

Credential Guidelines for the 2025-2026 Academic Year

Faculty Credential Policy

Section 10.25 of Academic Policy states that The District Office of Academic & Student Affairs maintains the current list of approved credential guidelines necessary for the teaching of all academic disciplines, including foundational studies, credit & skills courses, and Interdisciplinary Studies.

For the primary teaching area, typically, having or demonstrating progress toward a Masters + 18 graduate credit hours in a related discipline allows an individual to teach within a specific academic area. In line with the 1600 CBA, 30 graduate semester hours are required for the secondary teaching field or discipline. Eligibility to teach is determined by official transcripts, catalog course descriptions, and/or documentation from the granting institution that clarifies the content in the major is appropriate for the teaching assignment.

Equivalent Experience Policy

In instances where an instructor's academic preparation varies from the traditional credentials criteria, but the instructor possesses relevant qualifications or experience to the teaching assignment based on industry or specialized accreditation standards and contributes to effective teaching and student learning outcomes, a request for an exception may be approved by the Vice President via the Equivalent Experience form. The Equivalent Experience form can be found on the Faculty Forms page of the CCC website. Qualifications to be considered may include but are not limited to on-the-job training in the industry or field, certification and licensure by a recognized certifying or licensing state, industry, or national agency, professional experience in the industry, peer-reviewed presentations/publications, or related dissertation topic.

This document serves as a resource for administration and faculty during the faculty selection process. It is not intended to be construed as a contract for employment and may be withdrawn or updated at any time, without notice.

Key: PD = Program Director AC = Academic Coordinator CC = Clinical Coordinator MD = Medical Doctor

Discipline	Minimum Requirements
ADDICTIONS STUDIES	M.S. in Clinical Psychology or Psychology – OR – Master's degree in Social Work CADC and I.A.O.D.A.P.C.A. certification required
AFRICANA STUDIES	Masters in African American Studies or related discipline
ANTHROPOLOGY	Master's degree in Anthropology-OR-Master's degree in any of anthropology's five fields (Applied Anthropology, Archaeology, Biological or Physical Anthropology, Cultural or Socio-cultural Anthropology, Anthropological Linguistics)
ARCHITECTURE	Master's degree in Architecture and portfolio review – OR – 5-year Bachelor's in Architecture in a professional program + 2 years' work experience in a licensed architecture firm and portfolio review – OR – B.S. in Architecture or B.A. in Architecture or B. in Environmental Design or B.F.A. in Interior Design + 4 years' work experience in a licensed architecture firm and portfolio review Portfolio reviews will be conducted in the discipline
ART – ART APPRECIATION	M.F.A. in any of the studio arts (e.g., painting, photography, sculpture, drawing, ceramics, printmaking) – OR – M.A. in Art History "If an M.F.A. candidate is not available"
ART – DIGITAL MULTIMEDIA	M.F.A in any of the visual arts with an emphasis in computer graphics, sound, digital imaging, video, interactive media, or web design & development
ART - STUDIO COURSES	M.F.A. in appropriate studio arts discipline as determined by faculty with Studio Art MFA in related field
ASTRONOMY	Master's degree in a physical science (Astronomy, Physics, Chemistry)
AUTOMOTIVE TECHNOLOGY	A.A.S. in Auto Technology as the base degree and 3-4 years of work experience in the field, plus all appropriate certifications; candidates with current equivalent industry experience, appropriate certifications and a strong classroom effectiveness assessment may also be considered by College Administration and the Department Chair

AVIATION	Associate degree in Aviation Maintenance Technology and 3-4 years of work experience in the field, plus all appropriate certifications; candidates with current equivalent industry experience, appropriate certifications and a strong classroom effectiveness assessment may also be considered by College Administration and the Department
BIOLOGY	Any master's degree or higher in the life sciences field; Life sciences fields include but are not limited to: Animal Science, Anatomy & Physiology, Biology, Bioengineering, Botany, Cell Biology, Ecology, Environmental Biology, Field Biology, Genetics, Human Biology, Ichthyology, Microbiology, Molecular Biology, MD, Mycology, Nutrition, Ornithology, & Zoology
BUILDING ENERGY TECHNOLOGY	Bachelor's degree in the field – OR – A.A.S. and five years or more related work experience, and national or industry recognized certification in the field recommended
BUSINESS	M.B.A. – OR – M.A. in Management or business-related discipline plus related work experience
BUSINESS-ACCOUNTING	Current CPA to teach all accounting courses; M.S. in Accounting or M.B.A. with 18 graduate credits in accounting is acceptable for 180, 181, 182, 183
BUSINESS-BUSINESSINSURANCE	Master's and appropriate insurance certification (<i>See Appendix 1 for a list of insurance certifications</i>)
BUSINESS - BUSINESS LAW 211 AND 212	J. D. – OR – MBA with 18 graduate credit hours in Law
CANNABIS STUDIES CANBS 113, CNBS 112	Responsible Vendor Certification and at least 1-year full time related occupational experience
CANNABIS STUDIES CANBS 114, CANBS 111	Bachelor's degree in Sociology, Paralegal Studies, or Criminal Justice; (FOR CANBS 114 ONLY): and at least 1-year full time related occupational experience
CANNABIS STUDIES CANBS 115, CANBS 202, CANBS 205, CANBS 201, CANBS 110	Master's degree in Botany, Agriculture, Horticulture, Biology, Environmental Sciences. (For CANBS115, CANBS205, CANBS 201 only): or Master's degree in Chemistry (For CANBS 110 only): or, Master's degree in Greenhouse Management

CANNABIS STUDIES CANBS 203	Medical Doctor (MD), Registered Nurse (RN), Nurse Practitioner (NP); OR Master's degree in nursing, Biology, Biomedicine, or Anatomy and Physiology
CARPENTRY	Active/Retired Carpenters' Journeyman card issued by carpenters union OR proof of completion of Carpenter's apprenticeship program OR State/City issued general contractor license OR two industry-recognized credentials OR Bachelor's in relevant technical field (Industrial, Construction; Engineering, Architecture, etc) ; five to seven years of carpentry experience.
CHEMISTRY	M.S. in Chemistry or Chemical Engineering – OR – Master's degree and 18 graduate semester hours in chemistry
CHILD DEVELOPMENT	A graduate degree in Child Development, Early Childhood Education, Elementary Education and Teaching, Education, or a degree in a related field
C.I.S.-TRANSFER COURSES	M.S. in IT related discipline or an MBA or M.I.S. (Management of Information Systems) (as appropriate to specialized content as determined by Academic Affairs) B.S. or B.A. in related technology field with related work/teaching experience to teach CIS 120
C.I.S.- CAREER/VOC/INDUSTRY	B.A. /B.S. in IT related discipline or related work experience plus industry-related certifications
CLINICAL LAB TECHNICIAN	B.A. /B.S. in Medical Laboratory Technology and current National Board certification
COLLISION	AAS as the base degree and 3-4 years of work experience in the field, plus all appropriate certifications; candidates with current equivalent industry experience, appropriate certifications and a strong classroom effectiveness assessment may also be considered by College Administration and the Department Chair
COMBINATION WELDING	Active/Retired Relevant journeyman card (Ironworker, Pipefitter, Laborer, Boilermaker, Sheet Metal) OR proof of completion of Welding apprenticeship program OR Bachelor's in relevant technical field (Industrial, Manufacturing, Engineering, etc.) OR At least two industry credentials from the American Welding Society (AWS), the National Institute of Metalworking Skills (NIMS), American Petroleum Institute (API) or the American Society of Mechanical Engineers ; five to seven years of arc welding including, mig (GMAW), and tig (GTAW), and stick welding (SMAW), plasm arc cutting, oxy-acetylene welding experience. OSHA 30 General Construction required OSHA 500/510 certifications preferred

COMMUNITY HEALTHCARE WORKER	Faculty: • Bachelor's degree (Master's preferred) in Public Health, Social Work, Community Psychology, or social science degree with a focus on community health. • At least 2 years of experience working in a community setting as a CHW OR in a role demonstrating CHW core roles and competencies as outlined by the C3 Project and local CHW association. Work-Based Learning Coordinator: • Bachelor's degree (Master's preferred) in Public Health, Social Work, Community Psychology, or social science degree with a focus on community health. • At least 2 years of experience working in capacity building and partnership development.
Computed Tomography (CT) Technologist	Faculty: Holds, at a minimum, a baccalaureate degree, is qualified to teach the subject, is knowledgeable of course development, instruction, evaluation, and academic advising. Documents two years' clinical experience in the professional discipline, and holds American Registry of Radiologic Technologists (ARRT) current registration in radiography or equivalent (i.e., unrestricted state license for the state in which the program is located), IEMA, and certification in CT. Adjunct Faculty: Holds academic and/or professional credentials appropriate to the subject content area taught (ARRT, IEMA and certification in CT). Is knowledgeable of course development, instruction, evaluation, and academic advising.
CONSTRUCTION MANAGEMENT	Associate's degree (bachelor's degree preferred) in Architecture, Construction Engineering, Construction Management, or related technical field); five to seven years of industry experience OR State/city issued general contractor license with ten to twelve years of experience OSHA 30 General Construction required OSHA 500/510 certifications preferred
CNC MACHINING	Bachelor's degree in Industrial Technology, Manufacturing Technology, Engineering or a related technical field and knowledge of CNC machining and the application of CAD/CAM and at least two credentials from the National Institute of Metalworking Skills (NIMS) – OR – 8 years of experience in manufacturing, including experience in precision machining or metal fabricating, tooling or product design, or process improvement, and knowledge of the application of CAD/CAM and at least two credentials from the National Institute of Metalworking Skills (NIMS)

CONSTRUCTION TECHNOLOGY	An industry recognized certification in construction related field, a journeymen card, and a minimum of seven years of work-related experience; an Associate Degree preferred
COSMETOLOGY	Current state licensure required; hired as Teaching Specialists; preferred: five years of shop experience and three years of teaching experience
CRIMINAL JUSTICE	Master's in Criminal Justice, Criminology – OR – J.D.
CULINARY ARTS – BAKING AND PASTRY & CULINARY	A.A.S. and national or industry recognized certification in the field and some experience; instructors credentialed to teach in this subject area are also eligible to teach HMGT724 and HMGT860
CYBERSECURITY	Master's degree in IT/CS/IS, with concentration in Cybersecurity or related area of specialization or equivalent; Industry recognized certifications* or related work experience can substitute for the degree concentration requirement; related area of specialization includes but is not limited to Information Security, Information Systems Management, Network Security, Information Assurance, Digital Forensics, Incident Response *Not limited to this list, industry recognized certification(s) relate to courses as follows: COMPSFI 101 Network+, CCNA, CCNA c7, CCNA Security, CCNP, CCIE, CISSP, OSCP, CASP, GSEC, or equivalent COMPSFI 102 Security+, CCNA v7, CCNA Security, CISSP, OSCP, CASP, GSEC, or equivalent COMPSFI 202 Security+, CCNA v7, CCNA Security, GFCE, CCE, GCFE, GCFA, GCIH, CIH, CHFI, EnCE, ACE, CIHE, CISSP, OSCP, CASP, GSEC, or equivalent COMPSFI 205 GFCE, CCE, GCFE, GCFA, GNFA, CHFI, EnCE, ACE, or equivalent COMPSFI 212 Strong programming background and one certification (Network+, Security+, CYSA+, CCNA, CCNA c7, CCNA Security, CCNP, CCIE, CEH, PenTest+, CISSP, OSCP, CASP, GSEC, or equivalent) is preferred. COMPSFI 213 CEH, PenTest+, OSCP, CISSP, CASP, GSEC, or equivalent COMPSFI 214 CySA+, CISSP, OSCP, CASP, GSEC, or equivalent COMPSFI 215 CISSP, or equivalent COMPSFI 216 CISSP, CASP, CISM, CISA, or equivalent COMPSFI 231 CCNA, CCNA Security Instructor and CCNA Security, CCNP/CCIE Instructor or equivalent
DANCE	BA/BFA in Dance or professional level experience with three years of teaching experience or genre specific dance certification with five years of teaching experience will also be considered; Demonstrated involvement as a practicing artist in the specific disciplines or specializations of the respective style of dance
DIESEL TECHNOLOGY	AAS in Auto Technology as the base degree and 3-4 years of work experience in the field, plus all appropriate certifications; Candidates with current equivalent industry experience, appropriate certifications and a strong

	classroom effectiveness assessment may also be considered by College Administration and the Department Chair
DENTAL HYGIENE	Dental Hygienist: Bachelor's degree or higher and a current Illinois Dental Hygiene License with at least two FT years of clinical experience; DDS OR DMD License in state of Illinois with five years of clinical experience
ECONOMICS	Master's in Economics
EDUCATION	M.Ed. in Elementary Education or doctorate in elementary education – OR – M.Ed. in Secondary Education or M.S in Higher Education Administration or M.Ed. or M.S. in Special Education and teaching experience or school administrator experience – OR – a Master's in Curriculum and Instruction and teaching experience or school administrator experience
ELECTRICAL LINE WORKER	Active/Retired IBEW line worker journeyman's card OR proof of completion of line worker apprenticeship; ten years of industry experience, OSHA 10 ET&D
ELEVATOR CONSTRUCTION	Bachelor's degree and national or industry recognized certification in the field
EMERGENCY MANAGEMENT	Bachelor's degree in the field – OR – A.A.S. and five years or more related work experience for military, emergency response, or similar security organization, and professional licensure or credentialing in the field
EMERGENCY MEDICAL PARAMEDIC	Paramedic program instructors must be licensed at the paramedic level by the Illinois Department of Public Health or be licensed at a higher level of practice with EMS experience. Lead instructors must hold a Lead Instructor license by IDPH.
EMERGENCY MEDICAL TECHNICIAN	EMT instructors must be licensed at the EMT level by the Illinois Department of Public Health or be licensed at a paramedic or higher level of practice with EMS experience. Lead instructors must hold a Lead Instructor license by IDPH.
ENGINEERING	Master's degree in Engineering, Physics, or Computer Science
ENGLISH - PROSE & LITERATURE	Master's degree in English Language and Literature Master's degree and 18 graduate hours in English, Literature, Creative Writing or Composition/ Rhetoric – OR – M.A. in (print) Journalism (not broadcast) *Individuals with a Master's in Linguistics are eligible to teach ENG 98, 100, 101, 102 and FSWRIT

ENGLISH - BUSINESS WRITING	English 105 and 107: M.F.A. in Writing (with an emphasis in technical writing) – OR – M.A. in English
ENGLISH - CREATIVE WRITING	M. A. in English Language and Literature – OR – M.F.A. in Creative Writing or Poetry, Drama, and/or Fiction
ENGLISH - JOURNALISM	M.A. in English Language and Literature – OR – M. A. in [print] Journalism or Communication Studies who specifically have an emphasis in mass media: English 150, 151, 152, 153, and 276 -OR- M.A. Communication Studies and Broadcast Journalism
ENVIRONMENTAL STUDIES: ENVIRONMENTAL TECHNOLOGY	Bachelor's degree and national or industry recognized certification in the field
E. S. L. (READING/WRITING/SPEECH)	M. A. in Teaching English as a Second Language (T.E.S.O.L.) – OR – M. A. in Linguistics – OR – M.Ed. with a specialization in ESL/Bilingual Education and ISBE ESL endorsement with five or more years of experience may be considered
FACTORY AUTOMATION	Bachelor's degree in Industrial Technology, Manufacturing Technology, Engineering or a related technical field and knowledge of industrial maintenance including preventive maintenance and process improvement, and at least two industry credentials from the American Welding Society, the Manufacturing Skills Standards Council (MSSC), the National Institute of Metalworking Skills (NIMS), the American Society of Quality, the Society of Manufacturing Engineers, the American Society of Mechanical Engineers or an electrician's license from the City of Chicago (will count as two industry credentials) or an IBEW journeyman's card (will count as two industry credentials); – OR – Eight years of experience in manufacturing, including experience in industrial maintenance or process engineering and experience with preventive maintenance and at least two industry credentials from the American Welding Society, the Manufacturing Skills Standards Council (MSSC), the National Institute of Metalworking Skills (NIMS), the American Society of Quality, the Society of Manufacturing Engineers, the American Society of Mechanical Engineers or an electrician's license from the City of Chicago (will count as two industry credentials) or an IBEW journeyman's card (will count as two industry credentials)

FIRE SCIENCE TECHNOLOGY	Instructors for Fire Science courses must possess an associate's degree or higher. Certifications related to Fire, Rescue, Hazardous Materials, Emergency Management, Emergency Services, Safety, etc. are strongly encouraged. Candidates must possess a Fire Instructor certification and/or certifications related to the course of study; Fire, EMS, Hazmat, Safety, Emergency Management, Response to Terrorism, or similar.
FOUNDATIONAL STUDIES ESL/FOUNDATIONAL STUDIES READ	B.A. English, Linguistics, Education, or Related Field
GAME DESIGN AND DEVELOPMENT	B.A. or B.F.A. in design related fields such as Graphic Arts, Studio Art or B.S. in Game Design, Computer Science, or Information Technology and at least five years related experience (which can include teaching experience)
GAS UTILITY	Active/Retired Journeyman's card issued by gas workers union OR proof of completion of Gas Utility apprenticeship program; five to seven years of industry experience OSHA 30 General Construction required OSHA 500/510 certifications preferred
GEOGRAPHY	Master's degree in Geography
GEOLOGY	Master's degree in a physical science (Chemistry, Physics, Astronomy, Geology, etc.) – OR – Master's degree and 18 graduate semester credit hours in a physical science
GERONTOLOGY	M.S.W. – OR – M. S. in Gerontology
GENDER, WOMEN'S, AND SEXUALITY STUDIES	GWSS 101, 102, 201, 202, 203, 204, 210, 220, 222: Master's degree or 30 graduate SH in Gender, Women's (i.e., feminist studies, not simply women-themed courses), and Sexuality Studies AND successful completion of annual CCC GWSS training GWSS 103: [1] (a) Master's degree or 30 graduate SH in Gender, Women's (i.e., feminist studies, not simply women-themed courses), and Sexuality Studies OR (b) Social Justice Studies plus 18 graduate SH of Gender, Women's, and Sexuality Studies, AND [2] successful completion of annual CCC GWSS training.
HEALTH	Master's degree in Health Science, Nursing or Allied Health discipline Health 102: M.D. with health & law background or J. D. degree or LL.M. in Health Law Health 106: Health background with office administrative skills Health 107: Minimum of bachelor's degree in Allied Health Nursing or Pharmacy with work- related experiences in health care setting using Pharmacology and Pathophysiology

	Health 108: Medical Assistant with over two years of experience or be a Certified Professional Coder
HEALTH INFORMATION TECHNOLOGY (HIT)	The Health Information Management program director must be certified as a Registered Health Information Technician (RHIT) or Registered Health Information Administrator (RHIA), and must have at minimum, a baccalaureate degree. It is expected that only HIM professionals with an RHIT or RHIA credential and a minimum of a baccalaureate degree would possess the necessary knowledge and background to effectively manage the HIM program. There is no exception to the required credential. Courses HIT 101 - 104 2 years of experience (combined teaching, trainer and occupational) in the health information technology field is required for the Medical Billing Program. Courses HIT 105, 108, 109, 110, 201, 203, 213, 221 3 years of experience (combined teaching, trainer and occupational) in the health information technology field is required for the Medical Coding Program. Courses HIT 204, 214, 222 3 years of experience (combined teaching, trainer and occupational) coupled with RHIT/RHIA credential in the health information technology field is required for the AAS in HIT.
HEALTH PROFESSIONS (HEAPRO)	HEAPRO 101-Minimum associate degree in a health science related field, current Illinois or professional credential to either teach Patient Care Technician or EKG and/or Phlebotomy certification with 2 years equivalent of full-time work or teaching experience Vocational Lecturer: Current Illinois credential to teach Certified Nursing Assistant and 3-5 years of work experience, previous teaching, or trainer experiences desired HEAPRO 102 Health Career Studies Course Vocational Lecturer: Must have 3-5 years of work experience, previous teaching, or trainer experience desired Faculty: Bachelor's degree in a health science related field and 3-5 years of combined related work or teaching experience
HIV/STI PREVENTION	Bachelor's degree and relevant experience in the Public Health sector
HISTORY	M. A. in History
HORTICULTURE	M. S. in Horticulture – OR – a bachelor's with appropriate work experience
HOSPITALITY	Bachelor's Degree in Hospitality or related field and professional work experience Instructors credentialed to teach in this subject area are also eligible to teach 330CUL703, 330BKPS766, 330CUL728, and 330CUL700
HUMANITIES	M. A. in Humanities or Classics or Comparative Religions or Foreign Language literature – OR –

	Master's degree with 18 graduate credit hours in one or several related humanities disciplines Vice Presidents may also consider the following related degrees to credential an individual for a content related course: Master's in Art History, Film Studies, Foreign Languages, English Literature, Theater, Philosophy, Music, Musicology, Medieval Studies, Interdisciplinary Humanities, etc.
HUMANITIES - FINE ARTS-ART HISTORY	Master's in Art History
HUMANITIES – THEATER, OPERA AND CINEMA	M.A. in a discipline related to specific course content, such as Theater, Opera or Cinema
HUMANITIES – MUSIC	Masters in Music (all, and not limited to only Performance and Jazz), Master of Arts and Master of Sciences (any discipline focusing on Music) Master of Music Education, Master of Music Therapy
HUMANITIES - PHILOSOPHY	M. A. in Philosophy
HUMANITIES – RELIGION	M. A. in Comparative Religion discipline or related discipline
H. V. A. C.	A.A.S with a minimum of five years HVACR field experience and be a Certified Master HVACR Educator (CMHE) – OR – A.A.S with a minimum of five years of HVACR field experience and be working towards the CMHE certification
HYBRID COURSEWORK	Effective Spring of 2017 any faculty member wishing to be credentialed to teach Hybrid coursework must complete the following ION courses: 1) Online Learning, An Overview; 2) Instructional Design for Online Course Development; 3) Student Assessment in Online Courses; FT faculty members who were previously credentialed to teach hybrid are exempt from this requirement
INTDSP 101/104: COLLEGE SUCCESS	Master's degree and successful completion of college training
INTDSP 102: CAREER DEVELOPMENT AND DECISION MAKING	Master's degree and teaching experience in higher education and/or experience in corporate training and development
INTDSP 103: NEWS LITERACY AND CIVIC ENGAGEMENT	Master's degree and successful completion of the News Literacy (Institute/District) training
LIBRARY INFORMATION SCIENCE	Master of Library Science (M.L.S.) or Master of Science in Library Science (M.S./M.L.S.) or Master of Arts in Library Science (MALS) or M.A in Library and Information Science or M.S. in Library and Information Science (M.S./M.L.I.S.) or Master of Science in Library Science (M.S.L.S.) or Master's in Information Studies (M.S./M.S.I.S.); the degree must be from an ALA- accredited institution
LITERATURE - 110, 111, 112, 113	M.A. in English Language and Literature or Literature – OR – M.F.A. in Creative Writing: Poetry, Drama, Fiction
LITERATURE - 114, 116, 117, 118, 119, 121, 122, 123, 126, 127, 128, 129, 131, 133, 150, 155,156, 211, 220, 221	M.A. in English Language and Literature – OR – Master's with 18 graduate credit hours in literature/literary studies

MANUFACTURING TECHNOLOGY	Bachelor's degree in Industrial Technology, Manufacturing Technology, Engineering or a related technical field and at least two industry credentials from the American Welding Society, the Manufacturing Skills Standards Council (MSSC), the National Institute of Metalworking Skills (NIMS), the American Society of Quality, the Society of Manufacturing Engineers, the American Society of Mechanical Engineers or an electrician's license from the City of Chicago (will count as two industry credentials) or an IBEW journeyman's card (will count as two industry credentials); – OR – Eight years of experience in manufacturing, including experience in production or industrial maintenance and at least two industry credentials from the American Welding Society, the Manufacturing Skills Standards Council (MSSC), the National Institute of Metalworking Skills (NIMS), the American Society of Quality, the Society of Manufacturing Engineers, the American Society of Mechanical Engineers or an electrician's license from the City of Chicago (will count as two industry credentials) or an IBEW journeyman's card (will count as two industry credentials)
MASONRY	Active/Retired Journeyman's card issued by mason's union OR proof of completion of Masonry apprenticeship program OR general contractor license OR two industry-recognized credentials from Concrete Contractors Associations, The Mason Contractors Association of America (MCAA) or National Concrete Masonry Association (NCMA); five to seven years of masonry experience. OSHA 30 General Construction required OSHA 500/510 certifications preferred
MASSAGE THERAPY	Faculty: Successful Completion of an Associate Degree or Completion of Certificate Program in Massage Therapy from an accredited and/or licensed school or institution; A minimum of 3 years combined work experience and/or teaching experience as a Licensed Massage Practitioner; Current State of Illinois Massage Therapy License issued by the Illinois Department of Financial and Professional Regulation Vocational Lecturer: Successful Completion of an Associate Degree or Completion of Certificate Program in Massage Therapy from an accredited and/or licensed school or institution; a minimum of 3 years combined work experience and/or teaching experience as a Licensed Massage Practitioner; current State of Illinois Massage Therapy License issued by the Illinois Department of Financial and Professional Regulation
MATHEMATICS	Master's in mathematics or applied mathematics OR Bachelor's in either of the above AND Master's in statistics, physics or mathematics education OR the equivalent
MEDIA COMMUNICATION	Bachelor's required, portfolio review, and at least 5 years of current and relevant experience in television, radio, video, audio, and digital media editing, creation, production, dissemination
MEDICAL ASSISTING	HEALTH 102 and 105: M.D. or Registered Medical Assistant through American Medical Technologist (AMT) or Certified Medical Assistant through American Association of Medical Assistants (AAMA) must have three years of medical assisting experience or BSN with three years of current ambulatory

	experience MEDASST 102,105, and 106 : M.D. or Registered Medical Assistant through American Medical Technologist (AMT) or Certified Medical Assistant through American Association of Medical Assistants (AAMA) must have three years of medical assisting experience or BSN with three years of current ambulatory experience. MEDASST 103, MEDASST 104, AND MEDASST107: M.D. or Registered Medical Assistant through American Medical Technologist (AMT) or Certified Medical Assistant through American Association of Medical Assistants (AAMA) must have three years of medical assisting experience or BSN with three years of current ambulatory experience. Completion of calibration is a prerequisite for obtaining credentialing to instruct these classes, with a minimum required score of 85%. In the event that calibration is not successful, participation in remediation is mandatory. A reevaluation will be conducted prior to the commencement of the next semester to assess the individual's status. The Senior Director will advise which faculty have passed calibration/remediation to teach these courses. MEDASST108: M.D. or Registered Medical Assistant through American Medical Technologist (AMT) or Certified Medical Assistant through American Association of Medical Assistants (AAMA) must have three years of medical assisting experience or BSN with three years of current ambulatory experience including experience with reimbursement. MED ASST 109: Certified Medical Assistant through either American Medical Technologist (AMT) or American Association of Medical Assistants (AAMA) and three years of medical assisting experience.
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MENTAL HEALTH	M.S. in Clinical Psychology and current State Licensure
MEDICAL BILLING AND CODING	Minimum Certified Professional Coder certification through AAPC or Certified Coding Associate or Certified Coding Specialist through AHIMA and combined 2-3 years of teaching and 1 year of professional work experience in the health information management field Note: All individuals who meet the requirement to teach in the Health Information Management Program are eligible for credentialing for Medical Billing and Coding Programs
MORTUARY SCIENCE	Licensed as Funeral Director and Embalmer (state of Illinois) by IDFPR and minimum of 2 years' experience in the field; Must have a bachelor's or higher degree from a regionally accredited college or university According to ABFSE, all newly- and re-appointed full-time faculty must earn a master's degree from a regionally accredited college or university within five years of their initial appointment date For faculty earning degrees in colleges or universities outside the United States, the institution awarding the degree must have met degree standards which in the judgment of AACRO are acceptable or like those of ABFSE In the category of laboratory assistant, guest lecturer, clinical instructor, preceptor, or comparable

positions; individuals in such categories must serve under the direct supervision of a qualified member of the faculty

MS 117 History of Funeral Services	M. A. in History Or Adjunct - Illinois Licensed Funeral Director with Bachelor's Degree Full Time - Illinois Licensed Funeral Director with Master's Degree
MS 118 Microbiology & Pathology for Embalmers	Any master's degree or higher in the life sciences field; Life sciences fields include but are not Limited to: Anatomy & Physiology, Biology, Cell Biology, Human Biology, Microbiology, Molecular Biology, Medical Doctor Or Adjunct - Illinois Licensed Funeral Director with Bachelor's Degree Full Time - Illinois Licensed Funeral Director with Master's Degree
MS 119 Chemistry for Embalmers	M.S. in Chemistry or Chemical Engineering – OR – Master's degree and 18 graduate semester hours in Chemistry Or Adjunct - Illinois Licensed Funeral Director with Bachelor's Degree Full Time - Illinois Licensed Funeral Director with Master's Degree
MS 120 Social Science for Funeral Service (Psychology & Sociology)	M.S. in Clinical Psychology, Psychology or Sociology – OR – Master's degree in Social Work -OR- Adjunct - Illinois Licensed Funeral Director with Bachelor's Degree Full Time - Illinois Licensed Funeral Director with Master's Degree
MS 125 Anatomy for Embalmers	Any master's degree or higher in the life sciences field; Life sciences fields include but are not limited to: Anatomy & Physiology, Biology, Cell Biology, Human Biology, Microbiology,

		Molecular Biology, Medical Doctor Or Adjunct - Illinois Licensed Funeral Director with Bachelor's Degree Full Time - Illinois Licensed Funeral Director with Master's Degree
	MS 217 Business Communication	M. A. in Communications or Speech Or Adjunct - Illinois Licensed Funeral Director with Bachelor's Degree Full Time - Illinois Licensed Funeral Director with Master's Degree
	MS 218 Mortuary and Business Law	J.D. or LL.M – OR – MBA with 18 graduate credit hours in Law Or Adjunct - Illinois Licensed Funeral Director with Bachelor's Degree Full Time - Illinois Licensed Funeral Director with Master's Degree
	MS 222 Embalming Laboratory	Laboratory Assistant or Clinical Instructor with Illinois Licensed Embalmer w/ 5 years of embalming experience
NURSING	FT Faculty: Completed M.S.N. degree, doctorate in nursing preferred (DNP or PhD) and current unencumbered Illinois RN license; two-years of experience in clinical nursing; minimum of one year of college-level teaching experience preferred in the field of nursing and one year of recent clinical nursing practice PT Faculty: Completed MSN degree, doctorate in nursing preferred (DNP or PhD) and current unencumbered Illinois RN license	
NURSING - Basic Nursing Assistant	BNA Instructor: Completed Associates Degree in Nursing or higher and current unencumbered Illinois RN license; two years' experience in clinical nursing practice and one-year experience as an RN in one or both of the following areas: teaching theory in an accredited nursing training program or providing nursing care, including personal care and activities of daily living, to older adults or chronically ill adults; RNs with a BSN or higher degree are exempt from the requirement for a Train the Trainer/Evaluator program. Per the Illinois Department of Public Health (IDPH), programs may require attendance at a Train the Trainer program if they feel it is beneficial for new instructors, but it is not a requirement; nurses with an associate degree or diploma in nursing without additional nursing education, regardless of degree(s) obtained, are still required to complete the Train the Trainer/Evaluator program.	

	The four-hour CEU requirement in Alzheimer's/related dementias is a one-time requirement; If you have taken a Train the Trainer course in the past, you have already met that requirement; Anyone wishing to teach without the Train the Trainer must obtain 4 CEUs in Alzheimer's and related dementias or show transcripts of equivalent education (one semester hour or more of credit)
NURSING – Home Admin	Bachelor's degree in a related health field – OR – Bachelor's degree in Health Administration – OR – Master's degree in an applied field related to specific courses in the curriculum
OCCUPATIONAL THERAPY ASSISTANT Program	Licensed as occupational Therapist with IDFPR and 2 years work experience in the field
OPHTHALMIC TECHNOLOGY	Bachelor's degree and current JCAHPO Certification
PARALEGAL	J.D. or LL.M
PATIENT CARE TECHNICIAN (STHLTH 174)	A minimum of an Associate's Degree in a health science related field (to include Patient Care Technician, EKG Technician, Lab Assistant/Technician, Medical Assisting, Phlebotomy) Hold a current Illinois or otherwise recognized professional credential relevant to instruct either Patient Care Technician, EKG, and/or Phlebotomy. Two (2) years equivalent of full-time work or teaching experience (previous teaching or trainer experience desired).
PERSONAL TRAINING	Faculty: Baccalaureate degree in Kinesiology or Exercise Science, Athletic Training, Health Science, Health Education or closely related discipline and current certification from an NCCA accredited program*, along with 2 years of work related experiences. *Holds a current certificate in Personal Training, Corrective Exercise or Exercise Physiology from one of the following nationally recognized and accredited organizations: National Academy of Sports Medicine, American College of Sports Medicine, National Strength and Conditioning Association, American Council on Exercise. Vocational Lecturer: Must hold a degree and/or certificate in Kinesiology, Exercise Science, Health Sciences, Personal Training, Corrective Exercise, Health Coach, Physical therapy, Rehabilitation or other related health sciences and medical fields; must have 2 years or more of clinical experience in related field Program Director: The program director is a Personal Fitness Trainer, Exercise Physiologist or someone who demonstrates an understanding of education and contemporary Exercise Science practice appropriate for leadership in personal trainer education; these qualifications include all of the following: a

	minimum of a master's degree; holds a current certification from an NCCA accredited program*; a minimum of 2 years work-related experience in Personal Fitness Training, Exercise Science, or Exercise Physiology; the program director is a full-time employee *Holds a current certificate in: Personal Fitness Training, Corrective Exercise, Exercise Physiology or Strength and Conditioning Specialist from one of the following nationally recognized and accredited organizations: National Academy of Sports Medicine, American College of Sports Medicine, National Strength and Conditioning Association, American Council on Exercise
PHARMACY TECHNOLOGY	National Certification as Pharmacy Technician or registered pharmacist in Illinois Program Director The program director must: Be a licensed pharmacist in Illinois OR be a nationally certified pharmacy technician with an Illinois Pharmacy Technician license and a minimum of an Associate degree; Have at least 5 years of experience in pharmacy practice prior to entering the position Faculty Faculty must: Be a licensed pharmacist in Illinois OR be a nationally certified pharmacy technician with an Illinois Pharmacy Technician License; Have at least 3 years of experience in pharmacy practice. <u>Pharmacy Technician Sterile Processing Faculty must:</u> Be a licensed pharmacist in Illinois OR be a nationally certified pharmacy technician with an Illinois Pharmacy Technician License; Have at least 3 years of experience in pharmacy practice AND 3 years in sterile processing <u>Pharmacy Technician Non-Sterile Processing Faculty:</u> Be a licensed pharmacist in Illinois OR be a nationally certified pharmacy technician with an Illinois Pharmacy Technician License; Have at least 3 years of experience in pharmacy practice AND 1-3 years in non-sterile processing OR 0 years with a non-sterile training certificate <u>Pharmacy Technician Immunization and Point of Care Faculty:</u> Be a licensed pharmacist in Illinois OR be a nationally certified pharmacy technician with an Illinois Pharmacy Technician License; Have at least 3 years of experience in pharmacy practice AND 1-3 years in Immunization and Point of Care OR 0 years with Immunization and Point of Care certificates
PHLEBOTOMY	A.A.S. and current Phlebotomy Technician Certification and/or B.S. in Medical Laboratory Science and current National Board Certification It is also required to have at least 2 years work experience in the field. OR National Board-Certified Phlebotomist with 3 years of current work experience in the field. The following are acceptable National Board Certifications: • American Medical Technologist (AMT) • National Phlebotomy Association (NPA) • American Society of Clinical Pathologist (ASCP) • National Healthcareer Association (NHA)

PHYSICAL SCIENCE	Master's degree in a physical science (Chemistry, Physics, Astronomy, Geology, etc.) – OR – Master's degree and 18 graduate semester hours in a physical science
PHYSICS	Master's degree in Physics – OR – Master's degree in Engineering Physics
PHYSICAL EDUCATION	Minimum of master's degree in Physical Education, Kinesiology, Exercise Science, Health Fitness Science, Biomechanics, or other related discipline

PHYSICAL THERAPIST ASSISTANT	Full-time Faculty: Full-time (core) faculty must have a minimum of an Associate's degree, current Physical Therapist Assistant (PTA) or Physical Therapist (PT) license in Illinois, at least three years of full time (or equivalent) post-licensure clinical experience in physical therapy with contemporary expertise in assigned teaching areas, and have demonstrated effectiveness in teaching and student evaluation. Program Director: The program director is a physical therapist or physical therapist assistant who demonstrates an understanding of education and contemporary clinical practice appropriate for leadership in physical therapist assistant education. These qualifications include all of the following: • a minimum of a master's degree; • holds a current license/certification to practice in any United States jurisdiction; • a minimum of five years (or equivalent), full-time, post licensure experience that includes a minimum of three years (or equivalent) of full-time clinical experience; • didactic and/or clinical teaching experience; • experience in administration/management; • experience in educational theory and methodology, instructional design, student evaluation and outcome assessment, including the equivalent of nine credits of college level coursework in educational foundations. Clinical Education Coordinator: The Clinical Education Coordinator is a physical therapist or physical therapist assistant who holds current license or certification in the jurisdiction where the program is located and has a minimum of three years of full-time post-licensure clinical practice. Two years of clinical practice experience must include experience as a CCCE or CI in physical therapy, or a minimum of two years of experience in teaching, curriculum development and administration in a PT or PTA program. Adjunct Faculty Adjunct (associated) faculty must have a minimum of an Associate's Degree, current Physical Therapist Assistant (PTA) or Physical Therapist (PT) license in Illinois, and at least three years of full time (or equivalent) post-licensure clinical experience in physical therapy with contemporary expertise in assigned teaching areas to be a lead instructor or at least one year of full time (or equivalent) post-licensure clinical experience in physical therapy with contemporary expertise in assigned teaching areas to be a lab assistant.
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	Vocational Lecturer A vocational lecturer must have a minimum of an Associate's Degree and a current Physical Therapist Assistant (PTA) or Physical Therapist (PT) license in Illinois. Work-Based Learning (previously Clinical) Coordinator A clinical coordinator must have a minimum of an Associate's Degree and a current Physical Therapist Assistant (PTA) or Physical Therapist (PT) license in Illinois. Clinical practice that includes experience as a site coordinator of clinical education (SCCE) or clinical instructor (CI) in physical therapy is preferred. A clinical coordinator must possess excellent organizational, communication, and interpersonal skills.
PLUMBING	Active/Retired Journeyman's card issued by plumbers' union OR proof of completion of Plumbing apprenticeship program OR State/City issued plumbers license five to seven years of industry experience OSHA 30 General Construction required OSHA 500/510 certifications preferred
POLITICAL SCIENCE	Master's in Public Policy, Political Science, or Government

PROCESS TECHNOLOGY	Master's degree in Chemistry, Engineering, and Industrial Technology related field – OR – Bachelor's degree in a related field and at least four years of industrial experience with process operations
PROPERTY MANAGEMENT	Bachelor's degree and current Community Association Management state licensure and teaching experience in property management and/or related field; Master's degree preferred with current Community Association Management State licensure and teaching experience in property management and/or related field; Current Illinois Real Estate license preferred
PSYCHIATRIC REHABILITATION	Master's degree in Social Work or Psychology, certification via formal training, and work experience
PSYCHOLOGY	Master's in Psychology or Master's in Clinical Psychology; specialized/applied degrees (e.g., School, Counseling, and Industrial-Organizational) should be evaluated according to tested experiences with a thorough graduate course review
PUBLIC SERVICE	J. D. – OR – Bachelor's degree and current Law Enforcement Officer
QUALITY ASSURANCE	Bachelor's degree in Industrial Technology, Manufacturing Technology, Engineering or a related technical field and knowledge of quality management systems and process improvement and at least two industry credentials from the American Welding Society, the Manufacturing Skills Standards Council (MSSC), the National Institute of Metalworking Skills (NIMS), the American Society of Quality, the Society of Manufacturing Engineers, the American Society of Mechanical Engineers or an electrician's license from the City of Chicago (will count as two industry credentials) or an IBEW journeyman's card (will count as

	two industry credentials); – OR – Eight years of experience in manufacturing, including experience in Quality Assurance, production, or production management and knowledge of quality management systems and process improvement and at least two industry credentials from the American Welding Society, the Manufacturing Skills Standards Council (MSSC), the National Institute of Metalworking Skills (NIMS), the American Society of Quality, the Society of Manufacturing Engineers, the American Society of Mechanical Engineers or an electrician's license from the City of Chicago (will count as two industry credentials) or an IBEW journeyman's card (will count as two industry credentials)
RADIOGRAPHY	PD: Holds, at a minimum, a master's degree, is proficient in curriculum design, program administration, evaluation, instruction, and academic advising, Documents three years' clinical experience in the professional discipline, Documents two years of experience as an instructor in a JRCERT-accredited program, and Holds American Registry of Radiologic Technologists current registration in radiography or equivalent (i.e., unrestricted state license for the state in which the program is located Faculty: Holds, at a minimum, a baccalaureate degree, is qualified to teach the subject, is knowledgeable of course development, instruction, evaluation, and academic advising, Documents two years' clinical experience in the professional discipline, and holds American Registry of Radiologic Technologists current registration in radiography or equivalent (i.e., unrestricted state license for the state in which the program is located). Adjunct Faculty: Holds academic and/or professional credentials appropriate to the subject content area taught. Is knowledgeable of course development, instruction, evaluation, and academic advising.
READING	M.A. in Reading or M.A. in Linguistics or M.Ed. in Adult Literacy–Reading or M.S.Ed. in Curriculum and Instruction (inclusive of Literacy/Reading) – OR – M. A. and 18 graduate hours in Reading
RESPIRATORY CARE	Faculty: Earned Baccalaureate degree, Four (4) years' experience as a Registered Respiratory Therapist State of Illinois licensed as a Registered Respiratory Therapist The Director of Clinical Education (DCE) must: a) hold a valid Registered Respiratory Therapy (RRT) credential and current state license; b) have a minimum of four (4) years' experience as a Registered Respiratory Therapist with at least two (2) years in clinical respiratory care; c) have a minimum of two (2) years' experience teaching either as an appointed faculty member in a CoARC-accredited respiratory care program or as a clinical instructor/ preceptor for students of such programs; d) complete the CoARC Key Personnel Training Program. The Program Director (PD) must: a) hold a valid Registered Respiratory Therapy (RRT) credential and current state license; b) have a minimum of four (4) years' experience as a Registered Respiratory Therapist with at least two (2) years in clinical respiratory care; c) have a minimum of two (2) years' experience teaching either as an appointed faculty member in a CoARC-accredited respiratory care

	program or as a clinical instructor/preceptor for students of such programs; d) complete the CoARC Key Personnel Training Program.
SOCIAL SCIENCE	Master's degree in a closely related discipline according to the course being taught – OR – Master's degree and 18 graduate credit hours in a related discipline
SOCIAL SCIENCE - Social Science 101	Master's in Anthropology or M.A. in Psychology or M. A. in Sociology
SOCIAL SCIENCE - Social Science 102	Master's in Economics or Geography or History or Governmental Affairs or Political Science
SOCIAL SCIENCE - Social Science 105	Master's in Anthropology or Economics or Geography or Governmental Affairs or History or Public Policy or Political Science or Psychology or Sociology
SOCIAL SCIENCE - Social Science 115-121 and 201	Master's degree in Public Health (M.P.H.) or M.S.W. or M.A. in Clinical Psychology
SOCIAL SERVICE	M. S. W. or M. A. in in Social Work with relevant experience in Gerontology – OR – Master's in Social Work with an IAODAPCA certification in addition to (CADC)
SOCIOLOGY	Master's degree in Sociology -OR- Master's degree in Applied Sociology
SPEECH	M. A. in Communications or Speech or Theatre Arts
STERILE PROCESSING	Faculty must have: a. Associate Degree; and/or b. Be a Certified Sterile Processor (CRCST or CSPDT); or a Certified Surgical Technologist (CST); or a Certified First Assistant (CFA); or a Certified Surgical Assistant (CSA); or a Registered Nurse (RN). Vocational Lecturer must have: NBSTSA, HSPA, or CBSPD Certification (CST, CSFA, CRCST, CSPDT) and 1 year of employment as a Surgical Technologist, Surgical Assistant, or Sterile Processor.

SURGICAL TECHNOLOGY	1) Program Director must have: a) Possess a minimum of an Associate Degree. A Bachelor's Degree or higher is recommended; and b) Have documented education or experience in instructional methodology, curriculum design and program planning; and c) Be a graduate of an education program in surgical technology accredited by a nationally recognized programmatic accreditation agency; and d) Possess a credential in the field of surgical technology (CST) through a national certification program that is accredited by the National Commission on Certifying Agencies (NCCA); and e) Have a minimum total of five years of experience, either in the operating room scrub role or as an instructor in surgical technology, or a combination of both, within the past ten years. f) The Program Director should possess experience/training as an educator. The Associate Degree should
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	have a concentration in Surgical Technology. 2) Work-Based Learning (previously Clinical) Coordinator must have: a) Possess a minimum of an Associate Degree. A Bachelor’s Degree or higher is recommended; and b) Have documented education or experience in instructional methodology, curriculum design and program planning; and c) Be a graduate of an education program in Surgical Technology accredited by a nationally recognized programmatic accreditation agency; and d) Possess a credential in the field of surgical technology (CST) through a national certification program that is accredited by the National Commission on Certifying Agencies (NCCA); and e) Have a minimum of three years of documented experience, either in the operating room scrub role or as an instructor in surgical technology, or a combination of both, within the past five years; and f) Possess knowledge of the curriculum; and g) Possess knowledge about the program’s evaluation of student learning and performance. 3) Faculty/Instructional Staff (For all didactic, laboratory, and clinical instruction) must have: a) Possess a minimum of an Associate Degree. A Bachelor’s Degree or higher is recommended; and b) Have documented education or experience in instructional methodology, curriculum design and program planning; and c) Be a graduate of an education program in surgical technology accredited by a nationally recognized programmatic accreditation agency; and d) Possess a credential in the field of Surgical Technology (CST) through a national certification program that is accredited by the National Commission on Certifying Agencies (NCCA); and e) Have a minimum total of two years of experience, either in the operating room scrub role or as an instructor in surgical technology, or a combination of both, within the past five years.					
SUPPLY CHAIN MANAGEMENT & LOGISTICS	Master’s degree in Supply Chain Management, or Logistics – OR – Bachelor’s degree in a related field and a minimum of 5 years of experience in Transportation, Distribution and Logistics					
TECHNOLOGY 332 (332TECH) 449	Master’s degree and teaching experience in higher education and/or experience in corporate training and development.					
URBAN AGRICULTURE (URB AG)	<table><tr><td>Course</td><td>Class</td><td>Credential</td><td>Years of Related</td><td>Years of Teaching</td></tr></table>	Course	Class	Credential	Years of Related	Years of Teaching
Course	Class	Credential	Years of Related	Years of Teaching		

	Name			Occupational Experience	Experience
	URB AG 113	Introduction to Urban Science	BS/MS/PhD Degree: Urban Studies, Urban Planning, Urban Science, Data Science, Urban Informatics, Geography, Sociology, Environmental Science, Public Policy, Civil/Environmental Engineering, Urban Systems, Spatial Analysis, or closely related field.	1-year full-time experience in applied urban science research, urban planning, data analysis, or urban systems work (government, consulting, nonprofit, or academic research projects).	1 year of teaching or training experience in a related discipline.
	URB AG 115	Introduction to GIS	BS/MS/PhD Degree: Geography, GIS/Geospatial Science, Urban Studies, Urban Science, Environmental Science, Geoinformatics, Remote Sensing, Data Science, Spatial Analytics, or Civil/Environmental Engineering. Preferred Certifications: ESRI ArcGIS Desktop/Pro, QGIS, or equivalent GIS training certificate.	1-year full-time experience in GIS data management, spatial analysis, mapping, remote sensing, or applied geospatial projects (government, nonprofit, consulting, or academic research).	1 year of teaching or training experience in GIS, geospatial analysis, or a related discipline.
	URB AG 201	Urban Science Practicum	BS/MS/PhD Degree: Urban Science, Urban Studies, Urban Planning, Public Policy, Data Science, Geography, Sociology, Environmental Science, Geoinformatics, or related field. Preferred Certifications: ESRI ArcGIS Pro, QGIS, Data Analytics or Project Management Certificate.	2 years of full-time experience in urban science research or applied practice, including project design, data collection (surveys, interviews, spatial analysis), and use of GIS or other	1 year of teaching, mentoring, or supervising student/applied research projects.

				data analysis tools.	
	URB AG 110	Introduction to Urban Agriculture	BS/MS Degree: Urban Agriculture, Horticulture, Environmental Science, Ecology, Geography, Biology, Agronomy, Botany, Food Systems, Sustainable Agriculture	1-year full time	1 year
	URB AG 111	Hydroponics & Aquaponics	Associate's: Horticulture, Plant Science, Agricultural Technology BS/MS Degree: Urban Agriculture, Horticulture, Environmental Science, Ecology, Plant Science, Agricultural Engineering, Sustainable Agriculture, Controlled Environment Agriculture, Sustainable Agriculture	1-year full time	1 year
	URB AG 112	Greenhouse Management	Associate's: Horticulture, Plant Science, Greenhouse Management BS/MS Degree: Urban Agriculture, Horticulture, Environmental Science, Ecology	1-year full time	1 year
	URB AG 200	Urban Agriculture Studies Practicum	BS/MS Degree: Urban Studies, Urban Planning, Urban Sustainability, Geography, Environmental Technology, Data Science	1-year full time	1 year
VISUAL MEDIA (VIS MC)	M.F.A. or M.A. in graphic design or related discipline and portfolio review; at least 5 years of current and relevant experience in visual communications including print, digital imaging, web design, or graphics software				
WELDING	Bachelor's degree in Industrial Technology, Manufacturing Technology, Engineering or a related technical field and knowledge of welding applications in manufacturing and at least one industry credential from				

	the American Welding Society and at least one other credential from the American Welding Society, the Manufacturing Skills Standards Council (MSSC), the National Institute of Metalworking Skills (NIMS), the American Society of Quality, the Society of Manufacturing Engineers, the American Society of Mechanical Engineers or an electrician's license from the City of Chicago (will count as two industry credentials) or an IBEW journeyman's card (will count as two industry credentials); – OR – Eight years of experience in manufacturing, with at least 3 years of experience in welding and at least one industry credential from the American Welding Society and at least one other credential from the American Welding Society, the Manufacturing Skills Standards Council (MSSC), the National Institute of Metalworking Skills (NIMS), the American Society of Quality, the Society of Manufacturing Engineers, the American Society of Mechanical Engineers or an electrician's license from the City of Chicago (will count as two industry credentials) or an IBEW journeyman's card (will count as two industry credentials)
WORLD LANGUAGES	Master's degree in Arabic, Chinese, French, Italian, Japanese, Latin, Polish, or Spanish (VI.F.2.b., p. 14) – OR – Bachelor's degree and 18 graduate credit hours in the related field or demonstrated language proficiency and related teaching experience

Appendix 1

Business Insurance course: Insurance certification list

1. Certified Financial Planner (CFP®). CFPs are required to have completed course work including:

- General principles of financial planning
- Insurance planning
- Investment planning
- Income tax planning
- Retirement planning
- Estate planning
- Interpersonal communication
- Professional conduct and fiduciary responsibility
- Financial plan development (capstone) course

2. CIC - Certified Insurance Counselor

Offered by The National Alliance for Insurance Education & Research, the CIC program has been the industry's premier, proven source for practical, real-world education since 1969. You will cover important aspects in personal lines, commercial casualty, commercial property, life and health and agency management.

3. CISR - Certified Insurance Service Representative

The National Alliance for Insurance Education & Research offers this practical program, stressing methods to minimize E&O claim possibilities and the understanding and analysis of risks and exposures. The curriculum is tailored to your region making this a program a superior education opportunity.

4. CLCS - Commercial Lines Coverage Specialist

Created with the learning needs of new insurance producers, agents, managers, CSRs and corporate staff in mind, the CLCS is the most complete professional learning program available for industry professionals seeking to master the subject of commercial lines coverage. Sponsored by The National Underwriter Company, students completing the CLCS program have demonstrated extensive knowledge in a critical functional area of property and casualty insurance practice-insurance policy coverage-and will have applied that knowledge in real-life case study exercises.

5. CLU - Chartered Life Underwriter

The CLU course of study helps advance your career by providing in-depth knowledge on the insurance needs of individuals, business owners and professional clients. The courses needed to earn this professional designation are offered through The American College.

6. CPCU - Chartered Property Casualty Underwriter

CPCU is respected as the premier designation in property-casualty insurance. Holding this designation immediately identifies you as a knowledgeable and dedicated professional. Offered by The Insurance Institute of America (CPCU/IIAA), the program provides a broad understanding of the property-casualty industry focusing on the legal, financial and operational aspect of risk management and insurance, as well as on financial services. The CPCU program consists of eleven courses. You must pass 8 courses to earn the CPCU designation. All candidates must complete the five foundation courses. In addition, you select either the commercial or personal insurance concentration to complete the program.

7. CRM - Certified Risk Manager

This designation is offered by The National Alliance for Insurance Education & Research. The five courses will provide you with an in-depth knowledge about today's highest priorities – identifying, analyzing, controlling, financing, and administering operational risks – as well as political risks, catastrophic loss exposures, third-party exposures, fiduciary exposures, employee injury exposures, juridical risks, legal risks, and more – whether insurable or not. The skills you learn will make you more proactive and valuable to your organization in discovering how risks can interrupt the flow of earnings and how to protect against it.

8. PLCS - Personal Lines Coverage Specialist

Created with the learning needs of new insurance producers, agents, managers, CSRs and corporate staff in mind, the PLCS is offered by The National Underwriter Company. It is the most complete professional learning program available for industry professionals seeking to master the subject of personal lines coverage.

9. REBC - Registered Employee Benefits Consultant

Offered by The American College, earning the REBC designation will provide you with practical knowledge on pensions and retirement plan funding, installation and administration. The program also covers group medical plans, long-term care, executive compensation, personnel management and much more.

10. RHU - Registered Health Underwriter

Offered by The American College, the RHU designation is the premier credential in the health insurance market. Broaden your knowledge with the most comprehensive information available on group insurance benefits and health insurance for individuals and families. The program also helps you stay current with the major benefit protection laws, including COBRA, ERISA and HIPAA