

Policy Statement on  
Employment of Faculty without Terminal Degrees  
Spring 2006  
Texas State University-San Marcos  
Department of Modern Languages

***Statement of Purpose***

It is the policy of the Department of Modern Languages to hire only faculty holding the Ph.D.. Special circumstances may from time to time require employment of faculty who do not hold the terminal degree, but only according to the guidelines in this policy statement.

***Credentials of Graduate Faculty***

The Southern Association of Colleges and Schools (SACS) requires the following:

*Faculty teaching graduate and post-baccalaureate course work: earned doctorate/terminal degree in the teaching discipline or a related discipline.*

In nearly every case, faculty who teach graduate courses in the Department of Modern Languages must adhere to this guideline.

**Exceptions**

Exceptions are rare and available only to faculty who have extraordinary teaching and research credentials, experience appropriate to the discipline, and an extensive record of publication. All exceptions must receive approval from the Dean of the College of Liberal Arts, the Dean of the Graduate College, and the Provost.

***Credentials of Undergraduate Faculty***

SACS requires the following credentials of all undergraduate faculty:

*Faculty teaching baccalaureate courses: doctor's or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (minimum of 18 graduate semester hours in the teaching discipline). At least 25 percent of the discipline course hours in each undergraduate major are taught by faculty members holding the terminal degree—usually the earned doctorate—in the discipline.*

## **Exceptions**

Individuals holding a nonterminal degree may be employed in the Department of Modern Languages to teach undergraduates when they meet the SACS requirements and when one or more of the following conditions apply:

1. Student demand that surpasses the departmental supply of available faculty holding terminal degrees
2. Emergency replacement of a faculty member who holds a terminal degree but is unable to perform assigned teaching duties
3. Program's need to teach specialized subjects when faculty with terminal degrees are not available
4. Need for specialized instructional tasks (such as supervising internships or teachers seeking certification) when faculty with terminal degrees are not available

All exceptions must receive the approval of the departmental chair and Dean of the College of Liberal Arts.

## **Evaluation and Continued Employment**

Departmental chairs, faculty review and personnel committees regularly evaluate all faculty who lack a terminal degree. Continuing employment requires the approval of the departmental chair and the Dean of the College of Liberal Arts.