TRINITY WESTERN UNIVERSITY

Policy Title: Faculty Hiring

Parent Policy	None
Policy Administrator	Provost
Approving Body	Executive Leadership Team
Approval History	Below is an update to the Faculty Employment Policy (2010)'s Hiring Policy

Purpose:
The objectives of this policy are to clearly define the attributes of qualified TWU faculty members

Scope of this Policy:
This policy involves the hiring policy for all TWU faculty

Policy Statement:
Faculty at the university must be committed to the fulfillment of the mission of the university. Faculty are expected to have an earned, suitable academic credential. Faculty credentials will usually include at least a master's degree in the appropriate area of specialty for part-time faculty members and a terminal degree for all other faculty members.

All prospective faculty must be committed to:
- historic orthodox Christianity and lifestyle as outlined in TWU's *Statement of Faith* and
- *Community Covenant*;
- practicing Christian leadership and service;
- improving their expertise in their chosen discipline, including (for those faculty whose position includes research expectations) scholarly activities and outcomes;
- scholarly teaching where student learning is the focus;
- pursuing faith-based and faith-affirming learning;
- participating in the spiritual and social activities of the University;
- relating to students on a professional and interpersonal basis;
- interacting collegially with one's peers.

Definitions:
See the *Faculty Handbook* Glossary of Terms for definitions of the following terms: scholarly activity; scholarly outcomes; terminal degree.
Add the following definition to the Glossary of Terms: "Scholarly teaching begins with intellectual curiosity and pursues inquiry deliberately and systematically to understand or improve student learning in higher education. It is grounded in an analysis of relevant evidence, and results in findings that are shared with peers to be reviewed and to expand a knowledge base."[1]

Procedures: See PC 2-06 Procedures for this policy

Child Policies: PC 2-05 Faculty Credentials

Other Related Policies: PC 1-09 Non-Exclusive Preference Hiring; PC 2-09 Faculty Review