

September 10, 2009



Faculty Qualifications Table

Eastern Wyoming College

Dr. Richard Holcomb, Vice President for Learning

Rick Patterson, Chair, Division of Arts, Humanities, Social & Behavioral Sciences

Patti Sue Peterson, Chair, Division of Sciences

Rick Vonburg, Chair, Division of Business and Technology

Dru Rafferty, Director of Workforce Development and Perkins

This document lists the qualification guidelines that are used by Eastern Wyoming College (EWC) in selecting and hiring full-time and adjunct faculty. These criteria are based on the Higher Learning Commission (HLC) guidelines for qualified faculty. To ensure the highest quality faculty, the college's standard for all credit classes is that full-time and adjunct faculty should possess a master's degree. There are exceptions in some disciplines, but all exceptions must be approved by the Vice President for Learning. All degrees and coursework must be earned from a regionally accredited college or university. Accreditation status of an institution can be checked at The Council for Higher Education Accreditation (CHEA) website at <http://www.chea.org>.

Faculty

EWC employs competent faculty members qualified to accomplish the mission and goals of the institution. In determining acceptable qualifications of its faculty, EWC uses the guidelines established within the Higher Learning Commission. The Commission's Handbook states that a "qualified faculty" consists of "people who by formal education and tested experience know what students must learn." It goes on to say that such faculties "create the curricular pathways through which students gain the competencies and skills they need." (Core Component 3b)

This set of guidelines can be referenced at <http://www.ncahigherlearningcommission.org/download/FacultyQual.pdf>.

Besides the degree earned, EWC also considers competence, effectiveness, related work experiences in the field, professional licensure and certifications, honors and awards, documented excellence in teaching, or other demonstrated competencies and achievements that contribute to effective teaching and student learning.

The VP for Learning and the Division Chairs reserve the right to review transcripts and support documentation to determine competencies.

We wish to acknowledge the cooperation of Austin Community College for allowing us to use their original document as a starting point for building this table.

Eastern Wyoming College

Faculty Qualifications Table

	Course Rubric	Course Type	Minimum Requirements
Accounting	ACCT	T	Master's degree in Accounting or master's degree with 18 graduate hours in Accounting.
Agricultural Economics	AGEC	T	Master's degree in Agricultural Economics or related Ag areas with substantial course work in management and economics.
Agriculture	AGRI	T/C	Master's degree in Agriculture or in an Ag area with 18 graduate hours in Ag area to be taught.
Agriculture Technology	AGTK	C/W	Master's degree in Ag area with 18 graduate hours in tech area to be taught.
American Studies	AMST	T	Master's degree in American Studies or Master's degree in humanities discipline with substantial course work in history or related social science.
Animal Science-Agriculture	ANSC	T	Master's degree in Animal Science or master's degree with 18 graduate hours of Animal Science.
Anthropology	ANTH	T	Masters degree in Anthropology OR master's degree with 18 graduate hours in Anthropology.
Art	ART	T	Master's of Fine Art in Studio Art or master's or Doctorate in Art History, OR a master's degree with 18 graduate hours in studio art and art history.
Biology	BIOL 1010 BIOL 1000 BIOL 2020 BIOL 2200	T	Master's degree in Biology or related field or a master's degree with 18 graduate hours in biological sciences (plus analysis of course work).
	BIOL 1080 BIOL 2415	T	Master's degree in Biology (with analysis of coursework), or master's degree in a related field plus 18 graduate hours in Biology, (plus analysis of course work)
	BIOL 1050		Bachelor's Degree in health related field (plus analysis of course work).
Business Administration	BADM	T/C	Master's degree in Business Administration or master's degree and 18 graduate hours in Business Administration.
Business Office Technology	BOTK	C/W	Master's degree in Business Office Technology or master's and 18 graduate hours in BOTK.
Chemistry	CHEM	T	Master's degree in Chemistry or a master's degree and 18 graduate hours in chemistry.
Communication and Mass Media	CO/M 1010 1030 1040	T	Master's degree in Communication or master's in related social science with communication course work.

T = Transferable W = Workforce C = Certificate D = Developmental

	CO/M 2060 CO/M 2100	T	CO/M 2060 Bachelor's degree in Communication with an emphasis in speech AND experience in speech and/or debate. CO/M 2100 Master's degree in Journalism or Mass Communication or master's degree and 18 graduate hours in Journalism.
Computer Applications	CMAP	C/W	Master's degree in Computer Applications or master's with 18 graduate hours of Computer Applications. Related work experience will also be considered.
Computer Science	COSC	T	Master's degree in Computer Science or master's with 18 graduate hours of Computer Science.
Construction Technology	CNTK WDWK	W	Associate's degree in Building Construction Technology (Building Construction, Carpentry, Home Building, etc.) and 3 years non-teaching work experience.
	OSHT	W	Associate's degree in Building Construction Technology and 3 years non-teaching work experience.
Cosmetology	CSMO		Associate's degree in Cosmetology and 3 years non-teaching experience.
Criminal Justice	CRMJ CJLE CJCR	T	Master's degree in Criminal Justice or master's degree with 18 graduate hours in Criminal Justice.
	CMJT	W	Bachelor's degree in Criminal Justice or Associate's degree in Criminal Justice and 3 years non-teaching work experience.
	CJCC	C	Certificate Only courses – Appropriate work experience, certifications, evidence of proficiency, etc.
Crop Science-Agriculture	CROP	T	Master's degree in Crop Science or master's with 18 graduate hours in crops and forage courses.
Developmental Studies	HMDV 0100	D	Master's degree in ESL or master's degree in Linguistics, Foreign Language Education, Bilingual Education, or other appropriate language arts field, with at least 18 graduate semester hours in ESL.
Economics	ECON		Master's degree in Economics or master's degree with 18 graduate hours in Economics.
Education	EDUC	T	Master's degree in Education or master's degree with at least 18 graduate hours in Education.
Education-Early Childhood	EDEC	T/C	Master's degree in Elementary Education or Family and Consumer Science with graduate course work in early childhood and private/public school experience.
Education-Elementary	EDEL	T	Master's degree in Education with at least 18 graduate hours in elementary education.

T = Transferable W = Workforce C = Certificate D = Developmental

Education-Educational Foundations	EDFD	T	Master's degree in Education and private/public school experience.
Education-Exceptional Children	EDEX	T	Master's degree in Education with graduate course work in Special Education.
Electrical Apprenticeship	ELAP	W	Master Electrician License
Electrical Technology	ELTR		Bachelor's degree in engineering or electronics technology or associate's degree in electronics or equipment technology and 3 years non-teaching work experience.
Engineering Technology	ENTK		Bachelor's degree in Mechanical Engineering or associate's degree in Engineering Design Graphics/Drafting and 3 years non-teaching work experience. Bachelor's degree in Engineering or Computer Science; or associate's degree in Engineering Design Graphics/Drafting and 3 years non-teaching work experience.
English-Developmental	ENG 0510 ENG 0520	D	Bachelor's or Master's Degree in Reading, English, or Language. Bachelor's or Master's Degree in a related area with 18 hours of graduate reading courses plus at least three (3) graduate hours of Developmental Education and/or at least one (1) year of secondary teaching experience.
	ENGL 0620 ENGL0630 ENGL 0640 HMDV 0810	D	Bachelor's or Master's Degree in English/Writing/English Education or bachelor's or master's degree in a related area with at least 18 hours of graduate course work.
English	ENGL	T	Master's degree in English, Literature, Linguistics or Creative Writing or master's degree with 18 graduate hours in English, Linguistics, Literature or Creative Writing.
Entrepreneurship	ENTR	C	Bachelor's Degree in business and related experience, Master's Degree preferred. Prior teaching experience desired.
Equine Studies	EQST	T/C	Master's degree in Equine Studies or master's with 18 graduate hours in Equine Studies.
Family and Consumer Science	FCSC	T	Master's degree in Family and Consumer Science, HPER, or related field (plus analysis of course work).
French- Language	FREN	T	Master's degree in the discipline or master's degree with 18 graduate hours in the discipline.
Geography and Recreation	G&R	T	Master's degree in Geography or master's with 18 graduate hours in Geography.
Geology	GEOL	T	Master's degree in Environmental Science or Geology or master's degree with 18 graduate hours in Environmental Science or Geology. Master's degree in Geology, Oceanography,

T = Transferable W = Workforce C = Certificate D = Developmental

			Marine Biology, or Earth Science, or a master's degree with 18 graduate hours in Geology, Oceanography, Marine Biology, or other Geological Sciences
German- Language	GERM	T	Master's degree in the discipline or master's degree with 18 graduate hours in the discipline.
Health Education-Physical & Health Education	HLED		Bachelor's degree and documentation of expertise in activity course taught.
Health Technology	HLED HLTK	C	Bachelor's Degree with analysis of course work. For nursing courses: Wyoming licensed registered nurse with 3 years acute care nursing experience and 2 years long term care nursing experience; EMT courses must be taught by an ENT Class Coordinator.
History	HIS HIST	T	Master's degree in History or American Civilization (with cross-listed courses in History), or master's degree with 18 graduate hours in History.
Human Development	HMDV	D	Master's degree in Education or master's degree with 18 graduate hours in Education or master's degree in Psychology, Adult Education, Special Education, Career Education, Educational Psychology, Guidance and Counseling, or Social Work with experience in counseling, OR a Master's degree with 18 graduate hours in the areas (majors) above.
Information Management and Decision Science	IMGT	T/C/W	Master's degree in IMGT or master's with 18 hours of IMGT. Non-teaching experience will also be considered.
Instructional Technology –Education	ITEC	T	Master's degree with graduate course work in Computer Science and Education.
Internet	INET	C/W	Master's degree in Computer related area or master's with 18 graduate hours of computer related courses.
Journalism	JOUR	T	Masters degree in Journalism or Mass Communication or master's degree with 18 graduate hours in Journalism or Mass Communication.
Library Science-Education	LIBS	T	Master's degree in Elementary Education or master's degree in Library Science.
Machine Tooling	MCHT	C/W	Associate's degree in Machine Tooling and 3 non-teaching years of experience in field.
Management-Business	MGT	T/C	Master's degree in Management or master's degree with 18 graduate hours in management.
Marketing	MKT	T	Master's degree in Marketing or master's degree with 18 graduate hours in Marketing.

T = Transferable W = Workforce C = Certificate D = Developmental

Math Developmental	MATH 0860 MATH 0900 MATH 0905 MATH 0915	D	Bachelor's degree or higher with 18 hours of Math at the level of Calculus I or above, plus classroom teaching experience or evaluation of educational background.
Mathematics	MATH	T	Master's degree in Mathematics or master's degree with 18 graduate hours in Mathematics.
Mining Technology	MINE	C/W	Completed MSHA Instructor Candidate Course and endorsed by the State Mine Inspector's Office. Associate's degree and 3 non-teaching years of experience.
Molecular Biology	MOLB	T	Master's degree in Microbiology, Biology, or related field (plus analysis of course work) or master's degree with 18 graduate hours in biological sciences (plus analysis of course work).
Music	MUSC	T	Master's degree in Music or Music Ed. or master's degree with 18 graduate hours in Music.
Nursing Studies	NRST		Coordinator of LPN program: Master's of science in Nursing, 3 years nursing experience. Faculty: Bachelor's degree in Nursing. Must be enrolled in a qualified Master's Program and be completed by the end of the 3 rd year employment. 3 years nursing experience.
Philosophy	PHIL	T	Master's degree in Philosophy or master's degree with 18 graduate hours in Philosophy.
PE Activity- Physical & Health Education	PEAC	T	Master's Degree in Health, Physical Education and Recreation.
Physical Education – Athletes	PEAT	T	Bachelor's Degree in HPER with teaching and or academic areas.
Physical Education Professional-Physical & Health Education	PEPR	T	Master's Degree in HPER.
Physics	PHYS	T	Master's degree in Physics or Astronomy or master's degree with 18 graduate hours in Physical Science (plus analysis of course work).
Political Science		T	Master's degree in Government or Political Science or master's degree with 18 graduate hours in Government or Political Science.
Psychology	PSYC	T	Master's degree in Psychology or master's degree with 18 graduate hours in Psychology.
Range Ecology and Watershed Management	REWM	T	Master's degree in Ecology, REWM, Biology (plus analysis of course work) or master's with 18 graduate hours in range or biological science courses (plus analysis of course work).
Religion	RELI	T	Master's degree in Religion or master's degree with 18 graduate hours in religion.
Renewable Resources	RNEW	T	Master's degree in an Agriculture related area or master's with 18 graduate hours in Agriculture.

T = Transferable W = Workforce C = Certificate D = Developmental

Rural Entrepreneurship through Action Learning	REAL	C/W	Associate's degree in business related area. Non-teaching experience in owning a business is recommended. Recommended REAL training classes.
Safety Education	SAFE	C/W	Associate's degree in technical area and 3 non-teaching years of experience.
Social Work	SOWK	T	Master's degree in Sociology or master's with 18 graduate hours in Sociology.
Sociology	SOC	T	Master's degree in Sociology or master's with 18 graduate hours in Sociology.
Soil Science – Agriculture	SOIL		Master's degree in Soil Science or master's with 18 graduate hours in soils.
Spanish	SPAN	T	Master's degree in the discipline or master's degree with 18 graduate hours in the discipline.
Speech Pathology & Audiology	SPPA	T	Master's degree in Speech Pathology and Audiology or master's degree in Education with at least 18 graduate hours in SPPA.
Technology	TECH	C/W	Master's degree in area of technology being taught or master's degree and 18 graduate hours in technology. Non-teaching years of experience will be considered.
Theatre and Dance	THEA	T	Master's of Fine Arts or Master's degree in Theatre or Drama.
Truck Driving Training	TTD		Current CDL and at least 3 years of applicable experience.
Veterinary Technology	VTTK		DVM or VMD licensed to practice veterinary medicine in the state of Wyoming or graduate of an AVMA accredited Veterinary Technology Program with a bachelor's degree in Veterinary Technology or related field with successful completion of the VTNE.
Web Design	INET	T	Master's degree in graphic design, web design, or related field (plus analysis of course work).
Welding Technology	WELD	W	Bachelor's degree in Metals Science (Metallurgy, Composite Science, etc.), or associate's degree in Welding Technology and 3 years non-teaching work experience.
Zoology	ZOO	T	Master's degree in Biology, Zoology, or related field (plus analysis of course work).

T = Transferable W = Workforce C = Certificate D = Developmental