

Title	: Faculty Credentialing Guidelines	
Number	:	4020.08
Approved	:	03/14/24
Reference	: GCCCD 4010.00, 4010.01, 4010.03; 4300.01, Federal Regulations 29 CFR 553	

The College has determined that the degrees faculty hold provide the foundation for establishing and achieving learning outcomes in a specific discipline or field. Furthermore, the College recognizes the value of “equivalent experience” as a basis for credentialing faculty. “Equivalent experience” implies a depth of experience outside of the classroom relevant to the discipline in which the faculty member is teaching. In establishing Faculty Credentialing Guidelines, the College has incorporated the following minimum requirements for employing qualified faculty.

- Faculty teaching in higher education should have completed a significant program of study from a regionally accredited institution in the discipline they will teach and/or for which they will develop curricula, with substantial coursework at least one level above that of the courses being taught or developed, or the faculty member should be making demonstrable, current, and consistent progress toward the academic credential. Further, it is assumed that successful completion of a coherent degree better prepares a person than an unstructured collection of credit courses.
- Faculty teaching in undergraduate programs should hold a degree at least one level above that of the program in which they are teaching or the faculty member should be making demonstrable, current, and consistent progress toward the academic credential. (An AA transfer degree is considered part of a baccalaureate program.)
- Faculty teaching general education courses typically hold a master’s degree or higher and should have completed a minimum of 18 graduate credit hours in the discipline in which they teach.
- Faculty teaching occupational and/or personal enrichment/activity courses may provide evidence of industry certification and/or experience in the field in which they are teaching.
- Faculty with “equivalent experience” must provide documentation of industry certification and/or experience.

Generally, the same qualifications used for employing part-time, adjunct, temporary, and dual enrollment faculty as are used in employing full-time permanent faculty.

I. Academic Fields

The faculty qualifications shown below are the minimum standards for hiring faculty at Eastern Arizona College who will be teaching in a specific academic field. They do not discriminate on the basis of sex, race, religion, creed, or national origin and are applied equally to all faculty members in a particular discipline, occupation, or program.

Qualifying Category	Degree Required	Required Coursework	Equivalent Exp.	Lic./ Cert.	Other Req.	Teaching Load
Standard	Master’s WITH	18 graduate credit hours in teaching field	N/A	N/A	N/A	Full or Part-time general education courses and other transfer courses
Equivalent Experience	Master’s WITH	Content sufficiently related to teaching field and/or	Experience outside the classroom relevant to the teaching field			Full- or Part-time general education courses and other transfer courses
Probationary	Bachelor’s or higher in teaching field	Making demonstrable, current, and consistent progress towards a Standard qualification	N/A	N/A	Individual must meet the Standard qualification within an agreed upon number of years	Full- or part-time general education courses and other transfer courses



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Special (for teaching non-transfer courses)	Bachelor's or higher in teaching field	N/A	N/A	N/A	N/A	Full or Part-time Non-transfer courses.
District Specific	May be granted upon approval of the Vice President of Academic and Student Affairs					Part-time Non-AGEC courses.

II. Occupational Fields

The faculty qualifications shown below are the minimum standards for hiring faculty at Eastern Arizona College who will be teaching in a specific occupational field. They do not discriminate on the basis of sex, race, religion, creed of national origin and are applied equally to all faculty members in a particular discipline, occupation, or program.

Qualifying Category	Degree Required	Required Coursework	Equivalent Exp.	Lic./ Cert.	Other Req.	Teaching Load
Standard	Master's WITH	18 graduate credit hours in teaching field	N/A	N/A	N/A	Transfer, or other, occupational courses
Equivalent Experience	Master's WITH	Content sufficiently related to teaching field and/or	Experience outside the classroom relevant to the teaching field			Full- or Part-time general education courses and other transfer courses
Regular 1	Bachelor's AND	N/A	3 years in field to be taught	N/A	N/A	Transfer, or other, occupational courses
Regular 2	Associate's OR	64 credit hours AND	5 years in field to be taught	Current industry-recognized license or cert. in field to be taught	N/A	Transfer, or other, occupational courses
Regular 3	N/A	N/A	7 years in field to be taught	Current industry-recognized license or cert. in field to be taught	Supervisory or trainer experience	Transfer, or other, occupational courses
District Specific	May be granted upon approval of the Vice President of Academic and Student Affairs					Part-time Non-transfer occupational courses

