3.7.1

Faculty: Faculty competence

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. The institution also considers competence, effectiveness, and capacity, including, as appropriate, undergraduate and graduate degrees, related work experiences in the field, professional licensure and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements that contribute to effective teaching and student learning outcomes. For all cases, the institution is responsible for justifying and documenting the qualifications of its faculty. (See Commission guidelines "Faculty Credentials.")

Judgment

☑ Compliant   ☐ Non-Compliant   ☐ Not Applicable

Compliance Report Narrative

Note: Text for all linked documents below can be increased/decreased for ease of reading by pressing your keyboard's Ctrl key while rotating the mouse wheel.

Angelo State University employs competent faculty members who are qualified to accomplish the institution's mission and goals. In determining whether a potential faculty member has acceptable qualifications, various types of evidence may be considered; however, the possession of the terminal degree in the discipline is most heavily weighted in that determination. Other types of evidence may include undergraduate and graduate degrees, graduate coursework, relevant work experiences, professional licensure and certifications, publications, honors and awards, documented excellence in teaching, and/or other demonstrated competencies and achievements that contribute to effective teaching and the achievement of student learning outcomes. Sole responsibility for the accumulation and maintenance of evidentiary data supporting the qualifications of faculty rests with ASU.

The ASU mission governs the type of faculty employed, including the number and distribution of full-time faculty members, as outlined in Core Requirement 2.8, Faculty. ASU's core values related to faculty qualifications are also reflected in the institutional mission, which states that the university strives for a "learning-centered environment distinguished by its integration of teaching, research, creative endeavor, service, and co-curricular experiences." The implication of this statement for faculty recruitment and employment is that ASU faculty must be well-rounded in all aspects of the practice of academia, not just teaching and research. All faculty are expected to contribute to the health of the university through these various channels. In addition, the mission statement says that "ASU prepares students to be responsible citizens and to have productive careers," suggesting that faculty are not only expected to expertly deliver the content of their various disciplines, but also to support and develop the students as people and citizens.

In fall 2011, 66.5 percent of ASU's faculty held the terminal degree in their discipline; in spring 2012, 66.0 percent of ASU's faculty held the terminal degree in their discipline. In disciplines such as the fine arts where professional associations have designated degrees other than the doctorate as terminal degrees, faculty are expected to hold the terminal degree in their field. For instance, the Masters of Fine Arts degree is considered the terminal degree in the fields of studio art and theatre.

APPOINTMENTS TO THE FACULTY

ASU's policies and procedures for hiring faculty are defined in ASU OP 06.04, Appointments and Reappointments to the Faculty. Qualifications of prospective faculty members are reviewed by department-level search committees in accordance with discipline-specific standards established by each college. The Office of the Provost and Vice President for Academic Affairs (PVPAA) monitors this process to ensure that all faculty at ASU are appropriately qualified. The credentials and qualifications of all ASU faculty for the 2011–2012 academic year are listed in the attached Faculty Roster. The roster includes all faculty members, regardless of rank or type, who are officially designated as instructors of record.

The Office of Human Resources maintains files on tenured and tenure-track faculty, including their original transcript(s). Foreign transcripts sometimes include translations provided by the degree-granting institution. When they do not, the Office of the PVPAA has them translated by a credential service, such as International Academic Credential Evaluators, Inc. The Office of the PVPAA and the appropriate college dean's office also keep files containing transcripts and other documents related to hiring decisions. Additionally, the Office of the PVPAA and the various academic departments maintain files on other

faculty-related information, such as annual reviews and peer reviews. The Office of the PVPAA also possesses reports of faculty performance in teaching, research, and service along with updated curricula vitae (CVs). The reports of faculty performance include reports from tenure and promotion decisions, periodic performance evaluations, and the post-tenure reviews that are conducted every six years following the granting of tenure (see Comprehensive Standard 3.7.2, Faculty evaluation, for more information about the different types of faculty reviews). In addition, all non-tenure track faculty have a file in the appropriate department and the college dean's office. In accordance with institutional policy, graduate student teaching assistants (TAs) in each department must be supervised by a faculty member in the discipline (ASU OP 42.03, Graduate Students Employed as Teaching Assistants, Graduate Assistants, and Graduate Research Assistants). That faculty member is ultimately responsible for the evaluation of the TAs, while the department head is responsible to the college dean for the TAs' performance. TAs are evaluated using the same class evaluation procedures that are used for regular faculty, and documentation of these evaluations is available in the department, in the college office, and in the Office of the PVPAA. Additionally, as a result of Texas House Bill 2504, all faculty teaching at public institutions in the state of Texas must publish current CVs to the university web servers, making the CVs accessible to students and the general public at all times.

Tenured and Tenure-Track Faculty

More than 57 percent of all faculty at ASU are tenured or tenure-track. Tenure is expected to be obtained at the end of the sixth year of service, and tenure may not be granted at the assistant professor rank (ASU OP 06.23, Tenure and Promotion Standards and Procedures). In fall 2011, 35.1 percent of the tenured and tenure-track faculty were full professors, 25.7 percent were associate professors, and 39.1 percent were assistant professors. In spring 2012, 36.7 percent of the tenured and tenure-track faculty were full professors, 25.1 percent were associate professors, and 38.2 percent were assistant professors. The faculty recruitment process, as defined in ASU OP 06.04, Appointments and Reappointments to the Faculty, is handled at the department level, and all faculty hires must be made in accordance with the university's policies governing equal employment opportunity and affirmative action (ASU OP 52.15, Equal Employment Opportunity and ASU OP 16.01, Affirmative Action Plan). Prior to finalizing a faculty hire, the prospective faculty member's credentials must be fully documented, including transcripts for the terminal degree and documentation for any alternative qualifications. All documentation must be verified at the department, college, and university levels, with the Office of the PVPAA overseeing and safeguarding the faculty appointment process. Once hired, tenured and tenure-track faculty must maintain a consistent record of teaching effectiveness, research productivity, and service. For more information on faculty evaluations, see Comprehensive Standard 3.7.2, Faculty evaluation.

Full-Time Non-Tenure Track Faculty

Full-time non-tenure track (NTT) faculty at ASU are designated as "teaching faculty" at the rank of instructor. Full-time NTT faculty members receive yearly contracts that are renewable at the discretion of the department chair and the college dean. Some NTT faculty may also perform administrative functions, such as supervising social-work internships.

As noted in the narrative for Comprehensive Standard 3.7.2, NTT faculty are subjected to detailed evaluations of their job performance. Department chairs or program directors are responsible for hiring qualified NTT faculty for the available positions each semester. All faculty, including NTT faculty, must have their credentials verified, including their transcripts, upon appointment as a faculty member. This verification is conducted through the department, the college dean, and the Office of the PVPAA. Documents used to verify faculty qualifications are available in the Office of the PVPAA.

Part-Time Faculty

The total number of ASU faculty members in fall 2011, including part-time faculty and 23 teaching assistants, was 360. Of these, 33.9 percent were tenured faculty, 22.2 percent were tenure-track faculty, 37.5 percent were NTT faculty, and 6.4 percent were TAs. In fall 2011, no tenured faculty at ASU held part-time (less than 100 percent) appointments. In that semester, ASU had 65 part-time NTT faculty, excluding graduate students; in spring 2012, it had 85 part-time NTT faculty. These lecturers are hired on a semester-by-semester basis for specific courses, although they may teach consecutive semesters, and they are designated as teaching faculty. All part-time faculty teaching courses must have their credentials verified by their department chair or program director, college dean, and the Office of the PVPAA. Again as noted in the narrative for Comprehensive Standard 3.7.2, part-time faculty are subjected to detailed evaluations of their job performance. Documents used to verify qualifications of part-time faculty are available in the Office of the PVPAA as well as in individual department offices.

Graduate Teaching Assistants

Graduate students who conduct classes are classified as teaching assistants (TAs). They are typically selected by the faculty of the department in which they will serve. Graduate students holding the TA title

may assist faculty in classes and may also conduct a lower-level course independently. These students participate in training at the department level before they assume their duties and have full access to the teaching support resources that other faculty have.

Graduate students appointed as teaching assistants must have at least 18 hours toward a master's degree. TAs may teach selected lower-division classes or supervise laboratories with proper guidance and supervision from a faculty member to ensure quality instruction. In fall 2011, 13 graduate students served as instructors of record for certain lower-division undergraduate classes. Credentials of TAs are documented at the department level and verified by the college dean's office and the Graduate School. Like other faculty, graduate students holding a teaching assistantship must have their credentials reviewed and approved before assuming their duties. Finally, TAs are evaluated by students in the same manner that other faculty are evaluated, using the Individual Development and Educational Assessment (IDEA) Student Ratings of Instruction system outlined in Comprehensive Standard 3.7.2.

GUIDELINES FOR FACULTY QUALIFICATIONS

In general, ASU adheres to the SACS Faculty Credentials Guidelines when hiring and assigning courses to instructors. Almost every program features a large percentage of terminally degreed faculty, in some cases extending to 100 percent of the semester credit hours taught in the program. Even in nursing, which as a field has a relative shortage of terminally degreed individuals, ASU's percentage of course hours taught by terminally degreed faculty remains above the SACS minimum requirement of 25 percent (Comprehensive Standard 3.5.4, Terminal degrees of faculty).

In Column 3 of the Faculty Roster, degrees and majors are listed as they appear in the faculty members' transcripts. Because specific majors are not always identified in transcripts, the fields of study, emphases, or concentrations are also included in column 3, immediately under the appropriate degree, as self reported by faculty in their CVs. It should be noted that not all faculty report a major or field of study that is different from the one identified on their transcripts. The more specific information is included to further clarify the institution's rationale for assigning certain classes to faculty within particular teaching fields.

Health and Education Related Fields

For faculty in fields related to health and education, the information in the Faculty Roster regarding their certifications and licenses was taken directly from faculty self-reporting on CVs and information from department heads. The inclusion of this information reflects the significance of relevant state and national licensures and certifications in these fields, even when a faculty member possesses an appropriate terminal degree. The Department of Nursing and Rehabilitation Sciences is the only department that employs Clinical Assistant Professors. These NTT positions are analogous to lecturers and instructors in other departments across campus.

The Department of Nursing and Rehabilitation is also the only department that offers an associate's degree—the Associate of Applied Science in Nursing (AASN). This degree is being phased out, and ASU accepted its last cohort of students for this degree program in fall 2011. Because classes in this program are at the associate's level, a lower threshold of academic qualifications is accepted for faculty teaching in the program. During academic year 2011–2012, two faculty members who did not possess a completed master's degree taught registered nursing (RNSG) courses.

Security Studies

The Department of Security Studies and Criminal Justice is the result of the merging of Criminal Justice, formerly part of the Department of Government, with several newly created programs in Security Studies in 2011. The new department began offering several newly designed degrees in fall 2011, including the following:

Bachelor's degrees

- Bachelor of Security Studies (BSS) in Border and Homeland Security
- Bachelor of Border Security (BBS)
- Bachelor of Arts in Criminal Justice (BA)
- Bachelor of Science in Criminal Justice (BS)
- Bachelor of Security Studies (BSS) in Culture and Security Studies
- Bachelor of Cultural Competence and Security Studies (BCCSS)
- Bachelor of Cultural Fluency and Security Studies (BCFSS)
- Bachelor of Security Studies (BSS) in Intelligence, Security Studies, and Analysis

Master's degrees

- Master of Science (MS) in Border Security

- Master of Science (MS) in Criminal Justice
- Master of Security Studies (MSS) in Security Studies
- Master of Security Studies (MSS) in Intelligence, Security Studies, and Analysis

These programs are unique in content, organization and methodology, and/or delivery (distance learning/online). Although the criminal justice program is not unique in and of itself, approximately 60 percent of the criminal justice courses are cross-listed with courses in border security (CJ-BOR courses), making ASU's criminal justice program uniquely qualified to assist students in learning about the globalized nature of crime and how to fight it. Because these programs deal with real-world problems and have many non-traditional students (e.g., US Department of Defense, Department of Homeland Security, and law enforcement personnel), the faculty for these programs were hired based on not only scholarly excellence but also life experience. As of spring 2012, the 13 full-time faculty in the department possess 121 combined years of military experience, 51 combined years of law enforcement experience, and 10 years of nongovernmental organization and diplomatic experience, as shown in Column 4 of the Faculty Roster.

Computer Literacy

The general education core curriculum at ASU currently includes a computer literacy requirement of three semester credit hours (Core Requirement 2.7.3, General education). Courses in computer literacy are distributed among the four undergraduate colleges and are assigned to qualified instructors in the various departments. ASU does not require specialized training in computer science to teach these courses. The emphasis of each course differs according to the department and the computer literacy needs of professionals in the various fields of study. The following courses are computer literacy courses for the purposes of the core curriculum:

- AGEC 1351/AGRI 1309 Fundamental Economic/Financial Analysis
- ASCI 1351/ AGRI 1309 Introduction to Microcomputer Applications
- BCIS 1305 Business Computer Applications
- COMM 2345 Multimedia Development and Design
- CS 1301 Computer Literacy
- CS 1341 Fundamentals of Programming
- CS 1351 Java Programming
- CS 1361 Computer Science I
- CS 1371 Introduction to Computer Game Development
- ED 2323 Introduction to Computer Technology
- CAM/MATH 1351 Mathematical Technology
- MM 2345 Multimedia Development and Design
- MUS 2353 Electronic Music
- NUR 2338 Computer Applications for Health Care Professionals
- TH 2345 Computer Applications for the Theatre
- USTD 2323 Fundamentals of Computer Usage

Off Site Team Comments

Based on the summary of faculty qualifications provided in the Faculty Roster, the Off-Site Review Committee identified faculty members whose credentials do not seem to qualify them for the courses they are assigned to teach: College of Business, six faculty members; College of Education, three faculty members; one faculty member in Health and Human Services, and three faculty members in Arts and Sciences. The On- Site Committee should compare faculty credentials to course content and should verify credentials for a sample of faculty in each discipline.

University Response

The Off-Site Reaffirmation Committee listed a total of 15 faculty members with insufficiently documented qualifications. Further justifications of 14 of these are provided in columns 3 and 4 which show they are completely qualified to teach the courses assigned to them. One faculty member listed by the review committee is not ASU faculty.

The names of the 14 faculty in question are arranged in the same college and program order in which they appeared in the original roster. Notes and further justifications for these faculty members are provided in columns three and four. Links to Curriculum Vitas (linked from the person's name) and transcripts are provided below. All transcripts have been purged of birth dates and Social Security numbers.