

## **Policy Title: Faculty Employment**

**Impact:** Employees

**Responsibility:** Office of Instruction

**Effective Date:** 03/26/14

**Last Update:**

**Relates to Procedure:** 3.02.08

**Legal Citation(s):**

---

### **I. Policy Narrative**

A quality education for North Idaho College students requires that faculty be well prepared. To qualify for employment at North Idaho College normally requires a master's degree in the academic subject matter for which the faculty opening exists. In exceptional circumstances a faculty member may be employed on a probationary basis without a master's degree in his/her academic subject matter area, but will be required to make substantive progress toward its completion during each year of the probationary period.

No faculty member teaching in an academic subject matter area (non-vocational/ technical programs) may be granted tenure or tenure renewal without having earned a master's degree from an accredited institution in the subject matter area for which he/she has primary instructional responsibilities. An instructor with demonstrated academic or professional competencies in a subject matter area other than the one in which he/she has a graduate major may teach in that area as a secondary instructional responsibility, but should not assume primary instructional responsibilities unless or until fifteen (quarter) graduate credits or ten (semester) graduate credits have been earned in that subject area. Qualifications for vocational faculty appointment are defined in the current Idaho State Plan for Vocational Education.