

Nashville State Technical Community College
Minimum Qualifications for Faculty Teaching English as a Second Language Courses

NSCC uses SACS faculty qualification guidelines as one basis for identifying campus standards for hiring faculty members. The SACS *Criteria*, which were in effect until January 1, 2004, provided that "Faculty members who teach in remedial programs must hold a baccalaureate degree in a discipline related to their teaching assignment and have either teaching experience in a discipline related to their assignment or graduate training in remedial education."

The SACS *Principles of Accreditation*, in effect since January 1, 2004, give institutions both more flexibility and more responsibility for justifying and documenting faculty qualifications. The Principles provide that "The institution employs competent faculty members qualified to accomplish the mission and goals of the institution. When determining acceptable qualifications of its faculty, an institution gives primary consideration to the highest earned degree in the discipline... For all cases, the institution is responsible for justifying and documenting the qualifications of its faculty." The *Principles* do not include specific guidelines for English as a Second Language (ESL) faculty. Rather, it is the institution's responsibility to adopt its own standards, justify those standards, and document compliance with them.

The NSCC Promotion Policy specifies the minimum qualifications for faculty teaching college-level courses. The purpose of this document is to specify minimum qualifications for faculty teaching English as a Second Language courses. A matrix relating qualifications to specific course outcomes is required for any faculty member whose qualifications are based on other than the academic degree.

ESOL Courses:

A baccalaureate degree in Teaching English as a Second Language or a related field, a baccalaureate degree with 18 graduate hours in TESL/TEFL, a baccalaureate degree with additional TESL/TEFL certification, or a baccalaureate degree with significant relevant work experience is required. Related work experience, continuous documented excellence in teaching, or other demonstrated achievements related to the teaching area may be considered. A master's degree in TESL/TEFL or a related field is preferred.

DSP ESL Sections:

A baccalaureate degree in Teaching English as a Second Language or a related field, a baccalaureate degree with 18 graduate hours in TESL/TEFL, a baccalaureate degree with additional TESL/TEFL certification, or a baccalaureate degree with significant relevant work experience is required. Related work experience, continuous documented excellence in teaching, or other demonstrated achievements related to the teaching area may be considered. A master's degree in TESL/TEFL or a related field is preferred.