

POLICY ON TERMINAL DEGREES

1. Possession of an earned doctorate or other recognized terminal degree in an area appropriate to the individual's teaching / service area¹ is required for appointment to a tenure track or tenured faculty position.
2. Exceptions to the requirements of the earned doctorate or other recognized terminal degree may be made by the Provost and Vice President for Academic Affairs, but only upon approval of the department and college/school or service area. One or more of the following circumstances may justify approval of an exception to the requirement of the doctorate.
 - (a) The faculty member possesses, at the time of appointment, the highest degree appropriate to the teaching / service area.
 - (b) The faculty member has demonstrated, in well-documented form, preparation and attainment appropriate to the teaching / service area. The preparation and attainment should be clearly as rigorous and as valuable in the actual or potential appointment as the highest degree appropriate to the teaching / service area.
 - (c) The faculty member has demonstrated exceptional preparation to offer instruction in a teaching area although the faculty member may possess the doctorate in another area. A member of the faculty tenured in one teaching area in which an appropriate doctorate has been earned who may be changing to a second teaching area, should be expected to meet current continuing preparation standards applied to a tenured faculty member in this second teaching area.
3. Terminal degree requirements for appointment to a tenure track position shall be clearly stated in any vacancy announcement.
4. Individuals who are nearing the completion of the doctorate (ABD) may be appointed to a lecturer position with the possibility of conversion to a tenure track position without an additional search. The offer of employment shall provide for the time period in which the doctorate must be completed for the conversion to tenure track.
5. At least once a year, the Provost and Vice President for Academic Affairs or designee shall discuss with the Personnel Committee of the Academic Senate the actions taken under this policy.

Approved by President
Amended

May 1977
November 1999

¹ "Service area" refers to the Library and Student Affairs area only.