

## Minimum Qualifications – Faculty Positions

Discipline / Program	Academic	Professional	Teaching (Where not a requirement, it is a preference)	Experience
<b>Academic and Career Preparation</b>	Bachelor’s Degree in a teaching area (Master’s preferred) ENGQ 1099 – Relevant Master’s Degree		Experience required ENGQ 1099 – Experience teaching adults	Related working experience
<b>Access Programs for Students with Disabilities</b>	Master’s Degree in Special Education or related field		Experience in an instructional capacity	Recent related work experience
<b>Accessibility Services</b>	Master’s Degree in one of the following: Disability Studies, Education, Psychology, Social Work, Counselling, Rehabilitation, Occupational Therapy, or a related field.		Experience in research or teaching.	Experience determining or planning accommodations, preferably in a post-secondary setting.
<b>Accounting (ACCT)</b>	Bachelor’s degree, Master’s preferred for full-time faculty	Accounting designation (CPA or CFA)	Post-secondary preferred	5 years accounting experience
<b>Anthropology</b>	Master’s degree required; PhD preferred.	Professional designation as required by the position.	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or applied experience may be an asset depending upon the nature of the position.
<b>Applied Business Technology</b>	Master’s Degree required		Secondary or Post-secondary	3 years related work experience

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<b>Applied Communications (CMNS)</b>	Master's in English, Communications, Journalism or equivalent field		Post-secondary	3 years directly related work experience. Familiarity with current business communications technology
<b>Applied Science</b>	Master's degree in Engineering or Physics. Must have specialization in both engineering and physics over the undergraduate degrees held.	Registration as a Professional Engineer in BC or eligibility for same(to be achieved in a specified period)	Post-secondary.	
<b>Arts</b>	Master's degree required; PhD preferred.	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or applied experience may be an asset depending upon the nature of the position.
<b>Asian Studies</b>	PhD or ABD status in a relevant discipline required.	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or applied experience may be an asset depending upon the nature of the position.
<b>Bachelor of Psychiatric Nursing (BPN)</b>	Master's Degree (PhD preferred)	Eligible for practicing membership with CRPNBC and/or CRNBC with no limits, no conditions, no terms.		Related work experience. Psychiatric education and experience is recommended.
<b>Bachelor of Science in Nursing (BSN)</b>	Master's Degree (PhD preferred – one degree in nursing)	Eligible for practicing membership with CRNBC with no limits, no conditions, no terms.	Post-secondary teaching experience or educational courses at Master or PhD level.	Three years preferred, related work experience.

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<b>Bachelor of Science in Nursing Advanced Entry (BSN-AE)</b>	Master's Degree (PhD preferred – one degree in nursing)	Eligible for practicing membership with CRNBC with no limits, no conditions, no terms.	Post-secondary teaching experience, online or blended curriculum experience or training preferred.	Related work experience.
<b>Biology/Health Science</b>	Master's degree in appropriate specialization, PhD preferred, subject matter specialization may be required	Appropriate professional designation (where applicable).	Post-secondary preferred.	
<b>Brewing (HOPS courses)</b>	Bachelor's degree, Master's preferred for full-time faculty.		Post-secondary preferred.	5 years related work experience.
<b>Business Management</b>	MBA or equivalent (PhD preferred)		Post-secondary preferred	5 years related management experience
<b>CADD</b>				
<b>Core and Specialties (CADM, CADS, CADI, CADA courses)</b>	Drafting or Technology		Post-secondary preferred.	6 years related work experience.
<b>CAD related programming</b>	Diploma Bachelor's degree preferred		Post-secondary preferred.	6 years related work experience.
<b>Career Choices &amp; Life Success (CCLS)</b>	Master's Degree preferred in: Adult Education, Social Work or related discipline		Experience teaching adult learners. Post-secondary preferred	Related work experience and personal history of successful career transition. Experience in administration of standardized assessment instruments
<b>Chemistry</b>	Master's degree in appropriate specialization, PhD preferred.	Appropriate professional designation (where applicable).	Post-secondary preferred.	
<b>Community Service Support Worker</b>	On Hiatus			
<b>Computer Business Systems (CBSY)</b>	Master's Degree required	Appropriate professional designation in computing	3 years related work experience	3 years directly related work experience

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<b>Computing Sciences and Information Systems (CSIS)</b>	Master's Degree in Computer Science or related discipline (PhD preferred)		Post-secondary preferred	Related professional experience
<b>Co-operative Education</b>	Bachelor's Degree (Master's preferred)			Related work experience
<b>Counsellor</b>	Master's Degree in Counselling Psychology or Social Work from a recognized university.	Registration with the relevant professional body as required (BCCSW, BCPA) or certification with either the BC Association of Clinical Counsellors (RCC) or the Canadian Counselling and Psychotherapy Association (CCC).		Five years of relevant counselling work/clinical practice; experience in successfully navigating and engaging with institutional systems, services, and supports within a post-secondary institution is preferred.
<b>Creative Writing</b>	MFA, MA in an appropriate discipline required.	Two professionally published books (for positions in fiction poetry, or creative non-fiction) or two major projects or productions (for positions in screenplay, drama or new media) with a preference given to those genres taught by the department.	Preference will be given to candidates with a record of teaching excellence within a creative and / or interdisciplinary domain at the post-secondary level.	Professional or applied experience may be an asset depending upon the nature of the position.
<b>Criminology</b>	PhD, LLM, or equivalent combination of graduate work, research publication, and experience required.	Professional designation as required by the position.	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or applied experience may be an asset depending upon the nature of the position.
<b>Drafting:</b>				
<ul style="list-style-type: none"> <li>• <b>Core &amp; Specialties</b></li> <li>• <b>CAD Related Programming</b></li> </ul>	<ul style="list-style-type: none"> <li>• Drafting or Technology Diploma</li> <li>• Bachelor's Degree preferred</li> </ul>		<ul style="list-style-type: none"> <li>• Post-secondary preferred</li> <li>• Post-secondary preferred</li> </ul>	<ul style="list-style-type: none"> <li>• 6 years related work experience</li> <li>• 6 years related work experience</li> </ul>
<b>Economics</b>	Master's Degree in Economics (PhD preferred)		Post-secondary preferred	

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<b>Education Assistant Program (EDAS)</b>	Relevant Bachelor's degree required; Master's degree preferred	Teacher's certificate preferred. Credential in specific field (e.g. RN for health based course, OT/PT for rehabilitation based coursework)	Preference will be given to candidates with a record of teaching excellence in the K-12 system particularly, and at the post-secondary level in the requisite area of specialization.	Professional or extensive experience in specialized coursework is required.
<b>Educational Studies</b>	<u>Education Positions:</u> Master's Degree required; PhD, EdD in Education, Humanities or Social Sciences preferred.  <u>Counselling Positions:</u> MA in Counselling Psychology or Clinical Psychology from an accredited program required; PhD in Counselling Psychology or Clinical Psychology preferred.	Professional designation as required by the position.	Preference will be given to candidates with a record of teaching excellence at the post-secondary level for at least 5 years.	Professional or applied experience may be an asset depending upon the nature of the position. For Counselling Positions, previous experience supervising students who are practicing individual and group counselling skills is desirable.
<b>ELST</b>	Master's Degree in TESOL or related discipline (completed or in progress)	TESL Training, including a supervised practicum. Native-line English fluency in both spoken and written language required. BC TEAL/TESL Canada certification recommended	Extensive experience (minimum 2 years) teaching a variety of ELT and ESP courses to adults at all levels of ESL	ESL curriculum development. Knowledge of computer-assisted language learning
<b>English</b>	Master's degree in English, Rhetoric and Composition, or literary studies is required; PhD in same is preferred.	N/A	Preference will be given to candidates with a record of excellence in teaching composition and literature at the undergraduate level.	Two years of teaching experience at the undergraduate level preferred.
<b>Environmental Protection Technology (ENVI courses)</b>	Bachelor's degree, Master's preferred		Post-secondary preferred.	Relevant experience required.

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<b>Fashion and Technology</b>	Bachelor's Degree in Fashion or related disciplines or academic credentials and experience appropriate to areas of responsibility		Post-secondary teaching experience, minimum 3 years preferred or a teaching credential	5 years related work experience
<b>Fashion Marketing</b>	Bachelor's Degree in Fashion Marketing or related disciplines or academic credentials and experience appropriate to areas of responsibility		Post-secondary teaching experience, minimum 3 years preferred or a teaching credential	3 years related work experience
<b>Fine Arts / Art History / Theory (ARTH)</b>	PhD in Art History with a specialization is required.	Professional designation as required by the position.	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or applied experience including an active and current record of publications is required.
<b>Fine Arts / Visual Arts (FINA)</b>	MFA (with specialization in an appropriate Fine Arts discipline) is required.	Professional designation as required by the position.	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or applied experience including an active and current exhibition record is required.
<b>Foundations in Design</b>	Bachelor's Degree from design program or related field	Eligible for professional designation	Minimum 2 years teaching experience required. Post-secondary preferred.	Minimum of 5 years of Multi / Inter / Trans-disciplinary design experience preferred
<b>Geography</b>	Master's degree required; PhD preferred.	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or applied experience may be an asset depending upon the nature of the position.
<b>Gerontology-Based Recreation (GBTR)</b>	On Hiatus			
<b>Global Competencies</b>	Master's Degree in a relevant discipline required.	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Proven experience with expertise in teaching global competencies and utilizing e-Portfolio-based assessments is required.

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<b>Graduate Nurse Internationally Educated (GNIE)</b>	Master's Degree (Master's Degree in progress)	Eligible for practicing membership with CRNBC with no limits, no conditions, no terms.	Experience in integration and education of IENs in Canada preferred.	Related work experience in Canada.
<b>Graphic Design for Marketing</b>	Bachelor's Degree (Masters preferred) from a Graphic Design program, or from a related discipline that is relevant to the Graphic Design for Marketing program	Member of the Graphic Designers of Canada or the Association of Registered Graphic Designers, and eligible for professional designation	Minimum of 5 years of post-secondary teaching experience	Minimum of 8 years of active professional design practice that includes business, marketing and/or relevant domains
<b>Health Care Assistant Program (HCAP)</b>	Bachelor's Degree (Master's preferred)	Eligible for practicing membership with CRPNBC and/or CRNBC with no limits, no conditions, no terms.		Related work experience
<b>Health Unit Coordinator (HUC)</b>	Health Unit Coordinator certificate and provincial instructor diploma or diploma in nursing (Master's preferred)		Post-secondary teaching preferred	Minimum of 5 years' experience as a Health Unit Clerk or nurse in an acute hospital setting
<b>History</b>	Master's degree required; PhD in History preferred	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or applied experience may be an asset depending upon the nature of the position.

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<b>Horticulture</b>  <u>All programs:</u> - 1100 level required HORT Degree courses  <u>Degree programs:</u> - All 1100-2000 level HORT electives  - 3000-4000 level HORT courses  <u>Diploma programs:</u> - 1100-2000 level required HORT courses other than above listed Degree courses	Master's degree preferred.  Bachelor's degree preferred.  Master's degree, PhD preferred.  Bachelor's degree preferred.	And/or professional designation.  And/or professional designation.  Professional designation preferred.  And/or professional/trades designation.	Post-secondary preferred.  Post-secondary preferred.  Post-secondary required.  Post-secondary preferred.	3 years of related work experience.  5 years of related work experience.  3 years of related work experience.  5 years of related work experience.
<b>Human Resources Management</b>	MBA or equivalent PhD preferred	CPHR or equivalent designation	Required. Post-secondary preferred	5 years related Human Resources Management experience
<b>Indigenous Studies</b>	Master's Degree in a relevant discipline required, or fluency in indigenous languages where needed.	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Preference will be given to Indigenous persons, and grassroots and community-based knowledge and engagement are an asset.
<b>Interdisciplinary Expressive Arts (IDEA)</b>	Master's degree required; PhD preferred	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Proven experience in community-based leadership and/or extensive experience in activism is an asset.



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<b>Interior Design</b>	Bachelor's Degree in Interior Design, or related disciplines or academic credentials and professional experience appropriate to their areas of responsibility  (Master's Degree preferred for full-time faculty)	Membership / or eligible for membership in appropriate professional association /organization (appropriate to discipline)  NCIDQ certification preferred for faculty teaching in Studio Courses AND for full-time faculty <sup>1</sup>	Minimum 2 years teaching experience required. Post-secondary experience preferred	Substantial Professional Portfolio reflecting a minimum of 8 to 10 years diverse experience related to the built environment and evidence of experience or expertise appropriate to specific course content
<b>Journalism</b>	<u>Journalism:</u> Master's degree and/or equivalent industry experience required.  <u>Communication Studies:</u> Master's degree in Communications, Media Studies, or related discipline required	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	<u>Journalism:</u> Advanced understanding of journalism practice, up-to-date knowledge of evolving methods and necessary skills.  <u>Communication Studies:</u> Considerable related and diverse work.
<b>Language and Cultures</b>	Master's degree required; PhD preferred in language of teaching or generative linguistics.	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level for at least 2 years.	Professional and applied experience in a culturally diverse environment is an asset.
<b>Librarian</b>	Master's in Library and Information Science (MLIS) or equivalent from an American Library Association-accredited institution		Demonstrated teaching ability	
<b>Marketing (MRKT)</b>	Master's Degree required (PhD preferred)		Post-secondary preferred	5 years' experience in Marketing

<sup>1</sup> The Council for Interior Design Accreditation (CIDA) requires that a majority of faculty members teaching interior design studio courses have a) earned a degree in interior design, and b) passed the complete National Council for Interior Design Qualification exam.

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<b>Mathematics</b>	Master's degree in Mathematics or Statistics, PhD preferred, subject area specialization may be required.		Post-secondary.	
<b>Modern Languages</b>	Master's Degree in language of teaching (PhD preferred); Master's Degree in generative linguistics (PhD preferred)		2 years of post-secondary credit course teaching experience, preferably using a western academic approach	
<b>Music</b>	<u>Performance-based Courses:</u> Bachelor's degree required; Master's degree preferred.  <u>Theory &amp; History Courses:</u> Master's degree required; PhD preferred.	Membership/or eligible for membership in an appropriate professional associate/organization	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or performance and/or considerable related professional experience within the music industry may be an asset depending upon the nature of the position.
<b>Performing Arts in Theatre and Screen</b>	MFA/MA degree in a relevant discipline required.	N/A	Preference will be given to candidates who demonstrate strong evidence of excellence in teaching at the post-secondary level in the area of Theatre and Screen as Performing Arts.	Knowledge, proven expertise, and professional experience in Theatre and Screen as Performing Arts.
<b>Philosophy</b>	Master's degree required; PhD in Philosophy preferred	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	An active and current program of research or record of publications is required.
<b>Physics</b>	Master's degree required, PhD preferred, subject area specialization may be required.	Registration as a Professional Physicist, or eligibility for same, is preferred.	Post-secondary preferred.	
<b>Policy Studies</b>	Master's degree required	Related professional designation preferred.	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or related work experience or civic engagement experience is preferred.

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<b>Political Science</b>	Master's degree required; PhD preferred.	N/A	Preference will be given to candidates with a record of teaching excellence at the post-secondary level.	Professional or related work experience as a practitioner in government, policy, or advocacy may be an asset depending upon the nature of the position.
<b>Product Design</b>	Bachelor's Degree in Product Design or related disciplines, or a combination of academic credentials and experience. Master's Degree preferred.	Eligible for professional designation	Minimum of 5 years at post-secondary level	Minimum of 5 years' experience / practice in product design, or relevant field, or published evidence of scholarly research in a design-related subject
<b>Psychology</b>	PhD in Psychology or a related discipline approved by the Psychology Department required.	Appropriate professional designation (where applicable).	Preference will be given to candidates with a record of teaching excellence at the post-secondary level in the requisite area of specialization.	Professional or applied experience may be an asset depending upon the nature of the position.
<b>Public Relations</b>	Bachelor's Degree or equivalent industry experience	Appropriate professional designation (where applicable)	Post-secondary desirable	Considerable related and diverse work in professional Public Relations. Teaching experience desirable.
<b>Public Safety Communications</b>	Post-Secondary		Post-secondary desirable	Minimum of 7 years communications experience in appropriate discipline
<b>Science</b>	Master's Degree in appropriate specialization	Appropriate professional designation (where applicable)	Post-secondary	
<b>Sociology</b>	Master's degree in Sociology required; PhD in Sociology or a related discipline approved by the Sociology department preferred.	N/A	Preference will be given to candidates who demonstrate strong evidence of excellence in teaching, with a track record of quality teaching at the post-secondary level.	Knowledge, proven expertise, and work experience appropriate to content areas.

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<b>Special Education Teacher Assistant (SETA)</b>	Master's Degree preferred; Bachelor's required for education focused courses	Teacher's certificate preferred or Provincial Instructor Diploma		Teaching experience in K-12 system; post-secondary or related teaching experience
<b>Sustainable Agriculture</b>	Master's degree required, PhD preferred			
<b>Technical Apparel, Post-Baccalaureate Diploma</b>	Master's Degree in Apparel Design, Product Design, Industrial Design, or related disciplines or Academic credentials and experience appropriate to areas of responsibility.	Eligible for professional designation	Post-secondary teaching experience preferred	Minimum of 8 – 10 years diverse experience related to Technical Apparel Design AND Evidence of experience or expertise appropriate to specific course content AND Demonstrate a clear understanding of related fields
<b>Traditional Chinese Medicine – Acupuncture Diploma Program (TCM-AD)</b>	TCM practitioner required; Master's or a Doctor of TCM preferred.	For Acupuncture and Herbology related courses, must be registrant of CTCMA.	Post-secondary teaching preferred.	Related work experience.
<b>University Transitions</b>	Doctorate required in education, social science or humanities		Strong evidence of excellence in teaching in an academic discipline and a minimum of five years' experience teaching at post-secondary institutions. Experience teaching content areas contributing to post-secondary success (e.g. study skills and strategy's academies writing, personal and career development	Knowledge, experience, and sensitivity related to first-year and senior year post-secondary student transitions, engagement and challenges to student retention and success. Knowledge and experience administering and interpreting standards measures for use in academic development, including the MBTI and the Strong Interest Inventory. Proven expertise in academic field demonstrated through a strong record of scholarly publications and presentations. Current engagement in scholarly research and/or writing projects preferred.
<b>Vocational / Trades</b>	Journeyed status or equivalent	Trade qualification		Considerable related experience. Post certification including supervision.