

Faculty Qualifications and Tested Experience Graduate Faculty

The University of Southern Indiana (USI) recognizes and adheres to the Higher Learning Commission (HLC) guidelines for determining qualified faculty through *Accreditation and Assumed Practices* (B.2). USI employs competent faculty who are qualified to accomplish the mission and goals of the university. When determining acceptable qualifications of its graduate faculty, the university gives primary consideration to the highest earned degree, and for graduate programs this is a terminal degree in the discipline. This policy recognizes that in some instances, there may be a generally accepted terminal degree that is not a terminal degree in the discipline. Such degrees may be other than a terminal degree determined by the discipline and have a record of research, scholarship or achievement appropriate for the graduate program. Assumed Practice B.2 allows an institution to determine that a faculty member is qualified based on tested experience outside of the classroom in real-world situations relevant to the discipline in which the faculty member would be teaching. As a result, the university may consider as appropriate to the program and degree offered: research and scholarly work; competence; effectiveness; related work experience; certification(s); licensure; demonstrated competencies; and honors, awards, and achievements that contribute to effective teaching and learning outcomes. In situations where the faculty does not have the terminal degree in an appropriate discipline, the following guidelines may be used to determine tested experience:

1. Graduate faculty who hold a terminal degree in the discipline and have 2+ years of relevant work experience, may teach courses in the discipline.
2. Graduate faculty who teach skill/activity based courses must hold a terminal degree in the discipline and have 5+ years of performance experience or demonstrated mastery in the skill/activity base.