

20. 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 in accord with the guidelines listed below. 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 all its faculty.

- Compliance
- Partial Compliance
- Non-compliance

Narrative:

Note: Only the narrative related to graduate teaching assistants is shown as that was the area of concern expressed by the Off-Site Review Team.

Generally, VCU limits the use of graduate teaching assistants (GTAs) as primary instructors. Most GTAs teach in laboratory or “breakout” sections. These courses are coordinated by a senior faculty member in the relevant departments. Course content, outlines, materials, etc., are the responsibility of the full-time faculty member. GTAs provide the face-to-face classroom interactions. GTAs are supervised, supported, and evaluated by the full-time faculty course coordinator.