



Department of Communication Hiring Qualifications for COMM Lecturers and CU Succeed Instructors

1. The Department gives stronger consideration to candidates with a PhD in Communication
2. The Department requires candidates to have at minimum:
 - a) An MA in Communication * or
 - b) A Master’s Degree in an allied Interdisciplinary field directed related to communication and / or the Department of Communication’s certificates, coursework areas, and pathways of study, including:

Strategic Communication, Public Relations, Marketing and Advertising	Composition, writing, and rhetoric	Media and cultural studies, critical media studies
	Rhetoric and public address /oratory	
Mediation, conflict, and negotiations and bargaining	Graphic design, visual communication	Organizational communication, leadership, organizational change management
Health communication and health campaign design	Human communication, communication theory, and interpersonal communication	Media production, broadcasting, television, radio, and film
Global, international, and intercultural communication	Legal communication	Social justice communication and civic engagement/ communication
Political communication and government/community service/public affairs	Family communication	Social media communication, digital communication, media analytics, social media management
	Religious communication	

c) The Department will also consider hiring Lecturer candidates with a Master’s Degree in an allied Interdisciplinary field, with at least 18 graduate credits directly related to communication and the list above.

3. In rare cases, the Department may hire candidates using Tested Experience criteria. If the candidate has a Bachelor’s degree plus a record of distinguished professional accomplishment, they may seek approval from the Department and Dean for tested experience hiring. Tested experience for the Department of Communication is evaluated as having one or more of the following:
 - a) At least five years in a significant position related to the coursework, such as a management or leadership position, including direct industry experience;
 - b) A high-level industry certificate that resulted from rigorous training, such as a Public Relations Society of America certification or a Mediation certification, combined with at least 5 years of professional experience directly related to the area of coursework being taught; or
 - c) Major awards or accomplishments related to the coursework area, plus at least five years of professional experience related to the coursework area.

Teaching experience alone does not qualify for tested experience in the absence of one or more of the above criteria. All tested experience hires must obtain approval from the Dean of the College of Liberal Arts and Science before hire.

*Communication has historically been an interdisciplinary field, and Communication degrees have many names. Examples of Communication degree names include but are not limited to Communication Studies, Mass Communication & Journalism, Media Studies, Broadcasting, Speech Communication, Advertising and Public Relations, and so on. For a complete list of the subareas of communication, see the National Communication Association’s website.

DEPARTMENT OF COMMUNICATION