

# Thinking about Faculty: Qualifications, Credentialing, Development, and Building Capacity



Dr. Scott Mason  
Broward College Mini Conference  
Santa Cruz, Bolivia  
April 19<sup>th</sup>, 2016

# Faculty Qualification Standards

**What** are faculty standards?

- ☀ Criteria must meet in order to teach specific courses at BC

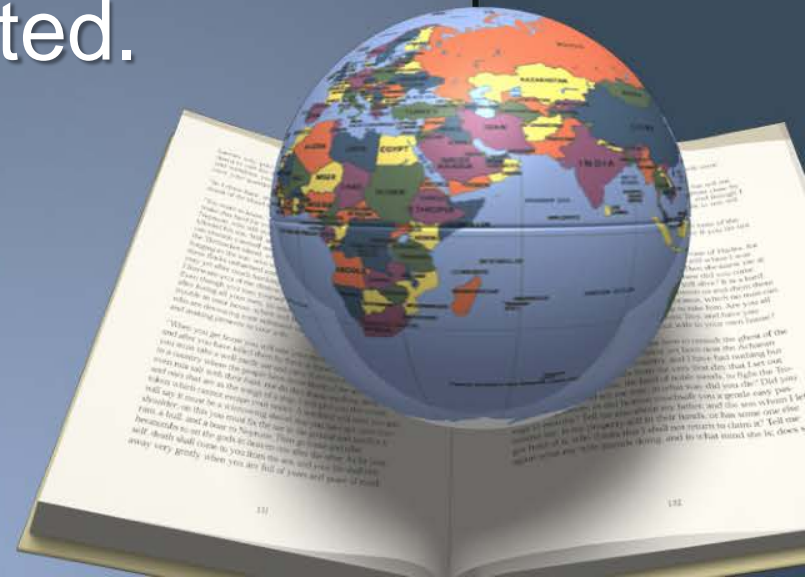
**Who** sets these standards?

- ☀ SACS...



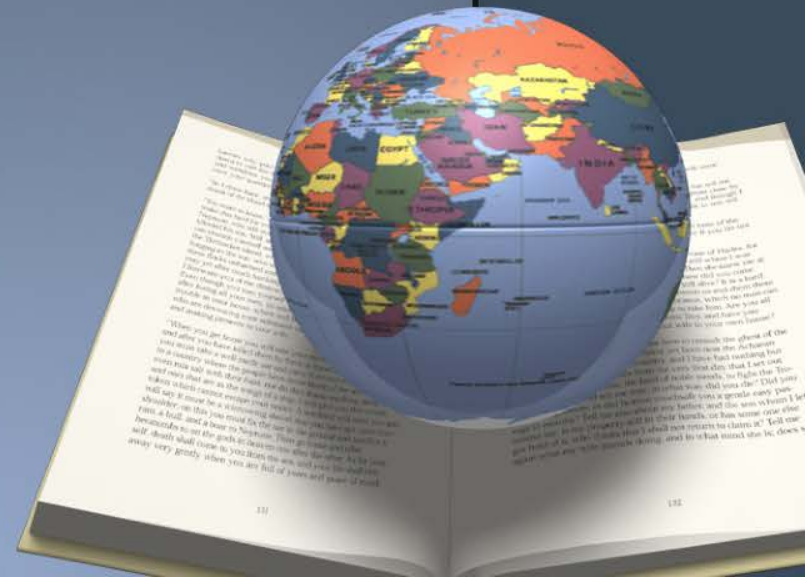
# What's the Big Deal?

- Why take it seriously?
- Faculty credentials is **THE MOST COMMONLY CITED AREA FOR NON-COMPLIANCE** in a SACS review— roughly **90%** of institutions are cited.



# Zero Tolerance for Non-Compliance

- IF EVEN ONE FACULTY MEMBER AT A BC INTERNATIONAL CENTER IS OUT OF COMPLIANCE, THE ENTIRE INSTITUTION IS OUT OF COMPLIANCE



# Credentialing New Faculty

- Completed International Center Data Sheet
- CV or Resume
- Academic Transcripts (original or true certified copy)
- Third party commercial evaluation of academic credentials from non-U.S. institutions (Josef Silny or World Education Services [WES])
- Official Translations, if necessary
- Submit to Scott Mason - District Director for International Education

**BROWARD COLLEGE** International Center Data Sheet  
www.broward.edu

**Personal Data** Date: \_\_\_\_\_

Male  Female

Last Name (family/surname) \_\_\_\_\_ First Name (given name) \_\_\_\_\_ Middle or other names: \_\_\_\_\_

Address (Street Number and Name): \_\_\_\_\_

City \_\_\_\_\_ Country \_\_\_\_\_ Postal Code \_\_\_\_\_

Date of Birth (MM/DD/Year) \_\_\_\_\_ Citizenship \_\_\_\_\_

For which International Center are you completing this form?  
 Ecuador  Peru  Singapore  Sri Lanka  Vietnam

For which International Affiliate are you completing this form?  
 Bolivia  China  Colombia  Guyana  India  Faculty  Staff/Administration

Type of affiliation with the Broward Program (check all that apply):  
 \_\_\_\_\_  \_\_\_\_\_

**Academic/Educational Background**

	College or University	Country	Area of Study	Academic Degree Earned
Undergraduate Studies				
Graduate or Professional Studies				
Other Relevant Academic Training				

(Faculty only) Probable teaching start date (Month and Year): \_\_\_\_\_

**For Internal Use Only:**

Instructor is approved to teach the following courses: PID #: \_\_\_\_\_

1. _____	4. _____	7. _____
2. _____	5. _____	8. _____
3. _____	6. _____	9. _____

and have you  
your own house?  
sult: the ghost of the  
near the Achaean  
ie had nothing but  
I day that I set out  
reds: to fight the Tro-  
did you die? Did you  
bu a gentle easy pas-  
and the son whom I left  
or has some one else  
rn to claim it? Tell me  
bat mind she is: does she

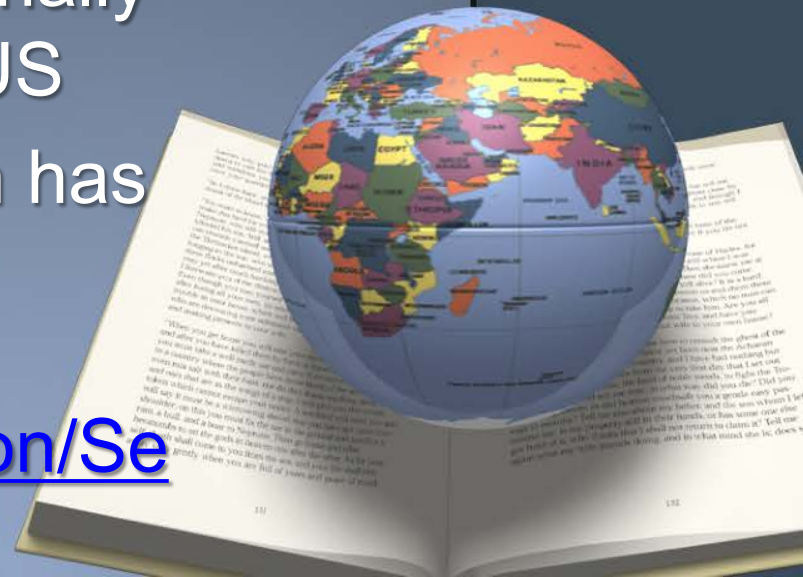


# “REGIONALLY ACCREDITED”

Degrees must be either from:

- A regionally accredited institution in the US
- An institution from outside the US whose degrees are the equivalent to degrees earned at a regionally accredited institution in the US
- US Department of Education has list of regionally accredited colleges and universities

<http://ope.ed.gov/accreditation/Search.aspx>



# Example of Documentation: Silny Evaluation



## REPORT OF EVALUATION OF EDUCATIONAL CREDENTIALS

**NAME:** Weixing Gu

**COUNTRY:** People's Republic  
of China

**PURPOSE OF  
EVALUATION:** Wuxi South  
Ocean College

May 22, 2015

The following is a response to Mr. Gu's request for a document-by-document evaluation of his academic credentials from the People's Republic of China. This evaluation was prepared based on photocopies of official academic credentials submitted by Wuxi South Ocean College. We have verified the authenticity of the Doctoral degree submitted via the degree verification website administered by the Ministry of Education of the People's Republic of China.

Mr. Gu attended Suzhou University from 1998 to 2001. Founded in 1900, Suzhou University (also known as Soochow University) is a recognized (accredited) state key institution of higher education in the People's Republic of China. There are over 2,200 institutions of higher education in the People's Republic of China of which 95 have been designated as state key. In order to be accepted into the doctoral program at Suzhou University, applicants must have earned a Master's degree at a recognized (accredited) institution of higher education in the People's Republic of China. This is the equivalent of a U.S. Master's degree earned at a regionally accredited institution of higher education in the United States.

Mr. Gu completed the three-year doctoral program in Contemporary History of China and was awarded the degree of Doctor of History by Suzhou University on June 30, 2001. This is the equivalent of the U.S. degree of Doctor of Philosophy in Contemporary History of China earned at a regionally accredited institution of higher education in the United States.

Josef Silny & Associates, Inc.  
International Education Consultants  
7101 SW 102 Avenue  
Miami, FL 33173  
Tel: (305) 273-1616 Fax: (305) 273-1338  
E-Mail: [info@jsilny.org](mailto:info@jsilny.org)  
[www.jsilny.org](http://www.jsilny.org)



2

In summary, it is the judgment of Josef Silny & Associates, Inc., International Education Consultants, that Mr. Gu has the equivalent of the U.S. degree of Doctor of Philosophy in Contemporary History of China earned at a regionally accredited institution of higher education in the United States.

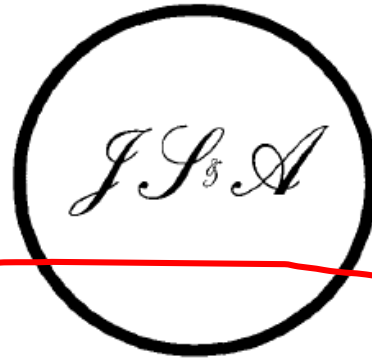
Sincerely,

Omar N. Garcia Garrido  
Senior International Education Consultant  
OGG: 038

Juan Garibaldi  
Senior International Education Consultant

Josef Silny & Associates, Inc.  
International Education Consultants  
7101 SW 102 Avenue  
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E-Mail: [info@jsilny.org](mailto:info@jsilny.org)  
[www.jsilny.org](http://www.jsilny.org)

# “REGIONALLY ACCREDITED”

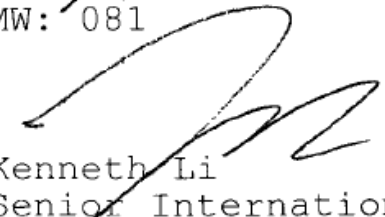


In summary, it is the judgment of Josef Silny & Associates, Inc., International Education Consultants that Ms. Dai has the equivalent of the U.S. degree of Master of Business Administration in Finance and Economics earned at a regionally accredited institution of higher education in the United States.

Sincerely,



Mujun Wang  
International Education Consultant  
MW: 081




Kenneth Li  
Senior International Education Consultant



# Example of Documentation: Transcript

苏州大学  
研究生学籍和学业成绩表

院、系别 社会学院 学号 YB03-9813

姓名	<u>顾卫强</u>	性别	<u>男</u>	
籍贯	<u>江苏省苏州市</u>	民族	<u>汉</u>	
出生时间	<u>1963年12月15日</u>	婚否	<u>否</u>	
政治面貌	<u>中共党员</u>	是否华侨	<u>否</u>	
入学时间	<u>1998年9月</u>	学制	<u>三年</u>	
考取研究生前的最后学历	<u>1997年毕业于东南大学 哲学系 哲学专业(修业三年)</u>			
入学前工作单位及职务	<u>苏州大学外国语学院</u>	获得何级学位	<u>哲学硕士</u>	
学科专业	<u>中国近现代史</u>	研究方向	<u>中国现代史学</u>	导师姓名 <u>王因平</u>
家庭详细地址	<u>苏州大学内市桥头37幢302室</u>			
委托培养单位或定向单位	<u>苏州大学外国语学院</u>			
学籍异动情况		奖励处分情况		
院(系)对该生毕业审查的意见				
<u>同意毕业</u>				
院(系)主任签字: <u>王因平</u> 2001年5月25日				
学校对该生毕业的审批意见				
校长签章: _____ 年 月 日				

Gu Weiqiang 17/05/2015

Signed and Dated

Certified True Copy

CERTIFIED TRUE COPY

# GENERAL GUIDELINES FOR CREDENTIALING

Type of Course	Faculty Qualification Required
General Education courses or Baccalaureate courses	*Doctorate or Master's degree in the teaching discipline or *Master's Degree with 18 graduate hours in the teaching discipline
Associate Degree courses that transfer to a baccalaureate degree	*Doctorate or Master's degree in the teaching discipline or *Master's Degree with 18 graduate hours in the teaching discipline
Associate Degree courses that won't transfer to a baccalaureate degree	*Bachelor's degree in the teaching discipline or *Associate's degree and demonstrated competencies in the teaching discipline.
Developmental courses	*Bachelor's degree in a discipline related to the teaching assignment.

# WHERE THE REQUIREMENTS COME FROM – THE BC CREDENTIALING MANUAL



## Broward College Faculty Credentialing Manual

Academic Affairs  
June 2012



# WHERE THE REQUIREMENTS COME FROM – THE CREDENTIALING MANUAL

- LISTS THE REQUIREMENTS FOR TEACHING IN EACH DISCIPLINE

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### CREDENTIALING REQUIREMENTS FOR SPECIFIC DISCIPLINES

Architecture .....	2
Arts: Fine and Applied .....	2
Arts: Music .....	2
Arts: Theatre .....	2
Behavioral Science: Anthropology .....	2
Behavioral Science: Psychology .....	2
Behavioral Science: Social Work .....	2
Behavioral Science: Sociology .....	2
Biological Science .....	10
Building Construction .....	11
Business .....	12
Business: Accounting .....	12
Business: Business Law .....	12
Business: Finance .....	12
Business: Food Service / Hospitality / Travel .....	12
Business: Traffic Management / Logistics .....	12
Business: Management .....	12
Business: Marketing .....	12

Discipline Area		Biological Science		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
BOT			X	Master's Degree in Botany or a Biological Science Subfield OR Master's Degree and 18 graduate credit hours in Botany or a Biological Science subfield
BSC			X	Master's Degree in Biology or a Biological Science Subfield OR Master's Degree and 18 graduate credit hours in Biology or a Biological Science subfield

# Other Qualifications to Consider (Beyond the Highest Earned Degree)?

- Undergraduate Degree
- Related Work Experience in the Field
- Certifications
- Honors and Awards
- Documented Excellence in Teaching

**For all cases, the institution is responsible for justifying and documenting the qualifications of its faculty.**





# Faculty Credentialing Standards

## International Centers

vs.

## Academic Affiliates

Are the standards less rigorous for BC Academic Affiliates?



# Faculty Credentialing Examples

## *Real-Life Case #1.*

What do you think???

Faculty Credential:

**Degree:** MBA

**School:** University of Pittsburgh

**Coursework includes:** 18 graduate hours of accounting

**Other:** Licensed CPA



# Faculty Credentialing Examples

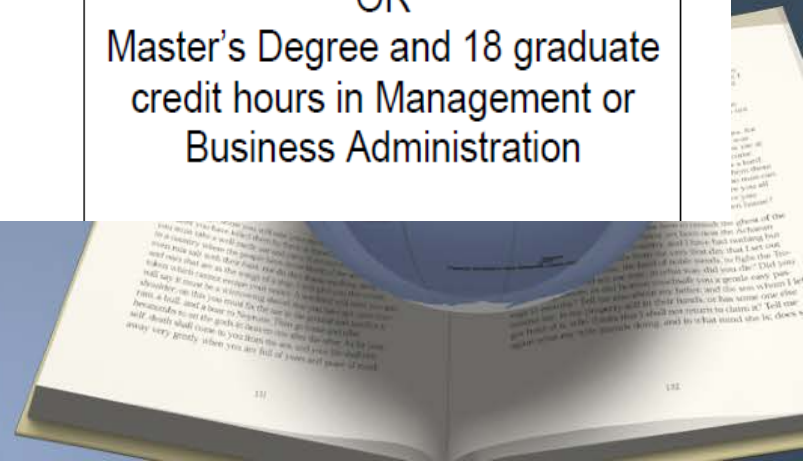
## *What Does the Manual Say?*

Discipline Area		Business		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
GEB			X	Master's Degree in Business or a related subfield OR Master's Degree and 18 graduate credit hours in Business or a related subfield

# Faculty Credentialing Examples

## *The Manual Also Says:*

Discipline Area		Business: Management		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
MAN MNA			X	Master's Degree in Management or Business Administration OR Master's Degree and 18 graduate credit hours in Management or Business Administration



# Faculty Credentialing Examples

## *The Manual Also Says:*

Discipline Area		Business: Accounting		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
ACG			X	Master's Degree in Accounting or Finance OR Master's Degree and 18 graduate credit hours in Accounting or Finance or Master's Degree and a current Certified Public Accountant (CPA) license.



# Faculty Credentialing Examples

## *The Manual Also Says:*

Discipline Area		Business: Finance		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
FIN 1100			X	Master's Degree in Finance, Accounting, Business or a related subfield OR Master's Degree and 18 graduate credit hours in Finance, Accounting, Banking, Business or a related subfield

# Faculty Credentialing Examples

## Real-Life Case #1.

What do you think???

Faculty Credential:

**Degree:** MBA

**School:** University of Pittsburgh

**Coursework includes:** 18 graduate hours of accounting

**Other:** Licensed CPA

### Could be Qualified to Teach:

GEB 1001  
GEB 2112  
GEB 2430  
GEB 2949  
GEB 2955

MAN 2021  
MAN 2604  
MNA 2345  
ACG 2001  
ACG 2011

ACG 2071  
ACG 2100  
ACG 2110  
FIN 1100  
FIN 2051



# Faculty Credentialing Examples

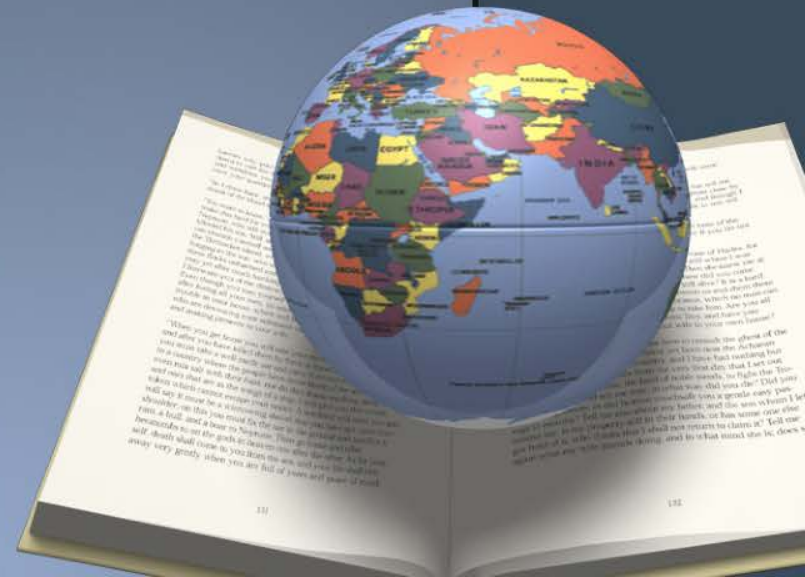
## *Real-Life Case #2*

What do you think???

Faculty Credential:

**Degree:** M.A. in English

**School:** Boston University



# Faculty Credentialing Examples

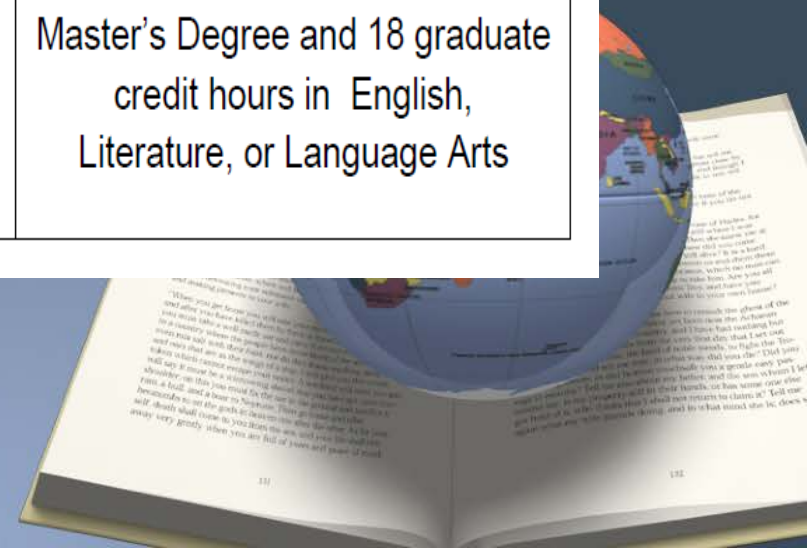
## What Does the Manual Say?

Discipline Area		English		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
ENC 0xxx	X			<p>Bachelor's Degree in English, English Education, Literature, Linguistics, or Language Arts</p> <p>OR</p> <p>A Bachelor's in an English subfield or Education and demonstrated competencies in Developmental English</p>
ENC			X	<p>Master's Degree in English, Literature, Linguistics, Rhetoric, or Language Arts</p> <p>OR</p> <p>Master's Degree and 18 graduate credit hours in English, Literature, Linguistics, Rhetoric, or Language Arts</p>

# Faculty Credentialing Examples

## *What Does the Manual Say?*

Discipline Area		Literature		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
AML ENG ENL LIT CRW			X	Master's Degree in English, Literature, or Language Arts OR Master's Degree and 18 graduate credit hours in English, Literature, or Language Arts





# Faculty Credentialing Examples

## *What Does the Manual Say?*

Discipline Area		Journalism		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
JOU MMC			X	<p>Master's Degree in English, Journalism, or Mass Communications</p> <p>OR</p> <p>Master's Degree and 18 graduate credit hours in English, Journalism, or Mass Communications</p>



# Faculty Credentialing Examples

## What Does the Manual Say?

Discipline Area		English Second Language		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
EAP 0xxx	X			<p>Bachelor's Degree in TESOL OR A related Bachelor's Degree in English, Foreign Language, Communications, Linguistics, related Language Arts subfields, and demonstrated competencies in teaching EAP</p>
EAP			X	<p>Master's Degree in TESOL, English, or Linguistics OR Master's Degree with 18 graduate</p>

# Faculty Credentialing Examples

## Real-Life Case #2

What do you think???

Faculty Credential:

**Degree:** M.A. in English

**School:** Boston University

### Could be Qualified to Teach:

AML (4)  
ENC (3)  
ENG (1)

ENL (3)  
LIT (12)  
CRW (6)

JOU (10)  
MMC (1)  
EAP (2)



# Faculty Credentialing Examples

## *Real-Life Case #3*

What do you think???

Faculty Credential:

**Degree:** Master of Arts in Int'l Environmental Policy

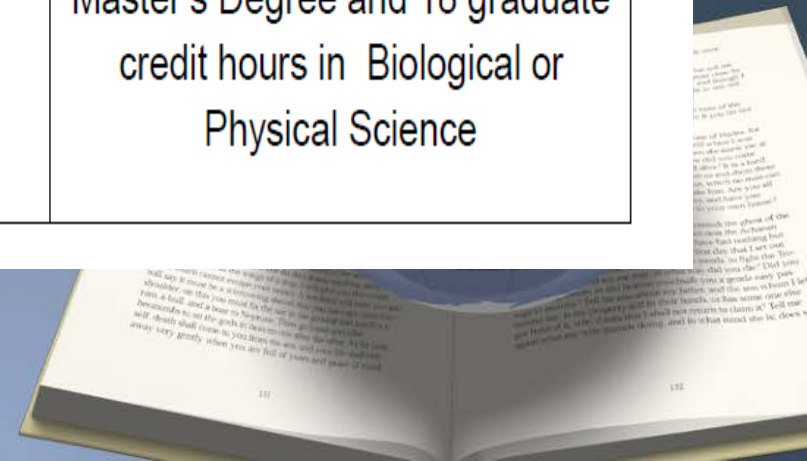
**School:** Middlebury Institute of Int'l Studies, Monterey



# Faculty Credentialing Examples

## *What Does the Manual Say?*

Discipline Area		Environmental Science		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
EVR 1009			X	Master's Degree in any Biological or Physical Science OR Master's Degree and 18 graduate credit hours in Biological or Physical Science





# Faculty Credentialing Examples

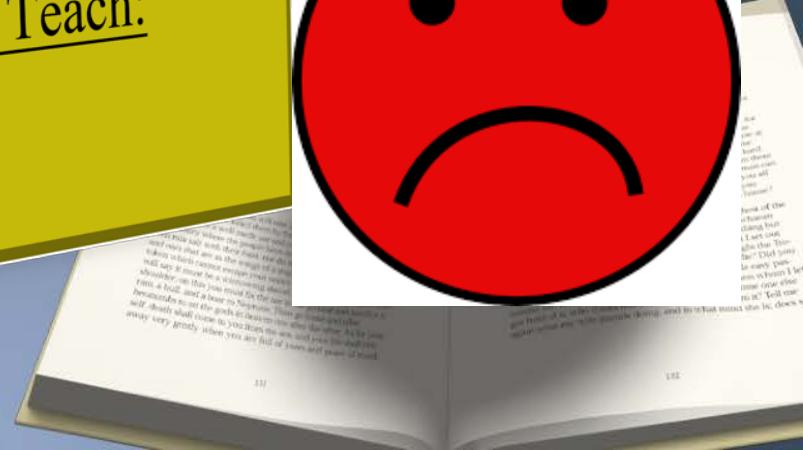
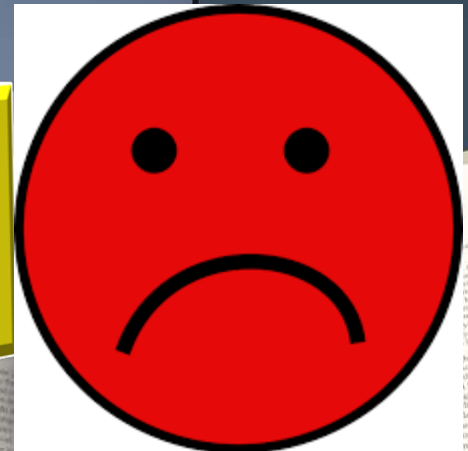
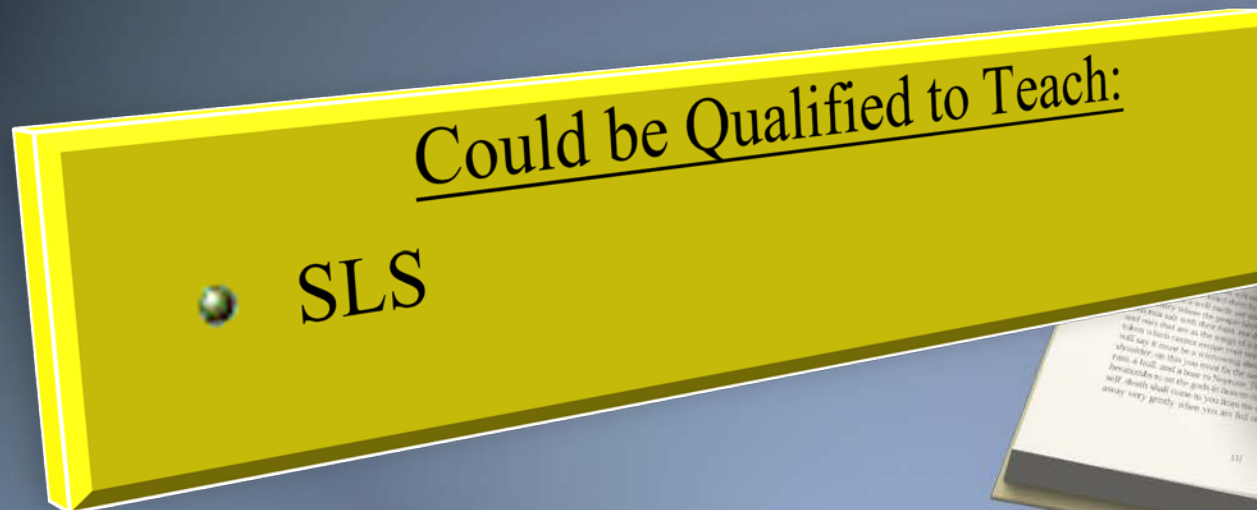
## Real-Life Case #3

What do you think???

Faculty Credential:

**Degree:** Master of Arts in Int'l Environmental Policy

**School:** Middlebury Institute of Int'l Studies, Monterey



# Faculty Credentialing Examples

## Real-Life Case #4

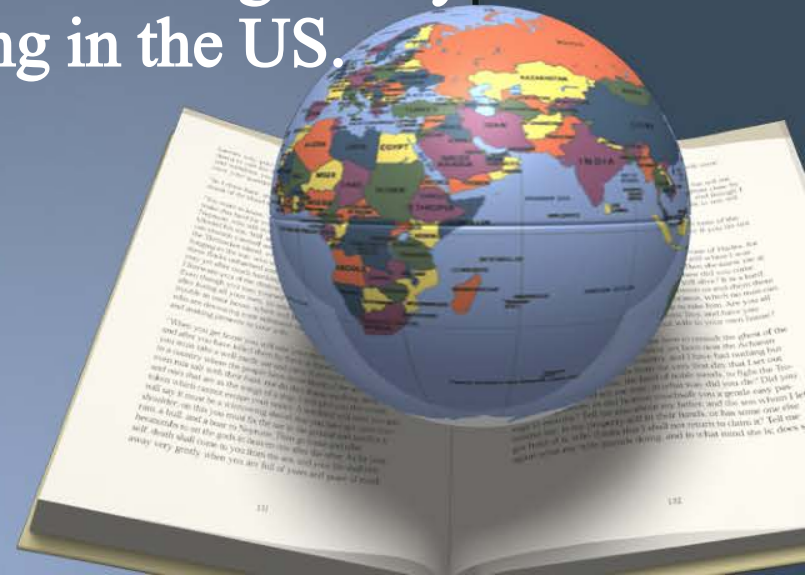
What do you think???

Faculty Credential:

**Degree:** Ph.D. in Material Physics

**School:** Sungkyunkwan University (Korea)

**Silny States:** Degree is the equivalent of the US degree of Doctor of Philosophy in Physics earned at a regionally accredited institution of higher learning in the US.



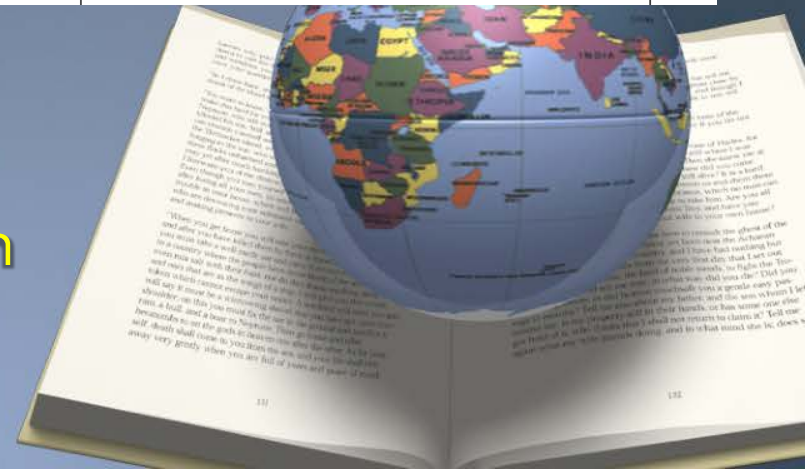
# Faculty Credentialing Examples

## What Does the Manual Say?

Discipline Area		Physical Science: Physics		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
PHY			X	Master's Degree in Physics OR A Master's Degree and 18 graduate credit hours in Physics

**Also...**

Those with Physics and Engineering degrees can often be approved to teach Math courses

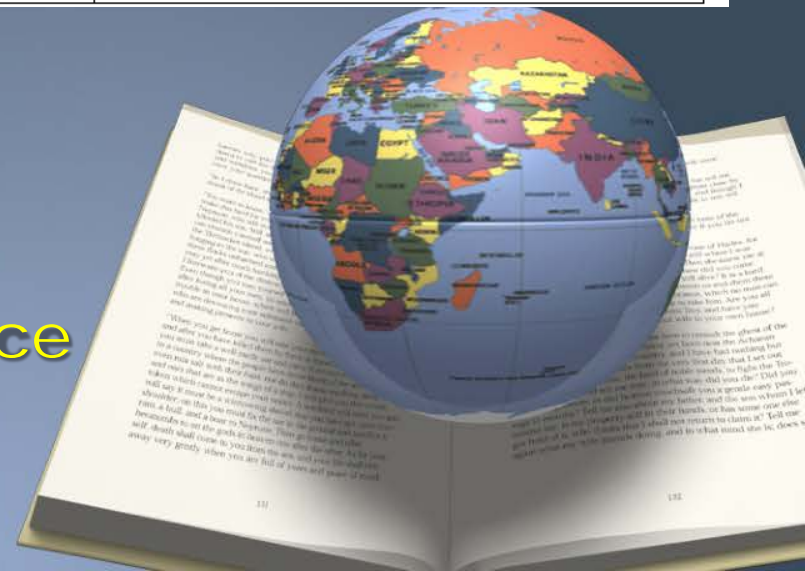


# Faculty Credentialing Examples

## What Does the Manual **NOT** Say?

Discipline Area		Economics		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
ECO ECS			X	Master's Degree in Economics OR Master's Degree and 18 graduate credit hours in Economics

- Dissertation in the field
- Peer-reviewed publication
- Previous teaching experience



# Faculty Credentialing Examples

## Real-Life Case #4

What do you think???

Faculty Credential:

**Degree:** Ph.D. in Material Physics

**School:** Sungkyunkwan University (Korea)

**Silny States:** Degree is the equivalent of the US degree of Doctor of Philosophy in Physics earned at a regionally accredited institution of higher learning in the US.

### Qualified to Teach:

- PHY Courses
- ECO Courses
- MAC Courses





# Faculty Credentialing Examples

## *Real-Life Case #5*

What do you think???

Faculty Credential:

**Degree:** M.S. in Theology

**School:** Southwest Baptist Theological Seminary



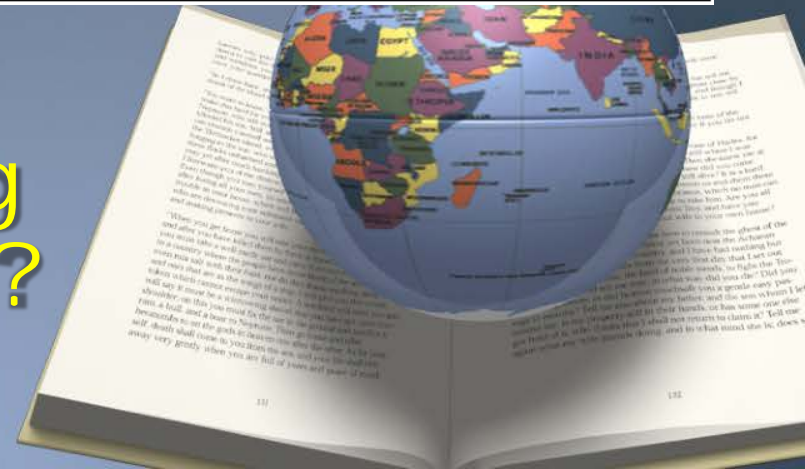


# Faculty Credentialing Examples

## What Does the Manual Say?

Discipline Area		Religion		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
REL			X	Master's Degree in Religion or Theology OR Master's Degree and 18 graduate credit hours in Religion or Theology

What about teaching Philosophy or Ethics?

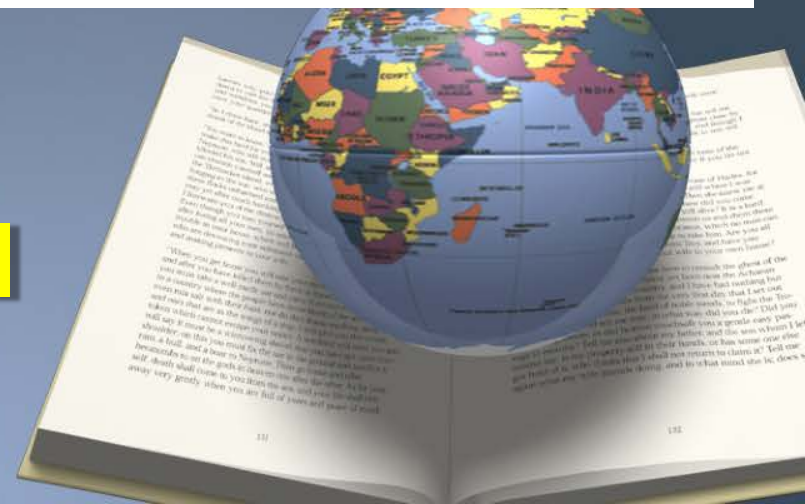


# Faculty Credentialing Examples

## What Does the Manual Say?

Discipline Area		Philosophy		
Course Prefix	Developmental (D)	Non-Transferable (UN)	Transferable (UT)	Requirements
PHI			X	Master's Degree in Philosophy OR Master's Degree and 18 graduate credit hours in Philosophy

**NO!**  
Cannot teach PHI  
courses



# Other Important Considerations to Become a BC Faculty

- English Language Skills
- Experience with or the ability to adopt American teaching styles
  - ✓ Rote memorization vs. critical thinking
  - ✓ Lecture focused vs. various instructional methods
  - ✓ Focus on student engagement and success
  - ✓ Utilizing multiple student assessments and techniques



# And Finally...

## Build a Strong Cadre of BC Qualified Faculty

- Faculty Staffing – A responsibility of each Center
- Always be ready with a back-up plan
- Have depth on your faculty roster
- BC can try to help, but we can't always come through



# THANK YOU !!

