

# ***School of Social Work at Texas State University***

## **Policy on Employing Faculty without Terminal Degrees**

### **Preface**

The School of Social Work intends for this policy to be consistent with the College of Applied Arts Policy Statement on Employment of Faculty without Terminal Degrees. Any contradictions between the two policies should be resolved in favor of the Applied Arts policy.

### **Terminal Degree**

The terminal degree for social work **practice** is the Masters of Social Work, and we require our Social Work faculty who teach social work practice courses to hold the MSW. The terminal degree for social work **education** is the earned doctorate in social work or social welfare (usually a Ph.D., though some universities grant the Doctor of Social Work). Because we are an interdisciplinary field, we also will consider the earned doctorate in related human-serving and social science fields, such as: education, psychology, sociology, health, leadership, public administration, child and family studies, anthropology, nursing, research, statistical methodology, or computer science. This is not an exhaustive list of degrees; there may be other degree titles that are appropriate for social work faculty.

All Texas State job ads announcing tenure-track social work faculty positions specify that applicants must hold the doctorate. In accordance with Council on Social Work Education accreditation, faculty who teach social work practice courses must demonstrate they have at least two years post-masters professional experience in the field of social work.

### **Hiring Faculty to Teach Graduate Courses or Undergraduate Courses**

Our faculty tend to teach across both undergraduate and graduate curricula, and the criteria listed above apply to faculty regardless of whether they teach at the graduate or undergraduate levels. Unless the clinical faculty or lecturer is uniquely qualified in a specific subject matter, or unless the School experiences some emergency situation in which a doctorally-qualified faculty member is unavailable, clinical faculty or lecturers are more likely to teach undergraduate courses than to teach graduate courses.

### **Hiring Faculty without the Doctoral Degree**

In accordance with the guidelines of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and the Council on Social Work Education (CSWE), the School may hire non-tenure track faculty without the doctoral degree to teach courses for which they are specifically qualified.

#### **1) What is the process for determining alternate credentials?**

Alternate credentials are not accepted.

#### **2) Specific acceptable alternate credentials**

Alternate credentials are not accepted.

#### **3) Acceptable related licensures**

We do not require a license. There is no requirement by the Council on Social Work Education (CSWE) for social work faculty to be licensed. The only requirement stated by CSWE is that the faculty teaching practice must hold an MSW degree with 2 years post-masters practice experience.

**4) The level of honors or awards that are acceptable**

No honors or awards will satisfy the minimum requirements of holding the required credentials for employment.

**5) Any areas exempt from hiring faculty with less than terminal degrees**

The doctorate is the terminal degree for tenure-track social work educators.

**Degree Required for Graduate Assistants Teaching Lower-Division Courses**

The School does not employ GAs as teachers of record for any courses.

**Evaluating Faculty Who Do Not Hold the Doctoral Degree**

The School Director and the Personnel Committee evaluate all faculty annually, whether those faculty do or do not hold the doctoral degree, using School evaluation instruments and procedures.