

## 6.2.a Faculty qualifications

For each of its educational programs, the institution justifies and documents the qualifications of its faculty members.

**Compliance Judgment:** In Compliance

### Rationale

The University of South Carolina Aiken (USC Aiken) employs competent faculty who have credentials and experience necessary to ensure the quality and integrity of its educational program offerings. This is achieved by hiring qualified faculty, providing continuing development and training opportunities for faculty, and ensuring an alignment between faculty members' credentials and the classes they teach.

**Hiring of qualified faculty.** New faculty members are recruited based on their academic credentials, experience in teaching, and research record. [Search procedures for full-time permanent faculty](#) <sup>[1]</sup> involve a partnership between faculty and administration in appointing committees that conduct nation-wide searches to ensure the most qualified candidate pools. Tenured and tenure-track positions, which carry ranks of assistant professor, associate professor, and full professor, require faculty to possess a terminal degree in the field. Annual or multi-year contracts of non-tenure-track faculty, which carry ranks of instructor or senior instructor, require faculty to hold a master's degree and have at least 18 credit hours in the field in which they teach. Criteria utilized by search committees to recruit the most qualified candidates include but are not limited to graduate and undergraduate degrees, teaching effectiveness, related work experience, honors and awards, research, scholarship, and service. Search committee chairs submit full reports on the strengths and weaknesses of all candidates interviewed by telephone, and provide reports on the review of the applicant pool to Human Resources. A short list of candidates is forwarded to the Provost / Executive Vice Chancellor for Academic Affairs who authorizes campus interviews.

Following on-campus interviews, the search committee submits a recommendation to the Provost / Executive Vice Chancellor for Academic Affairs to extend an offer of employment and the department chair or school dean negotiates details of the appointment.

Temporary adjuncts are hired on a semester-by-semester basis by department chairs or school deans. As with permanent faculty, the institution places primary emphasis on the educational credentials of its adjuncts. In exceptional cases, adequate justification of alternative professional experience and demonstrated contributions to the teaching discipline are approved in lieu of formal academic preparations.

**Faculty development and training opportunities.** USC Aiken supports continuous development of faculty, full details of which are provided in response to [Standard 6.5 – Faculty Development](#).<sup>[2]</sup> Of particular note are workshops and individual consultations provided through the Center for Teaching Excellence and the Office of Distance Learning to ensure faculty are employing best practices, pedagogy and technology.

**Alignment of faculty credentials and classes.** Links to faculty rosters are provided in Table 6.2.a below. The faculty rosters include links to course syllabi and faculty credentials and demonstrate that faculty members have appropriate credentials to teach their assigned courses. Faculty who do not explicitly meet minimum guidelines on degree and coursework are certified on an individual basis by providing documentation of alternative credentials and exceptional expertise in the field. The rosters provided through Table 6.2.a are comprehensive -- they include faculty teaching programs offered at remote sites, faculty teaching dual credit courses at local schools, and faculty teaching distance education classes. In the 2019-20 academic year, 65% of the faculty had a terminal degree in the subject matter of the course, and 73% of the student credit hours generated were from faculty with a terminal degree.

**Location of official documentation of credentials.** Official copies of credentials for full-time faculty are maintained in the Office of the Provost / Executive Vice Chancellor for Academic Affairs. Official copies of credentials for part-time adjuncts

are maintained in the appropriate Department or School office. Scanned copies of curriculum vitae, transcripts, justification memos, and syllabi for all courses taught each semester by all instructors are maintained by the Office of Institutional Effectiveness within a secured database. These documents are organized to allow one to quickly evaluate the relationship between learning objectives associated with courses as communicated via course syllabi and the credentials held by course instructors.

**Table 6.2.a. Links to Faculty Rosters Organized by Discipline**

<b>College of Arts, Humanities, &amp; Social Sciences</b>	<b>College of Sciences and Engineering</b>
<a href="#">Anthropology Faculty Roster</a> <sup>[3]</sup>	<a href="#">Biology Faculty Roster</a> <sup>[27]</sup>
<a href="#">Art History Faculty Roster</a> <sup>[4]</sup>	<a href="#">Chemistry Faculty Roster</a> <sup>[28]</sup>
<a href="#">Art Faculty Roster</a> <sup>[5]</sup>	<a href="#">Computer Science Faculty Roster</a> <sup>[29]</sup>
<a href="#">Communication Faculty Roster</a> <sup>[6]</sup>	<a href="#">Engineering Faculty Roster</a> <sup>[30]</sup>
<a href="#">Criminal Justice Faculty Roster</a> <sup>[7]</sup>	<a href="#">Exercise &amp; Sports Science Faculty Roster</a> <sup>[31]</sup>
<a href="#">English Faculty Roster</a> <sup>[8]</sup>	<a href="#">Geology Faculty Roster</a> <sup>[32]</sup>
<a href="#">French Faculty Roster</a> <sup>[9]</sup>	<a href="#">Math and Statistics Faculty Roster</a> <sup>[33]</sup>
<a href="#">Generic Academic Affairs Faculty Roster</a> <sup>[10]</sup>	<a href="#">Physics Faculty Roster</a> <sup>[34]</sup>
<a href="#">Geography Faculty Roster</a> <sup>[11]</sup>	<a href="#">Psychology Faculty Roster</a> <sup>[35]</sup>
<a href="#">German Faculty Roster</a> <sup>[12]</sup>	
<a href="#">History Faculty Roster</a> <sup>[13]</sup>	<b>School of Nursing</b>
<a href="#">Human Services Roster</a> <sup>[14]</sup>	<a href="#">Nursing Faculty Roster</a> <sup>[36]</sup>
<a href="#">Music Faculty Roster</a> <sup>[15]</sup>	
<a href="#">Philosophy Faculty Roster</a> <sup>[16]</sup>	<b>School of Education</b>
<a href="#">Political Science Faculty Roster</a> <sup>[17]</sup>	<a href="#">Early Childhood Education Faculty Roster</a> <sup>[37]</sup>
<a href="#">Religion Faculty Roster</a> <sup>[18]</sup>	<a href="#">Education Foundations Faculty Roster</a> <sup>[38]</sup>
<a href="#">Sociology Faculty Roster</a> <sup>[19]</sup>	<a href="#">Educational Technology Faculty Roster</a> <sup>[39]</sup>
<a href="#">Spanish Faculty Roster</a> <sup>[20]</sup>	<a href="#">Health &amp; Physical Ed Faculty Roster</a> <sup>[40]</sup>
<a href="#">Theatre Faculty Roster</a> <sup>[21]</sup>	<a href="#">Mathematics Education Faculty Roster</a> <sup>[41]</sup>
<b>School of Business Administration</b>	<a href="#">Reading &amp; Literacy Ed Faculty Roster</a> <sup>[42]</sup>
<a href="#">Accounting Faculty Roster</a> <sup>[22]</sup>	<a href="#">Science Education Faculty Roster</a> <sup>[43]</sup>
<a href="#">Business Administration Faculty Roster</a> <sup>[23]</sup>	<a href="#">Social Studies Education Faculty Roster</a> <sup>[44]</sup>
<a href="#">Economics &amp; Finance Faculty Roster</a> <sup>[24]</sup>	<a href="#">Special Education Faculty Roster</a> <sup>[45]</sup>
<a href="#">Management Faculty Roster</a> <sup>[25]</sup>	
<a href="#">Marketing Faculty Roster</a> <sup>[26]</sup>	

## Supporting Documentation

1. [USC Aiken Faculty Recruitment Guide](#)
  2. [Narrative Response to Standard 6.5 – Faculty Development](#)
  3. [Anthropology Faculty Roster](#)
  4. [Art History Faculty Roster](#)
  5. [Art Faculty Roster](#)
  6. [Communication Faculty Roster](#)
  7. [Criminal Justice Faculty Roster](#)
  8. [English Faculty Roster](#)
  9. [French Faculty Roster](#)
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  18. [Religion Faculty Roster](#)
  19. [Sociology Faculty Roster](#)
  20. [Spanish Faculty Roster](#)
  21. [Theatre Faculty Roster](#)
  22. [Accounting Faculty Roster](#)
  23. [Business Administration Faculty Roster](#)
  24. [Economics & Finance Faculty Roster](#)
  25. [Management Faculty Roster](#)
  26. [Marketing Faculty Roster](#)
  27. [Biology Faculty Roster](#)
  28. [Chemistry Faculty Roster](#)
  29. [Computer Science Faculty Roster](#)
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30. [Engineering Faculty Roster](#)
31. [Exercise & Sports Science Faculty Roster](#)
32. [Geology Faculty Roster](#)
33. [Math and Statistics Faculty Roster](#)
34. [Physics Faculty Roster](#)
35. [Psychology Faculty Roster](#)
36. [Nursing Faculty Roster](#)
37. [Early Childhood Education Faculty Roster](#)
38. [Education Foundations Faculty Roster](#)
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