

MEMORANDUM

To: Fort Wayne Senate
From: Cigdem Z. Gurgur, Chair
Faculty Affairs Committee
Date: January 4, 2016
Subject: Process for Determining Tested Experience in Hiring Faculty
Disposition: To the Presiding Officer for implementation

WHEREAS, the Higher Learning Commission states that “The faculty hiring qualifications related to tested experience should be reviewed and approved through the faculty governance process at the institution.” (HLC Guidelines, Determining Qualified Faculty through HLC’s Criteria or Accreditation and Assume Practice, October, 2015);

WHEREAS, the Faculty Affairs Committee is responsible for “standards of appointment” (SD 81-10 Bylaws of the Senate);

BE IT RESOLVED, that documentation for hiring faculty deemed qualified via “tested experience” include how that tested experience was determined;

BE IT FURTHER RESOLVED, that tested experience qualifications include (but are not limited to) actual tests (i.e., licensing exams, board exams, certifications, CPA, etc.), other public forms for “testing” (i.e., public recognition via exhibits, publications, patents, awards), and/or industry/discipline specific tested experience (i.e., years of successful experience in the industry);

BE IT FURTHER RESOLVED, that departments utilizing tested experience in hiring qualified faculty develop clear standards, consistent with HLC policy, for determining “a minimum threshold of experience and a system of evaluation which could include the skill sets, types of certifications or additional credentials, and experiences that would meet tested experience requirements for specific disciplines and programs” (HLC Guidelines, Determining Qualified Faculty through HLC’s Criteria or Accreditation and Assume Practice, October, 2015) and that these standards be applied consistently during the hiring process, and included in the faculty member’s documentation accompanying request to make an offer.