



Northern Marianas College Procedure

Procedure No.: 5005.1 Procedure Title: Minimum Degree Requirements for Academic Instructional Faculty by Position

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Procedure Approval Authority: President

Board Policy No. associate with this procedure: 5005

This Procedure Supersedes/Replaces: Revised procedure

The written steps necessary to appropriately and uniformly perform a task in carrying out policies and activities of the College.

Overview/procedure description The Board of Regents has adopted a Policy specifying the minimum degree requirements for academic faculty. This procedure describes the method for determining the discipline in which course credits and degrees must be held; and enables staff and administrators to certify faculty credentials.

Areas of Responsibility It is the responsibility of each incumbent academic faculty member and each applicant to provide evidence that he or she meets the minimum degree requirements. The Human Resources Office shall certify eligibility based solely upon the information provided by the faculty member or applicant for review. Acceptable evidence shall only include certified or official transcripts.

Procedure details The Human Resources Office shall evaluate the transcripts and certifications provided by the incumbent faculty member or applicant, compare the degree(s) held and credit hours in each degree against minimum qualification requirements for the discipline or course category in which the faculty (or proposed faculty member) is or will be assigned. For General Education Courses; Baccalaureate Courses; and Associate Degree Courses designed for transfer into a baccalaureate degree program, the Human Resources Office shall compare the degree(s) and credit hours successfully completed against the requirements specified in the subject matter area set forth in the table below.

Procedure No./Title: 5005.1 Minimum Degree Requirements for Academic Instructional Faculty by Position Page No. 1 of 1

Discipline	Education in Field	Related Work Experience, License or Certification required	NMC Courses
ADULT SCHOOL EQUIVALENT PROGRAM	Any Associate's degree AND	2 years teaching adult basic education students.	
HiSET	Bachelor's degree in any field AND	1 year teaching experience.	

Discipline	Education in Field	Related Work Experience / Rating /License / Certification required	NMC Courses
CRIMINAL JUSTICE	<p>(a) Master's degree in Criminology, Criminal Justice, and/or a Juris Doctorate degree AND</p> <p>(b) Master's Degree, plus at least 18 graduate credit hours in Law Enforcement, Law, Criminal Justice, and Criminology AND a Bachelor's degree in a subject area closely related to criminal justice AND</p>	<p>(a) Two (2) years of teaching experience at the high school level or higher.</p> <p>OR</p> <p>(b) Two (2) years of teaching experience at the high school level or higher.</p>	<p>CJ 101 Introduction to Criminal Justice CJ 102 Juvenile Justice CJ 103 Juvenile Delinquency CJ 104 Dynamics of Substance Abuse CJ 107 Introduction to Corrections CJ 108 Law and the Corrections Officer CJ 113 Report Writing for Law Enforcement CJ 150 Constitutional Law for Police CJ 200 Criminal Law CJ 206 Social Values and the Criminal Justice Process CJ 225 Criminal Investigations CJ 299 Internship/Fieldwork</p>
FIRE SCIENCE TECHNOLOGY	<p>(a) Associate of Applied Science Degree in Criminal Justice AND</p> <p>(b) High school diploma AND Certificate in Fire Science Technology or U.S. recognized fire academy, or Pro-Board Fire Service Professional Qualification System Certified AND</p>	<p>(a) Three (3) to five (5) years experience in any of the following areas: Arson Investigation, Fire Inspections, Fire Operations, Fire Training, Hazardous Materials, Fire Suppression/Detection Systems, and Wildland Fire(s) AND Knowledge of Fire Behavior, Fire Modeling, Chemistry of Fire, and affects from fire on building components AND three (3) to five (5) years of related work experience in Fire Science, Fire Emergency response occupations.</p> <p>OR</p> <p>(b) Three (3) to five (5) years experience in any of the following areas: Arson Investigation, Fire Inspections, Fire Operations, Fire Training, Hazardous Materials, Fire Suppression/Detection Systems, and Wildland Fire(s) AND Knowledge of Fire Behavior, Fire Modeling, Chemistry of Fire, and affects from fire on building components AND three (3) to five (5) years of related work experience in Fire Science, Fire Emergency response occupations.</p>	<p>FS 103 Fire Operations II FS 104 Fire Operations II FS 125 Hazardous Materials Awareness and Operations ES 180 Emergency Medical Technician</p>
BASIC LAW ENFORCEMENT	<p>(a) Associate of Applied Science Degree in Criminal Justice or Certificate in Basic Law Enforcement AND</p> <p>(b) Graduate from a U.S. recognized Basic Law Enforcement Academy AND</p> <p>(c) High school diploma, and Certificate of Completion in Basic Law Enforcement, completion of the agency's training academy, letter from the agency in which the individual is employed under, certifying them as an instructor for the course, or specialized certificate/license in the area related to the course in which the individual will instruct.</p>	<p>(a) Three (3) to five (5) years experience in any of the following areas: Police Administration, Police Science, Crime Scene Investigations, Criminal Justice, Criminology, or a closely related field.</p> <p>OR</p> <p>(b) Three (3) to five (5) years experience in any of the following areas: Police Administration, Police Science, Crime Scene Investigations, Criminal Justice, Criminology, or a closely related field.</p> <p>OR</p>	<p>CJ 115 Introduction to Police Career CJ 132 Emergency Vehicle Operations CJ 135 Firearms CJ 145 Physical Development CJ 148 Traffic Law Enforcement CJ 150 Constitutional Law CJ 226 Officer Survival I & II CJ 298 Criminal Justice Internship ES 102 First Responder</p>
*First Responder	<p>High school diploma, and a certificate of completion in Basic Law Enforcement, a certificate of completion for Emergency Medical Technician, or specialized certificate/license in the area of emergency medical response/first responder</p>		<p>ES 102 First Responder</p>
*Introduction to Homeland Security and Transportation & Border Security	<p>Master's in Homeland Security and Emergency Management, Security Management, Criminal Justice, OR Criminal Justice Administration.</p>		<p>CJ 133 Homeland Security CJ 233 Transportation and Border Security</p>

Discipline	Education in Field	Related Work Experience / Rating /License / Certification required	NMC Courses
ENGLISH	(a) Master's degree in English, English Literature, Comparative Literature, Teaching English as a Second Language (TESL), Teaching English to Speakers of Other Languages (TESOL), English Education, Composition, Creative Writing, or Linguistics. (b) Master's degree AND 18 graduate credit hours in any of the disciplines listed under (a). (c) Bachelor's degree AND	OR OR (c) certification teaching advanced placement (AP) English composition.	EN 101 English Composition I EN 201 Creative Writing EN 202 English Composition II EN 101 English Composition I EN 202 English Composition II
ENGLISH LANGUAGE INSTITUTE (ELI) - NON-DEGREE ELI COURSES			
ENGLISH: <i>Listening and Speaking</i>	(a) Bachelor's degree in English, Creative Writing, or Linguistics. (b) Bachelor's degree in TESOL or TESL. (c) Bachelor's degree in Education with Reading or TESL emphasis. (d) Possess a valid CELTA Certificate or equivalent.	OR OR OR	EN 70 Beginning English: Speaking and Listening EN 72 Speaking and Listening Development I EN 82 Speaking and Listening Development II EN 92 Speaking and Listening Development III
ENGLISH: <i>Reading and Vocabulary</i>	(a) Bachelor's degree in English, Creative Writing, or Linguistics. (b) Bachelor's degree in TESOL or TESL. (c) Bachelor's degree in Education with Reading or TESL (d) Possess a valid CELTA Certificate or equivalent.	OR OR OR	EN 71 Beginning English: Reading and Writing EN 73 Reading and Vocabulary Development I EN 83 Reading and Vocabulary Development II EN 93 Reading and Vocabulary Development III
ENGLISH: <i>Writing and Grammar</i>	(a) Bachelor's degree in English, Creative Writing, or Linguistics. (b) Bachelor's degree in TESOL or TESL. (c) Bachelor's degree in Education with Reading or TESL (d) Possess a valid CELTA Certificate or equivalent.	OR OR OR	EN 74 Writing and Grammar Study I EN 84 Writing and Grammar Study II EN 94 Writing and Grammar Study III

Discipline	Education in Field	Related Work Experience / Rating /License / Certification required	NMC Courses
ENGLISH: <i>Integrated Reading and Writing</i>	(a) Bachelor's degree in English, Creative Writing, or Linguistics. (b) Bachelor's degree in TESOL or TESL. (c) Bachelor's degree in Education with Reading or TESL (d) Possess a valid CELTA Certificate or equivalent.	OR OR OR	EN 85 Integrated Reading and Writing I EN 95 Integrated Reading and Writing II
ENGLISH AS A SECOND LANGUAGE (ESL)	(a) Bachelor's degree in TESL, TESOL, Linguistics with a TESL emphasis, Linguistics with a TESL emphasis, English with a TESL emphasis, or Education or Creative Writing with a TESL emphasis or CELTA certified. (b) Bachelor's degree and a valid CELTA Certificate.	OR	
LANGUAGES			
FOREIGN LANGUAGE	Bachelor's degree and a native speaker proficiency in the language being taught.		CA 100 Conversational Carolinian CA 101 Elementary Carolinian I CA 102 Elementary Carolinian II CM 101 Elementary Chamorro I CM 102 Elementary Chamorro II CN 101 Elementary Chinese I JA 100 Conversational Japanese JA 101 Elementary Japanese I JA 201 Elementary Japanese II SP 101 Elementary Spanish I SP 102 Elementary Spanish II
SIGN LANGUAGE	(a) Master's degree and 18 graduate credit hours in Linguistics, ESL, Education, or another language and Sign Language. (b) Master's degree AND must be functionally native oral and written fluency in the language being taught; the ability to communicate in English with a passing score on a standardized competency exam including without limitation TOEFL iBT or IELTS academic examination AND (c) Any Master's degree and 18 graduate credits in any of the disciplines listed under (a).	OR (b) Two (2) years of professional experience in sign language and Certification in ASL is required for this discipline. OR	SL 101 Introduction to American Sign Language SL 102 Beginning Sign Language II SL 110 Advanced American Sign Language SL 201 Intermediate Sign Language I

Discipline	Education in Field	Related Work Experience / Rating /License / Certification required	NMC Courses
LITERATURE	(a) Master's degree in English, English Literature, Comparative Literature or Creative Writing with an emphasis in Literature Studies. (b) Master's degree AND 18 graduate credit hours in any of the disciplines listed under (a). (c) Bachelor's degree AND	OR OR (c) certification teaching advance placement (AP) Literature.	LI 150 Introduction to Literature
*Literature of the Pacific	(a) Master's degree in Pacific Studies, Micronesia Studies, Chamorro Studies, or a related field AND a Bachelor's degree in English. (b) Bachelor's degree AND	OR (b) Experience as a practitioner with research and publications relating to history of the Pacific or a Master Recognition of knowledge about the history of the Pacific.	LI 250 Literature of the Pacific
SPEECH	(a) Master's degree in Speech, Speech broadcasting, Telecommunications, Rhetoric, Communication, Communication studies, Speech Communication, Organizational Communication, English, Linguistics or Creative Writing. (b) Master's degree AND 18 graduate credit hours in any of the disciplines listed under (a).	OR	CO 210 Fundamentals of Speech Communication
PHILOSOPHY	(a) Master's degree in Philosophy. (b) Master's degree AND 18 graduate credit hours in Philosophy. (c) Master's degree in Humanities or religious studies AND a Bachelor's degree in Philosophy.	OR OR	PI 201 Introduction to Philosophy

Discipline	Education in Field	Related Work Experience, License or Certification required	NMC Courses
<p>Natural Resource Management</p>	<p>(a) PhD in Geography, Biological Sciences, Environmental Sciences, Natural Resources, Conservation Ecology, Agriculture, Forestry, Environmental Policy or Related Fields.</p> <p>(b) JD, PhD, EdD in unrelated disciplines AND</p> <p>(c) Master's in Geography, Biological Sciences, Environmental Sciences, Natural Resources, Conservation Ecology, Agriculture, Forestry, Environmental Policy or Related Fields AND</p> <p>(d) Master's degree, with 18 graduate credit hours in Environmental and Natural Resources (ENR), Conservation Biology (ConBio), or STEM.</p> <p>(e) Bachelor's degree in any Geography, Biological Sciences, Environmental Sciences, Natural Resources, Conservation Ecology, Agriculture, Forestry, Environmental Policy or Related Fields AND</p>	<p><i>OR</i></p> <p>(b) Two years experience in the field of Environmental and Natural Resources (ENR) or STEM; including, but not limited to (ENR Management, Research, Policy, or Law).</p> <p><i>OR</i></p> <p>(c) Two years experience in the field of Environmental and Natural Resources or STEM; including, but not limited to (ENR Management, Research, Policy, or Law).</p> <p><i>OR</i></p> <p>(d) Two years experience in the field of Environmental and Natural Resources; including, but not limited to (ENR Management, Research, Policy, or Law).</p> <p><i>OR</i></p> <p>(e) Five years experience in the field of Environmental and Natural Resources; including, but not limited to (ENR Management, Research, Policy, or Law), AND two semesters of teaching experience in any setting.</p>	<p>NR 150 Introduction to Natural Resource Management</p> <p>NR 153 Environmental Conservation</p> <p>NR 253 Species and Ecosystem Management</p> <p>NR 255 Conservation Politics and Economics</p> <p>NR 260 Fundamentals of Geographical Information Systems</p> <p>NR 295 Natural Resource Management Seminar</p> <p>NR 298 Natural Resource Management Internship</p> <p>NR 290 Special Topics in Natural Resource Management</p>

Discipline	Education in Field	Related Work Experience, License or Certification required	NMC Courses
ALLIED HEALTH CAREERS [Certified Nurse Aide/Certified Nursing Assistant Health Aide, Home Care Aide, Hospice Aide, Operating Room Technician, Psychiatric Technician, Hemodialysis Technician, practical nursing]	Bachelor's degree in Nursing AND	Three (3) to five (5) years of professional experience; Must have the appropriate valid and current licensure or certification to practice in the Commonwealth of the Northern Marianas Islands as required by law. Allied Health personnel shall work under appropriate supervision when required by their license laws.	NU 95 Nursing Assistant
NURSING	(a) Master's degree in Nursing or Nursing Education (Nursing specialty certification highly preferred) AND (b) Master's degree in Nursing or Nursing Education (Nursing specialty certification highly preferred) AND a Bachelor's degree in nursing AND (c) Bachelor's degree in nursing AND a minimum of 18 graduate credit hours in Nursing or Nursing Education AND (d) Bachelor's Degree in Nursing (<i>exceptions shall be justified to and approved by the NMI Board of Nursing</i>) AND	(a) 3 years of nursing experience; A current license to practice as a registered nurse in the United States or U.S. Territories, and the Commonwealth of the Northern Mariana Islands. OR (b) 3 years of nursing experience; A current license to practice as a registered nurse in the United States or U.S. Territories, and the Commonwealth of the Northern Mariana Islands. OR (c) 3 years of nursing experience; A current license to practice as a registered nurse in the United States or U.S. Territories, and the Commonwealth of the Northern Mariana Islands. OR (d) 5 years of nursing experience and currently practicing as a certified Registered Nurse in the United States, U.S. Territories, or the Commonwealth of the Northern Mariana Islands; Must have a current license to practice.	NU 105 Basic Nursing Concept and Skills NU 107 Medical-Surgical Nursing I NU 124 Pharmacology for Nurses and Clinical Math NU 203 Maternal and Child Health Nursing
NURSING (Clinical)	Bachelor's degree in Nursing, AND	Three (3) to five (5) years of nursing experience; Must have a current license to practice as a Registered Nurse in the United States, U.S. Territories, or Commonwealth of the Northern Mariana Islands.	NU 207 Medical-Surgical Nursing II NU 209 Nursing Issues and Trends NU 212 Medical-Surgical Nursing III

Discipline	Education in Field	Related Work Experience, License or Certification required	NMC Courses
PRIOR LEARNING ASSESSMENT	Master's degree in any field AND	One (1) year experience assessing Student Learning Outcomes.	BE 200 Prior Learning Assessment

Discipline	Education in Field	Related Work Experience / Rating / License / Certification	NMC Courses
ACCOUNTING	<p>(a) Master's degree in Accounting or business administration with accounting concentration AND</p> <p>(b) Master's degree in business, business administration, business education economics, taxation, or finance AND</p> <p>(c) Master's degree in Business Administration (MBA) including 18 graduate credit hours in Accounting AND</p> <p>(d) Bachelor's in business with accounting emphasis or business administration with accounting emphasis or economics with an accounting emphasis AND</p>	<p>(a) 2 years of relevant teaching and/or training experience that includes post-secondary or other professional level training in an education setting.</p> <p>OR</p> <p>(b) 3 years of relevant teaching and/or training experience that includes post-secondary or other professional level training in an education setting; and be a Certified Public Accountant with a valid U.S. State or Territory certification.</p> <p>OR</p> <p>(c) 2 years of relevant teaching and/or training experience that includes post-secondary or other professional level training in an education setting.</p> <p>OR</p> <p>(d) 3 years of relevant teaching and/or training experience that includes post-secondary or other professional level training in an education setting; and be a Certified Public Accountant with a valid U.S. State or Territory certification.</p>	<p>AC 227 Accounting Principles I AC 228 Accounting Principles II AC 226 Computerized Accounting AC 230 Intermediate Accounting I AC 301 Intermediate Accounting II** AC 330 Auditing** AC 400 Federal Taxation** AC 430 Advanced Accounting** FM 300 Introduction to Financial Management**</p>
**Faculty should have a Master's degree to teach 300 to 400 level courses in the BSBM program.			
BUSINESS LAW	<p>(a) Master's degree in Economics, Accountancy, Taxation, or Law AND a Bachelor's degree in Business Administration, Business Management, Business Education, Marketing, Administration, or Finance AND</p> <p>(b) Master's degree in Business, Economics, Human Resources, Public Administration AND a Bachelor's degree in any of the disciplines listed in (a).</p> <p>(c) Master's degree in Business, Business Management, Business Administration, Accountancy, Finance, Marketing, or Business Education.</p> <p>(d) Juris Doctor (JD) or Bachelor of Law (LLB) degree AND a Master's or Bachelor's degree in Business, Human Resources, Public Administration, or Economics.</p>	<p>(a) 4 years of experience</p> <p>OR</p> <p>OR</p> <p>OR</p>	<p>MG 251 Business Law I MG 438 Business Law II**</p>
**Faculty should meet the requirements under (c) and (d) to teach MG 438 - Business Law II			

Discipline	Education in Field	Related Work Experience / Rating / License / Certification	NMC Courses
COMPUTER APPLICATIONS	<p>(a) Master's degree in Computer Science, Computer Engineering, or Information Technology.</p> <p style="text-align: center;">OR</p> <p>(b) Master's degree in Mathematics, Cybernetics, Business Administration, Accounting or Engineering, AND Bachelor's degree in any of the above listed under (a).</p> <p style="text-align: center;">OR</p> <p>(c) Master's degree AND 18 graduate credit hours in the majors listed under (a) and (b).</p> <p style="text-align: center;">OR</p> <p>(d) Master's in Business or Education Technology with coursework in business computer applications.</p> <p style="text-align: center;">OR</p> <p>(e) Bachelor's degree in Information and Computer Science or Business with coursework in business computer applications AND</p> <p style="text-align: center;">OR</p> <p>(f) Bachelor's degree in any field AND</p> <p style="text-align: center;">OR</p> <p>(g) Master recognition by the Business Community in Computer Applications AND</p>	<p>(e) 3 years of work experience in teaching/training computer classes and a certification in teaching advance placement (AP) computer courses.</p> <p style="text-align: center;">OR</p> <p>(f) 5 years of related work experience, including a professionally recognized certification. Certifications accepted: Microsoft Certified Solutions Expert (MCSE), Cisco CCNP, CompTIA CySA+ or CASP+</p> <p style="text-align: center;">OR</p> <p>(g) 2 years of work related experience in Computer Applications, Programming, Network and Infrastructure, including experience in facilitating training.</p>	<p>CS 103 Introduction to Computers</p> <p>CS 140 Database I</p> <p>CS 222 Web Design and Programming</p> <p>CS 227 Introduction to Programming</p> <p>CS 246 Database II</p>
COMPUTER INFORMATION TECHNOLOGY (Computer network installation, microcomputer technology, computer applications)	Any Bachelor's degree AND	6 years of professional experience in Information Technology.	<p>CS 140 Database Application I</p> <p>CS 246 Database Application II</p>
ECONOMICS	<p>(a) Master's degree in Economics AND</p> <p style="text-align: center;">OR</p> <p>(b) Master's degree AND 18 graduate credit hours in Economics AND</p> <p style="text-align: center;">OR</p> <p>(c) Bachelor's degree in Economics.</p>	<p>(a) Experience teaching in the classroom or providing training in a professional setting.</p> <p style="text-align: center;">OR</p> <p>(b) Experience teaching in the classroom or providing training in a professional setting.</p> <p style="text-align: center;">OR</p> <p>(c) Experience teaching in the classroom or providing training in a professional setting.</p>	<p>EC 211 Principles of Macroeconomics</p> <p>EC 212 Principles of Microeconomics</p> <p>EC 300 International Economics**</p>
**Faculty should have a Master's degree to teach 300 to 400 level courses in the BSBM program.			

Discipline	Education in Field	Related Work Experience / Rating / License / Certification	NMC Courses
HOSPITALITY	<p>(a) Master's degree in hospitality, travel, or tourism.</p> <p>(b) Master's degree in Business Administration AND</p> <p>(c) Bachelor's degree in hospitality, tourism, or travel AND</p> <p>(d) Bachelor's degree in Business Administration AND</p> <p>(e) Bachelor's degree in Leisure and Recreation Management AND</p>	<p>(a) 1 year of relevant work experience in hospitality, travel or the tourism field.</p> <p>OR</p> <p>(b) 2 years of relevant work experience, which may include professional training in the hospitality, travel or tourism field.</p> <p>OR</p> <p>(c) 3 years of relevant work experience, which may include professional training in the hospitality, travel or tourism field.</p> <p>OR</p> <p>(d) 5 years of relevant work experience in the hospitality & tourism field of which at least 3 years must include supervisory / managerial experience.</p> <p>OR</p> <p>(e) 5 years of relevant work experience in the hospitality and tourism field, OR in the leisure and recreation field, of which at least 3 years must include supervisory / managerial experience.</p>	<p>TS 101 Introduction to Travel and Tourism</p> <p>TS 103 Introduction to the Hospitality Industry</p> <p>TS 185 Introduction to Food and Beverage</p> <p>TS 288 Practicum Internship Training I</p> <p>TS 298 Internship Training in Tourism and</p>
MANAGEMENT	<p>(a) Master's degree in Business, Business Administration, Business Management, Business Education, Marketing, Administration, Finance, Accountancy, or Public Administration AND</p> <p>(b) Bachelor's degree in any of the fields listed under (a) AND</p>	<p>(a) 1 year of relevant work experience in any of the following: teaching business at a post-secondary level OR provided training in a professional setting OR experience working in business management or business education setting; OR 2 years of relevant work experience in any of the following: operating a business, or in a supervisory position in a business or post-secondary setting.</p> <p>OR</p> <p>(b) 2 year of relevant work experience in any of the following: teaching business at a post-secondary level OR provided training in a professional setting OR experience working in business management or business education setting; OR 3 years of relevant work experience in any of the following: operating a business, or in a supervisory position in a business or post-secondary setting.</p>	<p>MG 206 Business Communication</p> <p>MG 231 Introduction to Business</p> <p>MG 234 Introduction to Management</p> <p>MG 300 Business Ethics**</p> <p>MG 303 Business Statistics**</p> <p>MG 301 Social Psychology in Business**</p> <p>MG 310 Business Writing**</p> <p>MG 400 Business Government and Society**</p> <p>MG 401 International Business**</p> <p>MG 402 Human Resource Management**</p> <p>MG 403 Operation Management**</p> <p>MG 404 Small Business & Entrepreneurship**</p> <p>MG 405 Introduction to Project Management**</p> <p>MG 406 Business Strategies and Policies**</p> <p>OB 400 Organizational Theory & Behavior**</p> <p>CE 400 Business Cooperative Education**</p> <p>MG 440 Capstone Major Project**</p>
<p>**Faculty should have a Master's degree to teach 300 to 400 level courses in the BSBM program.</p>			

Discipline	Education in Field	Related Work Experience, License or Certification required	NMC Courses
GENERAL EDUCATION COURSES	<p>(a) Master's degree in Education (or concentration in) Elementary Education, Educational Administration, Special Education, Educational Leadership, Adult Basic Education or International Teaching.</p> <p style="text-align: center;">OR</p> <p>(b) Master's degree AND 18 graduate credit hours in Education.</p>		<p>ED 102 Introduction to Research and Scholarship</p> <p>ED 205 Child Development</p> <p>ED 211 Introduction to Teaching</p> <p>ED 282 Multicultural Foundations</p> <p>ED 290 Educational Technology</p> <p>ED 300 Educational Psychology</p> <p>ED 315 Inclusive Practices for Children with Learning</p> <p>ED 351 Instructional Strategies and Classroom Management</p> <p>ED 370 Integrated Thematic Programs</p> <p>ED 406 Teaching Linguistically Diverse Students</p> <p>ED 435 Diagnostics and Prescriptive Reading</p> <p>ED 450 Planning & Assessment</p> <p>ED 471 Integrated Lessons and Activities</p> <p>ED 492 Student Teaching Practicum</p> <p>ED 493 Community Education Practicum</p> <p>ED 495 Student Teaching Internship</p> <p>RH 215 Introduction to Human Services</p> <p>RH 430 Medical and Psychosocial Aspects of Chronic Illnesses</p>
ELEMENTARY EDUCATION	<p>(a) Master's degree in Elementary Education or Education.</p> <p style="text-align: center;">OR</p> <p>(b) Master's degree in Education AND a Bachelor's degree in Elementary Education or Secondary Education.</p> <p style="text-align: center;">OR</p> <p>(c) Master's degree in Education (including Elementary Education, Educational Administration, Educational Leadership, Adult Basic Education, International Teaching, or related field).</p>		<p>ED 320 Fine Arts for Teachers</p> <p>ED 321 Literature and Language Arts for Teachers</p> <p>ED 432 Teaching Elementary & Middle School Math</p> <p>ED 433 Science as Inquiry Methodology</p> <p>ED 434 Social Studies in Action</p> <p>ED 435 Diagnostic and Prescriptive Reading</p> <p>ED 471 Integrated Lessons and Activities</p> <p>ED 492 Student Teaching</p> <p>ED 495 Student Teaching Internship</p>
EARLY CHILDHOOD EDUCATION	<p>(a) Master's degree in Child Development, Early Childhood Education, Human Development, Home Economics/Family and Consumer Studies with a specialization in Child Development/Early Childhood Education, or Educational Psychology with a specialization in Child Development/Early Childhood Education.</p> <p style="text-align: center;">OR</p> <p>(b) Master's degree AND 18 graduate credit hours in the fields described in (a), which comprise the Early Childhood discipline</p>		<p>ED 341 Curriculum in Early Childhood Education</p> <p>ED 343 Guiding and Nurturing Young Children</p> <p>ED 345 Education for Parenthood</p> <p>ED 435 Diagnostic and Prescriptive Reading</p> <p>ED 451 Integrated Science and Math for Children</p> <p>ED 471 Integrated Lesson and Activities</p>

Discipline	Education in Field	Related Work Experience, License or Certification required	NMC Courses
SPECIAL EDUCATION	<p>(a) Master's degree in Special Education.</p> <p style="text-align: center;">OR</p> <p>(b) Master's degree AND 18 graduate credit hours in Special Education.</p> <p style="text-align: center;">OR</p> <p>(c) Bachelor's degree in Special Education with a Master's degree in Education (including without limitation Educational Administration, Educational Leadership, Adult Basic Education, International Teaching, etc.)</p>		<p>ED 397 Current Issues in SPED ED 401 Teaching Methods in SPED ED 432 Teaching Elementary and Middle School Math ED 456 SPED Diagnosis and Assessment</p>
REHABILITATION AND HUMAN SERVICES	<p>(a) Master's degree in Counseling, Special Education Counseling, Rehabilitation Counseling, Clinical Psychology, Counseling Psychology, Guidance Counseling, Educational Counseling, Social Work, or Career Development, Marriage and Family Therapy, or Marriage, Family and Child Counseling.</p> <p style="text-align: center;">OR</p> <p>(b) Master's Degree in Education and 18 graduate credits in Counseling, Rehabilitation Counseling, Clinical Psychology, Guidance Counseling, Educational Counseling, Social Work or Career Development, Marriage and Family Therapy or Marriage, Family and Child Counseling, Special Education Counseling.</p> <p style="text-align: center;">OR</p> <p>(c) Bachelor's degree in any of the above AND Master's degree in Education, Social Work, Education Supervision, Elementary Education, Special Education, Psychology, Bilingual/Bicultural Education, Life Management/Home Economics, Family Life Studies, or Family and Consumer Studies.</p>		<p>RH 310 Theories and Techniques of Counseling RH 330 Human Services Fieldwork Experience I RH 400 Case Management RH 420 Human Services Program Management ED 471 Integrated Lessons and Activities ED 471-R Integrated Lessons and Activities - School Counseling</p>

Discipline	Education in Field	Related Work Experience / Rating /License / Certification required	NMC Courses
BIOLOGICAL SCIENCE	<p>(a) Master's degree or higher in a discipline of biological sciences (e.g. Biology, Botany, Microbiology, Zoology, Marine Science, Anatomy, Physiology, Biomedical Sciences).</p> <p style="text-align: center;">OR</p> <p>(b) Master's degree, with 18 graduate credit hours in STEM OR a Bachelor's degree in any biological science.</p> <p style="text-align: center;">OR</p> <p>(c) Bachelor's degree in any Biological Science AND</p>	<p>(a) two years teaching experience.</p> <p style="text-align: center;">OR</p> <p>(b) two years teaching experience.</p> <p style="text-align: center;">OR</p> <p>(c) two years teaching experience in any setting.</p>	<p>BI 100 Environmental Science BI 101 Principles of Biology BI 103 Marine Biology BI 106 Agriculture Science BI 117 Food Science BI 120 Human Biology BI 141 Plant Science BI 142 General Zoology BI 201 Natural History of the Mariana Islands BI 225 Basic Microbiology BI 251 Human Anatomy and Physiology I BI 252 Human Anatomy and Physiology II BI 270 Science Education Practicum BI 285 Health Career Practicum</p>
CHEMISTRY	<p>(a) Master's degree or higher in a discipline of chemistry AND</p> <p>(b) Any Master's degree AND 18 graduate credit hours in discipline being taught AND</p> <p>(c) Bachelor's degree in a discipline of chemistry AND</p>	<p>(a) two years teaching experience.</p> <p style="text-align: center;">OR</p> <p>(b) two years teaching experience.</p> <p style="text-align: center;">OR</p> <p>(c) two years teaching experience.</p>	<p>CH 124 General Chemistry CH 141 Survey of Organic and Biochemistry</p>
PRE ENGINEERING	<p>(a) Masters in any discipline of Engineering.</p> <p>(b) Bachelor's degree in any discipline of engineering AND</p>	<p>(b) a valid Professional Engineer license from the CNMI Board of Professional Licensing or other licensing board recognized in the United States or its territories.</p>	<p>EG 100 Introduction to Pre Engineering EG 100 Essentials of Computer-Aided Design</p>
PHYSICAL SCIENCE	<p>(a) Master's degree in Physical Science, Physics, Chemistry, Earth Science, or closely related field.</p> <p>(b) Bachelor's degree in a discipline of physical science being taught AND</p>	<p>(b) with certification applicable in subject being taught (e.g. ACS, engineering license, teaching licenses, and others).</p>	<p>NS 100 Earth Sciences NS 101 Physical Sciences NS 140 Earth and Environment Science PH 201 Physics I: Mechanics</p>
MATHEMATICS	<p>(a) Master's degree in Mathematics, Applied Mathematics, Master's degree in mathematics education, or STEM-related field AND</p> <p>(b) Master's degree AND 18 graduate credit hours in Math based-subjects AND</p>	<p>(a) 2 years of teaching experience.</p> <p style="text-align: center;">OR</p> <p>(b) 2 years of teaching experience.</p>	<p>MA 132 Intermediate Algebra MA 141 Contemporary Mathematics MA 151 Introduction to Statistics MA 161 College Algebra MA 162 College Trigonometry MA 191 Mathematics Tutoring MA 203 Basic Calculus</p>

Discipline	Education in Field	Related Work Experience / Rating /License / Certification required	NMC Courses
MATHEMATICS <i>Non-Credit Units (NDUs)</i>	(a1) Bachelor's degree in mathematics, applied mathematics, statistics, engineering, physics, chemistry, biology, finance, accounting, economics, mathematics education or education AND	(a1) 2 years of teaching experience.	MA 087 Fundamentals of Mathematics MA 089 Pre-Algebra MA 091 Beginning Algebra
HEALTH	(a) Master's degree in any Health Science, Health Education, Nursing, Physical Education, Kinesiology, any Exercise or Bio-mechanical Science, Dietetics, or Nutrition. (b) Master's degree AND 18 graduate credit hours in any of the disciplines listed under (a).	OR	HE 150 Personal Health HE 200 Health and Wellness HE 230 Nutrition and Health HE 245 Health and Physical Education, Recreation and Leisure
COACHING <i>Didactic Course</i>	(a) Master's degree in Sport Coaching, Sport Psychology, Physical Education, Exercise Science, Education with an emphasis in Physical Education, Kinesiology, Biomechanics, Physiology of exercise, or Adaptive physical education AND (b) Master's degree AND 18 graduate credit hours in any of the disciplines listed under (a) AND (c) Bachelor's in any of the above, AND Master's in any Life Science, dance, physiology, health education, recreation administration, or physical therapy AND (d) Any Bachelor's degree and coaching certification in at least one sport, or a Northern Marianas Sports Association (NMSA) recommendation AND	(a) <i>Current</i> CPR Certification REQUIRED. OR (b) Current CPR Certification REQUIRED. OR (c) Current CPR Certification REQUIRED. OR (d) Current CPR Certification REQUIRED.	KI 229 Introduction to Coaching KI 280 Applied Kinesiology
**Instructors qualified below using criteria (c) and (d) for "Physical Education Activity Courses" are considered "Masters in the Community"			
PHYSICAL EDUCATION <i>Activity Courses</i>	(a) Master's degree in a related field (<i>See "COACHING" discipline above for description.</i>) (b) Master's degree in ANY field AND (c)** Bachelors degree AND (d)** High school diploma AND	(a) Current CPR Certification REQUIRED; 1 year experience OR (b) Current CPR Certification REQUIRED; 2 years experience AND 1 or more years coaching or teaching the specific physical activity. OR (c) Current CPR Certification REQUIRED; 4 years experience AND 2 or more years coaching or teaching the specific physical activity. (d) Current CPR Certification REQUIRED; 4 years experience AND 2 or more years coaching or teaching the specific physical activity AND Sports Specific Certification as noted for each course below.	PE 102 Beginning Golf PE 107 Beginning Tennis PE 111 Tae Kwon Do PE 115 Tai Chi PE 125 Beginning Basketball PE 126 Beginning Volleyball PE 127 Beginning Beach Volleyball PE 128 Baseball/Softball Skills PE 129 Soccer PE 133 Beginning SCUBA Diving PE 134 Advanced SCUBA Diving PE 140 Physical Fitness PE 142 Aerobic Dance PE 143 High-Intensity Aerobic Dance PE 145 Physical Fitness Conditioning PE 146 Beginning Weight Training PE 149 Walk, Jog, Run

Discipline	Education in Field	Related Work Experience / Rating / License / Certification required	NMC Courses
PHYSICAL EDUCATION Activity Courses Acceptable Certifications	<p><i>For PE 102, acceptable certifications</i></p> <p><i>For PE 107, acceptable certifications</i></p> <p><i>For PE 111, acceptable certifications</i></p> <p><i>For PE 115, acceptable certifications</i></p> <p><i>For PE 125, acceptable certifications</i></p> <p><i>For PE 126, acceptable certifications</i></p> <p><i>For PE 127, acceptable certifications</i></p> <p><i>For PE 128, acceptable certifications</i></p> <p><i>For PE 129, acceptable certifications</i></p> <p><i>For PE 133, acceptable certifications</i></p> <p><i>For PE 134, acceptable certifications</i></p> <p><i>For PE 140, 142, 143, and 145, acceptable certifications</i></p> <p><i>For PE 146, acceptable certifications</i></p>	<ul style="list-style-type: none"> • USGTF (United States Golf Teacher Federation) Golf Coach Certification • PGTAA (professional Golf Teachers Association of America) Class A Teaching Professional • PGA (professional golfers association of America) Coach • ITF coaching beginner & intermediate players course (Level 1) • USTA (US Tennis Association) Coaching Fundamentals Certification • PTR (Professional Tennis Registry) Level 1 certified coach • 1st Degree Black Belt • ATCQA (American Tai Chi and Qigong Association) Instructor level 1 • FIBA (International Basketball Federation) Level 1 Coach • FIVB (Federation Internationale De Volleyball) Level 1 Coach • FIVB Beach Volleyball Coach • USA softball ACE level 3 coach • NFCA (National Fastpitch Coaches Association) Two-Star Master Coach • WBSC (World Baseball Confederation) Level 2 license • USA baseball Level C Coach Certification • UEFA (Union of European Football) B diploma • USA Soccer Coach C Course • PADI (Professional Association of Diving Instructors) Open Water SCUBA Instructor • SSI (Scuba Schools International) Open Water Instructor Certification • NAUI (National Association of Underwater Instructors) Instructor Certification • PADI Open Water Scuba Instructor • SSI Advanced Open Water Instructor Certification • NAUI Instructor Certification • ACE (American Council on Exercise) certification • ACSM (American College of Sports Medicine) certification • AFAA (Athletics & Fitness Association of America) Group Fitness Instructor certification • ACSM certification • NSCA (National Strength and Conditioning Association) Strength and conditioning specialist certification • NASM (National Academy of Sports Medicine) Strength and conditioning certification • NCSF (National Council on Strength & Fitness) Strength Coach • USAW (USA weight lifting) Level 1 Coach certification 	

	Education in Field	Related Work Experience, License or Certification required	NMC Courses
ART	<p>(a) Master's degree in Fine Arts; Art; Art History; or in Studio Art with the specialization in Design, Multi-Media Design or Computer Graphics.</p> <p><i>OR</i></p> <p>(b) Master's degree AND 18 graduate credit hours in any of the disciplines listed under (a).</p> <p><i>OR</i></p> <p>(c) Master recognition in the community, AND</p> <p><i>OR</i></p> <p>(d) Any Master's degree plus no less than 2 Master recognition in the community, AND</p> <p><i>OR</i></p> <p>(e) Bachelor's degree in Art with 12 graduate credit hours with coursework in New Media Art, AND</p>	<p>(c) Ten (10) years of related work experience.</p> <p>(d) Any combination of five (5) years industry and teaching experience.</p> <p>(e) Any combination of five (5) years industry and teaching experience.</p>	<p>AR 101 Introduction to Art</p> <p>AR 103 Drawing</p> <p>AR 135 Studio for Non-Majors</p> <p>AR 214 Painting</p> <p>AR 216 Ceramics</p>
ANTHROPOLOGY	<p>(a) Master's degree in Anthropology or Archaeology.</p> <p><i>OR</i></p> <p>(b) Master's degree in sociology, biological sciences, forensic sciences, genetics or paleontology.</p> <p><i>OR</i></p> <p>(c) Master's degree AND 18 graduate credit hours in any of the disciplines listed under (b).</p> <p><i>OR</i></p> <p>(d) Bachelor's in Anthropology or Archaeology AND a Master's degree in sociology, biological sciences, forensic sciences, genetics or paleontology.</p>		
COLLEGE SKILLS	<p>(a) Any Bachelor's or Master's degree.</p>		<p>BE 111 College Success</p>
DRAMA	<p>(a) Master's degree of Fine Arts in Drama, Theater Arts, Performance.</p> <p><i>OR</i></p> <p>(b) Master's degree AND 18 graduate credit hours in any of the disciplines listed under (a).</p> <p><i>OR</i></p> <p>(c) Master recognition by Drama and Theater Community or Drama performance Community, AND</p>	<p>(c) Ten (10) years of experience in drama or theatre.</p>	<p>DR 120 Drama in Education</p> <p>DR 202 Acting</p>

Discipline	Education in Field	Related Work Experience, License or Certification required	NMC Courses
GEOGRAPHY	<p>(a) Master's degree in Geography or History.</p> <p style="text-align: center;">OR</p> <p>(b) Master's degree in Geography or any social sciences area such as: political science, history or sociology.</p> <p style="text-align: center;">OR</p> <p>(c) Master's degree in Education with a social sciences minor, AND 12 social sciences graduate credit hours.</p> <p style="text-align: center;">OR</p> <p>(d) Bachelor's degree in Geography AND a Master's degree in History.</p>	<p>GE 201 World Regional Geography</p>	
HISTORY	<p>(a) Master's degree or Juris Doctor (JD) in History.</p> <p style="text-align: center;">OR</p> <p>(b) Master's degree AND 18 graduate credit hours in History.</p> <p style="text-align: center;">OR</p> <p>(c) Any Master's degree in social sciences including: political science, geography, history or sociology.</p> <p style="text-align: center;">OR</p> <p>(d) Master's degree in Education with 12 graduate credit hours in social sciences.</p> <p style="text-align: center;">OR</p> <p>(d) Bachelor's degree in History AND a Master's degree in Political Science, Humanities, Geography, Area Studies, Women's Studies, Social Science or Ethnic Studies.</p>		<p>HI 101 The American Nation I</p> <p>HI 102 The American Nation II</p> <p>HI 121 The History of World Civilizations I</p> <p>HI 122 The History of World Civilizations II</p> <p>HI 215 Culture, Economics, and the Globalization of</p> <p>HI 202 Issues in the American Nation</p> <p>HI 235 Japanese History and Culture</p> <p>HI 238 Foundations of East Asia</p> <p>HI 240 Sports and Society</p> <p>HI 255 History of the Northern Marianas Islands</p> <p>HI 260 History of the Micronesia</p>
MUSIC	<p>(a) Master's degree in Music.</p> <p style="text-align: center;">OR</p> <p>(b) Bachelor's degree in Music AND Master's degree in Humanities.</p> <p style="text-align: center;">OR</p> <p>(c) Bachelor's degree AND</p>	<p>(c) Master recognition with industry experience.</p>	<p>MU 106 Introduction to Music</p>

Discipline	Education in Field	Related Work Experience, License or Certification required	NMC Courses
MUSIC *Basic Ukulele <i>Non-transfer/non-credit</i>	(a) Bachelor's degree AND (b) Master's degree AND 18 graduate credit hours in Music. (c) Master's degree AND	(a) Three (3) years experience playing the ukulele. OR (c) Two (2) Master recognition in the community, AND five (5) years of relevant experience teaching the ukulele.	MU 109 Basic Ukulele*
POLITICAL SCIENCE	(a) Master's degree in Political Science, Government, International Relations, Economics, History, Public Administration, Social Science, Sociology, any Ethnic studies; or a JD, or Bachelor of Law (LLB) degree. (b) Master's degree AND 18 graduate credit hours in Political Science.	OR	LW 110 Personal Law and Finance PS 110 Principles of Democratic Institutions
PSYCHOLOGY	(a) Master's degree in Psychology, Social Work or Sociology. (b) Master's degree in Counseling, Sociology, Neuroscience, Social Work AND 18 graduate credit hours in Psychology. (c) Master's degree in Education AND 12 graduate credit hours in Psychology courses.	OR OR	PY 101 General Psychology PY 201 Human Growth and Development PY 204 Personality Development
SOCIAL SCIENCE	(a) Master's degree in Social Science, History, Political Science, Sociology, Anthropology, or Psychology. (b) Juris Doctorate degree in Law or Master's degree in any Business-related field.	OR	SO 297 Current Issues in the CNMI
SOCIOLOGY	(a) Master's degree in Sociology. (b) Master's degree in Anthropology, any Ethnic Studies, Social Work, Psychology, or Education; AND 18 graduate credit hours in Sociology.	OR	SO 101 Introduction to Sociology SO 230 Social Psychology

SOCIAL WORK	(a) Master's degree in Social Work or Sociology.	SW 103 Ethics, Values, and Social Work Practice
		SW 203 Introduction to Social Work
		SW 251 Human Behavior and the Social Environment
	<i>OR</i>	
	(b) Master's degree in Anthropology, any Ethnic Studies, Social Work, Psychology, or Education; AND 18 graduate credit hours in Sociology.	