

# EDUCATIONAL REQUIREMENTS FOR TENURE

Western Illinois University

2010-2015

The education requirements for tenure at Western Illinois University are:

- The highest appropriate degree of a particular academic area or discipline must be earned before tenure is granted to an employee, or the employee must be granted tenure by exception.
- **In some cases, the educational requirements for tenure may not be the same as the degree requirements for promotion. Promotion to Associate Professor and Professor require the terminal degree or by exception.**
- The highest appropriate degree (or Master's plus 30 semester hours in specified cases) must be earned from an accredited institution in an academic area appropriate to the department/unit or meet departmental/university needs as determined in writing by the Vice President for Academic Affairs.

In the College of Arts and Sciences, the highest appropriate degrees are:

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| <b>African American Studies</b>          | Earned doctorate or the equivalency in the relevant area of academic training  |
| <b>Biological Sciences</b>               | Earned doctorate   |
| <b>Chemistry</b>                         | Earned doctorate   |
| <b>English and Journalism</b>            |  |
| Journalism                               | Ph.D. or other terminal degree in Journalism related field or Masters degree in Journalism; or a related field with significant experience in the Journalism related field |
| English/Professional Writing             | Earned doctorate   |
| Creative Writing                         | Earned doctorate or MFA in Creative Writing  |
| <b>Foreign Languages and Literatures</b> | Earned doctorate   |
| <b>Geography</b>                         | Earned doctorate   |
| <b>Geology</b>                           | Earned doctorate   |
| <b>History</b>                           | Earned doctorate in History or in an area relevant to the faculty member's specialization  |
| <b>Mathematics</b>                       | Earned doctorate   |
| <b>Nursing</b>                           | Ph. D.; D.N.D; or Ed. D.   |

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| <b>Philosophy and Religious Studies</b> | Earned doctorate                             |
| <b>Physics</b>                          | Earned doctorate in Physics or related field |
| <b>Political Science</b>                | Earned doctorate                             |
| <b>Psychology</b>                       | Earned doctorate                             |
| <b>Sociology/Anthropology</b>           | Earned doctorate                             |
| <b>Women's Studies</b>                  | Terminal degree in discipline of training    |

In the **College of Business and Technology**, the highest appropriate degrees are:

**Accounting & Finance**

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| Tax Accounting             | Ph. D. in Business Administration with emphasis in accounting; or a DBA with a major emphasis in accounting; or a combination of graduate degrees in law and accounting   |
| Accounting all other areas | Ph. D. in Business Administration with emphasis in accounting; or a DBA with a major emphasis in accounting; or a doctoral degree in business other than accounting and sufficient professional development in accounting |
| Finance                    | Earned doctorate  |

**Agriculture**

Earned doctorate or terminal degree

**Computer Sciences**

Earned doctorate in Computer Science, Information Systems, or a related discipline

**Economics & Decision Sciences**

Earned doctorate in Economics or a related field

**Engineering**

Earned doctorate from an EAC-ABET accredited institution

**Engineering Technology**

Earned doctorate in Engineering Technology, Industrial Technology, Engineering, or a related field

Graphic Communication

MFA with an emphasis in Graphic Design

Construction Management

Earned doctorate in Architecture, Construction Management, Civil Engineering, or a related field

**Management & Marketing**

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| Business Law    | Earned J.D. or L.L.B. from AACSB accredited university or equivalent |
| All other areas | Earned doctorate   |

In the **College of Education and Human Services**, the highest appropriate degrees are:

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| <b>Counselor Education</b>                              | Earned doctorate  |
| <b>Curriculum and Instruction</b>                       |   |
| LLA area  | MLS plus 1 additional Masters degree                              |
| All other areas   | Earned doctorate  |
| <b>Dietetics, Fashion Merchandising and Hospitality</b> | Earned doctorate  |
| <b>Educational and Interdisciplinary Studies</b>        | Earned doctorate  |
| <b>Educational Leadership</b>                           | Earned doctorate  |
| <b>Health Sciences</b>                                  |   |
| Health Services Management                              | Masters plus 30 semester hours of additional graduate course work |
| All other areas   | Earned doctorate  |
| <b>Instructional Design and Technology</b>              | Earned doctorate  |
| <b>Kinesiology</b>                                      | Earned doctorate  |
| <b>Law Enforcement and Justice Administration</b>       | Earned doctorate or appropriate terminal degree                   |
| <b>Recreation, Park and Tourism Administration</b>      | Earned doctorate  |
| <b>Social Work</b>                                      | Earned doctorate or masters degree with 2 years post MSW practice |

In the **College of Fine Arts and Communication**, the highest appropriate degrees are:

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| <b>Art</b>  | Terminal degree in area of teaching specialty   |
| Art Education   | Ph. D. or Ed. D.  |
| Art History   | Earned doctorate  |
| Studio Media and Design   | M.F.A.  |
| <b>Broadcasting</b>   |   |
| Radio and Television Broadcasting<br>Production and/or Direction<br>Broadcast Performance | Masters degree plus 30 semester hours<br>of graduate work in area of specialization   |
| <b>Communication</b>  | Earned doctorate  |
| <b>Communication Sciences and<br/>Disorders</b>   | Earned doctorate or Masters degree plus<br>C.C. and 10 years clinical experience and 50<br>hours ASHA approved continuing education |
| <b>Music</b>  |   |
| Performance, Music Business<br>And Music Therapy  | M.F.A. or Master's plus 30 sh of<br>graduate work in appropriate area   |
| All other areas   | Earned doctorate  |
| <b>Theatre</b>  |   |
| Performance   | Ph. D., M.F.A. or Master's plus 30 sh of<br>graduate work in appropriate area   |
| Dance   | M.F.A.  |
| All other areas   | Earned doctorate  |
| <b><u>Library</u></b>   | M.L.S. and additional advanced or prof.<br>degree or M.L.S. with 6th year specialist<br>degree in librarianship                     |
| <b><u>Counseling Center</u></b>   | Masters plus 30 sh in counseling or a<br>related professional discipline or<br>Master of Social Work                                |
| <b><u>Illinois Institute for Rural Affairs</u></b>  | Earned doctorate  |