

## **Angelina College Faculty Credential Guide**

The Angelina College Faculty Credentials Guide provides institutional requirements for faculty credentials based on expectations from the Southern Association of College and Schools Commission on Colleges (SACSCOC) and the Texas Higher Education Coordinating Board (THECB). The *Resource Manual for the Principles of Accreditation: Foundations for Quality Enhancement* document from SACSCOC emphasizes the institution's responsibility to document and justify qualifications of its faculty. The associated **Standard 6.2a states:**

*It is the institution's obligation to justify and document the qualifications of its faculty. Determining the acceptability of faculty qualifications requires judicious use of professional judgment, especially when persons do not hold degrees in the teaching discipline or are qualified based on criteria other than their academic credentials. Similarly, persons holding a degree at the same or lower level than the level at which the course is taught require additional qualifications and the application of professional judgment. Additional justification is needed for these cases as compared to the cases where the academic credentials are a "perfect match" for the teaching assignments. Appropriate qualifications may also differ depending on whether a course is generally transferable to other institutions; qualifications for teaching non-transferable technical courses depend heavily on professional experience and appropriate certifications or work experience.*

### **Angelina College Adopted General Guidelines:**

- a. Faculty teaching general education courses at the undergraduate level: doctor's or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline).
- b. Faculty teaching associate degree courses designed for transfer to a baccalaureate degree: doctor's or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline).
- c. Faculty teaching associate degree courses not designed for transfer to a baccalaureate degree: bachelor's degree in the teaching discipline, or associate's degree and demonstrated competencies in the teaching discipline.
- d. Faculty teaching certificate courses not designed for transfer to a baccalaureate degree: certificate or higher in the teaching discipline or demonstrated competencies in the teaching discipline.

### **The THECB Guidelines for Instructional Programs in Workforce Education (GIPWE) states:**

*The following personnel qualifications information is provided to help institutions ensure excellence in instruction and career development services for students, programs, and course administration.*

1. *Faculty*

*It is the responsibility of each institution to ensure that the qualifications of faculty teaching workforce education programs and courses, both for credit and continuing education, are in compliance with the current requirements of SACSCOC, regardless of the teaching modality or location. Faculty must be recruited and appointed by the institution prior to the start of instruction. Institutions must document academic preparation, work experience, other appropriate qualifications (certificates, licensure, etc.), and justification for any exceptions to SACSCOC requirements.*

*Degrees and graduate credit hours held by faculty members, whether full-time or parttime, must have been earned at an institution accredited by an accreditor recognized by the Coordinating Board or its foreign equivalent. It is the responsibility of the institution to verify equivalency of degrees or credit hours granted by foreign institutions. Documentation of degree equivalency must be kept on file as long as the faculty member is employed by the institution.*

2. *Career Development*

*Personnel Career development personnel should have a combination of academic preparation and work experience:*

*a. Professional guidance, counseling, and career development personnel must meet the requirements of SACSCOC in accordance with their specific assignments. A master's degree in counseling or a closely related field is required; alternatively, a master's degree with significant coursework and experience in career development is acceptable. Examples of related graduate degrees include student development counseling in higher education and mental health counseling. Professional credentials, such as state professional counseling licensure (LPC) or certification by the National Board for Certified Counselors (NBCC) are preferred.*

*b. In exceptional cases, outstanding professional experience and demonstrated competency may substitute for the academic preparation stated above. This should include a combination of both exceptional coursework and experience in career development. Institutions must verify these exceptions on an individual basis and keep supporting documentation on file.*

*c. Paraprofessionals employed in specific areas, such as job placement, must demonstrate academic preparation and experience consistent with their assignments.*

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## Angelina College Faculty Credential Table

The credentialing information listed below is provided as a sample to form a framework for your departmental/program discussions and determine your recommendations for required guidelines for the Angelina College full-time and adjunct faculty. The Vice President of Academic Affairs has the final authority to approve any recommendations.

Academic Area	Course Rubric	Type of Course	Credentials (minimum qualifications)
Non-Course Based Options	NCBR/NCBW NCBE  NCBM	Developmental	<ul style="list-style-type: none"> <li>• Bachelor's degree with a major or minor in English, literature, creative writing or in a related field such as education, reading, writing, linguistics, or language arts; <b>OR</b></li> <li>• Master's degree in English, literature, creative writing or in a related field such as education, reading, writing, linguistics, or language arts; <b>OR</b></li> <li>• Bachelor's degree with related teaching or training experience in one or more of the above-mentioned fields</li>   <li>• Bachelor's degree with a minimum of 12 hours in mathematics or mathematics education</li> </ul>
Accounting	ACCT  ACNT	Transfer  Workforce	<ul style="list-style-type: none"> <li>• Master's degree in Accounting <b>OR</b></li> <li>• Master's degree with 18 graduate hours in accounting.</li>   <li>• Bachelor's degree in Accounting with a minimum of 3 years related work experience.</li> </ul>
Arts	ARTS 1301, 1303, 1304  ARTS	Transfer  Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Art History, Studio Art, or Art Education <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Art, Art History, or Art Education.</li>   <li>• MFA or MA in Studio Art (Painting, Sculpture, Printmaking, Photography, or Ceramics) <b>OR</b></li> <li>• Master's degree with 18 graduate hours in studio art.</li> </ul>

Automotive	AUMT	Workforce	<ul style="list-style-type: none"> <li>• Associate degree in Automotive Technology or an Associate degree in a CTE program <u>and</u> 5 years non-teaching work experience in the field. <b>OR</b></li> <li>• ASE Certification required <u>and</u> 5 years non-teaching experience.</li> </ul>
Biology	BIOL	Transfer	<ul style="list-style-type: none"> <li>• Master's degree or higher with 18 graduate hours in theoretical or applied biological, biochemistry or life sciences.</li> </ul>
	BIOL 2401, 2402, 2404	Transfer	<ul style="list-style-type: none"> <li>• Master's degree or higher with 18 graduate hours in theoretical or applied biological, biochemistry or life sciences, or a Doctor of Chiropractic, MD or DDS.</li> </ul>
Business Management	BUSI	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Management/Business/Administration, <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Management/Business</li> </ul>
	HRPO	Workforce	<ul style="list-style-type: none"> <li>• Bachelor's degree in Business, Management, Administration, or Human Resources, <u>and</u> 3 years non-teaching work experience in Human Resources.</li> </ul>
	BMGT BUSG MRKG	Workforce	<ul style="list-style-type: none"> <li>• Bachelor's degree in Business, Administration or Management, or Marketing <u>and</u> 3 years non-teaching work experience in the discipline.</li> </ul>
Chemistry	CHEM	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Chemistry, Biochemistry, or Chemical Engineering <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Chemistry.</li> </ul>
Child and Family Development	TECA	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Child Development, Early Childhood, Elementary Education <b>OR</b></li> <li>• Master's degree with 18 graduate hours in these disciplines.</li> </ul>
	CDEC	Workforce	<ul style="list-style-type: none"> <li>• Bachelor's degree or higher in Child Development, Early Childhood, Elementary Education <b>OR</b></li> <li>• Master's degree with 18 graduate hours in these disciplines</li> </ul>
Computer Information Technology	BCIS	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Computer Science, Computer Information Systems, Computer Information Technology, Computer Engineering, or computer-based information systems or related field(s) <b>OR</b></li> </ul>

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	INEW ITSE ITSC ITSW ITSY	Workforce	<ul style="list-style-type: none"> <li>• Master’s degree with 18 graduate hours in specific areas of technology.</li> <li>• Associate or Bachelor’s degree in Computer Science, Computer Information Systems, Computer Information Technology, Computer Engineering, or computer-based information systems, instructional technology, or business/computer related field (e.g., management, decision, data processing) <u>and</u> 3 years non-teaching work experience in the field or industry certifications.</li> </ul>
	ITNW ITMT ITCC	Workforce	<ul style="list-style-type: none"> <li>• Associate or Bachelor’s degree in Computer Science, Computer Information Systems, Computer Information Technology, Computer Engineering, or computer-based information systems, or business/computer related field (e.g., management, decision) or electrical engineering <u>and</u> 3 years non-teaching work experience in the field or industry certifications.</li> </ul>
Criminal Justice	CRIJ	Transfer	<ul style="list-style-type: none"> <li>• Master’s degree in Criminal Justice <b>OR</b></li> <li>• Master’s degree with 18 graduate hours in Criminal Justice.</li> </ul>
	CJLE	Workforce	<ul style="list-style-type: none"> <li>• Associate degree in Criminal Justice or related field <u>and</u> 3 years non-teaching work experience in the field <u>and</u> Current Texas Basic Peace Officer License <u>and</u> TCOLE instructor license</li> </ul>
Diagnostic Medical Sonography	DMSO	Workforce	<ul style="list-style-type: none"> <li>• Associate degree or higher, minimum of 3 years non-teaching experience in the field, and appropriate credentials to teach in the learning concentration. Current “RDMS (AB) &amp;/or (OB)” credential.</li> </ul>
	DSVT	Workforce	<ul style="list-style-type: none"> <li>• Associate degree or higher, minimum of 3 years non-teaching experience in the field, and appropriate credentials to teach in the learning concentration. Current “RVT” or “RVS” credential.</li> </ul> <p><u>Program Director</u>: Bachelor’s degree in Sonography or related area, current RDMS license in Sonography specific to one or more concentrations, <u>and</u> 2 years full-time experience as a registered sonographer.</p>

			<p><u>Clinical Coordinator</u>: Associate degree in Sonography, current RDMS license in Sonography <u>and</u> 2 years full-time experience as a registered sonographer.</p> <p><u>Faculty Full Time Didactic</u>: Associate degree in Sonography, current RDMS license in Sonography <u>and</u> 2 years full-time experience teaching or as a clinical instructor.</p> <p><u>Clinical Instructor</u>: Associate degree in Sonography, current RDMS license in Sonography specific to modality being taught <u>and</u> 2 years full-time clinical experience.</p>
Diesel Technology	DEMUR	Workforce	<ul style="list-style-type: none"> <li>Associate degree or higher in Diesel Technology, Fluid Power or related technology, 3 years of non-teaching work experience and industry certifications.</li> </ul> <p>For certificate only:</p> <ul style="list-style-type: none"> <li>High School Diploma/GED and ASE Medium/Heavy Truck certifications, and 3 years non-teaching work experience. ASE Master Certification preferred.</li> </ul>
Drafting Technology	DFTG	Workforce	<ul style="list-style-type: none"> <li>Associate degree in Architectural Design, Drafting and Design Technology, Engineering Graphics, or Computer-Aided Design <b>OR</b></li> <li>Bachelor's degree or higher in Architecture or Structural/Civil Engineering or Engineering Technology or Construction Management or related field <u>and</u> 3 years non-teaching work experience.</li> </ul>
Drama	DRAM	Transfer	<ul style="list-style-type: none"> <li>MA or MFA degree in Drama or Theater <b>OR</b></li> <li>Master's degree with 18 graduate hours in Drama.</li> </ul>
Economics	ECON	Transfer	<ul style="list-style-type: none"> <li>Master's Degree in Economics <b>OR</b></li> <li>Master's degree with 18 graduate hours in Economics.</li> </ul>
Education	EDUC PSYC 1300	Transfer	<ul style="list-style-type: none"> <li>Master's degree in Education <b>OR</b></li> <li>Master's degree with 18 graduate hours in Education.</li> </ul>
Electromechanical-Electrical	ELPT ELMT	Workforce	<ul style="list-style-type: none"> <li>Associate degree or higher in Engineering Technology, Electromechanical Technology, or Electronics <u>and</u> 3 years non-teaching work experience.</li> </ul>

			<p>For certificate only:</p> <ul style="list-style-type: none"> <li>• Associate degree in Electrical Construction <u>and</u> 3 years non-teaching work experience <b>OR</b></li> <li>• High School Diploma/GED <u>and</u> currently holds a minimum of a Journeyman Electrician License in the State of Texas with 5 years of experience <b>OR</b></li> <li>• High school diploma/GED and currently holds a minimum of a Master Electrician License in the State of Texas with 3 years of experience</li> </ul>
Electromechanical-Fluid Power	HYDR	Workforce	<ul style="list-style-type: none"> <li>• Associate degree or higher in Electromechanical Fluid Power or related field <u>and</u> 3 years non-teaching experience in the field.</li> </ul>
Electromechanical-HVACR	HART	Workforce	<ul style="list-style-type: none"> <li>• Certificate or higher in Heating, Air Conditioning, Ventilation and Refrigeration <u>and</u> 3 years of non-teaching work experience. Industry certification required. <b>OR</b></li> <li>• Associate degree or higher with 3 years non-teaching work experience and industry certification</li> </ul>
Electronics	CETT CPMT LOTT		<ul style="list-style-type: none"> <li>• Bachelor's degree in Engineering, Electronics Technology, or related discipline <b>OR</b></li> <li>• Associate degree in Engineering, Electronics Technology, or related discipline and 3 years industry experience</li> </ul>
Emergency Medical Services Professions	EMSP	Workforce	<ul style="list-style-type: none"> <li>• Associate degree in Emergency Medical Services with current licensure, certification or registration <u>and</u> 1 year of related field experience <b>OR</b></li> <li>• Bachelor's degree <u>and</u> 1 year non-teaching work experience in the field. Must be a certified or registered as a paramedic.</li> </ul> <p>Certificate only:</p> <ul style="list-style-type: none"> <li>• Current licensure, certification, or registration and 6 months of related experience</li> </ul>
English	ENGL	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in English <b>OR</b></li> <li>• Master's degree with 18 graduate hours in English.</li> </ul>
	ENGL 0xxx	Developmental	<ul style="list-style-type: none"> <li>• Bachelor's degree or higher with a major or minor in English, literature, creative writing, or in a related field.</li> </ul>

Foreign Language	SPAN	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Spanish <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Spanish</li> </ul>
Geography	GEOG	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Geography <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Geography.</li> </ul>
Geology	GEOL	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Geology or Earth Science, <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Geology</li> </ul>
Government	GOVT	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Political Science/Government <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Political Science/Government; JDs and MPAs must have 18 graduate hours in related Political Science/Government courses.</li> </ul>
Graphic Arts and Design	ARTC IMED ARTV  FMLC	Workforce	<ul style="list-style-type: none"> <li>• Master's degree or higher in Graphic Arts <u>and</u> 3 years non-teaching work experience. <b>OR</b></li> <li>• Bachelor's degree in Art with 3 years non-teaching industry-relevant work experience and evidence of training in digital media <b>OR</b></li> <li>• Bachelor's degree in Graphic Design, Commercial Art or Visual Communication <u>and</u> 3 years non-teaching industry-relevant work experience</li> <li>• Bachelor's degree in RTF, Communication with a focus on RT, Digital media <b>OR</b></li> <li>• Associate's degree in RTF, Digital Media and 3 years of applicable non-teaching work experience in creative media industries.</li> </ul>
Health Professions Services	HPRS	Workforce	<ul style="list-style-type: none"> <li>• Associate degree or higher in an Allied Health field, Nursing, or Medicine, current licensure in the field <u>and</u> 3 years non-teaching work experience.</li> </ul>
History	HIST	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in History <b>OR</b></li> <li>• Master's degree with 18 graduate hours in History.</li> </ul>
Human Services	PMHS CMSW DAAC GERS SCWK PSYT GMSW	Workforce	<ul style="list-style-type: none"> <li>• Master's degree in Human Services area (Psychology, Counseling, Social Work or Human Services), 3 years non-teaching work experience in the field and appropriate license.</li> </ul>
Integrated Reading and Writing	INRW	Developmental	<ul style="list-style-type: none"> <li>• Bachelor's degree in Reading, Writing, English, Language Arts, or Curriculum and</li> </ul>

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			Instruction with at least 3 hours of a graduate Reading course, 3 hours of a graduate Writing course, and at least 3 graduate hours in an appropriate education course with a focus on adult learners.
Journalism	COMM	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Journalism or Mass Communication <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Journalism or Mass Communication.</li> </ul>
Machine Tool	MCHN	Workforce	<ul style="list-style-type: none"> <li>• Associate degree or higher in Machine Tool/Manufacturing Technology or manufacturing related field <u>and</u> 3 years non-teaching work experience.</li> </ul>
Mathematics and Developmental Math	MATH	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Mathematics or Master's degree with 18 graduate hours in Mathematics or Mathematical Statistics.</li> </ul>
	MATH 0xxx	Developmental	<ul style="list-style-type: none"> <li>• Bachelor's degree with a minimum of 12 hours in mathematics or mathematics education</li> </ul>
	TECM	Workforce	<ul style="list-style-type: none"> <li>• Associate degree in Mathematics or related field <u>and</u> 3 years non-teaching work experience.</li> </ul>
Music	MUAP MUEN	Transfer	<ul style="list-style-type: none"> <li>• Bachelor's or Master's degree in Music preferred. Demonstrated proficiency or experience in specific performance area.</li> </ul>
	MUSI	Transfer	<ul style="list-style-type: none"> <li>• MA in Music (Master of Arts in Music), MM (Master's in Music), MM in Education (Master's of Music in Education), MME (Master's of Music Education), <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Music.</li> </ul>
Nursing (Associate Degree Nursing)	RNSG	Workforce	<ul style="list-style-type: none"> <li>• Master's degree in nursing <u>and</u> 3 years non-teaching work experience in the field.</li> <li>• <u>Clinical Teaching Assistant</u> (assists faculty with student instruction in clinical and lab under the supervision of MSN faculty): Bachelor's degree in Nursing and current licensure, certification or registration.</li> </ul>
Nursing (Vocational Nursing)	VNSG	Workforce	<ul style="list-style-type: none"> <li>• Associate or Bachelor's degree in Nursing <u>and</u> 3 years non-teaching work experience in the field.</li> </ul>
Office Administration	ACNT	Workforce	<ul style="list-style-type: none"> <li>• Bachelor's degree in Accounting <u>and</u> 3 years non-teaching work experience in the field.</li> </ul>
	HITT POFI	Workforce	<ul style="list-style-type: none"> <li>• Associate or Bachelor's degree in Office Administration, Business or Occupational</li> </ul>

	POFT		Education or related field, <u>and</u> 3 years non-teaching work experience in the field.
Paralegal Studies	LGLA	Workforce	<ul style="list-style-type: none"> <li>• Associate or higher degree in Paralegal, Legal Assistant, or a JD as appropriate to specific courses <u>and</u> 3 years non-teaching work experience as a paralegal or attorney.</li> </ul>
Pharmacy Technology	PHRA	Workforce	<ul style="list-style-type: none"> <li>• Associate degree or higher in pharmacy or related field <u>and</u> 3 years non-teaching experience in the field. Must be registered as a pharmacist (RPharm) or a pharmacy technician (CPhT). <b>OR</b></li> <li>• Associate degree or higher, minimum of 3 years non-teaching work experience <u>and</u> must be a registered pharmacy technician (CPhT).</li> </ul>
Physics	PHYS	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Physics or a closely related physical science <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Physics.</li> </ul>
Psychology	PSYC	Transfer	<ul style="list-style-type: none"> <li>• Master's degree in Psychology, Clinical Psychology, Health Psychology, Experimental Psychology, Forensic Psychology, Behavioral Psychology, Industrial/Organizational Psychology <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Psychology.</li> </ul>
Radiologic Technology	RADR	Workforce	<p><u>Program Director</u>: Master's degree. Two years of experience as an instructor in a JRCERT accredited program, 3 years non-teaching work experience in the field. Certification by the American Registry of Radiologic Technologists, registration in the pertinent discipline and Licensure by the Texas Medical Board, Medical Radiologic Technologist Certification Program.</p> <p><u>Clinical Coordinator</u>: Bachelor's degree in Radiologic Technology (or Associate degree in Radiologic Technology <u>and</u> Bachelor's degree in a related field). 2 years clinical experience, and 1 year experience as an instructor in a JRCERT accredited program. Certification by the American Registry of Radiologic Technologists, registration in the pertinent discipline <u>and</u> Licensure by the Texas Medical Board, Medical Radiologic Technologist Certification Program.</p> <p><u>Full-time Didactic Faculty</u>: Bachelor's degree in Radiologic Technology or related field <u>and</u> 2 years non-teaching work experience in the field. Certification by the American Registry of Radiologic Technologists, registration in the pertinent discipline.</p>

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			<p><u>Adjunct Clinical Instructor:</u> Associate or Bachelor's degree in Radiologic Technology <u>and</u> 2 years non-teaching work experience in the field. Certification by the American Registry of Radiologic Technologists, registration in the pertinent discipline <u>and</u> Licensure by the Texas Medical Board, Medical Radiologic Technologist Certification Program.</p>
Real Estate	RELE	Workforce	<ul style="list-style-type: none"> <li>• Associate degree or higher in Real Estate or Business, current Texas Real Estate License, <u>and</u> 2 years non-teaching experience <b>OR</b></li> <li>• Bachelor's degree in Real Estate, Business Administration, Management, Marketing, or Finance with current Texas Real Estate License</li> <li>• Meet either of the above criteria and hold current Texas Broker license (qualifies instructor to teach RELE 2331 Real Estate Brokerage)</li> <li>• Bachelor's degree and a minimum of 5 years' experience as mortgage lender with mortgage license (qualifies instructor to teach RELE 1319 Real Estate Finance course only)</li> </ul>
Respiratory Care	RSPT	Workforce	<ul style="list-style-type: none"> <li>• Associate's or Bachelor's degree in Respiratory <u>and</u> 3 years non-teaching work experience in the field. Must hold a current Registered Respiratory Therapist (RRT) from the national Board of Respiratory Care (NBRC)</li> </ul> <p><u>Program Director:</u> Bachelor's degree in Respiratory Care or Therapy, current CoARC license in Respiratory Care, 4 years of work experience as an RRT, <u>and</u> 2 years teaching experience in an accredited respiratory care program.</p> <p><u>Clinical Coordinator:</u> Bachelor's degree in Respiratory Care or Therapy, current CoARC license in Respiratory Care, <u>and</u> 2 years teaching experience in an accredited respiratory care program.</p> <p><u>Faculty Full Time/Adjunct Didactic:</u> Bachelor's degree in Respiratory Care or Therapy, current CoARC license in Respiratory Care <u>and</u> 3 year's work experience in the field.</p>
Sociology	SOCI	Transfer	<ul style="list-style-type: none"> <li>• Master's in Sociology or Social Work <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Sociology.</li> </ul>

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Speech	SPCH	Transfer	<ul style="list-style-type: none"> <li>• Master's in Speech or Communication with a minimum of 12 graduate hours in Speech or Communication <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Speech or Communication.</li> </ul>
Sound Recording Technology	MUSB MUSC	Workforce	<ul style="list-style-type: none"> <li>• Associate degree in Music, Commercial Music, or Business <u>and</u> 3 years non-teaching work experience in the field.</li> </ul>
	AVTS	Workforce	<ul style="list-style-type: none"> <li>• Associate or Bachelor's degree in technical theater, Radio/Television/Film (RTF), electronic media, or related field plus a minimum of 3 years non-teaching work experience in the field.</li> </ul>
Sports and Human Performance	PHED	Transfer	<ul style="list-style-type: none"> <li>• <u>Lecture courses</u>: Master's degree in Kinesiology, Recreation or Physical Education, Exercise Physiology, Sports Administration, <b>OR</b></li> <li>• Master's degree with 18 graduate hours in Kinesiology, Recreation, Physical Education, Exercise Physiology, or Sports Administration</li> <li>• <u>Activity courses</u>: Demonstrated proficiency or appropriate certification for all activity courses. For Sports Officiating and First Aid and Safety, a Bachelor's degree or a Master's degree preferred with the appropriate certification.</li> </ul>
Student Success	STSU	Developmental	<ul style="list-style-type: none"> <li>• Bachelor's degree or higher and teaching, advising, tutoring, or counseling experience.</li> </ul>
Surgical Technology	SRGT	Workforce	<p><u>Program Director</u>: Associate' degree in Surgical Technology, current CST certification, <u>and</u> 5 years work <b>or</b> as an instructor in a Surgical Technology program.</p> <p><u>Clinical Coordinator</u>: Certificate in Surgical Technology from an NCCA accredited institution, current CST certificate, <u>and</u> 3 years' experience in the field <b>or</b> as an instructor in Surgical Technology.</p> <p><u>Didactic/Clinical Faculty</u>: Certificate in Surgical Technology from an NCCA Accredited institution, current CST, <u>and</u> 3 years' experience in the field <b>or</b> as an instructor in Surgical Technology.</p>
Welding Technology	WLDG	Workforce	<ul style="list-style-type: none"> <li>• Associate or Bachelor's degree in Metals Science (Metallurgy, Composite Science, etc.) or Welding Technology and 3 years of non-teaching work experience in the field.</li> </ul>

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