

Northern Marianas College
Board of Regents Policy

SUBJECT:	College Operations (Personnel)	EFFECTIVE:	August 07, 2013
SECTION:	5005	POLICY	Minimum Instructional Faculty
ACCJC Standard/Policy:	III.A		

Northern Marianas College ensures the integrity and quality of its programs and services by employing personnel who are qualified by appropriate education, training, and expertise to provide and support these programs and services. ACCJC Standard III A further requires that criteria for selection of instructional faculty include knowledge of the subject matter (as determined by appropriate degree completion and by individuals with discipline expertise), effective teaching, scholarly activities, and potential to contribute to the mission of the institution. In partial satisfaction of this standard, Northern Marianas College has adopted this policy establishing minimum credentials for all instructional faculty. All instructional faculty members (both full-time and part-time instructional faculty) at Northern Marianas College shall adhere and be subject to these minimum qualifications.

When determining acceptable qualifications of its instructional faculty, Northern Marianas College gives primary consideration to the highest earned degree in the discipline that the faculty member will teach. Additional cumulative factors considered include competence, effectiveness, and capacity, such as related work and research experience in the field, professional licensure and certifications, honors and awards, and other documented evidence of competencies and achievements that contribute to effective teaching and student learning outcomes. The final decision for minimum qualifications on instructional faculty at NMC will be made by the president with recommendations from the chairperson of the department in which the instructional faculty member teaches or prospective instructional faculty member will teach, and shall be subject to the parameters set out by the Minimum Instructional Faculty Qualifications Procedures therein.

In addition to the factors detailed above, instructional faculty members shall, at a minimum, possess a degree from an institution recognized by a regional U.S. Department of Education accreditation body or a non-US institution with recognized equivalence in accordance with the following:

Course Category	Minimum Degree Requirements
General Education Courses; Baccalaureate Courses; Associate's Degree Courses designed for transfer into a Baccalaureate Degree	Master's Degree in the teaching discipline OR a Master's Degree in another discipline with at least 18 graduate semester hours in the field (concentration) of instruction
Associate's Degree Courses not designed for transfer into a Baccalaureate Degree	Bachelor's degree in the field (concentration) of instruction
Clinical Instruction ¹ in Nursing Department	Bachelor's degree in nursing

Experiential Learning (Prior Learning Assessment) may only be considered when academic credit is conferred as part of a formal experiential learning program within an academic graduate degree program of an institution recognized by a regional U.S. accrediting agency or non-U.S. institution with recognized equivalence.

HISTORY: New Policy

¹ The Commonwealth Board of Nurse Examiners has proposed the regulations permitting approved nursing programs to utilize clinical instructors holding a bachelor's degree