



Health Sciences

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	Minimum # of Full-Time Years of Occupational Experience	Preferred Educational Requirement <i>(Benefit Eligible Faculty are expected to have or obtain preferred degree)</i>	Preferred # of Full-Time Years of Occupational Experience	Additional <u>Required</u> Certifications
Associate Degree Nursing	BSN or enrolled in and actively pursuing completion of MSN	2	MSN	5	WI Registered Nurse License
Dental Assistant	Bachelor's Degree or enrolled in and actively pursuing	5	Bachelor's Degree	2	Certified by the Dental Assisting National Board CPR Certified Occupational experience must include current chairside dental assisting
Dental Hygienist	Bachelor's Degree or enrolled in and actively pursuing	4	Bachelor's Degree	2	State of Wisconsin Dental Hygiene Licensure Local Anesthesia Certification CPR certification
Diagnostic Med Sonographer	Associate Degree	4	Bachelor's Degree	2	Appropriate Diagnostic Medical Sonographer credential, i.e. ARDMS, ARRT, or CCI Occupational experience must include 2 years as a sonographer
Gerontology	Bachelor's Degree	3	Master's Degree	5	
Health Information Technology	Bachelor's Degree	2	Bachelor's Degree	5	Certified as a Registered Health Information Technician (RHIT) or Registered Health Information Administrator (RHIA)
HealthCare Business Services	Associate Degree	4	Bachelor's Degree	2	

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Laboratory Science Technician	Master's Degree in one of the Physical Sciences or Biological areas with 18 graduate level credits in area of teaching	2	Master's Degree in one of the Physical Sciences or Biological areas with 18 graduate level credits in area of teaching	2	
Medical Assistant/Business-Administrative Procedures	Associate Degree	4	Bachelor's Degree	2	
Medical Assistant-Clinical	Associate Degree	4	Bachelor's Degree	2	Credentialed in medical assisting by a credentialing organization accredited by the National Commission for Certifying Agencies
Medical Assistant-Laboratory	Associate Degree as Clinical Laboratory Technician (CLT) or Medical Laboratory Technician (MLT)	5.5 (Must be as a CLT/MLT) - 3.5 years of Recent	Bachelor's Degree	3.5	Certification through ASCP, AMT or other professional organization
Medical Laboratory Technician	Bachelor's Degree	3	Master's Degree	2	Certification through ASCP, AMT or other professional organization
Nursing Assistant	Associate Degree	2 as an RN with 1 yr in LT care or 2 yr in Home Health caring for geriatric	Bachelor's Degree	2 as Staff Nurse with 1 year in LT Care	Current or eligible for Registered Nurse License in the State of Wisconsin Completion of DHS approved Train-the-Trainer course or an equivalent
Physical Therapist Assistant	Associate Degree	5	Bachelor's Degree	3	Department of Regulation and Licensing, licensed Physical Therapist or Physical Therapist Assistant
Practical Nursing	Bachelor's Degree	2	MSN	5	Current or eligible for Registered Nurse License in the State of Wisconsin
Radiography	Bachelor's Degree	2	Bachelor's Degree	2	
Respiratory Therapist	Associate Degree	3	Bachelor's Degree	5	RRT certification from NBRC and WI license for Respiratory Care Practitioner

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Surgical Technologist	Associate Degree	3.5	Bachelor 's Degree	2	Current certification in surgical technology (CST) or an approved ARC-ST faculty Occupational experience must include 2 years of operating room experience
Therapeutic Massage	Associate Degree and Graduate from a National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) accredited school	3	Bachelor 's Degree	5	Current Massage Therapist license in State of WI Current NCBTMB Certification
Wellness & Health Promotion	Bachelor's Degree	3	Bachelor's Degree	5	

- 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!