Health Sciences
Faculty Hiring Guidelines
For credit-bearing instruction only

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.

<table>
<thead>
<tr>
<th>Instructional Area</th>
<th>Minimum Educational Requirements</th>
<th>Minimum Years of Related Full-Time Occupational Experience</th>
<th>Preferred Educational Requirements</th>
<th>Preferred Minimum Years of Related Full-Time Occupational Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Degree Nursing</td>
<td>BSN or enrolled in and actively pursuing completion of MSN</td>
<td>2</td>
<td>MSN</td>
<td>5</td>
</tr>
</tbody>
</table>

Additional Requirements
- Current or eligible for RN License in the state of Wisconsin

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

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

## Faculty Hiring Guidelines

For credit-bearing instruction only

### Instructional Area | Minimum Educational Requirements | Minimum Years of Related Full-Time Occupational Experience | Preferred Educational Requirements | Preferred Minimum Years of Related Full-Time Occupational Experience
---|---|---|---|---
**Dental Assistant** | Bachelor’s Degree in related field or currently enrolled | 5 | Bachelor’s Degree in related field | 2

**Additional Requirements**
- Certified by the Dental Assisting National Board
- CPR – Current: Health Care Provider
- Current experience as a Chair side Dental Assistant

**Dental Hygienist** | Bachelor’s Degree in related field or currently enrolled | 4 | Bachelor’s Degree in Dental Hygiene or a related field | 2

**Additional Requirements**
- Current State of Wisconsin Dental Hygiene Licensure
- Local Anesthesia Certification
- CPR Certification (2yr renewal)

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

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

Visit our website at [www.nwtc.edu/jobs](http://www.nwtc.edu/jobs)

NWTC does not discriminate on the basis of age, race, color, disability, sex, gender, sexual orientation, gender identity, national origin or other protected classes.
# Health Sciences

## Faculty Hiring Guidelines

For credit-bearing instruction only

---

<table>
<thead>
<tr>
<th>Instructional Area</th>
<th>Minimum Educational Requirements</th>
<th>Minimum Years of Related Full-Time Occupational Experience</th>
<th>Preferred Educational Requirements</th>
<th>Preferred Minimum Years of Related Full-Time Occupational Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diagnostic Medical Sonographer - Clinic Coordinator</td>
<td>Associate Degree in related field</td>
<td>4</td>
<td>Bachelor's Degree in related field</td>
<td>2</td>
</tr>
<tr>
<td>Additional Requirements</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Appropriate Diagnostic Medical Sonographer credential, i.e. ARDMS, ARRT, or CCI; 2 years experience as a sonographer</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diagnostic Medical Sonographer - Program Director</td>
<td>Bachelor's Degree in related field</td>
<td>2</td>
<td>Bachelor's Degree in related field</td>
<td>2</td>
</tr>
<tr>
<td>Additional Requirements</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Appropriate Diagnostic Medical Sonographer credential, i.e. ARDMS, ARRT, or CCI; 2 years experience as a sonographer</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

*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!

Visit our website at [www.nwtc.edu/jobs](http://www.nwtc.edu/jobs)

---

NWTC does not discriminate on the basis of age, race, color, disability, sex, gender, sexual orientation, gender identity, national origin or other protected classes.
**Health Sciences**  
**Faculty Hiring Guidelines**  
*For credit-bearing instruction only*

<table>
<thead>
<tr>
<th>Instructional Area</th>
<th>Minimum Educational Requirements</th>
<th>Minimum Years of Related Full-Time Occupational Experience</th>
<th>Preferred Educational Requirements</th>
<th>Preferred Minimum Years of Related Full-Time Occupational Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Childhood</td>
<td>Bachelor’s Degree in related field</td>
<td>4</td>
<td>Master’s Degree in Early Childhood or related field</td>
<td>2</td>
</tr>
<tr>
<td>Gerontology</td>
<td>Bachelor’s Degree in related field</td>
<td>3</td>
<td>Master’s Degree in related field</td>
<td>5</td>
</tr>
</tbody>
</table>

**Additional Requirements**
- These qualifications are aligned with the standards set by the Association of Gerontology in Higher Education (AGHE). They include a demonstrated expertise in the field of gerontology by meeting three of the following four criteria:
  - Professional employment, such as previous teaching in gerontology or previous experience in service to older adults; minimum of 2 years directly related experience
  - Coursework completed that is equivalent to at least a graduate certificate in gerontology
  - Publication in gerontology
  - Involvement in professional associations related to gerontology
- A minimum of three years of experience in program development and coordination is also preferred

*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!
# Health Sciences Faculty Hiring Guidelines
For credit-bearing instruction only

**Instructional Area** | **Minimum Educational Requirements** | **Minimum Years of Related Full-Time Occupational Experience** | **Preferred Educational Requirements** | **Preferred Minimum Years of Related Full-Time Occupational Experience**
--- | --- | --- | --- | ---
Health Information Technology | Bachelor's Degree in related field | 2 | Bachelor's Degree in related field | 5

**Additional Requirements**
- Certified as a Registered Health Information Technician (RHIT) or Registered Health Information Administrator (RHIA).

<table>
<thead>
<tr>
<th>Instructional Area</th>
<th>Minimum Educational Requirements</th>
<th>Minimum Years of Related Full-Time Occupational Experience</th>
<th>Preferred Educational Requirements</th>
<th>Preferred Minimum Years of Related Full-Time Occupational Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Information Technology</td>
<td>Bachelor’s Degree in related field</td>
<td>2</td>
<td>Bachelor’s Degree in related field</td>
<td>5</td>
</tr>
<tr>
<td>HealthCare Business Services</td>
<td>Associate Degree in related field</td>
<td>4</td>
<td>Bachelor’s Degree in related field</td>
<td>2</td>
</tr>
<tr>
<td>Medical Assistant/ Business-Administrative Procedures</td>
<td>Associate Degree in related field</td>
<td>4</td>
<td>Bachelor’s Degree in related field</td>
<td>2</td>
</tr>
</tbody>
</table>

*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!

Visit our website at [www.nwtc.edu/jobs](http://www.nwtc.edu/jobs)

NWTC does not discriminate on the basis of age, race, color, disability, sex, gender, sexual orientation, gender identity, national origin or other protected classes.
### Health Sciences Faculty Hiring Guidelines

For credit-bearing instruction only

<table>
<thead>
<tr>
<th>Institutional Area</th>
<th>Minimum Educational Requirements</th>
<th>Minimum Years of Related Full-Time Occupational Experience</th>
<th>Preferred Educational Requirements</th>
<th>Preferred Minimum Years of Related Full-Time Occupational Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Assistant- Clinical</td>
<td>Associate Degree in related field</td>
<td>4</td>
<td>Bachelor's Degree in related field</td>
<td>2</td>
</tr>
<tr>
<td>Medical Assistant- Laboratory</td>
<td>Associate Degree as Clinical Laboratory Technician (CLT) or Medical Laboratory Technician (MLT)</td>
<td>5.5 (Must be as a CLT/MLT - 3.5 years of MUST be recent</td>
<td>Bachelor's Degree in related field</td>
<td>3.5</td>
</tr>
<tr>
<td>Medical Laboratory Technician</td>
<td>Bachelor's Degree in related field</td>
<td>3</td>
<td>Master's Degree in related field</td>
<td>2</td>
</tr>
</tbody>
</table>

**Additional Requirements**
- Credentialled in medical assisting by a credentialing organization accredited by the National Commission for Certifying Agencies
- Certification through ASCP, AMT or other professional organization is required

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!

Visit our website at [www.nwtc.edu/jobs](http://www.nwtc.edu/jobs)

NWTC does not discriminate on the basis of age, race, color, disability, sex, gender, sexual orientation, gender identity, national origin or other protected classes.
# Health Sciences
## Faculty Hiring Guidelines
For credit-bearing instruction only

<table>
<thead>
<tr>
<th>Instructional Area</th>
<th>Minimum Educational Requirements</th>
<th>Minimum Years of Related Full-Time Occupational Experience</th>
<th>Preferred Educational Requirements</th>
<th>Preferred Minimum Years of Related Full-Time Occupational Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing Assistant</td>
<td>Associate Degree in related field</td>
<td>2 as an RN with 1 year in long-term care or 2 years in home Health caring for geriatric patients</td>
<td>Bachelor's Degree in related field</td>
<td>2 as Staff Nurse with 1 year in long-term care</td>
</tr>
</tbody>
</table>

### Additional Requirements
- Current or eligible for RN License in the State of Wisconsin.
- Completion of DHS approved Train-the-Trainer course or an equivalent.

| Physical Therapist Assistant | Associate Degree in related field | 5                                                                 | Bachelor's Degree in related field | 3                                                                                       |

### Additional Requirements
- Department of Regulation and Licensing, licensed Physical Therapist or Physical Therapist Assistant

| Practical Nursing           | Bachelor's Degree in related field | 2                                                                 | MSN                                  | 5                                                                                       |

### Additional Requirements
- Current or eligible for RN License in the state of Wisconsin

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!

Visit our website at [www.nwtc.edu/jobs](http://www.nwtc.edu/jobs)

NWTC does not discriminate on the basis of age, race, color, disability, sex, gender, sexual orientation, gender identity, national origin or other protected classes.
Health Sciences
Faculty Hiring Guidelines
For credit-bearing instruction only

<table>
<thead>
<tr>
<th>Instructional Area</th>
<th>Minimum Educational Requirements</th>
<th>Minimum Years of Related Full-Time Occupational Experience</th>
<th>Preferred Educational Requirements</th>
<th>Preferred Minimum Years of Related Full-Time Occupational Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Radiography</td>
<td>Bachelor’s in related field</td>
<td>3</td>
<td>Bachelor's in related field</td>
<td>2</td>
</tr>
<tr>
<td>Respiratory Therapist</td>
<td>Associate Degree in related Field</td>
<td>3</td>
<td>Bachelor’s Degree. Must be a graduate of an accredited Respiratory Therapy program recognized by the U.S. Secretary of Education or the Council for Higher Education Accreditation.</td>
<td>5</td>
</tr>
<tr>
<td>Surgical Technologist</td>
<td>Associate Degree in related field</td>
<td>3.5</td>
<td>Associate Degree in related field</td>
<td>3.5</td>
</tr>
</tbody>
</table>

Additional Requirements
• Current certification in surgical technology (CST) or an approved ARC-ST faculty; two years operating room experience

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

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

Visit our website at www.nwtc.edu/jobs

NWTC does not discriminate on the basis of age, race, color, disability, sex, gender, sexual orientation, gender identity, national origin or other protected classes.
### Health Sciences

**Faculty Hiring Guidelines**

*For credit-bearing instruction only*

---

### Instructional Area  
**Minimum Educational Requirements**  
**Minimum Years of Related Full-Time Occupational Experience**  
**Preferred Educational Requirements**  
**Preferred Minimum Years of Related Full-Time Occupational Experience**

<table>
<thead>
<tr>
<th>Instructional Area</th>
<th>Minimum Educational Requirements</th>
<th>Minimum Years of Related Full-Time Occupational Experience</th>
<th>Preferred Educational Requirements</th>
<th>Preferred Minimum Years of Related Full-Time Occupational Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Therapeutic Massage Program</td>
<td>Associate Degree and Graduate from an National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) accredited school</td>
<td>3</td>
<td>Bachelor's in related field</td>
<td></td>
</tr>
<tr>
<td>Additional Requirements</td>
<td>• Current Massage Therapist license in State of WI; Current NCBTMB Certification</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wellness &amp; Health Promotion</td>
<td>Bachelor’s Degree in Wellness or Health Promotion or related degree</td>
<td>3</td>
<td>Bachelor’s Degree in Wellness or Health Promotion or related degree</td>
<td>5</td>
</tr>
</tbody>
</table>

---

*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!

---

Visit our website at [www.nwtc.edu/jobs](http://www.nwtc.edu/jobs)

NWTC does not discriminate on the basis of age, race, color, disability, sex, gender, sexual orientation, gender identity, national origin or other protected classes.