



PROCEDURE

Terminal Degree Equivalency for Appointment to the Faculty

Procedure Administrator: Provost and Vice President for Academic Affairs
Authority: N.J.S.A. 18A:64-8; N.J.A.C. 9A:1-1.8, N.J.A.C. 9A:1-3.2
Effective Date: December 15, 1975; December 11, 2013; February 20, 2025
Index Cross-References: Policy II-73
Procedure File Number: 2060
Approved By: Dr. Joe Bertolino, President

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- A. Terminal Degree Qualification. Any appointment to a tenure track faculty position at any rank, or promotion to the senior professorial ranks of Associate Professor, Professor, or a reappointment conferring tenure, requires an earned doctorate, recognized terminal degree, or equivalent qualification in the field of appointment. The requirement for terminal degree qualification is usually met by an earned doctorate in an appropriate field of study from a regionally accredited or an internationally recognized institution of higher learning.

While there are recognized doctorates in all academic disciplines taught at Stockton University ("Stockton"), in some cases, degrees other than the doctorate may be recognized in specific fields as appropriate terminal degrees. Other recognized terminal degrees will be clearly stated in faculty position announcements.

1. Degrees and/or Certifications Considered as Terminal

The Provost, in consultation with the appropriate school dean and program, may determine that in a particular field a degree other than a doctorate can be considered the terminal degree (e.g., the Master of Fine Arts), provided that the individual in question will be teaching in a discipline related to that degree. In some cases, the Provost may require that the degree be combined with a professional certification related to the discipline taught. These judgments should take into account national norms, professional associations, and accreditation standards.

Further, some kinds of distinguished, professional attainment may represent acceptable substitutions for terminal degrees. This procedure sets forth the conditions under which degrees other than the doctorate will be accepted as terminal, or when professional experience, attainment and/or training will be accepted as substitutions for a terminal degree. The acceptable substitutions will be clearly stated in faculty position announcements.

2. Degrees Plus Experience In Substitution for a Terminal Degree

The Provost, in consultation with the school dean and program, may designate particular fields in which the holder of a specific master's degree, in addition to at least five years of significant experience in the respective professional field, may be accepted in lieu of the terminal degree requirement. This determination regarding any individual will be made by the Provost in consultation with the school dean and program.

3. Other Substitutions for a Terminal Degree

- a. Individuals whose qualifications do not fall within the aforementioned categories may possess professional experience, attainment, and/or training that can serve as a substitute for an appropriate terminal degree. The determination of whether the above factors shall be considered as having such value shall be made by the Provost.
- b. In all cases where evaluation of terminal degree substitution is made, the University may seek the advice of a recognized person or persons in the same career/professional area, and/or the advice of an ad hoc committee established to evaluate the level of professional achievement. Such individuals and/or ad hoc committee members, either from within or external to the University, will be selected/designated by the Provost.

B. Minimum Qualifications

- 1. It should be clear that all statements contained in the foregoing procedure refer to minimum qualifications. Possession of such qualifications does not guarantee appointment to a given rank, reappointment, or promotion.
- 2. This procedure and the policy on which it is based do not alter the standards or procedures for reviewing, evaluating, and recommending faculty for appointment, reappointment, tenure, or promotion as provided in the University's Policies and Procedures.

Review History:

| | Date |
|-------------------------|------------|
| Procedure Administrator | 02/03/2025 |
| Faculty Senate | 11/15/2024 |
| AA Council | 01/14/2025 |
| AA Leadership | 01/29/2025 |
| Divisional Executive | 02/03/2025 |
| General Counsel | 02/05/2025 |
| Senior Leadership Team | 02/20/2025 |
| President | 02/20/2025 |