



ADMINISTRATIVE POLICY

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## REQUIREMENTS FOR PROFESSIONAL EMPLOYEES

Full-time and regular part-time Professional Employees, as defined by the Agreement between Pratt Community College and the Pratt Higher Education Association, must meet the following requirements no later than the end of the last year of the employee's probationary period.

- a. Non-Technical Academic Faculty: Should possess either (a) master's degree with 18 graduate credit hours in the discipline or subfield, &/or (b) master's degree in one content area but has additional 18 graduate credit hours in another discipline or subfield, &/or (c) a terminal degree within a discipline or closely related field in which they are teaching, &/or (d) be on a professional development plan in order to come into compliance with regulations established by the Higher Learning Commission.
- b. Career & Technical Education Faculty: Should possess either (a) master's degree with 18 graduate credit hours in the discipline or subfield, and/or (b) valid/current industry-recognized credential for the career/technical field, and/or (c) industry experience with a minimum two years' work in the career/technical field, and/or (d) be on a professional development plan in order to come into compliance with regulations established by the HLC.

When a position is vacated, a qualified replacement will be sought. In selected cases of critical need, the administration is authorized to substitute demonstrated skill and experience in teaching or in the technical field for educational credentials. This is subject to an agreement that the professional employee begins work to satisfy credentialing requirements.

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