

# Lac Courte Oreilles Ojibwe University Faculty

## Credentialing Standards

**Credentialing** refers to Lac Courte Oreilles Ojibwe University LCOOC academic standards based on criteria established by the Higher Learning Commission (HLC), the accrediting agency of LCOOC. Faculty teaching associate degree General Education courses need at a minimum a master's degree in the discipline or a master's degree in any field with a minimum of 18 graduate credits in the discipline.

For example: To be credentialed to teach an associate degree English course such as University Writing, Research, and Critical Reading, ENG 108, the individual must hold a master's degree with a minimum of 18 Liberal Arts graduate credits in English, Communications, Communication Arts, Writing, Journalism, Speech, Literature, reading, or a combination of those disciplines.

Credits earned in related disciplines not specifically listed in this document can be counted toward meeting credentialing requirements by submission of a letter written by the Academic Dean. The Academic Dean shall provide a written determination to the Human Resources Director at the time that the credentialing is requested.

For example: An individual who is seeking credentialing in English has a master's degree in Theater Arts. The Academic Dean reviews the individual's coursework and writes a letter stating that they accept the Theater Arts credits as graduate credit in English.

Human Resources will maintain records of such documentation, and interdepartmental acceptance of credits becomes part of the standards used for future credentialing decisions.

**Review and Update:** This document should be reviewed and updated by a meeting of the Human Resources department, and the Academic Dean.

Department	Courses	Required Credentials
ALP	All	A Bachelor's degree in the specific area of instruction <b>or</b> Bachelor's degree in any field with 24 upper division semester credit hours in the specific area of instruction <b>or</b> Bachelor's degree in Secondary Education in the area being taught.
AODA	All	<u>Educational Requirement:</u> <ul style="list-style-type: none"><li>• Master's degree in Addiction Studies;</li><li>• Or Master's degree in Psychology, Counseling, Social Work, Human Services and must be a Licensed Clinical Substance Abuse Counselor in the state of Wisconsin.</li></ul> <u>Occupational Experience Requirement:</u> Two full-time years (or equivalent) of verified related paid work experience in AODA.

		<p>Working titles which provide the occupational experience necessary: AODA (alcohol and Other Drug Abuse) counselor, social worker, psychologist, nurse, psychotherapist, physician, prevention specialist, public health officer, corrections officer.</p> <p><b>Other certifications include:</b> Substance Abuse Counselor (SAC), Clinical Substance Abuse Counselor (CSAC), Substance Abuse Specialty (SAS).</p> <p><u>Recency Requirement:</u> At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction within five years prior to date of hire.</p>
<b>ART</b>	ART 101, 102, 103, 131, ART 200, 233, ART 250	<p><u>Educational Requirement:</u> A Master's degree with a major in Fine Arts <b>or</b> Master's degree with a minimum of 18 graduate credits in Art.</p>
<b>ART</b>	Traditional Techniques: ART 105, ART 107, ART 114, ART 115, ART 116, ART 118	<p><u>Educational Requirement:</u> A Master's degree with a major in Fine Arts <b>or</b> Master's degree with a minimum of 18 graduate credits in Art; <b>or</b> Bachelor's degree in Art; <b>or</b> Associate degree in American Indian Arts; <b>and/or</b> tested experience as certified by authorized tribal expert in content area</p>
<b>BUS</b>	BUS 160	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Master's degree in Education, Social Work, Psychology, Human Services, Sociology, Business or related instructional areas;</li> <li>• <b>or</b> Master's degree + 18 graduate credits in Education, Social Work, Psychology, Human Services, Sociology, Business, or related instructional areas;</li> <li>• <b>or</b> Bachelor's degree in Education, Social Work, Psychology, Human Services, Sociology, Business, or related instructional areas.</li> </ul>
<b>BUS</b>	Accounting: BUS 110, BUS 106, BUS 125, BUS 160, BUS 200, BUS 202, BUS 222, BUS 226, BUS 250, BUS 260	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Master's degree in Accounting;</li> <li>• <b>or</b> Master's degree + 18 graduate credits in Accounting;</li> <li>• <b>or</b> Bachelor's degree in Accounting.</li> </ul> <p><u>Occupational Experience Requirement:</u> Two full-time years (or equivalent) of verified related paid work experience in accounting.</p> <ul style="list-style-type: none"> <li>• Working titles which provide the occupational experience necessary: Tax accountant, auditor, accountant, budget officer, systems accountant, tax auditor, junior accountant, senior accountant, finance officer, controller, public accountant, staff accountant, general accountant, cost accountant, internal auditor, budget analyst,</li> </ul>

		<p>treasurer, budget accountant, municipal accountant, management accountant, Chief Financial Officer (CFO), Chief Operating Officer (COO).</p> <ul style="list-style-type: none"> <li>Working titles which do <u>not</u> provide the occupational experience necessary include: bookkeeper, accounting clerk, accounts payable bookkeeper, general ledger bookkeeper, accounts receivable bookkeeper, credit counselor, billing clerk, and accounting assistant, cashier.</li> </ul> <p><u>Recency Requirement:</u> At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction within five years prior to date of hire.</p>
<b>BUS</b>	Casino Operations BUS 106, BUS 107, BUS 112, BUS 125, BUS 126, BUS 160, BUS 168, BUS 210, BUS 211, BUS 235, BUS 240, BUS 250, BUS 260	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>Master’s degree in Casino Management or Business Administration or Business Management;</li> <li><b>or</b> Master’s degree + 18 graduate credits in Casino Management or Business Management;</li> </ul> <p><u>Occupational Experience Requirement:</u> Two full-time years (or equivalent) of verified related paid work experience in Casino Management.</p> <ul style="list-style-type: none"> <li>Working titles which provide the occupational experience necessary: supervisors, directors, and department heads.</li> <li>Working titles which do not provide the occupational experience necessary include: Non-supervisory/front-line gaming employees.</li> </ul> <p><u>Recency Requirement:</u> At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction within five years prior to date of hire.</p>
<b>BUS</b>	Economics: BUS 220, BUS 221	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>A Master’s degree in Economics,</li> <li><b>or</b> a Master’s degree with a minimum of 18 graduate liberal arts credits in economics or a closely related field such as Economic History, Political Economy, Business Administration, Economic Geography, or a combination of credits in these disciplines.</li> </ul>
<b>BUS</b>	Business Administration: BUS 106, BUS 125, BUS 160, BUS 228, BUS	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>Master’s degree in Business Administration or Business Management;</li> <li><b>or</b> Master’s degree + 18 graduate credits in Business Administration or Business Management;</li> </ul>

	<p>231, BUS 240, BUS 250, BUS 260, BUS 261, BUS 265</p>	<ul style="list-style-type: none"> <li>• <b>or</b> Bachelor's degree in Business Administration or Business Management.</li> </ul> <p><u>Occupational Experience Requirement:</u> Two full-time years (or equivalent) of verified related paid work experience in Business Management.</p> <ul style="list-style-type: none"> <li>• Working titles which provide the occupational experience necessary: Department manager, staff manager, division manager, area manager, chief of staff, owner/proprietor, controller, district manager/director, office manager, section manager, functional manager, accounting manager, budget manager, training manager.</li> <li>• Working titles which do <u>not</u> provide the occupational experience necessary include: Management trainee, manager's assistant, assistant to the supervisor, materials coordinator, administrative assistant, administrative specialist, administrative secretary, and administrative analyst.</li> </ul> <p><u>Recency Requirement:</u> At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction within five years prior to date of hire.</p>
<p><b>CPS</b></p>	<p>CPS 101, CPS 105, CPS 106, CPS 107, CPS 108, CPS 109, CPS 206, CPS 207, CPS 209, CPS 250, ART 233</p>	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Master's degree in Computer Science, MIS, Data Processing, Business Education, Business Administration or related degree;</li> <li>• <b>or</b> Master's degree + 18 graduate credits in Computer Science, MIS, Data Processing, Business Education, Business Administration or related degree;</li> <li>• <b>or</b> Bachelor's degree in Computer Science, MIS, Data Processing, Business Education, Business Administration, Business Micro Computing or Telecommunications.</li> <li>• Additional software program certification may be required for certain courses.</li> </ul> <p><u>Occupational Experience Requirement:</u> Two full-time years (or equivalent) of verified related paid work experience in installation and troubleshooting computers, computer trainer in a business or industrial setting, or programming.</p> <ul style="list-style-type: none"> <li>• Working titles which provide the occupational experience necessary: May vary by software program(s) being taught</li> <li>• Working titles which do <u>not</u> provide the occupational experience necessary include: Administrative assistant, customer service analyst, data entry operator, machine operator, office assistant, office manager, and project leader/manager.</li> </ul>

		<p><u>Recency Requirement:</u> At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction within five years prior to date of hire.</p>
<b>CUL</b>	Culinary Arts:	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Terminal degree in the Culinary Arts - Bachelors or higher preferred, Associates in the field acceptable. A ServSafe instructor/proctor certification is required.</li> </ul> <p><u>Occupational Experience Requirement:</u></p> <ul style="list-style-type: none"> <li>• <b>Or</b> 5 yrs minimum with a combination of training and professional cooking experience as a sous chef or head chef. A ServSafe instructor/proctor certification is required.</li> <li>• The following certifications are preferred: American Culinary Federation Certified or Executive Chef Certification.</li> </ul>
<b>EDC</b>	EDC 110, EDC 250	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Master's degree in Education, or related instructional areas;</li> <li>• <b>or</b> Master's degree + 18 graduate credits in Education, , or related instructional areas;</li> <li>• <b>or</b> Bachelor's degree in Education, or related instructional areas.</li> </ul>
<b>ECE</b>	Early Childhood Education: ECE 101, ECE103, ECE 104, ECE105*, ECE 130, ECE 203, ECE223, ECE 224, ECE225, ECE 250, ECE 260, ECE 270, ECE 291;	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Master's degree in Early Childhood Education;</li> <li>• <b>or</b> Master's degree + 18 graduate credits in Early Childhood Education;</li> <li>• <b>or</b> Bachelor's degree in Early Childhood Education.</li> <li>• *for ECE 105, must have fluency in Ojibwemowin and/or tested experience.</li> </ul> <p><u>Occupational Experience Requirement:</u> Two full-time years (or equivalent) of verified related paid work experience in Early Childhood Education</p> <ul style="list-style-type: none"> <li>• Working titles which provide the occupational experience necessary include: Preschool teacher, program director preschool/ECE program, early childhood teacher, pre-kindergarten teacher, kindergarten teacher, child care administrator, child care teacher, licensed family child care provider, child care development specialist.</li> <li>• Working titles which do <u>not</u> provide the occupational experience necessary include: Elementary teacher, children's camp counselor, playground/recreation</li> </ul>

		<p>director, psychologist, guidance counselor, religious education/Sunday school teacher, social worker, parent educator, baby sitter, high school teacher, nurse, Licensed Practical Nurse, nanny, au pair.</p> <p><u>Recency Requirement:</u> At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction within five years prior to date of hire.</p>
<b>ENG</b>	All	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• A Master's degree in Communications or English;</li> <li>• <b>or</b> a Master's degree with a minimum of 18 liberal arts graduate credits in English, Communications, Communicating Arts, Writing, Journalism, Speech, Literature, Reading, or a combination of credits in these disciplines.</li> </ul>
<b>HTH</b>	Applied Anatomy & Physiology: HTH 106	A Master's degree in a Life Science such as Biology; <b>or</b> a Master's degree with a minimum of 18 graduate credits in life sciences, biology, bio-chemistry, endocrinology, pathology, physiology, medicine, chiropractic, pharmacy, biotechnology, or a combination of credits in these disciplines.
<b>HTH</b>	First Aid & CPR: HTH 109, HTH 250	<p><u>Occupational Experience Requirement:</u> Two full-time years (or equivalent) of verified paid work experience related to CPR (e.g. EMT, Paramedic, Nurse).</p> <p><u>Additional Requirements:</u></p> <ul style="list-style-type: none"> <li>• Current certification as a CPR instructor or instructor trainer by the American Heart Association, American Red Cross, or National Safety Council.</li> <li>• Current certification as a first aid instructor or instructor trainer by the American Red Cross or National Safety Council.</li> </ul>
<b>HTH</b>	Certified Nursing Asst.: HTH 116	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Master's degree in Nursing, nursing administration, nursing education, public health nursing or a nursing clinical specialty;</li> <li>• <b>or</b> Bachelor's degree in Nursing.</li> </ul> <p><u>Occupational Experience Requirement:</u> Two full-time years (or equivalent) of verified related paid work experience in Nursing</p> <ul style="list-style-type: none"> <li>• Working titles which provide the occupational experience necessary include: Registered Nurse, staff nurse, head nurse, patient care coordinator, charge nurse, nursing supervisor, vice president of nursing, nurse practitioner, clinical care coordinator, clinical nurse specialist, nurse manager, Licenced Practical Nurse (LPN) with a Department of Health Services (DHS) letter of approval as</li> </ul>

		<p>a Program Trainer.</p> <ul style="list-style-type: none"> <li>Working titles which do <u>not</u> provide the occupational experience necessary include: Medical assistant, physician’s assistant, health unit clerk, operating room technician, surgical technician, home health aide, nursing assistant, personal care assistant, licensed practical nurse.</li> </ul> <p><u>Additional Requirements:</u></p> <ul style="list-style-type: none"> <li>Currently licensed ( active and unrestricted) as a Registered Nurse (RN) in the State of Wisconsin or a state belonging to the Nurse Licensure Compact (NLC) identified at <a href="http://dri.wi.gov/prof_practice_faq_detail.asp?prfaqid=175&amp;profid=27&amp;locid=0">http://dri.wi.gov/prof_practice_faq_detail.asp?prfaqid=175&amp;profid=27&amp;locid=0</a></li> <li>Meets Wisconsin’s Department of Health Services (DHS) approval as a primary instructor of Nurse Aide, Nurse Assistant, Nursing Assistant, and Certified Nursing Assistant (as defined in DHS 129.03(30)(a)) training programs as evidenced by a DHS approval letter on file at the University . ( must complete a State of Wisconsin “Train the Trainer” CNA course)</li> <li>Meets Wisconsin Department of Health Services (DHS) approval as a Program Trainer if Licensed Practical Nurse (LPN) is from the State of Wisconsin or a State belonging to the Nurse Licensure Compact (NLC).</li> <li>Must have at least 1-year experience as an RN in a long-term care facility.</li> </ul> <p><u>Recency Requirement:</u></p> <p>At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction within five years prior to date of hire.</p>
<b>HTH</b>	Medical Office: HTH 130, HTH 249, HTH 293	A Master’s degree in Health, Nursing, or Allied Health; <b>or</b> a Master’s degree with a minimum of 18 graduate credits in Health, Nursing, or Allied Health. <b>or</b> a Bachelor’s degree in Health, Nursing, or Allied Health.
<b>HTH</b>	HTH 231, HTH 232, HTH 233, HTH 249	A Master’s degree in Health, Human Services, or Social Work; <b>or</b> a Master’s degree with a minimum of 18 graduate credits in Health, Human Services, or Social Work; <b>or</b> a Bachelor’s degree in Health, Human Services, or Social Work.
<b>HUS</b>	Human Services: ALL	<u>Educational Requirement:</u> <ul style="list-style-type: none"> <li>Master’s degree in human services, social work, counseling psychology, school psychology, or human development;</li> <li><b>or</b> Master’s degree + 18 graduate credits in human services, social work, clinical psychology, or counseling</li> </ul>

		<p>psychology;</p> <ul style="list-style-type: none"> <li>• <b>or</b> a Bachelor’s degree in Health, Human Services, or Social Work.</li> </ul> <p><u>Occupational Experience Requirement:</u> Two full-time years (or equivalent) of verified related paid work experience in Human Services</p> <ul style="list-style-type: none"> <li>• Working titles which provide the occupational experience necessary include: Social worker, caseworker/case manager/care manager, human services counselor, human service agency administrator, psychologist, psychotherapist, rehab counselor/employee assistance program counselor, vocational rehab counselor, and outreach worker.</li> <li>• Working titles which do <u>not</u> provide the occupational experience necessary include: head-start teacher, child care teacher/assistant, crisis line person, clergy, public health/family nurse, human resource consultant/trainer, occupational therapist, and psychiatric nurse.</li> </ul> <p><u>Recency Requirement:</u> At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction within five years prior to date of hire.</p>
<b>LAW</b>	All	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Juris Doctorate</li> </ul> <p><u>Recency Requirement:</u> At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction within five years prior to date of hire.</p>



<b>MAA</b>	Medical Asst: All	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Master’s degree in Medical Assisting;</li> <li>• <b>or</b> Bachelor’s degree in Medical Assisting;</li> <li>• <b>or</b> Associate degree in Medical Assisting with 3 years of employment as a Medical Assistant.</li> </ul> <p><u>Occupational Experience Requirement:</u> Two full-time years (or equivalent) of verified related paid work experience in Medical Assistant</p> <ul style="list-style-type: none"> <li>• Working titles which provide the occupational experience necessary include: Medical assistant, medical clinic manager, nurse practitioner, certified medical assistant, clinical nurse specialist, registered nurse in an office/clinic, licensed practical nurse in an office/clinic.</li> <li>• Working titles which do <u>not</u> provide the occupational experience necessary include: Medical technologist,</li> </ul>
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		<p>phlebotomist, pharmacy technician, registered pharmacist, clinical lab assistant, medical lab technician, clinical laboratory scientist, clinical laboratory technician.</p> <p><u>Additional requirements:</u></p> <ul style="list-style-type: none"> <li>• Current Certified Medical Assistant (CMA) by the American Association of Medical Assistants (AAMA) or Registered Medical Assistant (RMA) by the American Medical Technologists (AMT).</li> <li>• Program Director must meet Medical Assisting Review Board (MAERB) standards.</li> </ul> <p><u>Recency Requirement:</u> At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction within five years prior to date of hire.</p>
<b>MTH</b>	All	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• A Master’s degree in Mathematics or Statistics;</li> <li>• <b>or</b> a Master’s degree with a minimum of 18 graduate credits in mathematics, engineering, physics, statistics, or a combination of credits in these disciplines.</li> </ul>
<b>NA (formerly CNA)</b>	HTH 116 Nursing Assistant	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Bachelor’s Degree in Nursing</li> <li>• Completion of Wisconsin “Train the Trainer” CNA course</li> </ul> <p><u>Occupational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Active and unrestricted RN license in the state of Wisconsin</li> <li>• 2 years’ experience as an RN</li> <li>• 1 year experience in a long-term care facility</li> </ul>
<b>NAS</b>	Ojibwemowin: NAS 101, NAS 102, NAS 201, NAS 202	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Master’s Degree in area of instruction;</li> <li>• <b>or</b> Bachelor’s Degree in area of instruction and/or tested experience as certified by authorized tribal expert in content area.</li> </ul>
<b>NAS</b>	Native American Law/Govt.:	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Juris Doctorate;</li> <li>• <b>or</b> Master’s Degree in Native American/American Indian Studies, Tribal Administration, Political Science or related area;</li> <li>• <b>or</b> Bachelor’s Degree in Native American/American Indian Studies, Tribal Administration and/or tested experience as certified by authorized tribal expert in content area.</li> </ul>
<b>NAS</b>	Ojibwe/Native American	<p><u>Educational Requirement:</u></p> <ul style="list-style-type: none"> <li>• Master’s Degree in Native American/American Indian</li> </ul>

	<p>Culture, History &amp; Philosophy:          NAS 100, NAS 110, NAS 205, NAS 212, NAS 213, NAS 222, NAS 230, NAS 242, NAS 250</p>	<p>Studies;</p> <ul style="list-style-type: none"> <li>• <b>or</b> Bachelor’s Degree in Native American/American Indian Studies/Ojibwemowin; and/or tested experience as certified by authorized tribal expert in content area</li> </ul> <p><b><u>Tested experience: ( see form for details)</u></b>          language certification: Mike Sullivan          art certification: Tom Antell          cultural certification: Anton Truer</p>
<p><b>NSG</b></p>	<p>Nursing: All</p>	<p><b><u>Educational Requirement:</u></b></p> <ul style="list-style-type: none"> <li>• Master’s degree in Nursing, nursing administration, nursing education, public health nursing or a nursing clinical specialty;</li> <li>• <b>or</b> Bachelor’s degree in Nursing.</li> </ul> <p><b><u>Occupational Experience Requirement:</u></b> Two full-time years (or equivalent) of verified related paid work experience in Nursing</p> <ul style="list-style-type: none"> <li>• Working titles which provide the occupational experience necessary include: Registered nurse, staff nurse, head nurse, nurse patient care coordinator, patient care coordinator, nursing team leader, advanced practice nurse, charge nurse, nursing supervisor, director/vice president of nursing, nurse practitioner, nursing discharge planner, home health nurse, nursing supervisor, clinical care coordinator, clinical nurse specialist, nurse manager, occupational health nurse, public health nurse.</li> <li>• Working titles which do <u>not</u> provide the occupational experience necessary include: Licensed practical Nurse, physician’s assistant, certified nursing assistant, homemaker/home health aide, health unit coordinator.</li> </ul> <p><b><u>Additional requirements:</u></b></p> <ul style="list-style-type: none"> <li>• Currently licensed as a Registered Nurse (RN) in the State of Wisconsin or a state belonging to the Nurse Licensure Compact (NLC) identified at <a href="http://dri.wi.gov/prof_practice_faq_detail.asp?prfaqid=175&amp;profid=27&amp;locid=0">http://dri.wi.gov/prof_practice_faq_detail.asp?prfaqid=175&amp;profid=27&amp;locid=0</a></li> <li>• LCOOCC shall follow the WI Board of Nursing and the Accreditation Commission for Education in Nursing (ACEN) requirements.</li> </ul> <p><b><u>Recency Requirement:</u></b>          At least one year of relevant occupational experience must be within five years prior to date of hire. The recency requirement shall be waived if the individual has at least one year of related occupational experience with at least two years of successful full-time postsecondary teaching experience in the area of instruction</p>

		within five years prior to date of hire.
<b>POLS</b>	All	<u>Educational Requirement:</u> <ul style="list-style-type: none"> <li>• Juris Doctorate;</li> <li>• Master's degree in Political Science;</li> <li>• <b>or</b> a Master's degree with a minimum of 18 liberal arts graduate credits in the social sciences, including some history and/or political science.</li> </ul>
<b>PSY</b>	All	<u>Educational Requirement:</u> <ul style="list-style-type: none"> <li>• A Master's degree in Psychology;</li> <li>• <b>or</b> a Master's degree with a minimum of 18 graduate credits in psychology or related field such as general psychology, experimental psychology, developmental psychology, clinical psychology, industrial and organizational psychology, educational psychology, school psychology, counseling psychology, rehabilitation psychology, social psychology, or a combination of credits in these disciplines.</li> </ul>
<b>SCI</b>	Environmental Sciences: SCI 110; SCI 111; SCI 112; SCI 114; SCI 115; SCI 116; SCI 118; SCI 163; SCI 214; SCI 215; SCI 240; SCI 241; SCI 250; SCI 298; SCI 292	<u>Educational Requirement:</u> <ul style="list-style-type: none"> <li>• A Master's degree in one of the Environmental Sciences;</li> <li>• <b>or</b> a Master's degree with a minimum of 18 graduate credits in chemistry, earth sciences, environmental science, biophysics, biochemistry, ecology, pathology, biotechnology, geophysics, or a combination of credits in these disciplines.</li> </ul>
<b>SCI</b>	Chemistry SCI 103, SCI 104, SCI 109	<ul style="list-style-type: none"> <li>• A Master's degree in Chemistry;</li> <li>• Or a Master's degree with a minimum of 18 graduate credits in chemistry, biochemistry, industrial chemistry or combination of credits in these disciplines</li> </ul>
<b>SCI</b>	Life Sciences: SCI 101; SCI 102; SCI 161; SCI 169; SCI 230; SCI 231; SCI 232; SCI 240; SCI 241; SCI 250; SCI 298	<ul style="list-style-type: none"> <li>• A Master's degree in one of the Life Sciences;</li> <li>• <b>or</b> a Master's degree with a minimum of 18 graduate credits in life sciences, biology, bio-chemistry, endocrinology, pathology, physiology, medicine, pharmacy, biotechnology, or a combination of credits in these disciplines.</li> </ul>
<b>SCI</b>	Physical Sciences: SCI 105; SCI 109; SCI 151; SCI 152; SCI 156; SCI 250; SCI 298	<ul style="list-style-type: none"> <li>• A Master's degree in one of the Physical Sciences;</li> <li>• <b>or</b> a Master's degree with a minimum of 18 graduate credits in physics, physical sciences, engineering, environmental science, biophysics, geophysics, or a combination of credits in these disciplines.</li> </ul>
<b>SCI</b>	GIS: SCI 164; SCI 165; SCI 168; SCI 210; SCI 235	<ul style="list-style-type: none"> <li>• Master's degree in GIS, Natural Resources, Natural Science, Geography or a Natural Resources/Science related field;</li> <li>• <b>or</b> a Master's degree with a minimum of 18 graduate</li> </ul>

		<ul style="list-style-type: none"> <li>credits in GIS;</li> <li><b>or</b> a Bachelor's degree in GIS, Natural Resources, Natural Science, or a Natural Resources/Science related field with two years of experience in GIS.</li> </ul>
<b>SOC</b>	All	<ul style="list-style-type: none"> <li>A Master's degree in Sociology;</li> <li><b>or</b> a Master's degree with a minimum of 18 liberal arts graduate credits in sociology, rural/urban sociology, criminal justice, social work, or a combination of credits in these disciplines.</li> </ul>
<b>SKL</b>	All	<u>Educational Requirement:</u> <ul style="list-style-type: none"> <li>A Bachelor's degree in the specific area of instruction</li> <li><b>or</b> Bachelor's degree in any field with 24 upper division semester credit hours in the specific area of instruction</li> <li><b>or</b> Bachelor's degree in Secondary Education in the area being taught.</li> </ul>
	Basic Education	<ul style="list-style-type: none"> <li>Bachelor's degree in Elementary Education, Secondary Education, Adult Education or Special Needs Education</li> <li><b>or</b> Bachelor's degree with 20 semester credits in any area taught in Elementary Education or Secondary Education levels <b>and</b> a total of 3 credits of Reading Instructor and/or Teaching Methods.</li> </ul>
<b>TA Teaching Assistant</b>		<u>Educational Requirement:</u> <ul style="list-style-type: none"> <li>Bachelor's degree in the teaching discipline preferred, OR other may be acceptable</li> </ul> <p>Other:</p> <ul style="list-style-type: none"> <li>Be directly supervised by a faculty member experienced in the discipline</li> <li>Engage in regular in-service training</li> <li>Received planning and periodic evaluation to their performance</li> </ul>