The main goal of defining professional qualifications is to ensure the overall capacity of the faculty to achieve the educational goals of the institution, and also to certify that the faculty are comprised of “people who by formal education and tested experience know what students must learn.”

**The University Requirements:**

The University requirements of qualified faculty include aspects of both Professional experience and Academic credentials. All faculty must have the following:

1. A minimum of a Master’s degree is required to teach at any academic area within the University.
2. A graduate degree relevant to the teaching area and at least one level above the level they teach, except in programs for terminal degrees. In terminal degree programs, faculty members possess a terminal degree.
3. Professional experience significant in duration and level of responsibility current at the time of hiring or acquired during the faculty member’s career and before the faculty member is designated as professional qualified.
4. The Executive Vice President for Academic Affairs, in consultation with the College Dean may make exceptions to the University requirements for extraordinary circumstances, e.g., a professional cellist with certification from a national conservatory, who is the first chair of the Milwaukee Symphony Orchestra may be selected to teach cello to music majors at Stritch.
5. College Deans are responsible for daily implementation of this policy with the final responsibility in the office of the Executive Vice President for Academic Affairs.

**Professional experience** is defined as meeting at least two of the following criteria during the past five years:

1. Consulting or other work (e.g., expert witness) requiring expertise in teaching area.
2. Appropriate level and quantity of scholarly activity as defined by the University, such as publications in professional journals, newsletters, newspapers, online, magazines, or other media, as well as media appearances related to expertise.
3. Teaching or presentations in professional programs, such as company programs, professional associations, or presentations of applied research in academic programs.
4. Completion of professional certification in area of expertise.
5. Completion of appropriate academic courses in the field of expertise or
attendance of appropriate professional development workshops.

Examples of Academically Qualified Faculty:

To be considered academically qualified a faculty member may:

1. Hold a doctorate in appropriate field with graduate level major, minor, or concentration in the area of teaching responsibility.
2. Hold a doctorate in appropriate field with professional certification in the area of teaching responsibility.
3. Hold a doctorate in appropriate field with five or more years of professional and management experience directly related to the area of teaching responsibility.
4. Hold a Juris Doctor (JD) and teach appropriate field law, legal environment of appropriate field or other area with predominantly legal content.
5. Hold a Juris Doctor (JD) and hold an appropriate field related master's degree with a specialization in the area of teaching responsibility.
6. Hold a Juris Doctor (JD) and hold professional certification and teach in the area of the certification.
7. Hold a Juris Doctor (JD) and have five or more years of professional and management experience directly related to the area of teaching responsibility.
8. Hold an out of field doctorate, (a) 15 hours of graduate course work in the field, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate scholarly productivity evidenced by publications in the discipline considered as expert work by external colleagues (refereed journals) or papers in the teaching discipline presented at a national meeting.
9. Hold an out of field doctorate, (a) 15 hours of graduate course work in the field, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by significant involvement in professional organizations related to the teaching field.
10. Hold an out of field doctorate, (a) 15 hours of graduate course work in the field, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by substantial professional or management level practice.
11. Hold an out of field doctorate, (a) 15 hours of graduate course work in the field, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by significant consulting activity.
12. Hold an out of field doctorate,
(a) a master's degree in appropriate field with a major, concentration or specialization in the field, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate scholarly productivity evidenced by publications in the discipline considered as expert work by external colleagues (refereed journals) or papers in the teaching discipline presented at a national meeting.

13. Hold an out of field doctorate,
(a) a master's degree in appropriate field with a major, concentration or specialization in the field, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by substantial professional or management level practice.

14. Hold an out of field doctorate,
(a) a master's degree in appropriate field with a major, concentration or specialization in the field, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by significant involvement in professional organizations related to the teaching field.

15. Hold an out of field doctorate,
(a) a master's degree in appropriate field with a major, concentration or specialization in the field, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by significant consulting activity.

16. Hold an out of field doctorate,
(a) possess professional certification in the area, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate scholarly productivity evidenced by publications in the discipline considered as expert work by external colleagues (refereed journals) or papers in the teaching discipline presented at a national meeting.

17. Hold an out of field doctorate,
(a) possess professional certification in the area, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by substantial professional or management level practice.

18. Hold an out of field doctorate,
(a) possess professional certification in the area, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by significant involvement in professional organizations related to the teaching field.

19. Hold an out of field doctorate,
(a) possess professional certification in the area, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by significant involvement in professional organizations related to the teaching field.
outcomes, and (c) demonstrate successful professional practice evidenced by significant consulting activity.

20. Hold an out of field doctorate,
(a) have completed a special post-graduate training program especially designed to improve the faculty member’s knowledge and teaching skills in the area of the assigned teaching responsibilities, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate scholarly productivity evidenced by publications in the discipline considered as expert work by external colleagues (refereed journals) or papers in the teaching discipline presented at a national meeting.

21. Hold an out of field doctorate,
(a) have completed a special post-graduate training program especially designed to improve the faculty member’s knowledge and teaching skills in the area of the assigned teaching responsibilities, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by substantial professional or management level practice.

22. Hold an out of field doctorate,
(a) have completed a special post-graduate training especially designed to improve the faculty member's knowledge and teaching skills in the area of the assigned teaching responsibilities, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by significant involvement in professional organizations related to the teaching field.

23. Hold an out of field doctorate,
(a) have completed a special post-graduate training program especially designed to improve the faculty member's knowledge and teaching skills in the area of the assigned teaching responsibilities, (b) demonstrate teaching effectiveness in the teaching area including evidence of successful student outcomes, and (c) demonstrate successful professional practice evidenced by significant consulting activity.

24. Hold an appropriate Master’s degree plus 3 years relevant work and / or teaching experience.

25. Be ABD, (All But Dissertation), meaning the individual has completed all course work required for a Ph.D. in appropriate field or DBA, passed the general exams, but has not completed a dissertation) with a major, minor or concentration in the area of assigned teaching responsibilities.

26. Hold a Master’s degree and professional certification appropriate to his or her assigned teaching responsibilities.

27. Hold a Master’s degree and have extensive and substantial documented successful teaching experience in the area of assigned teaching responsibilities, and demonstrate involvement in meaningful research and/or programs for the enhancement of pedagogical skills.
28. Hold a Master’s degree and have five or more years of professional and management experience in work directly related to his or her assigned teaching responsibilities.

29. Hold a Master’s degree and have completed a special post-graduate training program especially designed to improve the faculty member’s knowledge and teaching skills in the area of the assigned teaching responsibilities.

30. Hold a Master’s degree and have a minimum of five years of experience in research and developing curriculum in area of expertise.

7/15/13