

**SECTION 3, COMPREHENSIVE STANDARD 3.7.1**

The institution employs competent faculty members qualified to accomplish the mission and goals of the institution. When determining acceptable qualifications of its faculty, an institution gives primary consideration to the highest earned degree in the discipline in accordance with the guidelines listed below. The institution also considers competence, effectiveness, and capacity, including, as appropriate, undergraduate and graduate degrees, related work experiences in the field, professional licensure and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements that contribute to effective teaching and student learning outcomes. For all cases, the institution is responsible for justifying and documenting the qualifications of its faculty.

- a. Faculty teaching general education courses at the undergraduate level: doctor's or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline).
- b. Faculty teaching associate degree courses designed for transfer to a baccalaureate degree: doctor's or master's degree in the teaching discipline or master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline).
- c. Faculty teaching associate degree courses not designed for transfer to the baccalaureate degree: bachelor's degree in the teaching discipline, or associate's degree and demonstrated competencies in the teaching discipline.
- d. 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. 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.
- e. Faculty teaching graduate and post-baccalaureate course work: earned doctorate/terminal degree in the teaching discipline or a related discipline.
- f. Graduate teaching assistants: master's in the teaching discipline or 18 graduate semester hours in the teaching discipline, direct supervision by a faculty member experienced in the teaching discipline, regular in-service training, and planned and periodic evaluations.

**JUDGMENT OF COMPLIANCE**

Compliant

Partially Compliant

Noncompliant

**RATIONALE FOR JUDGMENT OF COMPLIANCE**

The faculty at North Georgia College & State University (NGCSU) are highly qualified, effective, and committed to fostering an environment of academic excellence for all of its students. NGCSU adheres to the policies of the Board of Regents of the University System of Georgia (USG) regarding qualifications for faculty employment [1]. All full-time faculty appointments, non-tenure track faculty appointments, appointments for retired faculty, and promotion actions require USG Board of Regents (BOR) approval. Part-time faculty appointments require University System Office approval.

The Chancellor of the BOR, based on the recommendations of NGCSU's President, approves initial faculty appointments, promotions, and the awarding of tenure. The University President's recommendations reflect appropriate involvement of the faculty in the teaching discipline. Academic departments appoint search committees to write statements of faculty credentials and job requirements for full-time academic positions and to review applicants for these positions. Recommendations regarding the comparative suitability of applicants originate with the search committee and then proceed to the department head, who forwards these recommendations to the appropriate dean, who in turn communicates the hiring recommendation to the Vice President for Academic Affairs, who makes a recommendation to the University President. The Vice President for Academic Affairs makes the official job offer. Department heads, with the approval of the appropriate dean and the Vice President for Academic Affairs, make part-time and temporary faculty appointments. All faculty appointments are based on merit, with attention given to teaching ability, scholarship, and personal qualities, as appropriate for the position. Individuals appointed at the level of Instructor usually have a minimum of a master's degree, while individuals appointed at the level of Assistant Professor or higher routinely have an earned doctorate or other terminal degree.

The Office of Academic Affairs maintains a faculty qualifications file on all individuals who hold faculty rank. This information is viewable in the NGCSU SACS Faculty Qualifications Roster by Department [2]. The Office of Academic Affairs is responsible for obtaining transcripts and verifying degrees and coursework in the teaching discipline for all new faculty appointments. Arguments in favor of approving alternative qualifications are made by the academic department in the teaching discipline and are reviewed and approved/disapproved by the appropriate dean and Vice President for Academic Affairs. All NGCSU faculty either meet the credential guidelines or have appropriate alternative qualifications. Subsequent to the initial faculty appointment, demonstration by NGCSU faculty of on-going effective teaching practices that promote student achievement of learning outcomes, of scholarly activity, and of service to the profession is monitored yearly, as required by the BOR [3]. This evaluation process is fully addressed in Comprehensive Standard 3.7.2. Faculty turnover is low. Of the 205 full-time faculty who taught courses at NGCSU during AY 2004-05, 86% taught at NGCSU during AY 2005-06.

Graduate faculty appointments are initially made by department heads using criteria specified in sections 4.8 and 4.8.1 of the NGCSU Faculty Handbook [4]. Policy related to Graduate Faculty Status and Graduate Faculty Criteria stipulates that an individual must have the appropriate academic preparation, which normally is an earned doctorate or terminal degree. However, the policy recognizes that, given the nature of NGCSU's graduate programs, it is equally important for us to have faculty who blend academic preparation with professional expertise and experience that are needed for coursework and professional practice. In all cases, the credentials for each Graduate Faculty member are reviewed every five years to determine their appropriateness. A list of those individuals with Graduate Faculty status is maintained in the Office of Graduate Studies and External Programs, as well as in the faculty qualifications file maintained by the Office of Academic Affairs. There are no graduate teaching assistant positions at NGCSU.

The table below, organized by Schools and including the Division of Academic Support, displays percentages of full-time and part-time faculty who hold a doctoral or terminal degree in their teaching field, a Master's degree in their teaching field, and other degrees for which professional experience or other qualifications justify the faculty member's expertise in their specific teaching field.

<b>SCHOOL</b>	<b>Doctorate or Terminal Degree in Field (% of Faculty)</b>	<b>Master's or Ed.S. in Field (% of Faculty)</b>	<b>Other Degree with Professional Experience or Other Qualifications (% of Faculty)</b>
<b>Arts &amp; Letters</b>	59.5 (75/126)	37.3 (47/126)	3.2 (4/126)
Full-time	80.9 (55/68)	19.1 (13/68)	0 (0/68)
Part-time	34.5 (20/58)	58.6 (34/58)	6.9 (4/58)
<b>Business &amp; Government</b>	58 (29/50)	30 (15/50)	12 (6/50)
Full-time	63.4 (26/41)	24.4 (10/41)	12.2 (5/41)
Part-time	33.3 (3/9)	55.6 (5/9)	11.1 (1/9)
<b>Education</b>	38.2 (29/76)	55.3 (42/76)	6.5 (5/76)
Full-time	47.5 (19/40)	45 (18/40)	7.5 (3/40)
Part-time	27.8 (10/36)	66.7 (24/36)	5.5 (2/36)
<b>Natural &amp; Health Sciences</b>	50 (33/66)	42.4 (28/66)	7.6 (5/66)
Full-time	54.5 (30/55)	43.6 (24/55)	1.8 (1/55)
Part-time	27.3 (3/11)	36.4 (4/11)	36.4 (4/11)
<b>Division</b>	<b>Doctorate or Terminal Degree in Field (% of Faculty)</b>	<b>Master's or Ed.S. in Field (% of Faculty)</b>	<b>Other Degree with Professional Experience or Other Qualifications (% of Faculty)</b>
<b>Academic Support</b>	0 (0/6)	100 (7/6)	0 (0/6)
Full-time	0 (0/3)	100 (3/3)	0 (0/3)
Part-time	0 (0/3)	100 (3/3)	0 (0/3)

A brief narrative for each of NGCSU's four Schools that includes by department the number of full-time and part-time faculty; undergraduate and graduate degrees and majors offered; an overview of faculty qualifications by degree or outstanding professional experience, certifications, or other qualifications; and supporting explanations is accessible through the following links: School of Arts

and Letters [5], School of Business and Government [6], School of Education [7], and School of Natural and Health Sciences [8].

NGCSU's faculty reflect an outstanding collection of educators, practitioners, researchers, and professionals whose wealth of knowledge, experience, teaching proficiency, and personalized instruction greatly facilitate the success of our students. What is not easily quantifiable is the faculty's dedication, caring attitudes, and commitment to North Georgia College & State University, its mission and its students. Faculty truly foster an environment of academic excellence that develops leaders who respect all people; maintain high ethical standards; continue intellectual and personal growth; and serve the community, the state, the nation, and the world.

#### Document Reference:

Number	DB Num	Document Title	Resource
1		Board of Regents, Policy Manual, Section 803.01, Faculty Employment	<a href="http://www.usg.edu/regents/policymanual/800.phtml#803">http://www.usg.edu/regents/policymanual/800.phtml#803</a>
2		NGCSU SACS Faculty Qualifications Roster	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/NGCSU_Faculty_Roster.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/NGCSU_Faculty_Roster.pdf</a>
3		Board of Regents, Policy Manual, Section 803.07, Evaluation of Faculty	<a href="http://www.usg.edu/regents/policymanual/800.phtml#803">http://www.usg.edu/regents/policymanual/800.phtml#803</a>
4		NGCSU Faculty Handbook	<a href="http://www.ngcsu.edu/VPAA/Fcltybk/index.htm">http://www.ngcsu.edu/VPAA/Fcltybk/index.htm</a>
5		School of Arts & Letters Narrative	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/NGCSU_reports/School_Arts_and_Letters.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/NGCSU_reports/School_Arts_and_Letters.pdf</a>
6		School of Business & Government Narrative	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/NGCSU_reports/School_Business_and_Gov.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/NGCSU_reports/School_Business_and_Gov.pdf</a>
7		School of Education Narrative	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/NGCSU_reports/School_Education.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/NGCSU_reports/School_Education.pdf</a>
8		School of Natural & Health Sciences Narrative	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/NGCSU_reports/School_Nat_and_Hlth_Sciences.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/NGCSU_reports/School_Nat_and_Hlth_Sciences.pdf</a>