

Date Updated and Published: August 2017**Revision History:****Review:** Annually**Last Date Reviewed:** December 2019**POLICY**

Bethel University employs a sufficient number of full-time faculty members to accomplish its mission. The determination of the number of full-time faculty members should be based on the nature of the program with consideration given to program level (lower-division undergraduate, upper-division undergraduate, or graduate), projected program enrollments, the importance of professional experience in the field, and the program's structure regarding duties beyond teaching.

PROCEDURES

The full-time faculty and the academic officers responsible for the program will assess the needs of each program in relation to the need for additional full-time faculty. In professional preparation programs (e.g., physician assistant studies, criminal justice), academic preparation must be paired with professional experience in the field. As the degree level progresses, the percentage of coursework taught by full-time faculty should increase. The University has established these as general guidelines:

- Lower-division programs and coursework: not less than 20% of the coursework should be taught by full-time faculty. Exceptions may be justified in limited circumstances and for limited time periods.
- Upper-division courses programs and coursework: not less than 30% of the coursework should be taught by full-time faculty. Exceptions may be justified in limited circumstances, particularly in fields such as information technology where current professional experience is critical, or for limited time periods.
- Graduate-level courses and programs: not less than 40% of the coursework should be taught by full-time faculty. Exceptions may be justified in limited circumstances, particularly in fields such as information technology where current professional experience is critical, or for limited time periods.

These minimums should be maintained regardless of modality or location of instruction.

In Colleges where faculty member's responsibilities include student advising (College of Arts and Sciences, except for the MAEd program, and the College of Health Sciences), the percentage of full-time faculty should increase above these minimums.

RESPONSIBLE PARTIES

Academic officers and Vice Presidents of the Colleges

PUBLICATION

This policy is published on the University website.