

**Minimum Requirements for Rank Upon Appointment
(Used for Initial Hiring Only)**

NOTE: This document identifies only the minimum credentials and University teaching experience required for hiring at rank. Its goals are twofold: That MSU Denver hire faculty

1. who hold credentials appropriate to the expectations asked of them and
2. whose minimum credentials at hiring are sufficient for earning tenure if they are hired in to a tenure-track line and perform as expected in the areas of teaching, scholarly activities, and service.

On rare occasions, and only in cases of truly extraordinary circumstances, the Provost may permit exceptions to these requirements based on written criteria from the department, and in consideration of accreditation standards for a particular program and the institution.

Subject to final approval by the Dean and by the Provost/Executive Vice President for Academic Affairs, an academic department may modify the minimum requirements for rank upon appointment according to the processes delineated in the Protocols for Hiring Faculty and in conjunction with the Hiring Rank Change Form.

Subject to final approval by the Dean and by the Provost/ Executive Vice President for Academic Affairs, each academic department will identify in writing the fields of academic study related to the curriculum currently delivered by the department. This departmental document, which must be in place before any position can be authorized or searched, will be used to establish in advance, before a search is initiated, what fields of study will qualify as “related” for purposes of the position. The written list of related fields for each department may be revised any time a position is authorized. However, it must be reviewed by the department at the beginning of each academic year.

RANK	MINIMUM FULL-TIME UNIVERSITY TEACHING EXPERIENCE OR TIME IN RANK
Instructor	No Minimum
Assistant Professor	No Minimum
Associate Professor	Currently holds rank as an Associate Professor at a regionally-accredited baccalaureate-granting institution of higher education
Professor	Currently holds rank as a Full Professor at a regionally-accredited baccalaureate-granting institution of higher education

Keys to abbreviations used in Education (minimum degree level) and Experience Chart

Education

- B – Bachelor’s Degree
- M – Master’s Degree
- MFA – Master of Fine Arts
- MSW – Master of Social Work
- ABD – All But Dissertation
- D – Doctoral Degree
- JD – Juris Doctorate

Experience

‘+ Stand-alone number’ – years of relevant professional or industry work experience

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FIELD	INSTRUCTOR		ASSISTANT PROFESSOR	ASSOCIATE PROFESSOR	PROFESSOR
Accounting	Cat II & Cat III Meet CBUS Faculty Qualification Policy criteria to be classified as either IP, SP, PA or SA		Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA
Aviation & Aerospace Science	Cat II M + 4	Cat III B + 4	M + 4	M + 4	M + 4
Africana Studies	M		D	D	D
Anthropology	M		D	D	D
Art (New Media)	B + 3		M (Art) + 6 or MFA	M (Art) + 6 or MFA	M (Art) + 6 or MFA
Art Education	MA + 3; or MFA + 3		MFA + 3; or D + 3	MFA + 6; or D + 6	MFA + 10; or D + 10
Art History	M		D	D	D
Art Studio	M		MFA	MFA	MFA
Biology	M		D	D	D
Chemistry	M		D	D	D
Chicana/o Studies	M		D	D	D
Communications (Speech, Language, Hearing Sciences)	M		D	D	D
Computer Information Systems & Business Analytics (excluding CIS 1010)	Cat II & Cat III Meet CBUS Faculty Qualification Policy criteria to be classified as either IP, SP, PA or SA		Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA
Computer Science	M		D	D	D
Criminal Justice and Criminology	M + 3		ABD + 4; JD + 4; or D + 4	JD + 4 or D + 4	JD + 4 or D + 4
Earth Sciences (Geology and Geography)	M		D	D	D
Economics	Cat II & Cat III Meet CBUS Faculty Qualification Policy criteria to be classified as either IP, SP, PA or SA		Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA

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Engineering Technology	B + 4	M + 4; or D	M + 4; or D	M + 4; or D
English (except Creative Writing)	M	D	D	D
English (Creative Writing)	M (English or Dramatic Arts)	MFA or D	MFA or D	MFA or D
Finance	Cat II & Cat III Meet CBUS Faculty Qualification Policy criteria to be classified as either IP, SP, PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA
Health Administration (MHA)	Cat II & Cat III D or JD	D or JD	D + 2 or JD + 2	D + 4 or JD + 4
Health Care Management	M	ABD	D	D
Health Education Services (Integrated Therapeutic Practices)	M	M + 4; or ABD	M + 4; or D	M + 4; or D
History	M	D	D	D
Hospitality, Tourism and Events	B + 3	M + 6	M + 6	M + 6
Human Performance & Sport (Adult Fitness and Exercise Science)	M	ABD	D	D
Human Performance & Sport (Athletic Training)	M + NATA BOC Certification	M + NATA BOC Certification + 5; or D + NATA BOC Certification	M + NATA BOC Certification + 5; or D + NATA BOC Certification	M + NATA BOC Certification + 5; or D + NATA BOC Certification
Human Performance & Sport (K-12 Physical Education)	M	ABD	D	D
Human Performance & Sport (Sport Industry Operations)	M	ABD	D	D

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Human Services (General, Mental Health, Domestic Violence, and High Risk Youth)	M	D + 3 yrs mental health and/or additions counseling experience	D + 3 yrs mental health and/or additions counseling experience	D + 3 yrs mental health and/or additions counseling experience
Human Services (Nonprofit Organization Administration)	M	M	M	M
Human Services (Addictions Studies)	Cat II & Cat III M + CAC III, LAC, or equivalent	M + CAC III, LAC, or equivalent	M + CAC III, LAC, or equivalent	M + CAC III, LAC, or equivalent
Industrial Design	B + 2	M + 4	M + 4	M + 4
Journalism	B + 6	M + 6	M + 6	M + 6
Legal Studies (Management)	JD and passed Bar Exam	JD and passed Bar Exam	JD and passed Bar Exam	JD and passed Bar Exam
Management (except Business Law)	Cat II & Cat III Meet CBUS Faculty Qualification Policy criteria to be classified as either IP, SP, PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA
Management (Business Law)	Cat II & Cat III JD and Licensed in one or more states, and meet CBUS Faculty Qualification Policy criteria to be classified as either IP, SP, PA or SA	JD and Licensed in one or more states, and meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	JD and Licensed in one or more states, and meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	JD and Licensed in one or more states, and meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA
Marketing (Business Communications)	Cat II & Cat III Meet CBUS Faculty Qualification Policy criteria to be classified as either IP, SP, PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA	Meet CBUS Faculty Qualification Policy criteria to be classified as either PA or SA
Mathematical Sciences	M	D	D	D
Meteorology	M	D	D	D

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FIELD	INSTRUCTOR	ASSISTANT PROFESSOR	ASSOCIATE PROFESSOR	PROFESSOR
Modern Languages	M	D	D	D
Music (Artist Performers, Conductors and Composers)	M; or B + significant local recognition	ABD; or M + significant local recognition	D; or M + significant regional recognition	D; or M + significant national recognition
Music (except Artist Performers, Conductors and Composers)	M	ABD	D	D
Nursing	M from a nursing education program with national nursing accreditation + active unencumbered license to practice as a registered nurse in CO + 2 years of full-time, or equivalent, professional nursing clinical experience.	M from a nursing education program with national nursing accreditation + active unencumbered license to practice as a registered nurse in CO + 2 years of full-time, or equivalent, professional nursing clinical experience.	M from a nursing education program with national nursing accreditation + active unencumbered license to practice as a registered nurse in CO + 2 years of full-time, or equivalent, professional nursing clinical experience.	M from a nursing education program with national nursing accreditation + active unencumbered license to practice as a registered nurse in CO + 2 years of full-time, or equivalent, professional nursing clinical experience.
Nutrition	M	ABD	D	D
Philosophy	M	ABD	D	D
Physics	M	D	D	D
Political Science	M	D	D	D
Psychology	M or enrolled in a doctoral program	D	D	D
Radio/TV	B + 5	M + 5	M + 5	M + 5
Reading	M	ABD	D	D
Recreation Professions	M	ABD	D	D
School of Education	M	ABD	D	D
Social Work (Field Faculty)	MSW + 5	MSW + 5	MSW + 5	MSW + 5
Social Work (except Field Faculty)	MSW + 2	MSW + 2 + ABD	MSW + 2 + D	MSW + 2 + D
Social Work (Legal Faculty)	Cat II & Cat III JD + 2; or MSW + 2	JD + MSW + 2; or MSW + 2 + ABD	JD + MSW + 2; or MSW + 2 + D	JD + MSW + 2; or MSW + 2 + D
Sociology	M	D	D	D

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Speech	M	D	D	D
Technical Communications	B + 8	M + 6; or D	M + 6; or D	M + 6; or D
Theatre (Relevant work experience must be professional)	BA + 8, BFA + 8 or BS in Theatre (or related field) + 8	MFA + 3; or M + 4; or D + 2	MFA + 4; or M + 5; or D + 3	MFA + 5; or M + 6; or D + 4
Institute for Women's Studies & Services	<u>Cat II & Cat III</u> M	D	D	D