

**EOSC Policy  
Enacted by the Board  
November 19, 2004**

**Policy on  
Faculty Qualifications**

1. **Individual Plans for Faculty Hired After 1989.** Working in conjunction with faculty, the administration will analyze the credentials of all faculty members and develop individual qualification plans for those hired after 1989 whose qualifications appear to fall below generally-accepted HLC/NCA standards. Tenure status does not automatically guarantee that a faculty member will be qualified under these new standards. The administration will indicate reasonable time frames for individual faculty compliance. Faculty will be asked to sign their individual plans, but each plan will go into effect immediately upon approval by the vice president for academic affairs, regardless of whether the faculty member signs.
2. **Provisions for Faculty Hired in 1989 or earlier.** Although this policy applies immediately only to faculty members hired after 1989, it will in the future apply to faculty hired in 1989 or earlier if representatives on the HLC/NCA or the Oklahoma State Regents for Higher Education or a specialized accrediting body indicate that the credentials of any individual faculty member present an impediment to institutional accreditation.
3. **Penalties.** The failure of an individual faculty member to maintain satisfactory progress on his or her qualification plan will be considered adequate cause for the college to return the faculty member to probationary status, not renew his or her contract, and/or dismiss him or her from employment.
4. **Primary of this Policy.** The provisions of this policy, which are based on, but not identical to, the 1998 *Handbook*, supersede and replace those of all previous policies, including all college handbooks.