

It is the objective of Carl Sandburg College to offer effective, high-quality programs; therefore, the College hires the best-qualified candidates to meet present workforce needs and develop future human capital. Employment and promotions are offered to those individuals whose education, experience, knowledge, skills, and abilities best match the requirements of the position for which they applied. The determination of the best qualified candidate will be at the College's sole discretion.

Carl Sandburg College adheres to minimum qualifications to ensure meeting College expectations of academic excellence and to meet the Higher Learning Commission's criteria of qualified faculty and staff. All academic degrees earned by qualified faculty and staff shall have been awarded by accredited institutions, and faculty and staff shall provide documentation thereof. This policy applies to all instructors of record including adjunct; dual-credit; non-tenured; non-tenured, tenured-tracked; and tenured. The Office of Academic Services will hold the responsibility of final determination of compliance with this policy for all instructors.