

3.7.1 The institution employs competent faculty members qualified to accomplish the mission and goals of the institution. When determining acceptable qualifications of its faculty, an institution gives primary consideration to the highest earned degree in the discipline. The institution also considers competence, effectiveness, and capacity, including, as appropriate, undergraduate and graduate degrees, related work experiences in the field, professional licensure and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements that contribute to effective teaching and student learning outcomes. For all cases, the institution is responsible for justifying and documenting the qualifications of its faculty. (See Commission guidelines “Faculty Credentials.”) (Faculty competence)

Off-site Committee’s Response

The Off-Site Reaffirmation Committee found three faculty members for whom no degree is listed or who appears to be teaching outside of their teaching discipline. Additionally, there were no academic qualifications included in the material available to the Committee for these individuals or for faculty in the division of Education.

Institution’s Response

The Off-site Committee expressed no concerns about having competent faculty members qualified to accomplish the mission and goals of the institution. The Committee did however note that: 1) for three faculty members no degree information was listed and [as perceived by the Committee] they appeared to be teaching outside of their teaching discipline; and 2) no academic qualifications were included for faculty in the Division of Education.

Pursuant to item one (1), the College found that the information for the three faculty had shifted in the matrix. The faculties in question are identified as: Mizan Berhane, Barbara Cade and Alexi Iakhiaev; their information is as follows:

NAME (F, P)	COURSES TAUGHT Including Term, Course Number & Title, Credit Hours (D, UN, UT, G)	ACADEMIC DEGREES & COURSEWORK Relevant to Courses Taught, Including Institution & Major List specific graduate coursework, if needed	OTHER QUALIFICATIONS & COMMENTS Related to Courses Taught
Mizan Berhane (F)	MATH 1314 College Algebra, 3 Credit Hours, (UT)	<u>MS, Mid-Level School Math</u> <u>Graduate course work:</u> Math 564 Differential Equations Math 564 Pre-Cal Mathematics Math 564 Integral Calculus	Academic Advisor AVID presenter Pedagogical preparation in the sciences Facilitator of group and individualized tutorials Participates with Faculty Senate

		<p>Math 570 Logic and Proof Math 574 Survey of Math Math 572 Geometry Past and Present Math 568 Topics In Advanced Calculus Math 584 Modern Algebra & Number Theory Math 578 Seminar Math 578 Probability Theory Math 580 Statistical Reasoning Math 586 Survey of Mathematics II</p>	
Barbara Cade (F)	<p>ENGL 1301, English Composition I, 3 Hours, (UT)</p> <p>ENGL 2302, World Literature, 3 Hours, (UT)</p> <p>ENGL 1302, English Composition II, 3 Hours, (UT)</p> <p>ENGL 3307, Advanced Composition, 3 Hours, (UT)</p> <p>ENGL 2315 American Literature, 3 Hours (UT)</p>	<p><u>Master of Arts in English</u> <u>University of Texas at Tyler</u></p> <p><u>Graduate Coursework:</u></p> <p><u>(ENGL 5380) Advanced Grammar and Linguistics</u></p> <p><u>(ENGL 5320) Shakespeare- Studies in Composition</u></p> <p><u>(ENGL 5321) Neoclassical Literature</u></p> <p><u>(ENGL 5340) Masters of American Literature</u></p> <p><u>(ENGL 5390) Studies in Composition English</u></p> <p><u>ENGL 5382 Contrastive Linguistics</u></p> <p><u>ENGL 5370 Studies in World Lit</u></p>	<p>Taught Developmental English and Writing at Tyler Junior College 1989 to 2000 and at Trinity Valley Community College from 1994-2000.</p> <p>Taught ESL English language to a group of Saudi Arabian students for almost two years.</p> <p>Worked as a reporter and columnist for the Chandler-Brownsboro Statesman from 1979-1997</p> <p>Received a Townsend Press award for an article on developmental education. Academic Advisor -Work with College Editorial committee -Past President of Faculty Senate -Member of the Human Resource Committee -Member of the Professional Development Committee Part of Crosswalk team with TEA to align Texas CCRI English curriculum with national English core requirements.</p>

Alexei Iakhiaev (F)	<p>BIOL 4272 Research, 2 credit hours (UT)</p> <p>PHYS 1411 General Physics I, 4 credit hours (UT)</p> <p>PHYS 1405 Introduction to Physical Science, 4 credit hours (UT)</p> <p>BIOL 4072 Vertebrate Embryology, 4 credit hours (UT)</p> <p>PHYS 1412 General Physics II, 4 credit hours (UT)</p> <p>BIOL 4270 Seminar, 2 credit hours (UT)</p>	<p>Ph.D. in Biophysics MS in Biophysics Major – biophysics from Moscow State Medical University,</p> <p>Graduate coursework: Master thesis in biophysics’ Biology</p> <p>Graduate Coursework: Immunology 140 hrs. Microbiology 140 hrs. Gen Pathology 278 hrs. Morphology 300 hrs. Biology 317 hrs. Chemistry 312 hrs. Higher Mathematics 493 hrs. Physics 420 hrs. Genetics 215 hrs. Normal Physiology 140 hrs. Biochemistry 207 hrs. Bio-cybernetics 90 hrs. Surgery 248 hrs. Neurology 149 hrs. Radiobiology 140 hrs. Pharmacology 210 hrs. Pediatrics 45 hrs. Psychiatry 45 hrs. Space Medicine 45 hrs. Biophysics 500 hrs.</p>	<p>Ten years of experience in bio-medical research with more than 30 peer reviewed publications.</p> <p>Post-doctoral work: 1987-1993 Research Center for Molecular Diagnostics, Moscow, Russia-“Protein Biochemistry” 1993-1995 Institute of Bioorganic Chemistry, Russian Academy of Sciences, Moscow, Russia-“Signal Transduction” 1997-1998 Holland Laboratory for Biomedical Sciences, ARC, Rockville, USA-“Coagulation” 1998-2001 The University of Texas Health Science Center at Tyler-“Cell Biology of TF and Coagulation Factor VII” 2001-2005 The University of Texas Health Center at Tyler-“Instructor of Medicine” Academic Advisor Member of the Faculty Senate Published with student Student engagement in Research STEM grant participant Member of the Technology Committee</p>
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As it pertains to the faculty for the Division of Education, the institution offers the following as a demonstration that they are competent and qualified to accomplish the mission and goals of the institution.

NAME (F, P)	COURSES TAUGHT Including Term, Course Number & Title, Credit Hours (D, UN, UT, G)	ACADEMIC DEGREES & COURSEWORK Relevant to Courses Taught, Including Institution & Major List specific graduate coursework, if needed	OTHER QUALIFICATIONS & COMMENTS Related to Courses Taught
Robert Harper (P)	EDUC 3323 EDUCATIONAL TECHNOLOGY & MEDIA	Ed. D. Education in Developmental Education Grambling State University	Academic Advisor AVID Coordinator Member of the Planning

		<p>Concentration: Instructional Systems and Technology</p> <p>Specialist in Education in Educational Leadership and Instruction Northwestern State University of Louisiana Concentration: Educational Technology</p> <p>Master of Education in Educational Technology Northwestern State University of Louisiana</p> <p>Bachelor of Science in General Business Administration Louisiana State University in Shreveport</p> <p>Graduate Coursework: ETEC 4810 Introduction to Computers in Education ETEC 4820 Evaluation & Use of Computers in Education ETEC 5700 Technology Leadership in School ETEC 5710 Professional Development for K-12 Technology Integration ETEC 4840 Education Telecommunication Networks & Internet ETEC 5760 Design & Development of Multimedia Instruction ETEC 5750 Instructional Design ETEC 6000 Research Education Through Technology ETEC 6010 Practicum Restructuring Education Through Technology ETEC 6030 Cognition and Technology ETEC 6450 Seminar in Current Research in Technology</p>	<p>Council Oversight of the Student Learning Center</p>
<p>Gloria Dean Young (F)</p>	<p>EDUC 2301 Foundation of the Teaching Profession, 3, UT</p> <p>EDUC 2321 Introduction to Early Childhood Ed. 3, UT,</p> <p>EDUC 4303 Capstone for Teaching Profession ,3, UT</p>	<p>Bachelor-Elementary Education, Paul Quinn College, Waco, Texas</p> <p>Master of Elementary Education, Prairie View A&M, Prairie View, Texas</p> <p>Texas Wesley-Asserted Discipline, Ft. Worth,</p> <p>East Texas State-Early Childhood -Management, Commerce, Texas,</p> <p>Kindergarten Certificate. Principal Training -DISD</p>	<p>Public School Teacher 32 yrs.</p> <p>Private School Principal 2yrs.</p> <p>Director of Learning Center 3yrs Higher</p> <p>Education 8th year Supervisor for Student Teaching</p>

<p>Sonja Warren (F)</p>	<p>EDUC 4313 Classroom Management 3hrs (UT)</p> <p>READ 2322 Individual Recreational Reading: "Children's Literature 3hrs (UT)</p> <p>EDUC 2323 Human Growth and Development 3hrs (UT)</p> <p>EDUC 3311 Learning Theory & Measurement 3hrs (UT)</p> <p>EDUC 2321 Early Childhood Education, 3hrs, (UT)</p> <p>EDUC 2301 Foundations of the Teaching</p> <p>EDUC 4602 Student Teaching in the Elementary School- 6 credit hours- (UT)</p> <p>EDUC 4601 Student Teaching in the Secondary School- 6 credit hours-(UT)</p> <p>EDUC 4101 Student Teaching Seminar-1 credits-(UT)</p>	<p>Master Degree - Curriculum and Instruction (Letourneau University)</p> <p>Master Degree - Educational Leadership (Letourneau University)</p> <p>Bachelor Degree - Teacher Education (UT Tyler)</p> <p>Ph. D. (in progress) Early Childhood Education *****</p> <p>MEDU 5343- Theory & Practice Classroom Management</p> <p>ECE 7009- Families, Communities, and Schools in Partnership</p> <p>MEDU Management & Delivery of Differentiated Instruction</p> <p>MEDU 5573 -Leadership at the Campus Level</p> <p>MEDU5483- Advance Methods in Classroom Management</p> <p>MEDU 5163- Public School Laws *****</p> <p>MEDU 5453 Curriculum & Instructional Design</p> <p>ECE7007- Early Childhood Literacy Education</p> <p>CT7004- Language and Literacy Education *****</p> <p>EDU 7001 Foundations for Doctoral Study in Education</p> <p>MEDU 5153 Psychology Framework for Educators</p> <p>MEDU 5163- Educational Research for Effective Teaching</p> <p>EDUC 7002- Educational Research Methodology</p> <p>MEDU 5343- Theory & Practice Classroom Management</p> <p>EDU7702- Research Design *****</p>	<p>Teaching Experience</p> <p>Pre-K Teacher (11 years)</p> <p>Public School Teacher (18 years)</p> <p>Mentor Teacher</p> <p>Lead Teacher</p> <p>Assistant Principal Intern</p>
<p>Brenda J. Conley-Hillmon</p>	<p>PHED 2329 Dance 3hrs</p>	<p>Bachelor Degree –Health, Physical Education & Recreation</p>	<p>Public School Teacher (23 years) – Health & Physical</p>

(F)	<p>PHED 4311 Test & Measurements In Physical Education 3hrs</p> <p>PHED 2318.01 – Foundations in Physical Education</p> <p>PHED 3325 - Kinesiology</p> <p>PHED 3318 – Intramurals</p>	<p>(Langston University) Master Degree – Health, Physical Education & Recreation(Stephen F. Austin State University)</p>	<p>Education</p> <p>College/University (9 years)- Health & Physical Education: Texas College, Jarvis Christian College, Miami-Dade Community College & Oklahoma State University.</p> <p>Texas Teaching Certification –Physical Education (EC-12)</p>
Smith, Touncil (F)	<p>EDUC 3311 Learning Theory, 3, (UT)</p> <p>EDUC 4101 Student Teaching Sem, 3, (UT)</p> <p>EDUC 4101 Student Teaching Seminar-1 credits- (UT)</p> <p>EDUC 4602 Student Teaching in the Elementary School- 6 credit hours- (UT)</p> <p>EDUC 4601 Student Teaching in the Secondary School- 6 credit hours-(UT)</p>	<p>Doctorate of Education (Ed. D.), University of San Francisco, San Francisco, CA</p> <p>M.A. Education Roosevelt University, Chicago, IL</p> <p>EDCI 223 Curriculum Design EDCI 407 Curr. Theory & Design EDCI 423 Educ. Sys. Mgmt. EDCI 424 Statistics I EDCI 400 Doctoral Sem. I EDCI 430 Tests & Measurement EDCI 464 Research Meth. in Educ. EDOL 463 Women / Management EDCI 467 Topics/ Ed Foundation EVAL 401 Prin. & Practice Evaluation EDCI 431 Issues in Spec Ed</p>	<p>Academic Advisor Member of the Faculty Senate Pedagogical preparation in delivery of teaching strategies</p>
Dr. Mary Willis Heape (F)	<p>AMUV 2103, Applied Voice, 1 Credit Hour, (UT)</p> <p>AMUV 3103, Applied Voice, 1 Credit Hour, (UT)</p> <p>MUSI 3313 Advanced Harmony I, 3 Credit Hours, (UT)</p> <p>MUSI 4305 Music in the 20th Century, 3 Credit Hours, (UT)</p> <p>MUSI 4316 Counterpoint, 3 Credit Hours, (UT)</p> <p>MUSI 4327 Form and Analysis, 3, (UT)</p> <p>MUSI 4316 Orchestration and Arranging, 3, (UT)</p>	<p>BME, Vocal/Choral, Oklahoma Baptist University</p> <p>MM, Vocal Pedagogy, Southwestern Baptist Theological Seminary:</p> <p>DMA, Vocal Performance, Southwestern Baptist Theological Seminary</p> <p><u>Graduate Coursework:</u></p> <p>VOIPR 791 DMA Voice I VOIPR 792 DMA Voice II VOIPR 897 DMA Voice Recital I VOIPR 898 DMA Ensemble Recital II VOIPR 899 Doctoral Voice Lecture Recital III VOICL 795 DMA Seminar in Vocal Pedagogy VOICL 896 Doctoral Voice</p>	<p>Administrative experience as Division Chair Member of the Academic Council Academic Advisor Grantsmanship –Principal investigator</p> <p>Certifications: Music PK-12, Language Arts, 6-12, Illinois; Music K-12, Oklahoma; Music EC-12, Texas</p> <p>Teaching experience: Seminário de Educoras Cristãs, Recife Brasil: Applied Voice, Choir, Music Theory (Harmony); Seminário Teológico Batista do Norte do Brasil: Applied Voice; Tarrant County College:</p>

	<p>AMUV 3104 Applied Voice, 1, (UT)</p> <p>AMUV 4105 Applied Voice, 1, (UT)</p> <p>MUSI 3325 Advanced Harmony & Sight-singing II, 3 Credit Hours, (UT)</p> <p>MUSI 4328 Orchestration & Composition, 3 Credit Hours, (UT)</p>	<p>BME, Vocal/Choral, Oklahoma Baptist University</p> <p>MM, Vocal Pedagogy, Southwestern Baptist Theological Seminary:</p> <p>DMA, Vocal Performance, Southwestern Baptist Theological Seminary</p> <p>ED 5005 Master's Learner Success Lab</p> <p>ED 5004 Societal and Cultural Change</p> <p>ED 7580 Theory and Development of Multiple Intelligences</p> <p>ED 7400 Technology Strategies for Brain Based Learning</p> <p>Multiculturalism as a Process</p> <p>ED 7700 Learning Theory and the Learning Process</p>	<p>Applied Voice; Southwestern Adventist College: Applied Voice, Vocal Pedagogy; Southwestern Baptist Theological Seminary: Applied Voice, Vocal Literature I and II; Bluefield College: Theory I, II, III, and IV, Applied Voice, Music History I and II; McPherson College: Applied Voice, Aural Skills I, II, III, IV; Mac Murray College: Applied Voice</p>
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Documentation:

- Transcripts: available on-site
- Resumes: available on-site