructors. All

RT faculty or instructors must be a Registered Respiratory Therapist (RRT) from the National Board for Respiratory Care (NBRC). Faculty/Instructors must hold a current license to practice respiratory therapy in the state of Alabama. The license is issued by the Alabama State Board for Respiratory Therapy (ASBRT) and awards the licensee the Licensed Respiratory Therapist (LRT) credential to be used after their name. These additional/alternate credentials qualify the faculty/instructor to teach any RT200-level, RT300-level, and/or RT400-level course. In addition to the RRT credential, JSU RT also recognizes additional NBRC advanced practice credentials as additional qualifications. These may include the Adult Critical Care Specialist (ACCS), Neonatal and Pediatric Specialist (NPS), Certified Pulmonary Function Technologist (CPFT), Registered Pulmonary Function Technologist (RPFT), Sleep Disorders Specialist (SDS), and/or the Certified Asthma Educator (AE-C) credentials. The advanced practice credentials provide additional qualifications for the RT faculty/instructors in the various subject matters.

College of Social and Behavioral Sciences

Criminal Justice and Forensic Investigation

Due to the myriad employment opportunities and degrees which are relevant in the field of criminal justice, the Department of Criminal Justice and Forensic Investigation utilizes several factors in determining qualifications for teaching within the department. In addition to the PhD in Criminal Justice, the DCJ in criminal justice, juris doctorate (JD), PhD in Public Administration, and DPA in public administration are terminal degrees and are either in or are considered closely related fields to criminal justice. Also, an EdD with a minimum of 18 hours in criminal justice is also considered a terminal degree in a closely related field. Additionally, both the Master of Forensic Science (MFS) and Master of Science in Forensic Science (MSFS) are considered terminal degrees in the field of forensic science. Other closely related educational fields include but are not limited to Criminology, Counseling, Emergency Management, Psychology, Social Work, and Sociology. Therefore, the discipline views these degrees as qualifications to teach at the undergraduate and graduate levels. In order to teach at the graduate level, a terminal degree must be possessed.

Emergency Management and Public Administration

All faculty in the Department of Emergency Management and Public Administration assigned to teach credit-bearing courses are expected to meet the established guidelines. Alternate qualifications for faculty who teach in the emergency management and public administration programs include faculty who are considered subject matter experts in the discipline but do not have a doctorate degree. These faculty do hold a master's degree in the discipline or a related discipline.

Military Science

The Professor of Military Science is chosen by a selection board in the U.S. Army Cadet Command. Active duty and active Guard-Reserve Lieutenant Colonels and Majors interested in becoming professors of Military Science must have their master's degree or higher to be considered for the position. They must also complete Intermediate Level Education or Command and General Staff College, have broad experience in command and staff positions, demonstrate moral attributes and personal traits to serve in a position of prestige in an academic environment and meet Army standards of military bearing and appearance. The other active-duty instructors request the position in the Army Enlisted Marketplace and must also take the Common Faculty Development-Instructor Course (CFD-IC). The Civilian Contracted instructors are hired as government workers and also have to take the CFD-IC Course.

Psychology

In addition to requiring that faculty hold a master's or doctoral degree in psychology, an evaluation of the faculty's professional certification and licensure; research and publications; professional development; and work experience is completed to determine whether they are qualified to teach a specific course.

Sociology and Political Science

The sociology program requires all faculty hold a masters or doctoral degree (PhD) in sociology. No alternate qualifications are considered.

The political science program requires that faculty hold a masters (18 hours) or doctoral degree (PhD) in political science or a related field. A Juris Doctorate (JD) serves as alternate qualifications for some courses focusing on American government, law, and the judicial process.

Social Work

The accrediting body for Social Work Education, The Council on Social Work Education (CSWE), requires that faculty who teach social work practice courses at the undergraduate and graduate level have a master's degree in social work from a CSWE-accredited program and at least two years of post-master's social work experience. Faculty who teach these courses have documentation of this practice on record. Faculty that teach in the Social Work Graduate program that do not have either a Ph.D. in Social Work or a DSW (Doctorate in Social Work) have an MSW which is the terminal degree in Social Work. Further these individuals possess a current LICSW (Licensed Independent Clinical Social Worker), have documented extensive professional experience in Social Work Practice, and have documented excellence in teaching and required assessment outcomes.

College of Science and Mathematics

Biology

No additional or alternate qualifications are considered during the validation process.

Chemistry and Geosciences

No additional or alternate qualifications are considered during the validation process.

Mathematics and Computer Sciences

No additional or alternate qualifications are considered during the validation process.

Other

Honors (1–3-hour courses)

To staff interdisciplinary Honors courses, the Honors Program relies on faculty credentialed at the department level of their primary discipline. Faculty credentialed by the home department teach University Honors (UH) courses in special topics, book club, study abroad, study away, professional preparation, forum, lecture, and model debate team. Departments may use alternate faculty qualifications that include documented related work or professional experiences in the field, professional licensure and certifications related to the assigned course, scholarly or creative work closely connected to course content and continuing professional development in the field.

Student Success (formerly Learning Services)

In the Department of Learning Services, alternate faculty qualifications include documented professional experience directly related to the course subject matter, industry-recognized training or certifications indicating a unique knowledge of the discipline, and ongoing and relevant professional development in the field.

