CLAS Department PPS:
Terminal Degree Policy for Faculty Employment

The Counseling, Leadership, Adult Education and School Psychology Department (CLAS) consists of distinct academic fields and programs. Acceptable terminal degrees vary across these programs.

Adult Education (ADED) and Ph.D. in Education – Adult, Professional & Community Education (APCE): Appropriate terminal degrees are a Ph.D. or Ed.D. in Adult and Higher Education, Educational Human Resource Development/Adult Education, Adult Education, Curriculum & Instruction / Bilingual Education, Educational Leadership/ Adult Education, Adult Literacy, Human Development/ Adult Development, Teaching English to Speakers of Other Languages, Community Development, or Education Research Methods (for methods courses). Adult Education is an interdisciplinary field. Faculty who teach and publish in this field may hold degrees in psychology, sociology, anthropology, or business. Within these broader degree designations, the faculty member must have a record of research and publishing relevant to adult learning, adult development, or the education of adults.

Educational Leadership (EDCL) and Ph.D. in Education – School Improvement (SI): Appropriate terminal degrees are a Ph.D. or Ed.D. in Educational Administration, Educational Leadership, Educational Policy, Supervision, Curriculum & Instruction (with focus on C&I in Leadership or Teacher Leadership), J.D. (for education law courses), Educational Research Methods (for methods courses), or Educational Foundations. Please note that these degree titles differ by institution.

Professional Counseling (COUN): Appropriate terminal degrees are a Ph.D. or Ed.D. in Counseling, Counselor Education, or Counseling Psychology, Marriage & Family Therapy, or a Ph.D./ Psy.D. in one of several forms of psychology (Clinical, School, etc.). Regular Graduate Faculty must have earned doctoral degrees in counselor education, preferably from a CACREP accredited program, or have related doctoral degrees and have been employed as a full-time faculty member in a counselor education program for a minimum of one full academic year before July 1, 2013.

School Psychology (SPSY): Appropriate terminal degrees are a Ph.D., Ed.D., or Psy.D. degree in School Psychology or Counseling Psychology, Ph.D. or Psy.D. degree in Clinical Psychology, or a Ph. D. in Neuropsychology.

Student Affairs in Higher Education (SAHE): Appropriate terminal degrees are a Ph.D. or Ed.D. in Higher Education Administration, Higher Education, Student Affairs, College Student Personnel, Counseling and Personnel Services, Leadership Studies, Educational Administration, Educational Leadership, or Curriculum & Instruction; J.D. (for law courses); or any of the degrees listed above under Professional Counseling.
Because CLAS is an almost exclusively graduate department, faculty members without terminal degrees will not ordinarily be hired. Exceptions to this policy may occur under very unusual circumstances, such as the following:

1. The proposed faculty member is extraordinarily well-qualified in a special area of expertise holding a minimum of a master’s degree and licensure or certification in their specialty area. Such a person would be hired on a per course basis and only upon program faculty recommendation and concurrence by the department chair and appropriate deans.

2. The department has two undergraduate courses, including COUN 3320 Introduction to Counseling and Psychotherapy and SAHE 4178 Student Leadership in Higher Education. Each of these courses requires special expertise and experience and may occasionally be taught by persons with appropriate master’s degree and experience, including graduate instructional assistants. In the case of SAHE 4178, Housing & Residential Life employees/staff are appropriate instructors. Approval is needed by program faculty and the department chair.

3. Individuals serving on dissertation or thesis committees will hold an appropriate terminal degree associated with their field, recognizing that at times external committee members are selected in order to establish interdisciplinary expertise on the committee. An expert practitioner may teach and/or serve on a committee, but no more than one practitioner may serve on a committee.

4. In all cases, Academic Affairs PPS 7.02 Faculty Hiring will be strictly adhered to.

Certification Statement

CLAS Department Voting Faculty reviewed and approved this PPS by majority vote on January 28, 2015:

PC Representative:  
[Signature]

Date: 2/3/15

Approve:  
Chair, Department of Counseling, Leadership, Adult Education & School Psychology

Date: 2/3/15