



## PROCEDURE

### **Terminal Degree Equivalency for Appointment to the Faculty**

Procedure Administrator: Associate Provost  
Authority: N.J.A.C. 9A:1-1.8, N.J.A.C. 9A:1-3.2  
Effective Date: December 15, 1975; December 11, 2013  
Index Cross-References: Policy II-73  
Procedure File Number: 2060  
Approved By: Herman J. Saatkamp, Jr., President

### PROCEDURE:

- A. **Terminal Degree Qualification.** Any appointment to the senior professorial ranks of Associate Professor, Professor, or a reappointment conferring tenure, requires the possession of an earned doctorate or other appropriate terminal degree in the field appropriate to the rank/title, or training and/or experience which the University judges as an appropriate substitution for an advanced degree. Promotion from the rank of Instructor to that of Assistant Professor or appointment to that rank requires the possession of the terminal degree in the field appropriate to the rank/title. The requirement for terminal degree qualification is usually met by possession of an earned doctorate in an appropriate field of study from a regionally accredited or an internationally recognized institution of higher learning.

While there are recognized doctorates in all of the academic disciplines taught at Stockton University ("Stockton"), in some cases degrees other than the doctorate may be recognized in specific fields as appropriate terminal degrees. Further, some kinds of distinguished, professional attainment may represent acceptable substitutions for terminal degrees. This procedure sets forth the conditions under which degrees other than the doctorate will be accepted as terminal, or when professional attainment and/or training will be accepted as substitutions for a terminal degree.

1. Degrees and/or Certifications Considered as Terminal

The Provost, in consultation with the appropriate school dean, may determine that in a particular field a degree other than a doctorate can be considered the terminal degree, provided that the individual in question will be teaching in a discipline related to that degree. In some cases the Provost may require that the degree be combined with a professional certification related to the discipline taught. These judgments may take into account national norms, accreditation standards, and Stockton's needs.

2. Degrees Plus Experience In Substitution For a Terminal Degree

The Provost may designate particular fields in which the holder of a specific master's degree who has also had at least five years of significant experience in the respective professional field prior to appointment at Stockton may be considered as having experience which may be accepted as a substitution for the terminal degree requirement. This determination regarding any individual will be made by the Provost in consultation with the school dean at the time of initial appointment to the faculty or as promptly thereafter as the candidate presents evidence for review.

3. Other Substitutions For a Terminal Degree

- a. Individuals whose qualifications do not fit any of the aforementioned categories may possess professional experience, attainment, and/or training which may represent a substitution for an appropriate terminal degree. The determination of whether the above factors shall be considered as having such value shall be made by the President at the time of initial appointment.
- b. In all cases where evaluation of terminal degree substitution is made, the University may seek the advice of a recognized person or persons in the same career/professional area, and/or the advice of an ad hoc committee established to evaluate the level of professional achievement. Such individuals and/or ad hoc committee members, either from within or without the college, will be selected/designated by the President.

## B. Minimum Qualifications

1. It should be clear that all statements contained in the foregoing procedure refer to minimum qualifications. Possession of such qualifications does not guarantee appointment to a given rank, reappointment, or promotion.
2. The procedure and the policy on which it is based do not alter the standards or procedures for reviewing, evaluating, and recommending faculty for appointment, reappointment, tenure, or promotion as provided in the University's Policies and Procedures.

### Approval History:

	Date
Deans' Council	5/15/12
Provost	9/14/13
President	11/15/13