

**Policy and Procedure Statement 01.07**  
**Effective Date: January 2015**  
**Review Cycle: E2YRS, January 2017**

**Department of Respiratory Care**  
**College of Health Professions**  
**Employment of Faculty without**  
**Terminal Degrees**

## **PURPOSE**

This Departmental Policy and Procedure Statement sets forth criteria and guidelines for the employment of faculty without terminal degrees within in the College of Health Professions in Department of Respiratory Care. For the Respiratory Care profession, the commonly accepted terminal degree is a master's degree in a field related to Respiratory Care including education, management and leadership, research, administration, or a specifically related area of science.

### **1. Degrees Required for Faculty Teaching Graduate Courses**

In accordance with guidelines published by the Southern Association of Colleges and Schools (SACS), the Department of Respiratory Care ordinarily hires only faculty with a terminal degree at the doctoral level to teach graduate courses.

### **2. Degrees Required for Faculty Teaching Baccalaureate-Level Courses**

The Department of Respiratory Care generally hires faculty with a master's degree to teach didactic or lab courses leading to the baccalaureate degree. The instructor of record for clinical courses is an exception and the minimum of a bachelor's degree is required in addition to the specific national credential of Registered Respiratory Therapist (RRT). The above faculty terminal degree and credentialing requirement meets/exceeds faculty qualifications required for national professional accreditation by the Commission on Accreditation for Respiratory Care (CoARC).

#### **Exceptions/Alternative Credentials**

Faculty without the terminal degree may be hired to teach baccalaureate-level clinical courses in the following circumstances:

- a. In accordance with accreditation standards, the Department may hire faculty to teach clinical courses who hold a baccalaureate degree with specific clinical expertise or hold specific national professional credentials in respiratory care (RRT, RRT-NPS, RRT-SDS, RPFT, RRT-ACCS) that meet external accreditation guidelines according to the Commission on Accreditation for Respiratory Care (CoARC) and with the appropriate justification as required by SACS guidelines.

### **3. Evaluation of Faculty without Terminal Degrees**

Faculty without terminal degrees are evaluated annually by the chair of the department and/or by the Director of Clinical Education. Graduate teaching assistants are evaluated by the faculty member who supervises their work.

**MAJOR RESPONSIBILITIES ASSOCIATED WITH THIS RC/PPS**

Major responsibilities for routine assignments associated with this PPS include the following:

1. The Chair and the Personnel Committee of the Department of Respiratory Care shall review this PPS E2Y.

**CERTIFICATION STATEMENT**

This RC/PPS has been approved by the following individuals in his/her official capacity and represents Department policy and procedures from the date of this document until superseded.

**Reviewer:** \_\_\_\_\_  
**Personnel Committee Chair**

**Date** \_\_\_\_\_

**Approved:** \_\_\_\_\_  
**Department Chair**

**Date** \_\_\_\_\_