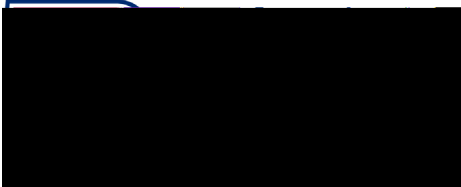




Factors Considered in Determining Detroit Mercy Qualified Faculty

Detroit Mercy considers the achievement of academic credentials, progress toward academic credentials, equivalent experience, or some combination thereof when determining faculty qualifications for all instructors and for all other entities to which we assign the responsibility of instruction. The definitions provided here are those of the Higher Learning Commission.



Equivalent experience—Equivalent experience means experience that is commensurate with achievement of academic credentials such that it qualifies an instructor for the instruction. This could include through a minimum threshold of experience; research and/or scholarship; recognized achievement; and/or other activities and factors. *Previous years of classroom instruction does not alone constitute equivalent experience.* Equivalent experience may differ by discipline or program.

Detroit Mercy defines “equivalent experience” as the minimum threshold of extensive practical experience commensurate with achievement of academic credentials in the field related to the content of the course(s) to be taught and/or scholarly activity that will be supervised.

Details of equivalent experience qualifications specific to disciplines and programs are left to each college, school, or student support office (e.g. skill sets, certifications, additional credentials, and experiences) and are available upon request.

- a) School of Architecture & Community Development
- b) College of Business Administration
- c) School of Dentistry
- d) College of Engineering & Science
- e) College of Health Professions & McAuley School of Nursing
- f) College of Humanities, Arts, & Social Sciences
- g) School of Law
- h) School of Optometry
- i) Student Support Offices (Student Success Center, Center for Career & Professional Development, and the International Services Office)

Other Entities—Other entities means entities other than the institution to which the institution assigns the responsibility of instruction. This could include, for example, contractual partners, consortial partners, dual enrollment partners, or institutional subsidiaries and other related entities.

Detroit Mercy’s System of Evaluation for Qualified Faculty

To ensure consistency and transparency in hiring and continued employment, faculty qualifications are documented at the time of hire and whenever a faculty member plans to teach a course outside of their terminal degree discipline using the [Detroit Mercy Qualified Faculty Assurance Form](#).

The electronic form is completed by the Dean or a representative of the Dean’s Office. An electronic copy of each Detroit Mercy Qualified Faculty Assurance Form is sent to the affiliated Dean and the Provost. All database records will be maintained by the Office of Academic Affairs.

Previous Policy approved 8/14/2020.

Reviewed and revised in 2024/25 in adherence to new HLC policy by Academic Affairs, HLC Accreditation Liaison Officer, Academic Leadership Team (ALT), McNichols Faculty Assembly, and the UDMPU Leadership. All revisions approved by ALT on 1/9/2025.