

Faculty Hiring Policy			
Revision Number	5	Accountability	Chief Academic Officer (CAO)
Policy Number	735 (formerly 719)	Operational Responsibility	Program Directors
Category	Faculty	Cross Reference	Talent and Culture
Date of Approval	March 17, 2025	Last Reviewed	
Approval Authority	Board of Directors	Next Review	March 2027

Policy Statement

LaSalle College Vancouver is committed to hiring academic personnel who possess the academic credentials and relevant experience appropriate to their discipline and pertinent to an institution of higher education offering applied degree, diploma, and certificate programs.

Each department within LCV may have specific guidelines tailored to their unique missions and programs, but the overarching principles of inclusivity and scholarly or creative achievement remain consistent. LCV's faculty hiring policies are guided by a commitment to academic excellence and diversity across its various departments.

Objectives

LCV seeks to hire faculty who demonstrate scholarly achievements, effective teaching capabilities, and a commitment to fostering an inclusive academic community. The hiring process is designed to ensure a comprehensive evaluation of candidates based on their qualifications, research or creative contributions, teaching experience, and professional experience. To comply with regulatory, academic, and professional standards related to faculty qualifications, hiring decisions will consider the following factors: academic credentials, teaching experience, industry experience, discipline and/or specialization, and course assignments.

The purpose of this policy is to:

- 1) Clarify the objective standards used to select faculty for instructional assignments
- 2) Provide a procedure to account for exceptional circumstances.

Scope

This policy addresses all faculty appointments and assignments at LaSalle College Vancouver.

Exclusions

Other employee groups that comprise staffing at LaSalle College Vancouver.

Provisions

FACULTY QUALIFICATIONS GUIDELINES

Degree Programs

Faculty teaching in degree programs must be either Academically or Experientially Qualified as per Ministry of Post-Secondary Education and Future Skills definitions:

Academically Qualified Faculty: A faculty member is considered academically qualified if the person:

- 1) holds a doctorate in the program with:
 - a) a graduate level specialization in the field in which they are teaching, or
 - b) professional certification in the field of teaching, or
- c) five or more years of current professional experience in the field of teaching, or
- 2) holds an out of field doctorate with:
 - a) demonstrated content knowledge of the field, such as a professional certificate in the field, and
 - b) demonstrated teaching effectiveness, and
 - c) demonstrated scholarly evidence considered as expert work or significant professional practice experience.

Experientially Qualified Faculty: A faculty member is considered experientially qualified if the person:

- 1) is A.B.D. (completed all course work toward a doctorate and passed all qualifying and comprehensive exams to attain candidacy status) with a specialization in the field in which they are teaching; or
- 2) holds a master's degree in a related field with a specialization in the field in which they are teaching or a professional certification in the field in which they are teaching; or
- 3) holds a master's degree in the field in which they are teaching, and:
 - a) has extensive and documented successful teaching experience in the area they are teaching in and demonstrated involvement in meaningful research; or
 - b) has five or more years of current professional and management experience in the field in which they are teaching; or
- c) is recognized by professional peers as exemplary in the profession.
- 4) has documented experience of at least 10 years or more in the field teaching and is recognized by peers as exemplary in the field (e.g., an outstanding fine arts practitioner teaching in a fine arts program); or
- 5) is recognized by their community for the wisdom, spiritual and cultural knowledge, and skills that they hold (e.g., Indigenous Elders and Knowledge-Keepers).

Non-Degree programs

Faculty members teaching courses in non-degree programs must demonstrate competency in the assigned teaching field, such as:

- 1) academic or vocational training and credentials,
- 2) related work experience,
- 3) licensure or certification.

The minimum requirement is a certificate, diploma or post-secondary degree relevant to the subject matter plus two full years of relevant work experience. Absent any qualification, 10 years of full-time work experience in a career occupation relevant to the subject matter is required.

APPOINTMENT RESPONSIBILITIES

- 1) Chief Academic Officer: The CAO is accountable for ensuring that faculty appointments are consistent with the qualification guidelines listed in the Faculty Hiring Policy.
- 2) Dean: The Dean collaborates with Program Directors to create hiring plans that align with the institution's goals. This includes assessing candidate suitability based on the LCV faculty plan and strategy, ensuring that new hires support the broader academic and institutional mission.
- 3) Program Director: The Program Director is responsible for selecting and hiring faculty within their programs that meet the qualification guidelines listed in the Faculty Hiring Policy.

SUPPORTING PROCEDURES**Special Cases to support Professionally (Experientially) Qualified Faculty**

In special circumstances where a candidate can demonstrate current, exceptional professional experience in the assigned field, the Chief Academic Officer may qualify the candidate by performing an examination of the relevant documentation of experience as outlined above by credential type.