

EDUCATIONAL REQUIREMENTS FOR TENURE

Western Illinois University

2010-2015

The education requirements for tenure at Western Illinois University are:

- The highest appropriate degree of a particular academic area or discipline must be earned before tenure is granted to an employee, or the employee must be granted tenure by exception.
- **In some cases, the educational requirements for tenure may not be the same as the degree requirements for promotion. Promotion to Associate Professor and Professor require the terminal degree or by exception.**
- The highest appropriate degree (or Master's plus 30 semester hours in specified cases) must be earned from an accredited institution in an academic area appropriate to the department/unit or meet departmental/university needs as determined in writing by the Vice President for Academic Affairs.

In the College of Arts and Sciences, the highest appropriate degrees are:

African American Studies	Earned doctorate or the equivalency in the relevant area of academic training
Biological Sciences	Earned doctorate
Chemistry	Earned doctorate
English	
English/Professional Writing	Earned doctorate
Creative Writing	Earned doctorate or MFA in Creative Writing
Foreign Languages and Literatures	Earned doctorate
Geography	Earned doctorate
Geology	Earned doctorate
History	Earned doctorate in History or in an area relevant to the faculty member's specialization
Mathematics	Earned doctorate
Nursing	Ph. D.; D.N.D; or Ed. D.
Philosophy and Religious Studies	Earned doctorate
Physics	Earned doctorate in Physics or related field
Political Science	Earned doctorate

Psychology	Earned doctorate
Sociology/Anthropology	Earned doctorate
Women's Studies	Terminal degree in discipline of training

In the **College of Business and Technology**, the highest appropriate degrees are:

Accounting & Finance

Tax Accounting	Ph. D. in Business Administration with emphasis in accounting; or a DBA with a major emphasis in accounting; or a combination of graduate degrees in law and accounting
Accounting all other areas	Ph. D. in Business Administration with emphasis in accounting; or a DBA with a major emphasis in accounting; or a doctoral degree in business other than accounting and sufficient professional development in accounting
Finance	Earned doctorate

Agriculture

Earned doctorate or terminal degree

Computer Sciences

Earned doctorate in Computer Science, Information Systems, or a related discipline

Economics & Decision Sciences

Earned doctorate in Economics or a related field

Engineering

Earned doctorate from an EAC-ABET accredited institution

Engineering Technology

Earned doctorate in Engineering Technology, Industrial Technology, Engineering, or a related field

Graphic Communication	MFA with an emphasis in Graphic Design
Construction Management	Earned doctorate in Architecture, Construction Management, Civil Engineering, or a related field
Instructional Design and Technology	Earned doctorate

Management & Marketing

Business Law	Earned J.D. or L.L.B. from AACSB accredited university or equivalent
All other areas	Earned doctorate

In the **College of Education and Human Services**, the highest appropriate degrees are:

Counselor Education	Earned doctorate
Curriculum and Instruction	
LLA area	MLS plus 1 additional Masters degree
All other areas	Earned doctorate
Dietetics, Fashion Merchandising and Hospitality	Earned doctorate
Educational and Interdisciplinary Studies	Earned doctorate
Educational Leadership	Earned doctorate
Health Sciences	
Health Services Management	Masters plus 30 semester hours of additional graduate course work
All other areas	Earned doctorate
Kinesiology	Earned doctorate
Law Enforcement and Justice Administration	Earned doctorate or appropriate terminal degree
Recreation, Park and Tourism Administration	Earned doctorate
Social Work	Earned doctorate or masters degree with 2 years post MSW practice

In the **College of Fine Arts and Communication**, the highest appropriate degrees are:

Art	Terminal degree in area of teaching specialty
Art Education	Ph. D. or Ed. D.
Art History	Earned doctorate
Studio Media and Design	M.F.A.

Broadcasting and Journalism

Radio and Television Broadcasting Production and/or Direction Broadcast Performance	Masters degree plus 30 semester hours of graduate work in area of specialization
Journalism	Ph.D. or other terminal degree in Journalism related field or Masters degree in Journalism; or a related field with significant experience in the Journalism related field

Communication

Earned doctorate

**Communication Sciences and
Disorders**

Earned doctorate or Masters degree plus
C.C. and 10 years clinical experience and 50
hours ASHA approved continuing education

Music

Performance, Music Business And Music Therapy	M.F.A. or Master's plus 30 sh of graduate work in appropriate area
All other areas	Earned doctorate

Theatre

Performance	Ph. D., M.F.A. or Master's plus 30 sh of graduate work in appropriate area
Dance	M.F.A.
All other areas	Earned doctorate

Library

M.L.S. and additional advanced or prof.
degree or M.L.S. with 6th year specialist
degree in librarianship

Counseling Center

Masters plus 30 sh in counseling or a
related professional discipline or
Master of Social Work

Illinois Institute for Rural Affairs

Earned doctorate