

AC407: Faculty Academic/Professional Credential Requirements

Policy Title:	Faculty Academic/Professional Credential Requirements
Policy Number:	AC407
Owner:	Sr. Vice President, Academic and Student Success
Approved by:	Senior Leadership Team
Effective Date:	September 2026
Reference:	
See also:	

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BACKGROUND

Definitions:

Academic Credentials: a credential from an accredited postsecondary institution that indicates that the person has successfully completed a particular course of study (e.g. bachelor's, master's, doctorate degree).

Breadth Courses: courses outside of the core field of study which are taken as electives.

Professional Credentials: a credential from a certifying or regulatory body warranting that the professional or tradesperson has the essential knowledge and skills of a specified domain necessary for safe and appropriate practice of the profession or trade.

Scholarship, Research, or Creative Activity (SRCA): refers to a broad range of intellectual and artistic activities conducted by faculty, staff, and students that contribute to the creation, integration, application, and dissemination of knowledge. It is a systematic and rigorous process intended to enhance the college's teaching, learning, and community impact. SRCA is typically comprised of the following three pillars –

- Scholarship: Multi-faceted activities involving the synthesis, integration, and dissemination of existing knowledge. This includes the Scholarship of Teaching and Learning (SoTL), which uses systematic inquiry to improve pedagogical practices and advance student learning.

- **Research:** Systematic investigation aimed at establishing new facts or solving real-world challenges. In the Ontario college context, this frequently focuses on **Applied Research**, which applies existing knowledge to meet the needs of industry, business, and community partners.
- **Creative Activity:** Original and imaginative work characterized by artistic expression, technical innovation, or the production of creative artifacts. This includes performances, exhibitions, design work, and the development of new artistic methodologies that are shared with and reviewed by peers.

Purpose:

This policy outlines the academic and/or professional credentials required of faculty to teach at St. Lawrence College (hereafter referred to as “SLC” or “the College”).

Scope:

This applies to all full and non-full-time faculty of the College.

POLICY STATEMENTS

1. Academic Credential Requirements

All Programs:

- 1.1. Faculty members teaching within a given program are required to hold an academic credential at least one credential higher than the level of the credential which the student will earn upon graduation from the given program. There may be some exceptions within a practical lab setting.
- 1.2. All faculty members teaching within a given program may also be required to possess the appropriate qualifications and fields of expertise as determined by regulatory bodies.
- 1.3. All faculty are expected to maintain currency in their areas of expertise, either through SRCA or active practice within their field.

Degree Programs:

- 1.4. All faculty members teaching core courses in a degree program or acting as thesis supervisors or teaching non-core (breadth) courses:
 - have, where relevant, professional credentials and related work experience that meet the minimum requirements as set out by the Postsecondary

Education Quality Assessment Board (PEQAB) with regards to their academic credential level and field/discipline. Exceptions must be (a) based on the relative scarcity of related postsecondary credentials or other supporting circumstances, and (b) justified in writing and approved by the Sr. VP, Academic & Student Success; and

- engage in a level of scholarship, research, or creative activity (SRCA) sufficient to ensure their currency in the field.

1.5. PEQAB benchmarks regarding the proportion of students' learning experiences delivered in the professional or primary field of study, as well as in non-core (breadth) areas, will be satisfied by ensuring that typically at least 50% of instruction is provided by faculty members who hold the terminal academic credential in the field or in a closely related discipline. A doctorate is generally considered the terminal credential, except in disciplines where a master's degree is the standard terminal qualification.

Apprenticeship Programs:

Faculty teaching in Apprenticeship programs will meet the competency baseline of Journey person status as issued by Skilled Trades Ontario. 5 years of trades experience is required, and Subject Matter Experts shall prove competency through subject experience and external certifications.

2. Verification of Academic Credential

Faculty members must provide evidence to the College of their credential(s). Credentials issued from institutions outside of Canada will be evaluated for purposes of teaching in all College programs. International credentials must be proven to meet the standard of similarly named credentials offered by Canadian institutions. The College will hold on file official verification that the highest academic credential claimed has been awarded and must be released directly to the College by the awarding institution.

3. Professional Credential Requirements

Faculty teaching in fields where a professional accreditation, registration, or license is required will be expected to hold that accreditation, professional registration or license to teach. For example, faculty teaching nursing subjects are required to be registered with the College of Nurses of Ontario; faculty teaching accounting are required to hold a CPA, CA, CMA, or the equivalent.

4. Work Experience

Faculty teaching courses that are directly workplace-related are required to have a minimum of five years' appropriate experience in the field.

MONITORING

It is the responsibility of the Senior Vice President, Academic and Student Success and the Deans/Associate Deans to ensure adherence to the policy and to interpret the policy.

NEXT POLICY REVISION DATE

September 2031

SPECIFIC LINKS

PEQAB Manuals & Guidelines <https://peqab.ca/en/manuals-guidelines/>