

# PROCEDURE

**Number:** 31-04.1  
**Title:** Minimum Training and Experience Requirements for Faculty Personnel  
**Responsibility:** Human Resources  
**Original Approval Date:**  
**Last Cabinet Review:** 2/10/2025  
**Last Revision:** 2/26/2025

## Reference (Policy and/or Procedure)

**SBTCE:** Policy 8-2-102; Procedure 8-2-102.1

**FDTC:**

**Other:**

## Procedure Description

### DISCLAIMER

**PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.**

### I. PURPOSE

To establish guidelines for hiring faculty personnel.

### II. Procedure

The institution employs competent faculty members qualified to accomplish the mission and goals of the institution. When determining acceptable qualifications of faculty, FDTC gives primary consideration to the highest earned degree in the discipline in accord with the guidelines of the Southern Association of Colleges and

Schools Commission on Colleges (SACSCOC) and other accrediting bodies, such as the National League of Nursing. If there is a discrepancy between the SACSCOC and an accrediting body, FDTC will subscribe to the higher qualification requested. FDTC also considers competence, effectiveness, and capacity, including, as appropriate, undergraduate and graduate degrees, related work experiences in the field, professional licensure and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements that contribute to effective teaching and student learning outcomes.