

# **Pueblo**



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**Community College**

## **Faculty and Instructor Credentialing Guide**

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## Purpose

This manual establishes guidelines for determining and evaluating the qualifications of faculty, instructors, and concurrent instructors to ensure discipline-specific expertise that supports student academic success and meets accreditation requirements. For the purposes of this document, the terms *faculty* and *instructor* are used to refer to all categories of instructional personnel.

## Introduction

At Pueblo Community College (PCC), all full-time and part-time faculty, as well as Concurrent Enrollment (CE) instructors, must meet both the minimum faculty qualification criteria set by the Higher Learning Commission (HLC) and those established by PCC. Additionally, Career and Technical Education (CTE) faculty must meet the credentialing requirements mandated by the State Board for Community Colleges and Occupational Education (SBCCOE). These requirements apply to all instructors regardless of employment status, teaching location, or instructional modality.

Instructor assignments at PCC are based on qualifications specific to each course rather than on general discipline or prefix expertise. Courses within the same discipline may require different minimum qualifications or allow for varying combinations of academic credentials and equivalent experience. Meeting the minimum faculty qualifications does not guarantee employment or continued appointment to teach in a given subject area. These qualifications represent only one of several factors considered in hiring and retention decisions.

This document outlines the minimum qualifications required for all faculty, instructors, and Concurrent Enrollment instructors for each course offered at Pueblo Community College. As a living document, it is subject to revision by the Credentialing Officer to reflect changes in policy, curriculum, or accreditation standards.

## HLC Policy

### **HLC Assumed Practices related to Faculty Qualifications CRRT B.10.020**

The institution is responsible for establishing and maintaining reasonable policies and procedures to ensure that all faculty are appropriately qualified. These qualifications may be demonstrated through various factors, including but not limited to Achievement Academic Credentials, Progress toward Academic Credentials, Equivalent Experience. Below are the criteria for HLC Assumed practices:

- **Achievement of academic credentials:** Achievement of academic credentials means that an instructor possesses an academic degree relevant to what they are teaching and at least one level above the level at which they teach, except in programs for terminal degrees. In terminal degree programs, an instructor possesses the same level of degree. In the context of general education courses, or other non-occupational courses, achievement of academic credentials typically means that an instructor holds a master's degree or higher. Generally, this degree is in the discipline or subfield in which the instructor is teaching. If an instructor holds the degree in a discipline or subfield other than that in which they are teaching, the individual has completed a reasonable amount of coursework in the discipline or subfield in which they teach, as defined by the institution.
- **Progress toward academic credentials:** Progress toward academic credentials means demonstrable, current, and consistent progress toward the academic credential(s) deemed relevant by the institution for an instructor to be qualified. It is expected that an instructor who is qualified as a result of progress toward academic credentials will not permanently be qualified on that basis; rather, the instructor will eventually be qualified on another basis. An instructor who is qualified based on progress toward academic credentials has access to and engages with resources that the institution provides to support their teaching. This could include, for example, professional development opportunities or opportunities to collaborate with other qualified faculty members who are not qualified based solely on progress toward academic credentials
- **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. Equivalent experience may differ by discipline or program. Previous years of classroom instruction does not alone constitute equivalent experience.

This obligation applies to all individuals assigned instructional responsibilities, regardless of their employment status, teaching modality, or instructional location. It also extends to any external entities contracted to deliver instruction on behalf of the institution.

To support compliance with HLC Criteria and promote transparency in faculty credentialing qualifications, **Appendix A: Credentialing Qualifications** serves as the primary reference tool.

This tool outlines minimum qualifications for each Pueblo Community College (PCC) course prefix, including:

- Related academic degrees

- Required credentials and/or equivalent experience
- Acceptable substitutions applicable to meet credentialing standards

**Appendix A: Credentialing Qualifications** is designed to ensure clarity and consistency in the credentialing process and should be used when evaluating faculty eligibility to teach specific courses.

## **Career Technical Education (CTE) Credentialing Policy**

Under the State Board for Community Colleges and Occupational Education (SBCCOE) board rules governing credentialing, all [secondary](#) and [post-secondary](#) instructors who teach in a Colorado Community College System (CCCS) approved program must hold a valid credential. A credential ensures that the CTE program provides students with well qualified instructors possessing appropriate occupational and educational experience.

In addition to the minimum qualification requirements listed in this document, CTE instructors must have verified, paid or unpaid non-teaching occupational experience in the credential area as follows:

- Please note: The criteria listed on Appendix A are only for Post-Secondary CTE Credential. Secondary CTE Credential (Concurrent Enrollment Instructors who wish to be credentialed must follow Colorado Department of Education ([https://www.cde.state.co.us/cdeprof/cte\\_generalinfo](https://www.cde.state.co.us/cdeprof/cte_generalinfo))

If an applicant does not have all the relevant occupational experience at the time of receiving their initial CTE credential, the applicant must have the appropriate degree or other qualifications in hand and the requirement for occupational experience must be met.

When documenting occupational experience for Career and Technical Education (CTE) credentialing purposes, please note that teaching experience will not satisfy occupational hours. At least 50% of required occupational hours must come from specific work in industry (either paid or unpaid).

## **Procedure**

### **Faculty, Instructor, and Concurrent Enrollment Instructor Qualifications**

The qualifications outlined below represent the minimum academic preparation and content expertise required to teach within a specific discipline or program at Pueblo Community College. These standards ensure instructional quality and compliance with accrediting bodies and state guidelines. For General Education courses, particularly those designated as Guaranteed Transfer (GT) courses, strict qualification standards apply. These standards are governed by state and system-level policies, and limited alternatives or exceptions may be

permitted. Any such exceptions must be clearly documented and approved through the appropriate credentialing process.

Additional details regarding acceptable degrees, credentials, and/or equivalent experience can be found in **Appendix A**, which outlines specific requirements by discipline or program.

Below are the minimum qualifications by instructional category.

### 1. General Education Courses (GT Courses)

- **Minimum Requirement:** A master's degree or higher in the discipline or a closely related subfield (as defined by the discipline or program) from a regionally accredited college or university.
- **Alternative Qualification:** If the faculty member holds a master's degree in an unrelated field, they must have completed at least 18 graduate credit hours in the discipline or subfield in which they teach.
- **Substitution Requirement:** In certain disciplines or programs, a professional development plan submitted by the applicant may be accepted as a temporary substitute for meeting credential requirements. However, the applicant must still complete the professional development plan as part of this qualification

### 2. General Education Courses (Non-GT Courses)

- **Minimum Requirement:** Masters of bachelor's degree in the discipline or closely related subfield (as defined by the discipline or program) from a regionally accredited college or university.
- **Substitution Requirement:** Some disciplines or programs may accept equivalent professional experience as a substitute for formal credential requirements.

### 3. Career and Technical Education (CTE)

- **Post Secondary CTE Minimum Requirement:** Faculty and Instructors must meet all postsecondary credentialing standards as defined by Pueblo Community College Credentialing.
  - Secondary CTE Instructors (Concurrent Enrollment) must hold a Secondary CTE Credential through Colorado Department of Education ([https://www.cde.state.co.us/cdeprof/cte\\_generalinfo](https://www.cde.state.co.us/cdeprof/cte_generalinfo))
- **Post Secondary CTE Acceptable Qualifications:** This may include:
  - An educational degree in the discipline or subfield from an accredited institution.

- Appropriate occupational experience.
- Relevant licensure or certifications.
- Additional Requirements: Some programs may require compliance with accreditation-specific standards.

### **Process for Verifying Faculty, Instructor, and Concurrent Enrollment Instructors**

Chairs and/or Faculty, Career and Technical Education (CTE) Directors, and administrators within the Instruction Division who possess discipline-specific or program-specific expertise are responsible for reviewing and verifying the qualifications of faculty, instructors, and Concurrent Enrollment (CE) instructors.

The evaluation process includes a review of the following **required documentation**:

- Resume or Curriculum Vitae (CV)
- Official and Unofficial Transcripts (required for all faculty and instructors)
- Certifications, Licensures, and/or Additional Credentials relevant to the discipline or content area

This qualification review process ensures that instructors are assigned to courses based on their verified academic preparation and/or occupational expertise, maintaining alignment with course content requirements and institutional standards.

### **Credentialing Documentation Process for Faculty and/or Instructors**

#### **Step 1: Submission of Request to Hire (RTH)**

- The hiring authority initiates the process by submitting a Request to Hire (RTH) form through Ultimus, attaching the following required documentation:
  - Resume or Curriculum Vitae (CV)
  - Official or unofficial academic transcripts
  - Certifications, licensures, and/or additional credentials relevant to the discipline or content area

#### **Step 2: CTE Director Review**

- The RTH form routes to the CTE Director for review and approval.
- If necessary, the CTE Director consults with the Department Chair/Director or program faculty/instructors for a comprehensive review of qualifications.

### **Step 3: Notification and Credentialing Paperwork**

- Upon completion of the RTH review, the CTE Director notifies the Department Chair/Director via email and sends the required credentialing paperwork to the faculty/instructor.

### **Step 4: Completion of Credentialing Paperwork**

- The Department Chair/Director and CTE Director collaborates with the newly hired faculty and/or instructor to complete the credentialing paperwork.
- Once finalized, the completed credentialing documents are returned to the CTE Director.

### **Step 5: Issuance of Credential**

- The CTE Director reviews and issues the credential.
- A copy of the credential is sent via email to the faculty and/or instructor, with copies (Cc'd) to the Dean and Division Administrative Assistant.

## **Credentialing Documentation Process for Concurrent Enrollment Instructors**

### **Step 1: Submission of Application in On-Site Instructor Request Form**

- The Concurrent Enrollment Instructor initiates the process by submitting an application through On-Site Instructor Request Form, attaching the following required documentation:
  - Resume or Curriculum Vitae (CV) that is applicable to the specific discipline or content area.
  - Official or unofficial academic transcripts
  - Certifications, licensures, and/or additional credentials relevant to the discipline or content area

### **Step 2: CTE Director Review**

- The application form routes to the CTE Director for review and approval.
- If necessary, the CTE Director consults with the Department Chair/Director or program faculty/instructors for a comprehensive review of qualifications.

### **Step 3: Notification**

- Upon completion of the application review, the CTE Director notifies by email the CE Instructor, Counselor, CTE Coordinator, and/or Principal of the credentialing outcome.

### **Process for Verifying Changes to Faculty, Instructor, and Concurrent Enrollment Instructors**

Faculty, Instructors, and Concurrent Enrollment (CE) Instructors who earn additional credentials that qualify them to teach new courses or content areas beyond those for which they were originally approved must submit the required documentation for review.

The review of these additional qualifications will follow the same guidelines outlined in the “Process for Verifying Faculty, Instructor, and Concurrent Enrollment Instructors” section. This ensures all instructional assignments remain aligned with academic and/or occupational qualifications and meet institutional and accreditation standards.

### **Equivalent Experience**

In certain disciplines or programs, formal academic degrees may not be the most relevant or necessary indicator of subject matter expertise. In such cases, equivalent professional experience may be considered when determining faculty or instructor qualifications. However, equivalent experience may not be applicable for teaching General Education (GT) courses.

Programs or disciplines that set degree requirements below the typical academic threshold or choose to rely on alternative qualifications must establish:

- Clearly defined minimum thresholds of real-world experience, and
- A structured evaluation process for assessing the relevance and sufficiency of that experience.

Equivalent experience must be demonstrably relevant to both the degree level being substituted and to the specific content area(s) of the course(s) to be taught.

Equivalent experience must be directly related to the discipline or program and the course content. Acceptable forms include, but are not limited to:

1. Minimum Threshold of Industry Experience
  - At least two to five plus years of verifiable experience in the relevant career field or industry within the last twelve (12) years.
2. Discipline-Specific Skill Sets
  - Demonstrated expertise in specific skill areas that align with the subject matter of the course(s) being taught.
3. Certifications or Additional Credentials

- Professional qualifications issued by recognized industry bodies, including but not limited to:
  - Certified Public Accountant (CPA)
  - Certified Health Coach or Trainer
  - Completion of Leadership Institutes
  - Graduation from Seminary or Accredited Religious Institutions
  - College-level teaching experience in the same or related content area
- 4. Documented Professional Output and Recognition
  - A preponderance of evidence demonstrating subject matter expertise, such as:
    - Juried artwork
    - Professional publications (as author)
    - Print or digital media productions
    - Professional photography portfolios
    - Industry-recognized digital badges or micro-credentials
    - Other professionally recognized achievements in the field

### **Equivalent Experience Process**

There are two distinct processes for submitting the **Equivalent Experience Form (Appendix B)**, depending on the applicant's role:

1. Newly Hired Faculty or Staff
2. Existing Faculty or Staff Seeking to Teach in a New Discipline
3. Concurrent Enrollment Instructors Using Equivalent Experience to Demonstrate Credentialing Criteria

### **Process for New or Existing Faculty/Staff**

If a chair, faculty member, or staff member wishes to use equivalent professional experience to meet credentialing criteria as outlined in “Equivalent Experience” section above they must complete and submit the Equivalent Experience Form (Appendix B) along with all required supporting documentation to the CTE Director before submitting the Request to Hire form.

The CTE Director will convene an Ad Hoc Committee, composed of the Dean, and Department Chair, to review the submission and determine approval or denial. The CTE Director will notify the individual who submitted the form of the committee's decision via email.

Required Documentation:

- A resume or curriculum vitae (CV) relevant to the specific discipline or content area.

- Official or unofficial academic transcripts.
- Certifications, licensures, and/or additional credentials relevant to the discipline or content area.
- The completed Equivalent Experience Form (Appendix B) with all supporting documentation.

### **Process for Concurrent Enrollment Instructors**

If a CE Instructor wishes to use equivalent professional experience to meet credentialing criteria as outlined in “Equivalent Experience” section they must complete and submit the Equivalent Experience Form (Appendix B) along with all required supporting documentation through On-Site Instructor Request Form.

The CTE Director will convene an Ad Hoc Committee, composed of the Dean, and Department Chair, to review the submission and determine approval or denial. The CTE Director will notify the Instructor, Counselor, CTE Coordinator, and/or Principal, of the committee's decision via email.

Required Documentation:

- A resume or curriculum vitae (CV) relevant to the specific discipline or content area.
- Official or unofficial academic transcripts.
- Certifications, licensures, and/or additional credentials relevant to the discipline or content area.
- The completed Equivalent Experience Form (Appendix B) with all supporting documentation.

### **Professional Development Plan**

The Professional Development Plan (PDP) serves as a structured academic pathway to help faculty and instructors meet minimum credentialing requirements, particularly for courses that require a Master’s degree or 18 graduate-level credit hours in the teaching discipline.

Previously completed coursework may be considered as part of the PDP. However, workshops, conferences, and industry-level courses are not accepted as equivalent to graduate-level academic coursework

The PDP is intended for instructors who are currently teaching or intend to teach courses requiring graduate credentials. The following conditions must be met:

- The instructor must be actively enrolled in at least one graduate-level course each semester to remain eligible to teach in this capacity.
- The instructor must submit documentation of course enrollment (e.g., course schedule, enrollment confirmation) each semester to the CTE Director at Pueblo Community College.
- Upon completion of each course, the instructor must submit documentation such as an unofficial transcript, grade report, or course completion record to the CTE Director demonstrating a minimum passing grade of “C” or higher.

### **Timeline for Completion**

The faculty member, instructor, or Concurrent Enrollment (CE) instructor has a maximum of two years to:

- Complete a Master’s degree, or
- Complete 18 graduate credit hours in the teaching discipline.

If the instructor fails to complete the required coursework and submit an official transcript with the degree conferred within the two-year period, they will no longer be eligible to teach transfer-level courses at the college.

For reference, the **Professional Development Plan Form is provided in Appendix C.**

### **Process for PDP Form Submission**

There are two distinct processes for submitting the **Professional Development Plan Form (Appendix C)**, depending on the applicant's role:

1. Newly Hired Faculty or Staff
2. Concurrent Enrollment Instructors

### **Process for New or Existing Faculty/Staff**

If a chair, faculty member, or staff member wishes to use Professional Development to meet credentialing criteria as outlined in “Professional Development Plan” section they must complete and submit the **Professional Development Plan Form (Appendix C)**, along with all required supporting documentation to the CTE Director before submitting the Request to Hire form. The Professional Development Plan must be completed in its entirety before additional courses can be added.

The CTE Director will convene an Ad Hoc Committee, composed of the Dean and Department

Chair, to review the submission and determine approval or denial. The CTE Director will notify the individual who submitted the form of the committee's decision via email.

Required Documentation:

- A resume or curriculum vitae (CV) relevant to the specific discipline or content area.
- Official or unofficial academic transcripts.
- Certifications, licensures, and/or additional credentials relevant to the discipline or content area.
- The completed Professional Development Plan Form (Appendix C)

### **Process for Concurrent Enrollment Instructors**

If a CE Instructor wishes to use Professional Development to meet credentialing criteria as outlined in “Professional Development Plan” section they must complete and submit the **Professional Development Plan Form (Appendix C)** along with all required supporting documentation through On-Site Instructor Request Form. The Professional Development Plan must be completed in its entirety before additional courses can be added.

The CTE Director will convene an Ad Hoc Committee, composed of the Dean and Department Chair, to review the submission and determine approval or denial. The CTE Director will notify the Instructor, Counselor, CTE Coordinator, and/or Principal, of the committee's decision via email.

Required Documentation:

- A resume or curriculum vitae (CV) relevant to the specific discipline or content area.
- Official or unofficial academic transcripts.
- Certifications, licensures, and/or additional credentials relevant to the discipline or content area.
- The completed Professional Development Plan Form (Appendix C)

### **Credential Appeal Process**

Pueblo Community College (PCC) is committed to upholding high academic and instructional standards, which includes ensuring that all faculty, instructors, and Concurrent Enrollment (CE) Instructors meet established minimum qualifications as defined by institutional policy and state or accrediting agency guidelines. In cases where a faculty, instructors, and CE Instructors

alternative credentials are denied by the Career Technical Education (CTE) Director a formal Credentialing Appeal Process is available.

### Purpose of the Appeal Process

The Credentialing Appeal Process provides faculty, instructors, and CE Instructors with a fair and structured opportunity to contest the denial of their credentialing when they believe that:

- The review process did not follow established procedures, which significantly impacted the outcome; or
- New, relevant information has emerged that could have influenced the original decision.

### Key Steps in the Appeal Process

#### 1. Filing an Appeal

Faculty, instructor, and CE Instructor must submit a **completed Credentialing Qualifications Appeal Petition (Appendix D)** with supporting documentation to the CTE Director within five (5) working days of being formally notified of the decision.

#### 2. Grounds for Appeal

Appeals are limited to procedural errors or new, material evidence not previously considered.

#### 3. Review and Acceptance

The CTE Director will forward the form to the Vice President of Academic Affairs (VPAS) and Dean to review the appeal for relevancy. The faculty, instructor, and CE Instructor member will be notified by the CTE Director by email within fourteen (14) working days of whether the appeal will proceed.

#### 4. Hearing Coordination

If the appeal is accepted, a hearing with the CTE Director and VPAS is scheduled within ten (10) working days.

#### 5. Documentation

The CTE Director will submit Credentialing Qualifications Appeal Petition with supporting documentation to the Vice President of Academics (VPAS) within five (5) working days.

#### 6. Decision and Closure

The faculty member, instructor, or Concurrent Enrollment (CE) instructor will be notified of the credentialing decision via email by the CTE Director. The notification will include all relevant details and will be copied (Cc'd) to the Vice President of Academic Affairs (VPAS), the Dean, and the Department Chair.

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## Appendix A: Credentialing Qualifications

- **Minimum Qualifications Required:** This column outlines the standard credentialing criteria required to teach courses under a specific prefix. This typically includes the minimum degree level and field of study necessary for qualification.
- **Applicable Credential, Professional Development Plan (PDP) Applicable, and/or Equivalent Experience:** This column identifies acceptable substitutions that may fulfill the minimum credentialing criteria. These may include relevant credentials, participation in a PDP, or documented equivalent professional experience.
- **Other:** This column notes any additional credentials or requirements specific to that course prefix. This may include licensures, certifications, or other specialized qualifications.

Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Accounting (ACC)	A related associate degree (or relevant current industry license or certification) and 4000 verified occupational/industry hours within 7 years <b>OR</b> Bachelor's or any Master's degree with 18 discipline related credits and 2000 verified occupational/industry hours within 7 years.	Experience: Accounting, Tax Auditing, Taxation, Bookkeeping, Economics, Finance, Investing/Investment, or related Business Ownership License.	Must have a CTE Credential to teach.
Advancing Academic Achievement (AAA-1009)	Master's degree and at least two semesters of teaching experience. <b>OR</b> Master's degree and Completion of EDU 260 plus 10 hours of classroom observation.	Bachelor's degree AND Two years of (full-time equivalent) experience in an educational institution with direct student interaction AND Completion of EDU 260 + 10 hours of classroom observation or 2 semesters of teaching experience <b>OR</b> Bachelor's degree and three years or 12 semesters of teaching experience	
Advancing Academic Achievement (AAA) AAA 1001 College 101: The Student Experience	Bachelor's degree plus two years/4 semesters of high school or postsecondary teaching experience <b>OR</b> Experience in a student-facing position at an educational institution		
Agriculture (AGE, AGE, AGY, ASC)	Master's degree in the pathway <b>OR</b> Bachelors Degree in pathway (including Agriculture Education) and 2000 hours of occupational experience in the past 7 years		Must have a CTE Credential to teach.

	<p><b>OR</b>  Associates Degree in pathway with 4000 hours of occupational experience in the past 7 years to teach AGB - 1002, AGY 1000, and ASC-1000.</p>		
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Anthropology (ANT) Guaranteed Transfer Course	<p>Master's degree in Anthropology or Archaeology  <b>OR</b>  Master's degree in another discipline plus 18 graduate credit hours in Anthropology or Archaeology</p>	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.  <b>OR</b>  Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p> <p>Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.</p>	
Anthropology (ANT)	<p>Master's degree in Anthropology or Archaeology  <b>OR</b>  Master's degree in another discipline plus 18 graduate credit hours in Anthropology or Archaeology</p>	<p>Bachelor's Degree in Anthropology  <b>OR</b> Archaeology.</p>	
Arabic (ARA)	<p>Master's degree in Arabic, or the following with an emphasis in Arabic - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Arabic, or the following with an emphasis in Arabic - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p>	<p>Bachelor's degree in Arabic or the following with an emphasis in Arabic - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages  <b>and</b> successful results on the Language Testing International speaking, reading, writing, listening, certification tests in Arabic.</p> <p>Bachelor's degree in Arabic or the following with an emphasis in Arabic - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture</p>	<p>Non-GT Courses/Non-Transferable (Conversational I &amp; II, Arabic for Travelers):  Bachelor's Degree with 18 credits of Arabic post-secondary course work.</p>

		degrees, Bilingual Education, Foreign Languages <b>and</b> 5+ years working as an Arabic translator or interpreter.  *Military training and certifications may apply.	
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Art (ART) Guaranteed Transfer Course	<p>Master's in Fine Arts, Master's in Art, Art History, Art Education, Art Therapy, Art History.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Fine Arts, Master's in Art, Art History, Art Education, Art Therapy, Art History.</p>	<p>Bachelor of Art, Art Visual Culture / Visual Studies, Art History, <b>AND</b> 3+ years working experience within an Art Museum or similar facility.</p> <p>Professional Development Plan Opportunity: Reference Section for overview and Process. Appendix C for Form.</p> <p><b>OR</b></p> <p>Professional Development Plan Opportunity if pursuing master's or 18 graduate credit hours within the discipline: Reference Section for overview and Process. Appendix C for Form.</p>	
Art (ART) Studio	<p>Master's in Fine Arts, Art Education, Art Therapy, Art Visual Culture Studies, or Art History who possess course work in the visual media they will teach. (i.e. Ceramics, Drawing, Jewelry and Metalwork, Painting, Photography, Printmaking, Sculpture, Textiles)</p> <p><i>NOTE: "Master's in Fine Arts"(MFA) as used here refers to any master's degree in the subject matter of fine arts, which is defined to include visual studio arts such as Ceramics, Drawing, Jewelry and Metalwork, Painting, Photography, Printmaking, Sculpture, Textiles; and also art education and art therapy. It does not refer to the "Master of Fine Arts" (MFA) degree when that degree is based on</i></p>	<p>Bachelor of Art, Art Visual Culture / Visual Studies, Art History <b>and</b> present a history of exhibition and a portfolio showing professional-level work in the medium in which they will teach, <b>and</b> 3+ years of relevant work history as a Fine Artist.</p>	

	<i>specialization in performing arts or dance, film, video, creative writing or other non plastic arts.</i>		
American Sign Language (ASL)	Bachelor's degree in ASL/Deaf Studies or Interpreter Preparation (or related field) AND ASLTA Certification or RID Certification (or state equivalent).		
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
Astronomy (AST)	<p>Master's degree in Astronomy, Astrophysics, Planetary Sciences, Astrobiology, Physics, Aerospace Engineering, Archeoastronomy</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Astronomy, Astrophysics, Planetary Sciences, Astrobiology, Physics, Aerospace Engineering, Archeoastronomy or related field;</p>	<p>A Master's degree (or higher) and at least 5 years of work experience related to Astronomy or Astrophysics that is a direct application of content</p> <p><b>OR</b></p> <p>Master's degree (or higher) and at least 5 years of research experience in Astronomy or Astrophysics. A faculty member may be deemed qualified if they are able to demonstrate participation in activities in these fields including: writing and editing relevant national/international publications, professional engagement/consulting via portfolios, and recognized national/international honors/awards.</p> <p><b>Submit an Equivalent Experience Form Submission</b></p>	
Automotive Technology (ASE)	<p>A minimum of 4,000 hours of occupational experience in the industry within the past seven (7) years is required.</p> <p><b>OR</b></p> <p>Minimum of AAS in Automotive with 2,000 hours of occupational experience in the industry within the past seven (7) years.</p>		Must have a CTE Credential to teach.
Behavioral Health (BEH)	Associates or higher in a healthcare or behavioral healthcare field (or closely related) and 4000 verified		Must have a CTE Credential to teach.

	<p>occupational/industry hours or teaching of behavioral health content within the past 5 years;</p> <p><b>OR</b></p> <p>Associates or higher in a healthcare or behavioral healthcare field (or closely related) and completion of the Behavioral Health Assistant II micro-credential, or closely comparable program, and its courses with a B or better to demonstrate tested experience;</p> <p><b>OR</b></p> <p>Applicants who provide a valid and current EMT, AEMT or Paramedic certification with 4000 verified occupational/industry hours and completion of the Behavioral Health Assistant II micro-credential, or closely comparable program, and its courses with a B or better to demonstrate tested experience;</p> <p><b>OR</b></p> <p>Completion of the Behavioral Health Assistant II micro-credential and its courses with a B or better and 4000 verified occupational/industry hours or teaching of behavioral health content within the past 5 years.</p> <p>The following are the minimum requirements for <b>BEH 1060</b>: Instructors must be a BCBA certificate (BCaBA, BCBA, or BCBA-D) or delegated assistant trainer of the BCBA. If delegated, the BCBA is professionally and ethically accountable for all of the assistant trainer’s activities.</p> <p>The following are the minimum requirements for <b>BEH 1050</b>: Instructors must be a peer support professional and have at least 1-year experience conducting peer support trainings that align with SAMHSA’s core competencies.</p>		
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Behavioral Health (CSL)	<p>Associates or higher in a healthcare or behavioral healthcare field (or closely related) and 4000 verified occupational/industry hours or teaching of behavioral health content within the past 5 years;</p> <p><b>OR</b></p>		

	<p>Associates or higher in a healthcare or behavioral healthcare field (or closely related) and completion of the Behavioral Health Assistant II micro-credential, or closely comparable program, and its courses with a B or better to demonstrate tested experience;</p> <p><b>OR</b></p> <p>Applicants who provide a valid and current EMT, AEMT or Paramedic certification with 4000 verified occupational/industry hours and completion of the Behavioral Health Assistant II micro-credential, or closely comparable program, and its courses with a B or better to demonstrate tested experience;</p> <p><b>OR</b></p> <p>Completion of the Behavioral Health Assistant II micro-credential and its courses with a B or better and 4000 verified occupational/industry hours or teaching of behavioral health content within the past 5 years.</p> <p><b>NOTE:</b> Per the MOU between PCC and BHA, the following courses must be taught by a BHA approved trainer for courses to be considered in CERTS for state certification: CSL 2051, CSL 2052, CSL 2055, CSL 2059, CSL 2069. Application to become a BHA trainer can be provided by Mary McMahon or BEH Department Chair.</p>		
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Behavioral Health (PTE)	Instructors in Health Science must have documented 4000 hours of occupational experience in the industry within the past 5 years regardless of degree.		
Behavioral Health (Secondary CTE for Behavioral Health Asst. I)	<p>Associates or higher in a healthcare or behavioral healthcare field (or closely related) and 4000 verified occupational/industry hours or teaching of behavioral health content within the past 5 years;</p> <p><b>OR</b></p> <p>Associates or higher in a healthcare or behavioral healthcare field (or closely related) and completion of the Behavioral Health Assistant II micro-credential, or closely comparable program, and its courses with a B or better to demonstrate tested experience;</p> <p><b>OR</b></p>		

	<p>Applicants who provide a valid and current EMT, AEMT or Paramedic certification with 4000 verified occupational/industry hours and completion of the Behavioral Health Assistant II micro-credential, or closely comparable program, and its courses with a B or better to demonstrate tested experience;</p> <p><b>OR</b></p> <p>Completion of the Behavioral Health Assistant II micro-credential and its courses with a B or better and 4000 verified occupational/industry hours or teaching of behavioral health content within the past 5 years.</p>		
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
Behavioral Health (BEH) 3000 & 4000 level courses	Master's degree in Clinical Mental Health Counseling, Behavioral Health/Science, Social Work		
Biology (BIO) 1016: Intro to Human Disease Guaranteed Transfer Course	<p>Master's degree in Anatomy and Physiology, Integrated Physiology, Neurobiology, Microbiology, Virology, Bacteriology, Immunology, Forensic Science,</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Anatomy and Physiology, Integrated Physiology, Neurobiology, Microbiology, Virology, Bacteriology, Immunology, Forensic Science</p>	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p> <p>Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.</p>	
Biology (BIO) 2101 & 2102 Guarantee Transfer Courses	<p>Master's degree in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology or related field</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology</p>	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p> <p>Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.</p>	
Biology (BIO) 2103 & 2116	<p>Master's degree in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology</p> <p><b>OR</b></p>	Bachelors Degree in degree in Anatomy and/or Physiology, Integrated Physiology, Neuroscience,	

	Master's degree plus 18 graduate credit hours in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology	Pathophysiology or related field and Two years of (full-time equivalent) experience in an educational institution with direct student interaction.	
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Biology (BIO) 1006	Master's degree in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology or related field <b>OR</b> Master's degree plus 18 graduate credit hours in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology	Bachelors Degree in degree in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology or related field and Two years of (full-time equivalent) experience in an educational institution with direct student interaction.	
Biology (BIO) BIO 1004	Master's degree in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology or related field <b>OR</b> Master's degree plus 18 graduate credit hours in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology	Bachelors Degree in degree in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology or related field and Two years of (full-time equivalent) experience in an educational institution with direct student interaction.	
Biology (BIO) BIO 1005 Guarantee Transfer Course	Master's degree in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology or related field <b>OR</b> Master's degree plus 18 graduate credit hours in Anatomy and/or Physiology, Integrated Physiology, Neuroscience, Pathophysiology		
Biology (BIO) BIO 1111 Guarantee Transfer Course	Master's degree in Biology, Biological Sciences, Biochemistry, Molecular Biology, Bacteriology, Cellular Biology, Microbiology, Molecular Genetics, Genetics, Immunology, Virology <b>OR</b> Master's degree plus 18 graduate credit hours in Biology, Biological Sciences, Biochemistry, Molecular Biology,	Master's degree in any discipline with at least 12 graduate credit hours in the discipline. <b>OR</b> Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.	

	Bacteriology, Cellular Biology, Microbiology, Molecular Genetics, Genetics, Immunology, Virology	Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
Biology (BIO) BIO 1112 Guarantee Transfer Course	<p>Master's degree in Environmental Sciences, Zoology, Evolution, Ecology, Developmental Ecology/Evolution, Organismal Biology, Wildlife Biology, Entomology, Paleobiology, Mycology, Genetics, Botany</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Environmental Sciences, Zoology, Evolution, Ecology, Developmental Ecology/Evolution, Organismal Biology, Wildlife Biology, Entomology, Paleobiology, Mycology, Genetics, Botany</p>	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p> <p>Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.</p>	
Biology (BIO) BIO 2104 Guarantee Transfer Course	<p>Master's degree in Biochemistry, Molecular Biology, Cellular Biology, Microbiology, Immunology, Virology, Bacteriology</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Master's degree in Biochemistry, Molecular Biology, Cellular Biology, Microbiology, Immunology, Virology, Bacteriology</p>	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p> <p>Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.</p>	

Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Business (BUS, INV, MAN, MAR)	Master's degree in the requested pathway and a minimum of 2,000 hours of occupational experience within the industry during the past seven years.		Must have a CTE Credential to teach.
Business (ENP)	Bachelors Degree in requested pathway with 2,000 hours with business ownership. <b>OR</b> 4000 verified hours of business ownership.		
Business (ECO, and FIN)	Master's degree in the requested pathway and a minimum of 2,000 hours of occupational experience within the industry during the past seven years.		
Chemistry (CHE) CHE 1011, 1012, 1111, 1112 Guaranteed Transfer Course	Master's degree in Chemistry, Biochemistry, Chemical Engineering <b>OR</b> Master's degree plus 18 graduate credit hours in Chemistry, Biochemistry, Chemical Engineering	Master's degree in any discipline with at least 12 graduate credit hours in the discipline. <b>OR</b> Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.  Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
Communication (COM) Guaranteed Transfer Course	Master's degree in Communication, Communication & Rhetoric, Communication Studies, Human Communication, Interpersonal Communication, Mass Communication, Organizational Communication, Public Communication, Speech Communication, Journalism, Pop Culture/Media Studies <b>OR</b> Master's degree plus 18 graduate credit hours in Communication, Communication & Rhetoric,	Master's degree in any discipline with at least 12 graduate credit hours in the discipline. <b>OR</b> Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.  Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	

	Communication Studies, Human Communication, Interpersonal Communication, Mass Communication, Organizational Communication, Public Communication, Speech Communication, Journalism, Pop Culture/Media Studies		
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
<p>Communication (COM): 1 Credit  COM 1000: Workplace Communication  COM 1001: Employment Strategies  COM 1006: Violence/Sexual Harass/Wrkplce  COM 1007: Overcoming Wrkplce Negativity</p> <p>COM 1008: Unacceptable Employee Behavr  COM 2060: Listening in Workplace  COM 2061: Effective Meetings  COM2062: Communicate/Impossible People</p> <p>COM 2063: Conflict Resolution  COM 2064: Negotiation  COM 2065: Effective Presentations  COM 2066: Decision Making COM 2068:  Problem-Solving COM 2069: Leadership</p>	<p>Master’s degree in Communication, Business, or Human Resources.</p>		
Computer Aided Drafting (CAD)	<p>A minimum of 4,000 hours of occupational experience in the specific industry within the past seven (7) years.</p> <p><b>OR</b></p> <p>If the individual holds an associate degree in the pathway hired to teach, they may be credentialed with a minimum of 2,000 hours of</p>		Must have a CTE Credential to teach.

	occupational experience within the past seven (7) years.		
Computer Networking (CNG)	<p>A minimum of 4,000 hours of occupational experience in the specific industry within the past seven (7) years.</p> <p><b>OR</b></p> <p>If the individual holds a bachelor's or master's degree in the field they are hired to teach, they may be credentialed with a minimum of 2,000 hours of occupational experience within the past seven (7) years.</p>		Must have a CTE Credential to teach.

Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Computer Technology (BTE, CIS, CSC, CWB)	<p>A minimum of 4,000 hours of occupational experience in the specific industry within the past seven (7) years.</p> <p><b>OR</b></p> <p>If the individual holds a bachelor's or master's degree in the field they are hired to teach, they may be credentialed with a minimum of 2,000 hours of occupational experience within the past seven (7) years.</p>		Must have a CTE Credential to teach.
Construction Technology (AEC, CON, OSH, )	<p>A minimum of 4,000 hours of occupational experience within the past seven years</p> <p><b>OR</b></p> <p>Minimum AAS with 2,000 of occupational experience within the past seven years</p>	Applicants with industry credentials must provide a copy of these credentials. NCCER certification is also required.	Must have a CTE Credential to teach. NCCER Certification
Cosmetology (COS, EST, NAT)	Colorado Licensed in requested pathway(s), 750 hours of occupational experience within the past year.	<p>If short 750 hours: EDU222 and 8 hours of mentoring with department faculty within first year</p> <p><b>OR</b></p> <p>16 hours industry related education within the within the first two years.</p>	Must have a CTE Credential to teach.
Criminal Justice (CRJ)	Master's degree in Criminal Justice, Criminology, Forensic Anthropology, Forensic Psychology, Juris Doctorate, Political Science, Sociology, Social Science, Public Administration, Public	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p>	

	Affairs <b>OR</b> Master's degree plus 18 graduate credit hours in Criminal Justice, Criminology, Forensic Anthropology, Forensic Psychology, Juris Doctorate, Political Science, Sociology, Social Science, Public Administration, Public Affairs	Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
Cyber Security (CNG) 3000 & 4000 level courses	Master's degree in Cybersecurity, Information Security/Information Assurance, Cyber Operations/Defense, Cybersecurity Management or related field.		
Dance (DAN) Guarantee Transfer Course	Master's degree in Dance, Dance Choreography, Dance Education, Dance History, Dance Technique, Dance Theory, Dance Therapy, World Dance.  <b>OR</b> Master's degree plus 18 graduate credit hours in Dance, Dance Choreography, Dance Education, Dance History, Dance Technique, Dance Theory, Dance Therapy, World Dance.	Bachelor of Dance, Dance Choreography, Dance Education, Dance History, Dance Technique, Dance Theory, Dance Therapy, World Dance.  <b>AND</b> Present a documented history of performance and a portfolio showing professional-level work, and 3+ years of relevant work history as a dance professional.  Professional Development Plan Opportunity if pursuing Masters or 18 graduate credit hours within the discipline: Reference Section for overview and Process. Appendix C for Form.	
Dental Hygiene (DEH)	For all DEH courses except DEH 1002: 2,000 hours of occupational experience in the specific industry are required if you hold a Bachelor's degree or higher in the pathway in which you are teaching, along with a valid Dental Hygiene license.  If you hold a Bachelor's degree in a different pathway, 4,000 hours of		Must have a CTE Credential to teach

	<p>occupational experience in the specific industry are required, along with a valid Dental Hygiene license.</p> <p>DEH 1002: An Associate's degree in the pathway in which you are teaching, along with 4,000 hours of occupational experience in the specific industry and a valid Dental Hygiene license, is required.</p>		
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Dental Hygiene (DHE) 3000 & 4000 level courses	Master's degree in Dental Hygiene, Public Health, Health Studies-Dental Hygiene.		
Diagnostic Medical Sonography (DMS/RTE)	Degree in the requested pathway; a minimum of 4,000 hours of occupational experience within the industry during the past five years (regardless of degree); and current registration as an appropriate technologist (ARRT or ARDMS).		Must have a CTE Credential to teach
Diagnostic Medical Sonography (RTE) 3000 & 4000 level courses	Bachelor's degree and minimum of 6,000 hours of occupational experience within the industry during the past five years.		
Early Childhood Education (ECE)	<p>A minimum of 4,000 hours of occupational experience in the industry within the past seven years</p> <p><b>OR</b></p> <p>Bachelor's or master's degree in the pathway they have been hired to teach, along with at least 2,000 hours of occupational experience in the industry within the past seven years.</p>		Must have a CTE Credential to teach.
Education (EDU)	Master's degree in Education, Educational Leadership, Special Education	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p>	

	<p><b>OR</b>  Master's degree plus 18 graduate credit hours in Education, Educational Leadership, Special Education  <b>Note:</b> MA In Leadership for Educational Organizations are not applicable for credentialing purposes.</p>	<p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p> <p>Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.</p>	
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Emergency Medical Services (EMS)	A minimum of 4,000 hours of occupational experience in the industry within the past five years (regardless of degree). Must be licensed as an EMT-I or Paramedic and registered with the National Registry.		Must have a CTE Credential to teach.
Emergency Medical Services (EMS) 3000 & 4000 level courses	Master's degree in Education, related Healthcare, Paramedics or related field		
Engineering (EGG) EGG 1000, 1010, 1020, 1030, 1040, 1050, 1051, 1065, 2011, 2012, 2020, 2030, 2041, 2075	<p>Master's degree in Engineering, Physics, Applied Mathematics. Engineering or Creative Technology &amp; Design: Creative Industries</p> <p><b>OR</b>  EGG 1040 Master's degree in Engineering or related field</p> <p><b>OR</b>  Master's degree plus 18 graduate credit hours in Engineering, Physics, Applied Mathematics. Engineering or Creative Technology &amp; Design: Creative Industries</p>		
Engineering (EGG) EGG 1060	<p>Master's degree in Computer Science, Engineering, Physics, Applied Mathematics</p> <p><b>OR</b>  Master's degree plus 18 graduate credit hours in Computer Science, Engineering, Physics, Applied Mathematics</p>		
Engineering Graphics Technology (EGT)	Master's degree in Engineering, Physics,		

	Applied Mathematics <b>OR</b> Master's degree plus 18 graduate credit hours in Engineering, Physics, Applied Mathematics		
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Engineering Graphics Technology (EGT 2305)	Requires 4,000 hours of occupational experience in the specific industry within the past five (7) years.  <b>OR</b> Minimum 2,000 hours of occupational experience in the specific industry within the past five (7) years.		
English (ENG) Guaranteed Transfer Courses	Master's degree in English, Writing, Rhetoric and Composition, Fine Arts (Writing) <b>OR</b> Master's degree plus 18 graduate credit hours in English, Writing, Rhetoric and Composition, Fine Arts (Writing)	Master's degree in any discipline with at least 12 graduate credit hours in the discipline. <b>OR</b> Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.  Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
Environmental Science (ENV) ENV 1111 Guaranteed Transfer Courses	Master's degree in Environmental Science, Geography, Geology, Biogeography, Ecology, Environmental Geology, or Physical Geography <b>OR</b> Master's degree plus 18 graduate credit hours in Environmental Science, Geography, Geology, Biogeography, Ecology, Environmental Geology, or Physical Geography	Master's degree in any discipline with at least 12 graduate credit hours in the discipline. <b>OR</b> Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.  Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	

Ethnic Studies (ETH) ETH 2024 Guaranteed Transfer Courses	<p>Master’s degree in American Studies, Anthropology, Political Science, Sociology, Ethnic Studies, Cultural Studies, Multicultural Studies, or a related degree with a primary emphasis on an ethnic group or experience (e.g., African American Studies, Chicano Studies, etc.)</p> <p><b>OR</b></p> <p>Master’s degree plus 18 graduate credit hours in American Studies, Anthropology, Political Science, Sociology, Ethnic Studies, Cultural Studies, Multicultural Studies, or a related degree with a primary emphasis on an ethnic group or experience (e.g., African American Studies, Chicano Studies, etc.)</p>	<p>Master’s degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master’s degree in the discipline with 12 completed graduate credit hours.</p> <p>Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.</p>	
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Ethnic Studies (ETH) ETH 2000	<p>Master’s degree in American Studies, Anthropology, Political Science, Sociology, Ethnic Studies, Cultural Studies, Multicultural Studies, or a related degree with a primary emphasis on an ethnic group or experience (e.g., African American Studies, Chicano Studies, etc.)</p> <p><b>OR</b></p> <p>Master’s degree plus 18 graduate credit hours in American Studies, Anthropology, Political Science, Sociology, Ethnic Studies, Cultural Studies, Multicultural Studies, or a related degree with a primary emphasis on an ethnic group or experience (e.g., African American Studies, Chicano</p>		

	Studies, etc.)		
Ethnic Studies (ETH)	<p>Master’s degree in Ethnic Studies, Cultural Studies, Multicultural Studies, Sociology; Comparative Literature, Literature, Women’s Studies, and World Language &amp; Cultural Studies with emphasis on an ethnic group or experience (e.g., African American Studies, Chicano Studies, etc.), or a thesis, dissertation, or significant publications focused on minority ethnic experiences in western societies.</p> <p><b>OR</b></p> <p>Master’s degree plus 18 graduate credit hours in Ethnic Studies, Cultural Studies, Multicultural Studies, Sociology; Comparative Literature, Literature, Women’s Studies, and World Language &amp; Cultural Studies with emphasis on an ethnic group or experience (e.g., African American Studies, Chicano Studies, etc.)</p>		
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
Fire Science (FST)	<p>Minimum of three (3) years of full-time fire service (approximately 9,000), currently employed by a career fire department and successful completion of a Fire Academy consisting of 340 hours or more.</p> <p><b>OR</b></p>		Must have a CTE Credential to teach.

	<p>Retired Career Firefighters: Minimum of fifteen (15) years of service with a career fire department.</p> <p><b>OR</b></p> <p>Volunteer Fire Service Pathway:</p> <p>Certifications: IFSAC or Pro Board certifications in:</p> <ul style="list-style-type: none"> <li>○ Firefighter I</li> <li>○ Firefighter II</li> <li>○ Fire Instructor I</li> </ul> <p>Status: Must be an active volunteer with a fire department</p> <p><b>AND</b></p> <p>Wildland Instructors: Must hold certifications authorized by the National Wildfire Coordinating Group (NWCG) and must be actively engaged in wildland firefighting with a fire department</p> <p><b>Note:</b> Instructors are expected to maintain active status and current credentials where applicable.</p>		
French (FRE) Guaranteed Transfer Courses	Master's degree in French, or the following with an emphasis in French - Curriculum and Instruction, Linguistics, Translation and Interpretation,	Bachelor's degree in French or the following with an emphasis in French - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages	

	<p>Languages and Culture degrees, Bilingual Education, Foreign Languages.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in French, or the following with an emphasis in French - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p>	<p><b>and</b> successful results on the Language Testing International speaking, reading, writing, listening, certification tests in French.</p> <p><b>Or</b></p> <p>Bachelor's degree in French or the following with an emphasis in French - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> 5+ years working as a French translator or interpreter.</p> <p>Professional Development Plan Opportunity if pursuing master's or 18 graduate credit hours within the discipline: Reference Section for overview and Process. Appendix C for Form.</p>	
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
French (FRE)	<p>Master's degree in French, or the following with an emphasis in French - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p> <p><b>Or</b></p> <p>Master's degree plus 18 graduate credit hours in French, or the following with an emphasis in French - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p>	<p>Bachelor's degree in French or the following with an emphasis in French - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> successful results on the Language Testing International speaking, reading, writing, listening, certification tests in French.</p> <p><b>Or</b></p> <p>Bachelor's degree in French or the following with an emphasis in French - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> 5+ years working as a French translator or interpreter</p>	
Geography (GEO) GEO 1011, 1012 Guaranteed Transfer Courses	<p>Master's degree in Geography, Urban geography, Political Geography, Human Geography, Cultural Geography, Regional Geography, Physical Geography</p>	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p>	

	<p><b>OR</b> Master's degree plus 18 graduate credit hours in Geography, Urban geography, Political Geography, Human Geography, Cultural Geography, Regional Geography, Physical Geography</p>	Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
German (GER) Guaranteed Transfer Courses	<p>Master's degree in German, or the following with an emphasis in German - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in German, or the following with an emphasis in German - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p>	<p>Bachelor's degree in German or the following with an emphasis in German - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> successful results on the Language Testing International speaking, reading, writing, listening, certification tests in German.</p> <p><b>OR</b></p> <p>Bachelor's degree in German or the following with an emphasis in German - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> 5+ years working as a German translator or interpreter</p> <p>Professional Development Plan Opportunity: Reference Section for overview and Process. Appendix C for Form.</p>	
German (GER)	<p>Master's degree in German, or the following with an emphasis in German - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in German, or the following with an emphasis in German - Curriculum and Instruction, Linguistics, Translation</p>	<p>Bachelor's degree in German or the following with an emphasis in German - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> successful results on the Language Testing International speaking, reading, writing, listening, certification tests in German.</p> <p><b>OR</b></p> <p>Bachelor's degree in German or the following with an emphasis in German - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign</p>	Non-GT Courses/Non-Transferable (Conversational I & II, German for Travelers): Bachelor's Degree with 18 credits of German post-secondary course work.

	and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.	Languages <b>and</b> 5+ years working as a German translator or interpreter.	
Geology (GEY) GEY 1111, 1112, & 135 Guaranteed Transfer Course	Master's degree in Geology, Geological Engineering, Geochemistry, Petrology, Paleontology, Physical Geography <b>OR</b> Master's degree plus 18 graduate credit hours in Geology, Geological Engineering, Geochemistry, Petrology, Paleontology, Physical Geography	Master's degree in any discipline with at least 12 graduate credit hours in the discipline. <b>OR</b> Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.  Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
Health and Wellness Education (HWE) 1050	Bachelors in related field; Human Nutrition, Food Science, Clinical Nutrition, Kinesiology, Exercise Science, Exercise Physiology, Sports Medicine, Biomechanics		
Health Information Technology (HIT)	A minimum of 4,000 hours of occupational experience in the industry within the past seven (7) years <b>OR</b> A Bachelor's degree with at least 2,000 hours of occupational experience in the industry within the past seven (7) years <b>OR</b> A Master's degree in the pathway.  <b>Note:</b> Candidate must hold a current RHIT or CCS credential.		Must have a CTE Credential to teach.
Health Information Technology (HIM) 3000 & 4000 level courses	Master's degree in Health Information Management, Health Informatics,		

	Health Informatics and Information Management.		
HPR 1000 - Introduction to Health HPR 1007 - Computers in Healthcare HPR 1008 - Law & Ethics for Health Professions HPR 1010 - Dietary Nutrition HPR 1011 - CPR for Professionals: Professional Rescuer HPR 1017 - Anatomical Kinesiology HPR 1020 - Phlebotomy HPR 1032 - Disease Process and Treatment HPR 1038 - Introduction to Medical Terminology HPR 1039 - Medical Terminology HPR 1040 - Comprehensive Medical Terminology HPR 1045 - Medical Record Terminology HPR 1050 - Basic EKG Interpretation HPR 1075 - Special Topics HPR 1080 – Internship HPR 2012 - ACLS Instructor Course HPR 2014 - Pediatric Advanced Life Support Renewal HPR 2015 - Pediatric Advanced Life Support Instructor HPR 2020 - Advanced Phlebotomy HPR 2050 - Advanced ECG Interpretations HPR 2075 - Special Topics	A minimum of 4,000 hours of occupational experience in the industry (e.g., Health Science, Health Care, or related fields) within the past five (5) years, regardless of degree.		Must have a CTE Credential to teach.
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
HPR 1020, 2020, 1080	A minimum of 4,000 hours of occupational experience in the industry (e.g., Health Science, Health Care, or related fields) within the past five (5) years, regardless of degree and a valid state license certification in Phlebotomy		Must have a CTE Credential to teach.

	Technician.		
HPR 1050	A minimum of 4,000 hours of occupational experience in the industry (e.g., Health Science, Health Care, or related fields) within the past five (5) years, regardless of degree and a valid state license certification in NHA EKG Interpretation.		Must have a CTE Credential to teach.
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
HPR 2011 (Under EMS)	A minimum of 4,000 hours of occupational experience in the industry (e.g., Health Science, Health Care, or related fields) within the past five (5) years, regardless of degree and a valid state license ACLS certification.		Must have a CTE Credential to teach.
HPR 2013 (Under EMS)	A minimum of 4,000 hours of occupational experience in the industry (e.g., Health Science, Health Care, or related fields) within the past five (5) years, regardless of degree and a valid state license in Pediatric Advanced Life Support.		Must have a CTE Credential to teach.
History (HIS) Guaranteed Transfer Courses	Master's degree in history <b>OR</b> Master's degree plus 18 graduate credit hours in History	Master's degree in any discipline with at least 12 graduate credit hours in the discipline. <b>OR</b> Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.  Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
Humanities (HUM) Guaranteed Transfer Courses	Master's degree in Humanities, English/Literature, Art, Art History, American Studies, Film Studies, Theater, Philosophy/Religious Studies, or visual	Bachelor of Humanities, English/Literature, Art, Art History, American Studies, Film Studies, Theater, Philosophy/Religious Studies, World Languages, History,	

	<p>culture/visual studies, World Languages, History.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in related field Humanities, English/Literature, Art, Art History, American Studies, Film Studies, Theater, Philosophy/Religious Studies, World Languages, History.</p>	<p><b>AND</b> 3+ years working experience within an Art Museum or similar facility.</p> <p><b>OR</b></p> <p>Professional Development Plan Opportunity if pursuing Masters or 18 graduate credit hours within the discipline: Reference Section for overview and Process. Appendix C for Form.</p>	
Humanities (HUM)	<p>Master's degree in Humanities, English/Literature, Art, Art History, American Studies, Film Studies, Theater, Philosophy/Religious Studies, or visual culture/visual studies, World Languages, History.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in related field Humanities, English/Literature, Art, Art History, American Studies, Film Studies, Theater, Philosophy/Religious Studies, or visual culture/visual studies, World Languages, History.</p>	<p>Bachelor of Humanities, English/Literature, Art, Art History, American Studies, Film Studies, Theater, Philosophy/Religious Studies, World Languages, History, <b>and</b> 3+ years working experience within an Art Museum or similar facility.</p>	
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
Italian (ITA) Guaranteed Transfer Courses	<p>Master's degree in Italian, or the following with an emphasis in Italian - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Italian, or the following with an</p>	<p>Bachelor's degree in Italian or the following with an emphasis in Italian - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> successful results on the Language Testing International speaking, reading, writing, listening, certification tests in Italian.</p> <p><b>OR</b></p> <p>Bachelor's degree in Italian or the following with an emphasis in Italian - Curriculum and Instruction, Linguistics,</p>	

	emphasis in Italian - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.	Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> 5+ years working as an Italian translator or interpreter.	
Italian (ITA)	<p>Master's degree in Italian, or the following with an emphasis in Italian - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Italian, or the following with an emphasis in Italian - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p>	<p>Bachelor's degree in Italian or the following with an emphasis in Italian - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> successful results on the Language Testing International speaking, reading, writing, listening, certification tests in Italian.</p> <p><b>Or</b></p> <p>Bachelor's degree in Italian or the following with an emphasis in Italian - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages</p>	Non-GT Courses/Non-Transferable (Conversational I & II, Italian for Travelers): Bachelor's Degree with 18 credits of Italian post-secondary course work.
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
Industrial Technology (ELT)	<p>Requires 4,000 hours of occupational experience in the specific industry within the past five (7) years</p> <p><b>OR</b></p> <p>Minimum AAS Requires 2,000 hours of occupational experience in the specific industry within the past five (7) years.</p>		Must have CTE Credential

Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Journalism (JOU)	<p>Master's degree in Communications (i.e., Mass Media, Mass Communication, Communication Design etc.), Journalism (Journalism Education, Public relations, Photojournalism), Master of Fine Arts (writing, photography, or video, or digital media emphasis).</p> <p><b>Or</b></p> <p>Master's degree plus 18 graduate credit hours in Communications (i.e., Mass Media, Mass Communication, etc.), Journalism (Journalism Education, Public relations, Photojournalism), English (Literature, Rhetoric and Composition, Technical Communication, Writing, Linguistics), Master of Fine Arts (writing, photography, or video, or digital media emphasis).</p>	Bachelor's Degree in Communication (i.e., Mass Media, Mass Communication, Communication Design etc.), Journalism (Journalism Education, Public relations, Photojournalism), Master of Fine Arts (writing, photography, or video, or digital media emphasis).and 3+ years working experience as a musician.	Must have CTE Credential
Law Enforcement (LEA)	<p>A minimum of 4,000 hours of occupational experience within the industry during the past five years</p> <p>Candidates holding an associate or bachelor's or master's degree must have at least 2,000 hours of occupational experience within the past five years.</p>		Must have a CTE Credential to teach.
Library Technician (LTN)	<p>A minimum of 4,000 hours of occupational experience in the industry within the past five (5) years,</p> <p><b>OR</b></p> <p>Bachelor's or master's degree in the pathway they are hired to teach, they</p>		Must have a CTE Credential to teach.

	may be credentialed with a minimum of 2,000 hours of occupational experience within the past five (5) years.		
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Literature (LIT) Guaranteed Transfer Courses	<p>Master's degree in English (any), Creative Writing, Literature (any), Rhetoric, Writing, Communications, Composition, Journalism, Liberal Arts/Studies, Humanities</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in related</p> <p>Field English (any), Creative Writing, Literature (any), Rhetoric, Writing, Communications, Composition, Journalism, Liberal Arts/Studies, Humanities</p>	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p> <p>Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.</p>	
Machining (MAC)	<p>Requires 4,000 hours of occupational experience in the specific industry within the past five (7) years.</p> <p><b>OR</b></p> <p>Minimum 2,000 hours of occupational experience in the specific industry within the past five (7) years.</p>		Must have a CTE Credential to teach.
Mathematics (MAT) Guaranteed Transfer Courses	<p>Master's degree Mathematics, Applied Mathematics, Engineering, Physics, Computer Science, or Statistics</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Mathematics.</p> <p><b>Note:</b> The degrees Mathematics Education and Education with a</p>		

Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
	Concentration in Mathematics are not applicable for credentialing purposes.		
Mathematics (MAT)	<p>Master's degree Mathematics, Applied Mathematics, Engineering, Physics or Statistics.            Note: The degrees Mathematics Education and Education with a Concentration in Mathematics are not applicable for credentialing purposes.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Mathematics.</p> <p><b>OR</b></p> <p>Bachelor's degree Mathematics, Applied Mathematics, Engineering, Physics or Statistics.            Note: The degrees Mathematics Education and Education with a Concentration in Mathematics are not applicable for credentialing purposes.</p>		
Medical Assisting Program / Medical Office Technology (MAP/MOT)	<p>A minimum of 4,000 hours of occupational experience in the industry within the past five (5) years, and a valid Registered Medical Assistant (RMA)  <b>OR</b> Certified Clinical Medical Assistant (CCMA) certification.</p>		Must have a CTE Credential to teach.
Multimedia Graphic Design (MGD)	<p>Bachelor's or Master's degree in the pathway they have been hired to teach, along with at least 2,000 hours of occupational experience in the industry within the past seven years, <b>and</b></p>	<p>A minimum of 4,000 hours of occupational experience in the industry within the past seven years, <b>and</b> present a portfolio of works demonstrating professional skills in the media they will be teaching.</p>	Must have a CTE Credential to teach.

	<p>present a portfolio of works demonstrating professional skills in the media they will be teaching.</p> <p>Not: Teaching eligibility would be based upon the candidate's courses completed, academic history, and industry experiences</p>	<p><b>Note:</b> Teaching eligibility would be based upon the candidate's courses completed, academic history, and industry experiences</p>	
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Music - General Education (MUS) Guarantee Transfer Courses	<p>Master's degree Music, Music Education, Musicology</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Music, Music Education, Musicology</p>	<p>Bachelor's Degree in Music, Music Education, Musicology, Music History <b>and</b> 3+ years working experience as a musician.</p>	
Music (MUS)	<p>Master's degree Music, Music Education, Musicology.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Music, Music Education, Musicology.</p>	<p>Bachelor's Degree in Music, Music Education, Musicology, <b>and</b> 3+ years working experience as a musician.</p>	
Nurse Aide (NUA)	<p>Degree in the requested pathway, with a minimum of 4,000 hours of occupational experience within the industry during the past five years (regardless of degree). Must be a Licensed Practical Nurse (LPN) or Registered Nurse (RN) and hold a current Colorado license.</p>		<p>Must have a CTE Credential to teach.</p>
Nursing (NUR) 1000 & 2000 level courses	<p>Bachelor's degree in Nursing, <u>and</u> a minimum of 4,000 hours of Nursing experience within the past five (5) years, <u>and</u> an active, unencumbered Colorado</p>		<p>Must have a CTE Credential to teach.</p>

	or multistate Registered Nurse (RN) license.		
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Nursing (NUR) 3000 & 4000 level courses	Master's degree in nursing, or higher, and an active, unencumbered Colorado or multistate Registered Nurse (RN) license.		
Occupational Therapy (OTA)	Degree in the requested pathway, with a minimum of 3,500 hours of occupational experience within the past five years. Must hold a current Colorado license through DORA and be a Registered Occupational Therapist (OTR) or Certified Occupational Therapy Assistant (COTA) in good standing.		Must have a CTE Credential to teach.
Pharmacy Technician (PHT)	4,000 hours of occupational experience in the industry within the past five (5) years, regardless of degree, and must be a Registered Pharmacy Technician with a valid Colorado (CO) state license.		Must have a CTE Credential to teach.
Philosophy (PHI) Guaranteed Transfer Courses	Master's degree in Philosophy or Religious Studies <b>OR</b> Master's degree plus 18 graduate credit hours in Philosophy or Religious Studies	Master's degree in any discipline with at least 12 graduate credit hours in the discipline. <b>OR</b> Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.  Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
Physical Therapist Assistant (PTA)	Degree in the requested pathway, with a minimum of 4,000 hours of occupational experience in the industry		Must have a CTE Credential to teach.

	within the past five years (regardless of degree). Must hold licensure through the State of Colorado. Physical Therapist Assistant DORA.		
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Political Science (PSC) Guaranteed Transfer Courses	<p>Master's degree in Political Science, International Relations, Public Administration, American Government/Politics, Global Affairs, Global Diplomacy, Public Policy, American Studies, History</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit in Political Science, International Relations, Public Administration, American Government/Politics, Global Affairs, Global Diplomacy, Public Policy, American Studies, History</p>	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p> <p>Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.</p>	
Physics (PHI) Guaranteed Transfer Courses	<p>Master's degree in Physics, Physical Science with a Physics emphasis, Astrophysics, Biophysics, Chemical Physics, Geophysics, Applied Physics, or Engineering Physics, Astronomy, Atmospheric Science, Materials Science, or Engineering</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Physics, Physical Science with a Physics emphasis, Astrophysics, Biophysics, Chemical Physics, Geophysics, Applied Physics, or Engineering Physics, Astronomy, Atmospheric Science, Materials Science, or Engineering</p>		

Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Physics (PHI) PHY 1075-1077	Master's degree in Physics, Physical Science with a Physics emphasis, Astrophysics, Biophysics, Chemical Physics, Geophysics, Applied Physics, or Engineering Physics, Astronomy, Atmospheric Science, Materials Science, or Engineering <b>OR</b> Master's degree plus 18 graduate credit hours in Physics, Physical Science with a Physics emphasis, Astrophysics, Biophysics, Chemical Physics, Geophysics, Applied Physics, or Engineering Physics, Astronomy, Atmospheric Science, Materials Science, or Engineering		
Physics (PHI) PHY 2113	Master's degree in Physics, Physical Science with a Physics emphasis, Astrophysics, Biophysics, Chemical Physics, Geophysics, Applied Physics, or Engineering Physics, Astronomy, Atmospheric Science, Materials Science, or Engineering <b>OR</b> Master's degree plus 18 graduate credit hours in Physics, Physical Science with a Physics emphasis, Astrophysics, Biophysics, Chemical Physics, Geophysics, Applied Physics, or Engineering Physics, Astronomy, Atmospheric Science, Materials Science, or Engineering		

Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Psychology (PSY) Guaranteed Transfer Courses	<p>Master's degree in Psychology, Social Psychology; Forensic Psychology; Community Psychology</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Psychology, Social Psychology; Forensic Psychology; Community Psychology</p>	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p> <p>Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.</p>	
Radio, Television, and Video (RTV)	<p>Bachelor's or Master's degree in the pathway they have been hired to teach, along with at least 2,000 hours of occupational experience in the industry within the past seven years, <b>and</b> present a portfolio of works demonstrating professional skills in the media they will be teaching.</p> <p>Note: Teaching eligibility would be based upon the candidate's courses completed, academic history, and industry experiences.</p>	<p>A minimum of 4,000 hours of occupational experience in the industry within the past seven years, <b>and</b> present a portfolio of works demonstrating professional skills in the media they will be teaching.</p> <p>Note: Teaching eligibility would be based upon the candidate's courses completed, academic history, and industry experiences.</p>	Must have a CTE Credential to teach.
Renewable Energy (ENY)	<p>Requires 4,000 hours of occupational experience in the specific industry within the past five (7)</p> <p>Minimum AAS in the specific pathway hired and 2,000 hours of occupational experience in the specific industry within the past five (7) years.</p>		

Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Respiratory Therapy (RCA)	Minimum of an associate degree in the requested pathway, with a minimum of 4,000 hours of occupational experience within the past five years (regardless of degree). Must be a NBRC Registered Respiratory Therapist and hold a current state licensure to practice as a Respiratory Therapist in the state of Colorado		Must have a CTE Credential to teach.
Science (SCI) Guaranteed Transfer Courses	Master's degree in Physical science, Biology, Chemistry, Environmental Science, Geology, Meteorology, or Physics <b>OR</b> Master's degree plus 18 graduate credit hours in Physical science, Biology, Chemistry, Environmental Science, Geology, Meteorology, or Physics	Master's degree in any discipline with at least 12 graduate credit hours, or currently pursuing a master's degree in the discipline with 12 completed graduate credit hours. Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
Sociology (SOC) Guaranteed Transfer Courses	Master's degree in Sociology <b>OR</b> Master's degree plus 18 graduate credit hours in Sociology	Master's degree in any discipline with at least 12 graduate credit hours in the discipline. <b>OR</b> Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.  Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
Social Work (SWK)	Master's degree in Social Psychology; Forensic Psychology; Behavioral Economics; Health Psychology; Comparative Behavior; GeoPsychology; Applied Psychology; Industrial/Organizational, Community Psychology; Positive Psychology;		

	<p>Organizational Sciences; Gerontology; Educational Psychology, Human Development and Family Studies, School Psychology, Counseling Psychology; Counseling licensure; Mental Health Counseling; Community Counseling; Clinical Counseling; Counselor Education; Marriage &amp; Family Therapy; Clinical Mental Health; Rehabilitation Counseling, Drug &amp; Rehab Counseling.</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in Social Psychology; Forensic Psychology; Behavioral Economics; Health Psychology; Comparative Behavior; GeoPsychology; Applied Psychology; Industrial/Organizational, Community Psychology; Positive Psychology; Organizational Sciences; Gerontology; Educational Psychology, Human Development and Family Studies, School Psychology, Counseling Psychology; Counseling licensure; Mental Health Counseling; Community Counseling; Clinical Counseling; Counselor Education; Marriage &amp; Family Therapy; Clinical Mental Health; Rehabilitation Counseling, Drug &amp; Rehab Counseling.</p>		
Spanish (SPA)	<p>Master's degree in Spanish, or the following with an emphasis in Spanish - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.</p> <p><b>OR</b></p>	<p>Bachelor's degree in Spanish or the following with an emphasis in Spanish - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> successful results on the Language Testing International speaking, reading, writing, listening, certification tests in Spanish.</p>	<p>Non-GT Courses/Non-Transferable (Conversational I &amp; II, Spanish for Travelers): Bachelor's Degree with 18 credits of Spanish post-secondary course work.</p>

	Master's degree plus 18 graduate credit hours in Spanish, or the following with an emphasis in Spanish - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages.	<b>OR</b> Bachelor's degree in Spanish or the following with an emphasis in Spanish - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> 5+ years working as a Spanish translator or interpreter.	
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
Spanish (SPA) Guaranteed Transfer Courses	Master's degree in Spanish, or the following with an emphasis in Spanish - Curriculum and Instruction, Linguistics, Education, Languages and Culture degrees, Bilingual Education, Foreign Languages. <b>OR</b> Master's degree plus 18 graduate credit hours in Spanish, or the following with an emphasis in Spanish - Curriculum and Instruction, Linguistics, Education, Languages and Culture degrees, Bilingual Education, Foreign Languages.	Bachelor's degree in Spanish or the following with an emphasis in Spanish - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> successful results on the Language Testing International speaking, reading, writing, listening, certification tests in Spanish.  <b>OR</b> Bachelor's degree in Spanish or the following with an emphasis in Spanish - Curriculum and Instruction, Linguistics, Translation and Interpretation, Languages and Culture degrees, Bilingual Education, Foreign Languages <b>and</b> 5+ years working as a Spanish translator or interpreter.	
Surgical Technology (STE)	A minimum of 4,000 hours of occupational experience in the industry within the past five (5) years, regardless of degree, and must hold Certified Surgical Technologist (CST) credentials.		Must have a CTE Credential to teach.
Television and Video Production (RTV)	A minimum of 4,000 hours of occupational experience in the industry within the past seven years <b>OR</b> Bachelor's or master's degree in the pathway they have been hired to teach, along with at least 2,000 hours of occupational experience in the industry		Must have a CTE Credential to teach.

	within the past seven years.		
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Theater (THE) Guaranteed Transfer Courses	<p>Master's degree in Theater, Theater Design or Design Technology for Theater (lighting, stage, costume), Acting, Directing, Playwriting, Script Writing, Writing for Performance Fields, Dramatic Literature, Drama Education (may also be listed as Cross-Cultural or Multi-cultural language, literature, and culture courses in some graduate theater programs)</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours Theater, Theater Design or Design Technology for Theater (lighting, stage, costume), Acting, Directing, Playwriting, Script Writing, Writing for Performance Fields, Dramatic Literature, Drama Education (may also be listed as Cross-Cultural or Multi-cultural language, literature, and culture courses in some graduate theater programs)</p>	<p>Bachelor's degree in Theater, Theater Design or Design Technology for Theater (lighting, stage, costume), Acting, Directing, Playwriting, Script Writing, Writing for Performance Fields, Dramatic Literature, Drama Education (may also be listed as Cross-Cultural or Multi-cultural language, literature, and culture courses in some theater programs) <b>and</b> 3+years of documented professional work experience in the field.</p> <p><b>Note:</b> Teaching eligibility would be based upon the candidate's courses completed, academic history, and industry experiences.</p>	
Theater (THE)	<p>Master's degree in Theater, Theater Design or Design Technology for Theater (lighting, stage, costume), Acting, Directing, Playwriting, Script Writing, Writing for Performance Fields, Dramatic Literature, Drama Education (may also be listed as Cross-Cultural or Multi-cultural language, literature, and culture courses in some graduate theater programs).</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours Theater, Theater Design or Design</p>	<p>Bachelor's degree in Theater, Theater Design or Design Technology for Theater (lighting, stage, costume), Acting, Directing, Playwriting, Script Writing, Writing for Performance Fields, Dramatic Literature, Drama Education (may also be listed as Cross-Cultural or Multi-cultural language, literature, and culture courses in some theater programs) <b>and</b> 3+ years of documented professional work experience in the field.</p> <p><b>Note:</b> Teaching eligibility would be based upon the candidate's courses completed, academic history, and industry experiences.</p>	

	Technology for Theater (lighting, stage, costume), Acting, Directing, Playwriting, Script Writing, Writing for Performance Fields, Dramatic Literature, Drama Education (may also be listed as Cross-Cultural or Multi-cultural language, literature, and culture courses in some		
Course Prefix	Minimum Qualifications Required	Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience	Other
Unmanned Aircraft Systems Technician (UAS)	<p>A related associate degree (or relevant current industry license or certification) and 4000 verified occupational/industry hours within 7 years</p> <p><b>OR</b></p> <p>Related Bachelor's or any Master's degree with 18 discipline related credits and 2000 verified occupational/industry hours within 7 years.</p>	<p>U.S. service member applicants may meet content knowledge and experience requirements as follows:</p> <ul style="list-style-type: none"> <li>• Air Force, Army, Coast Guard, Marine Corps, Navy or Space Force members: three or more years' active duty</li> <li>• Guard/Reserve members: 10 years' experience, or 5 years' experience with 12 months active-duty deployment</li> <li>• Military Occupational Specialty (MOS), the time of service and an honorable discharge must be verified on a DD-214 (submitted in application)</li> </ul> <p>All other applicants must meet both content knowledge (A or B or C) AND occupational experience as follows:</p> <p><b>OPTION A</b></p> <ul style="list-style-type: none"> <li>• Hold a valid FAA Part 107 Remote Pilot Certificate AND</li> <li>• Hold an industry-recognized flight raining credential (i.e., USI or AUVER)</li> </ul> <p><b>OPTION B</b></p> <ul style="list-style-type: none"> <li>• Hold a valid FAA Part 107 Remote Pilot Certificate AND</li> <li>• Have completed UAS 2055 AND</li> <li>• Have completed UAS 1040 or 1055</li> </ul>	Must have a CTE Credential to teach.

		<p>OPTION C</p> <ul style="list-style-type: none"> <li>• Hold a valid FAA Part 107 Remote Pilot Certificate AND</li> <li>• Have completed UAS 2055 AND</li> <li>• Have a certificate of completion of Flight Training Workshop with a minimum of 35 in-person contact hours covering: <ul style="list-style-type: none"> <li>o UAS 1040 or UAS 1055 Flight Training Course Learning Outcomes &amp; Competencies AND</li> <li>o The current year's Remote Pilot Test Prep manual</li> </ul> </li> </ul> <p><b>Occupational Experience:</b></p> <ul style="list-style-type: none"> <li>• 240 verified UAS commercial flight hours</li> </ul>	
<b>Course Prefix</b>	<b>Minimum Qualifications Required</b>	<b>Applicable Credential, Professional Development Plan Applicable and/or Equivalent Experience</b>	<b>Other</b>
Welding (WEL)	<p>Requires 4,000 hours of occupational experience in the specific industry within the past five (7) years</p> <p><b>OR</b></p> <p>Minimum AAS in the specific pathway and 2,000 hours of occupational experience in the specific industry within the past five (7) years.</p>		Must have a CTE Credential to teach.
Women Studies (WST) Guaranteed Transfer Courses	<p>Master's degree in (Any) Humanities, (any) Social and Behavioral Science, Women and/or Gender Studies</p> <p><b>OR</b></p> <p>Master's degree plus 18 graduate credit hours in (Any) Humanities, (any)</p>	<p>Master's degree in any discipline with at least 12 graduate credit hours in the discipline.</p> <p><b>OR</b></p> <p>Currently pursuing a master's degree in the discipline with 12 completed graduate credit hours.</p>	

	Social and Behavioral Science, Women and/or Gender Studies	Submit: Professional Development Plan Reference Section for overview and Process. Appendix C for Form.	
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