

General Studies

Faculty Minimum & Preferred Hiring Guidelines

NWTC is looking for people

- ... who are passionate about the work they do and have the desire to inspire students and transform lives.
- ... who embrace the NWTC Values: Customer Focus, Everyone Has Worth, Passion and Inspiration, Creativity and Innovation, Collaboration, Emotional Intelligence, Results and Accountability, Valuing Talent and Well Being, and Ethics.
- ... who are INDUSTRY/OCCUPATIONAL experts.

Program (Subject Area)	Minimum Educational Requirement	Preferred Educational Requirement <i>(Benefit Eligible Faculty are expected to have or obtain preferred degree)</i>
Anatomy & Physiology	Master's degree in Anatomy & Physiology OR a Master's degree with at least 18 graduate credits in a combination of the qualifying subfields that provide a foundation in the specific subject matter being taught. If the Master's Degree is in in a related subfield, the transcripts must identify at least 9 graduate credits in Anatomy & Physiology (i.e., the instructional discipline) and another 9 graduate credits in the related discipline.	Master's Degree in Biology with 12 graduate level credits in Biology/Anatomy and Physiology OR Master's Degree in Biology or Doctor in Medicine, Chiropractic Medicine, Dental Science
Biology	Master's degree in Biology OR a Master's degree with at least 18 graduate credits in a combination of the qualifying subfields that provide a foundation in the specific subject matter being taught.	Master's degree in the area of Biological or Biomedical Sciences, with a minimum of 18 graduate level semester credits in biological disciplines. PhD preferred.
Chemistry	Master's degree in Chemistry OR Master's degree with at least 18 graduate credits in a combination of the qualifying fields that provide a foundation in the specific subject matter being taught.	Master's degree in Chemistry, Environmental Science or Chemical Engineering OR Master's degree with 18 graduate credits in Chemistry/Environmental Science. Ph.D. preferred.

Program (Subject Area)	Minimum Educational Requirement	Preferred Educational Requirement <i>(Benefit Eligible Faculty are expected to have or obtain preferred degree)</i>
Communication Skills	<p><u>ENGLISH (Written)</u>: Master's degree in English OR Master's degree with at least 18 graduate credits in a combination of the qualifying fields that provide a foundation in the specific subject matter being taught.</p> <p><u>COMMUNICATIONS (Oral)</u>: Master's degree in English/Communications OR master's degree with at least 18 graduate credits in a combination of the qualifying fields that provide a foundation in the specific subject matter being taught.</p>	Master's degree in English/Communication Skills OR Master's degree with a minimum of 18 graduate level credits in the areas of English, Written Communications, Journalism (no drama or theater)
Developmental Reading	Master's degree and have a major or thirty semester credits in any combination of English, Reading, Reading Instruction, Journalism, Speech (not drama and theater) or Communication	Master's degree in Reading OR Master's degree with a minimum of 18 graduate level credits in the areas of Reading, English, Communications, Journalism (no drama or theater).
Economics	Master's degree in Economics OR master's degree with at least 18	Master's Degree in Economics or Political Science OR a master's degree with a minimum of 18 graduate credits in Economics.
English Language Learners-Career Pathways Bridge	<p>Bachelor degree with minor in ESL, Teaching English as a Foreign Language (TEFL), Vocational English as a Second Language (VESL), Teaching English as a Second Language (TESL), Applied Linguistics, Bilingual Education, or Foreign Language instruction,</p> <p>OR</p> <p>Bachelor degree with a combination of 20 semester credits in ESL, Teaching English as a Foreign Language (TEFL), Vocational English as a Second Language (VESL), Teaching English as a Second Language (TESL), Applied Linguistics, Bilingual Education, or Foreign Language instruction,</p> <p>OR</p> <p>Bachelor Degree with a minor or 20 semester credits in ONE of the following: English, Speech, Elementary Ed, Foreign Language Instruction, or Reading instruction.</p>	Master's degree with preference given in the area(s) of ESL, Teaching English as a Foreign Language (TEFL), Vocational English as a Second Language (VESL), Teaching English as a Second Language (TESL), Applied Linguistics, or Foreign Language instruction.

Program (Subject Area)	Minimum Educational Requirement	Preferred Educational Requirement <i>(Benefit Eligible Faculty are expected to have or obtain preferred degree)</i>
Intensive English Program	Bachelor's Degree in TESOL/TESL, Applied Linguistics, Language Education or related field OR Bachelor degree or higher with at least a minor (or 20 semester credits) in Elementary Education, Secondary Education, Adult Education or Special Needs Education AND Certification in TESOL/TESL OR Bachelor degree or higher with DPI certification (or 20 semester credits) in any area taught at Elementary Education or Secondary Education levels AND a total of 3 credits of Reading Instruction and/or Teaching Methods or any combination thereof AND Certification in TESOL/TESL	Master's degree with preference given in the area(s) of ESL, Teaching English as a Foreign Language (TEFL), Vocational English as a Second Language (VESL), Teaching English as a Second Language (TESL), Applied Linguistics, or Foreign Language instruction. PhD, Applied Linguistics, preferred AND BA / BS or higher with at least a minor (or 20 semester credits) in Elementary Education, Secondary Education, Adult Education or Special Needs Education, OR BA / BS or higher with DPI certification (or 20 semester credits) in any area taught at Elementary Education or Secondary Education levels AND a total of 3 credits of Reading Instruction and/or Teaching Methods or any combination thereof.
Mathematics	Master's degree in Mathematics OR master's degree with at least 18 graduate credits in a combination of the qualifying fields that provide a foundation in the specific subject matter being taught.	Master's Degree in Mathematics, Engineering, or Physics with a minimum of 8 graduate level credits in Calculus OR a master's degree and 18 graduate level credits in mathematics with a minimum of 8 credits of Calculus are required.
Pathway to Success (PASS)	Bachelor degree with a minor in Elementary Education, Secondary Education, or Special Needs Education (not Music, Art, or Physical Education), OR Bachelor degree with 20 semester credits in Elementary Education (not Music, Art, or Physical Education), Secondary Education, or Special Needs Education OR Bachelor degree with 20 semester credits in one of the following: Communication, Math, Science, or Reading, and 3 credits of any combination of Reading Instruction and Teaching Methods.	Master's degree in English/Communications, Reading, Math or Education. If Master's is in Education, then one of the following is required: 18 graduate level semester credits required in one of the areas of English/Communications, Reading, or Math OR Bachelor's degree in the subject area of English/Communications, Reading or Math.
Physics	Master's degree in Physics OR if the master's degree is in a related subfield, the transcripts must identify at least 9 graduate credits in Physics (i.e., the instructional discipline) and another 9 graduate credits in the related discipline.	Master's degree in the areas of Physics, Physics Education or Engineering, OR Master's degree with a minimum of 18 graduate level semester credits in Physics or Physical Sciences. Ph.D. preferred.

Program (Subject Area)	Minimum Educational Requirement	Preferred Educational Requirement <i>(Benefit Eligible Faculty are expected to have or obtain preferred degree)</i>
Social Science - Psychology	Master's degree in Psychology OR master's degree with at least 18 graduate credits in a combination of the qualifying fields that provide a foundation in the specific subject matter being taught.	Master's Degree in Psychology or Human Development/ Human Behavioral Studies-related fields OR a master's degree with a minimum of 18 graduate level credits in Psychology, Human Development/Human Behavioral Studies.
Social Science - Sociology	Master's degree in Sociology OR master's degree with at least 18 graduate credits in a combination of the qualifying fields that provide a foundation in the specific subject matter being taught.	Master's Degree in Sociology, Cultural Studies, Ethics, or Philosophy OR a master's degree with at least 18 graduate credits in Sociology or Cultural Studies.

- Educational and Occupational requirements **MUST** be directly related to subject/program area
- Degree obtainment **MUST** be from an accredited institution
- At a minimum, occupational experience has to have occurred at least 1 year within the last 5 years
- The aforementioned may be waived if the candidate has two years post- secondary teaching experience in the appropriate occupational field within the last 5 years

*Please refer to specific online postings for possible additional requirements.
Requirements may be subject to change.*

**People.
Passion.
Purpose.**

NWTC will fully support your transition from an industry expert to an instructor. Prior teaching experience is NOT required!