

**Minimum Faculty Qualifications**

**University Policy 2200**

**Section 1. Purpose**

This policy identifies the minimum qualifications for faculty members hired or assigned to teach in Bachelor, Master, and Doctorate degree programs at Metropolitan State University.

Since University Management maintains the inherent managerial right of selection of employees under Minnesota Statute 179A.07, the final decision on the determination of whether a candidate or employee meets the University's minimum qualifications and will be hired for a faculty position rests with the University President or designate.

**Section 2. Definitions**

- a. Expertise: Expert skill or knowledge in a particular field.

**Section 3. Policy**

**Bachelor Degree Programs**

To be eligible to teach in a Bachelor degree program at Metropolitan State University, a faculty member must meet one of the following minimum qualifications:

- a. A Master's degree or terminal degree (e.g., Ph. D., Ed. D., M.F.A., D.N.P., D.B.A.) in the discipline, subfield or related interdisciplinary field in which they will teach.
- b. A J.D. degree with expertise in the discipline, subfield, or related interdisciplinary field in which they will teach.
- c. A Master's degree, terminal degree (e.g., Ph.D., Ed. D, M.F.A., D.N.P.), or J. D. with expertise in a different discipline or subfield in which they will teach and at least 18 semester hour credits of graduate coursework in the discipline, subfield, or related interdisciplinary field in which they will teach.
- d. A Master's degree, terminal degree (e.g., Ph.D., Ed.D, M.F.A., D.N.P.), or J. D. with expertise in a different discipline or subfield in which they will teach and at least 2 years of work experience directly related to the discipline, subfield, or related interdisciplinary field in which they will each.

- e. A Bachelor's degree (e.g., B.A., B.S., B.S.N., B.F.A.) in the discipline, subfield, or related interdisciplinary field in which they will teach, and at least 18 semester hour credits of graduate coursework or an equivalent amount of professional certification in the discipline or subfield in which they will teach.
- f. A Bachelor's degree (e.g., B.A., B.S., B.S.N., B.F.A.) in the discipline, subfield, or related interdisciplinary field in which they will teach and at least 2 years of work experience directly related to the discipline, subfield or related interdisciplinary field in which they will teach, or 1 year of work experience and discipline-specific certification.
- g. Sufficient expertise that can be demonstrated by competency, scholarship, creative or professional products that meet the standards described in Article 22 of the Master Agreement between the Inter Faculty Organization (IFO) and the Board of Trustees for MN State Colleges and Universities for tenure and promotion; earning awards, honors, or certifications for their work, scholarship, or creative products; and at least 4 years of work experience directly related to the discipline or subfield in which they will teach.
- h. Qualifications related to MN Statute Postsecondary Education (Ch. 135A-137) § 135A.12. "Unique needs and abilities of American Indian People" for teaching American Indian language, history, or culture.

### **Master Degree Programs**

To be eligible to teach in a Master degree program at Metropolitan State University, a faculty member must meet one of the following minimum qualifications:

- a. A terminal degree (e.g., Ph. D., Ed. D., M.F.A, D.N.P., D.B.A.) in the discipline, subfield or related interdisciplinary field in which they will teach.
- b. A J.D. degree with expertise in the discipline, subfield, or related interdisciplinary field in which they will teach.
- c. A Master's degree in the discipline, subfield, or related interdisciplinary field in which they will teach and at least 18 semester hour credits of terminal degree graduate coursework in the discipline, subfield, or related interdisciplinary field in which they will teach.
- d. A Master's degree in the discipline, subfield, or related interdisciplinary field in which they will teach and at least 2 years of work experience directly related to the discipline, subfield, or related interdisciplinary field in which they each, or 1 year work experience with discipline-specific certification.
- e. A Master's degree, terminal degree (e. g., Ph. D., Ed. D., M.F.A., D.N.P., D.B.A), or J.D. with expertise in a different discipline or subfield in which they will teach and at least 4 years of work experience directly related to the discipline, subfield, or related interdisciplinary field in which they will teach.

- f. Completion of all but the dissertation in a doctoral program in the discipline, subfield, or related interdisciplinary field in which they will teach.
- g. Sufficient expertise that can be demonstrated by competency, or scholarship, or creative or professional products that meet the standards described in Article 22 of the Master Agreement between the Inter Faculty Organization (IFO) and the Board of Trustees for MN State Colleges and Universities for tenure and promotion; earning awards, honors, licensures or certifications for their work, scholarship, or creative products; and at least 6 years of work experience directly related to the discipline or subfield in which they will teach.
- h. Bachelor's in the field in which they will teach plus 18 credits of coursework beyond the at the Master or Doctoral level.
- i. For nursing and dental therapy clinical education: Bachelor's in the field in which they will teach and 1 year of experience, certification in the field in which they will teach or clinical expertise in the field, and unencumbered dental therapy/nursing license in Minnesota.
- j. Qualifications related to MN Statute Postsecondary Education (Ch. 135A-137) § 135A.12. "Unique needs and abilities of American Indian People" for teaching American Indian language, history, or culture.

### **Doctoral Degree Programs**

To be eligible to teach in a Doctoral degree program at Metropolitan State University, a faculty member must meet one of the following minimum qualifications:

- a. The terminal degree (e. g., Ph. D., Ed. D., M.F.A., D.N.P., D.B.A., J.D.) in the discipline, subfield or related interdisciplinary field in which they will teach.
- b. A terminal degree (e. g., Ph. D., Ed. D., M.F.A., D.N.P., D.B.A., J.D.) with expertise in a different discipline or subfield from that in which they will teach and at least 5 years of work experience directly related to the discipline, subfield, or related interdisciplinary field in which they will teach.
- c. Master's degree in the field plus one of the following: 18 credits of coursework beyond the Master's degree, professional certification, or 1 year of experience in field/area of specialization in which they will teach.
- d. For advanced practice nursing clinical education: Master's in the field and 5 years of experience and certification in the area of specialization in which they will teach, and unencumbered nursing license in Minnesota.

**Section 4. Authority**

This policy is issued pursuant to the operating authority granted to the University's President by the Board of Trustees of the Minnesota State system (Proc. 1A.2.2, "Delegation of Authority").

**Section 5. Effective Date**

This policy shall become effective upon signature by the President, and shall remain in effect until modified or expressly revoked.

**Section 6. Responsibility**

The Provost is responsible for the implementation of this policy.

**Section 7. Review**

This policy shall be reviewed on a biennial basis or as needed.

**Section 8. Signature(s)**

Issued on this date: March 26, 2019



Virginia "Ginny" Arthur, JD  
President

Date of Adoption: March 26, 2019

Date of Implementation: March 26, 2019

Date of Last Review: March 26, 2019

Date and Subject of Amendments:

Additional History and/or Revision Dates: