

Faculty Credentials

AWC seeks faculty who are diverse, adaptable, collaborative, motivated, creative, and dedicated to fostering our learning centered culture. We seek faculty who are skilled in designing learning activities that encourage higher order thinking and performance and measuring their outcomes.

Our goal is for 100% of the faculty to have a graduate degree and work experience appropriate for the area in which they teach.

These are the minimum credentials for all AWC faculty teaching credit courses.

Courses which transfer for credit toward a baccalaureate degree	Master's in the teaching field or Master's with 18 graduate hours in the teaching field.
Career and special interest courses not for transfer	Associate degree, certificate, or licensure at the level being taught and 3 years of related work experience may be substituted for a baccalaureate degree
English as a Second Language	A Bachelor's degree with course emphasis in the content area to be taught
Developmental Courses	A Bachelor's degree with course emphasis in the content area to be taught

Credits and degrees shall be earned from a regionally accredited institution and shall be documented with official transcripts. Certificates and licensures shall be from professionally recognized entities. Degrees and credits earned from a foreign institution shall be evaluated, at the applicant's expense, for equivalency to credits earned in an accredited institution by an evaluation agency designated by the College.

New faculty shall complete a course on the community college within 24 months of their employment. The course shall address the following competencies and shall be of such length and rigor as to warrant the awarding of three semester credit hours:

- a. history of the community college
- b. philosophy/mission/purpose of the community college
- c. governance and organizational structure of the Arizona community colleges
- d. current community college issues
- e. student characteristics and student services
- f. financing Arizona community colleges
- g. teaching, learning, & assessment of student learning outcomes
- h. curriculum
- i. community college faculty characteristics and roles.

A person who has successfully completed a community college course at another college shall be exempt from taking this course by submitting an official transcript at the time of employment.

The Chief Academic Officer may approve exceptions to the minimum credentials for faculty in instances where an individual has strong qualifications for teaching and the College has been unable to secure a faculty member with minimum credentials. The Chief Academic Officer may approve employment of faculty with less than minimum credentials with a development plan to achieve the appropriate credentials within a set period of time.