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 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, 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, 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.

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| --- | --- |
| **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; or has achieved recognized, outstanding distinction in public service or the private sector.  |
| Professor | Currently holds rank as a Full Professor at a regionally-accredited baccalaureate-granting institution of higher education; or has achieved recognized, outstanding distinction in public service or the private sector. |

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

**Education** **Experience**

B – Bachelor’s Degree ‘+ Stand-alone number’ – years of relevant

M – Master’s Degree professional or industry work experience

MFA – Master of Fine Arts

MSW – Master of Social Work

ABD – All But Dissertation

D – Doctoral Degree

JD – Juris Doctorate

| **FIELD** | **INSTRUCTOR** | **ASSISTANT PROFESSOR** | **ASSOCIATE PROFESSOR** | **PROFESSOR** |
| --- | --- | --- | --- | --- |
| **College of Business** |  |  |  |  |
| These criteria apply to all programs in CBUS | **Cat II & Cat III**Meet CBUS [Faculty Qualification Policy](https://www.msudenver.edu/wp-content/uploads/2021/11/CBUS-Policy-on-Faculty-Qualifications-May-28-2020.pdf) 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 |
|  |  |  |  |  |
| **College of Health and Applied Sciences** |  |  |  |  |
| Aviation & Aerospace Science | **Cat II & Cat III**B, M, or D+4, and specified current FAA certifications if applicable | M or D+4, and specified current FAA certifications if applicable | M, or D+4, and specified current FAA certifications if applicable | M, or D+4, and specified current FAA certifications if applicable |
| 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 |
| Engineering and Engineering Technology | B + 4 | M + 4; or D | M + 4; or D | M + 4; or D |
| 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 |
| 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 (Sport Industry Operations) | M | ABD | D | D |
| 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 |
| 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 |
| Recreation Professions | M | ABD | D | D |
| Social Work (Field Faculty) | MSW + 5 | MSW + 5 + ABD | MSW + 5 + D | MSW + 5 + D |
| 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 |
| Speech, Language, Hearing Sciences | M | D | D | D |
|  |  |  |  |  |
| **College of Letters, Arts, and Sciences** |  |  |  |  |
| 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 MAT +3; or MFA + 3 | MFA + 3; or D + 3; or MAT +15 | MFA + 6; or D + 6; or MAT +15 | MFA + 10; or D + 10; or MAT +15 |
| Art History | M | D | D | D |
| Art Studio | B + 3  | B + significant local or national recognition + 3, M +3 or MFA | B + significant local or national recognition + 3, M +3 or MFA | B + significant local or national recognition + 3, M +3 or MFA |
| Biology | M | D | D | D |
| Chemistry and Biochemistry | M | D | D | D |
| Chicana/o Studies | M | D | D | D |
| Earth Sciences (Geology and Geography, Environmental Sciences and Geographic Information Systems) | M | D | D | 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 |
| History | M | D | D | D |
| Journalism and Media Production | B + 6 | M + 6 | M + 6 | M + 6 |
| Mathematics and Statistics | M | D | D | D |
| Meteorology | M | D | D | D |
| 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 |
| Philosophy | M | ABD | D | D |
| Physics | M | D | D | D |
| Political Science | M | D | D | D |
| Psychological Science | M or enrolled in a doctoral program | D | D | D |
| Radio/TV | B + 5 | M + 5 | M + 5 | M + 5 |
| Sociology | M | D | D | D |
| 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 + 8or 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 | **Cat II & Cat III**M | D | D | D |
|  |  |  |  |  |
| **School of Education** | M | ABD | D | D |
|  |  |  |  |  |
| **School of Hospitality** | B + 3 | M + 6 | M + 6 | M + 6 |