

IV.11 TERMINAL DEGREE REQUIREMENTS

For each field, the university specifies the applicable terminal degree. Faculty hired to fill permanent positions who do not already hold the applicable terminal degree will have a statement in their first-year contracts specifying the academic degree they will normally be expected to achieve in order to be considered for tenure and promotion. If the degree held is other than the university's specified terminal degree, the contractual statement will be considered a permanent waiver of the otherwise applicable degree requirement.

Every effort will be made by search committees and the administration to fill faculty openings with people who have met the normal terminal degree requirements. In those cases where this is not possible due to, for example, prevailing conditions in the academic marketplace, a search committee can nominate a person for a permanent position with academic training less than that specified as the terminal degree. In such cases the faculty and administration will do all that is possible to foster the progress of the appointee toward the attainment of the terminal degree.

Except where the university's specified terminal degree is waived by the kind of contractual statement referred to above, holding the specified terminal degree will be a factor in all tenure decisions and all promotion decisions. The specified terminal degree will normally be required for tenure. For promotion, those faculty who have been notified that the terminal degree is necessary will not normally be promoted without it. Exceptions may be made in cases of unusual contributions to scholarship, teaching, and service. Even for those not so notified, other criteria must be particularly well demonstrated for promotion.

The terminal degree requirements by field are as follows:

Anthropology	Ph.D.	Other	Ph.D.
Art:		English as a Second Language	M.A. in ESL
Art History	Ph.D. or Ed.D.	Global Languages and Cultural Studies	Ph.D.
Studio	M.F.A.	Health, Human Performance, and Athletics:	
Biology	Ph.D.	Human Performance	Master's degree through 2003; Ph.D., Ed.D.,
Business:			or Dr. P.H. thereafter
Accounting	M.B.A or accounting discipline-	Health Education	Master's degree through 1996; Ph.D., Ed.D.,
specific master's	degree and C.P.A.		or Dr. P.H. thereafter
Other Areas of Business	Ph.D. or D.B.A.	Athletic Training	Master's degree
Business Law	J.D.	History	Ph.D.
Chemistry	Ph.D.	Journalism and Media Studies:	
Economics	Ph.D.	Journalism, Public Relations,	Ph.D., or M.A. with significant
Education	Ph.D. or Ed.D.	non-teaching	experience
English:		Broadcasting	Library Faculty
Creative Writing	M.F.A.		M.L.S.
		Mathematics and Computer Science	
		Mathematics	Ph.D.
		Computer Science	Ph.D. in Computing Science or
		Ph.D. in related	field plus either an M.S. in
		Computer Science or	equivalent experience
		Music	Ph.D., Ed.D., D.M.A, D.A.,D.M.
		Nursing	Master's degree in nursing
		through 2004-05;	doctorate in nursing or related
		field thereafter	
		Philosophy	Ph.D.
		Physics	Ph.D.
		Political Science	Ph.D.
		Psychology	Ph.D.
		Sociology	Ph.D.
		Religious Studies	Ph.D. or Th.D.
		Theatre and Communication Arts:	
		Communication Arts	Ph.D.
		Theatre: History and Criticism	Ph.D.

Acting and Directing non-teaching	Ph.D., or M.F.A. with significant experience
Theatre Design	M.F.A.
Technical Theatre	M.F.A.