



<p align="center">Policy Title Faculty Credential Recognition</p>	<p align="center">Original Adoption Date 01/18/2017</p>	<p align="center">Policy Number HR-763</p>
<p align="center">Responsible College Division/Department Human Resources</p>	<p align="center">Responsible College Manager Title Executive Director of Human Resources</p>	
<p align="center">Policy Statement</p> <p>Faculty that go beyond their required position credentialing, may be eligible to receive additional compensation. See below for definitions, additional credential criteria, and recognition process.</p> <p>CREDENTIAL CRITERIA: Faculty may seek additional credentials that are:</p> <ul style="list-style-type: none"> • related to their program area outcomes • related to program accreditation requirements • recognized by local employers and useful in workforce training • related to a specific skill set that benefits the college <p>Excludes:</p> <ul style="list-style-type: none"> • Credentials paid for by the college 		
<p align="center">Reason for Policy</p> <p>The College is committed to the continuation of faculty enhancing their skills which will better the student experience in the classroom. Keeping up to date on required credentials is an expectation of the job. Faculty are required to complete ongoing professional development in three areas: Subject Matter Excellence, Instructional Excellence, and Student Success.</p>		
<p align="center">Historical Data, Cross References and Legal Review</p> <p>Reviewed/Revised: 01/01/2017; 3/19/19</p> <p>Legal Counsel Review and Approval: 01/18/17</p> <p>Board Policy: III.C. People Treatment</p>		
<p align="center">Definitions</p> <p>Credentials are evidence of authority, status, rights, entitlement to privileges, or the like, usually in written form. A credential is issued by a third party with authoritative power, and is proof of an individual’s qualification or competence in a given subject. Possessing a credential not only helps one to prove competency and capability in a given field, but also demonstrates to one’s community and employers that the individual is competent, properly trained and equipped to carry out his or her duties.</p> <p>See: Faculty Credential Recognition Procedure</p>		