

IUB School of Education Policy on Tested Experience

This policy statement specifies the criteria and assessment of "tested experience" for those faculty and adjunct faculty in the School of Education whose minimum qualification does not include a degree one level higher than the degree students in their classes are pursuing. Certainly the SOE policy is to hire faculty and adjunct faculty with the appropriate academic credential. However, there are times when the most appropriate faculty or adjunct faculty member may not possess this credential but has relevant experience in educational practice, student teaching practicum or counseling psychology practicum. The Higher Learning Commission (HLC) mandate permits these faculty and adjunct faculty to be qualified in terms of their tested experience.

Tested experience in the School of Education means that faculty and adjunct faculty should have the "breadth and depth of experience outside of the classroom in real world situations relevant to the discipline in which the faculty and adjunct faculty member would be teaching." (HLC guidelines)

The expertise areas for SOE faculty and adjunct faculty, for example, would typically include:

1. A minimum of five years of recent, full-time experience working in an educational setting in which teaching, research, counseling, or leading were central to their job description.
2. Knowledge of traditional and emergent trends in education
3. Knowledge and ability to use relevant delivery formats, such as online courses.
4. Familiarity with current professional practices in the relevant educational area.

In order for an individual to teach courses based on tested experience, the appropriate department chair should submit a case to the Executive Associate Dean, who will grant approval or disapprove.