1. Does the position require licensure or certification? *Example: Registered Nurse*

Yes [ ]  No [ ]  If yes, please provide applicable law, policy, or statute:

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1. Does the nature of the work require complex and specific knowledge of an academic nature which can only be derived from attendance at an academic institution? *Example: Senior-level Statistician*

Yes [ ]  No [ ]  If yes, please discuss in detail:

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1. Is the nature of the work highly academic, and the incumbent required to operate at a very high level with associates outside of the campus community? *Example: Executive Director, River System Institute*

Yes [ ]  No [ ]  If yes, please discuss in detail:

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1. Do industry standards support a degree qualification? *Example: Economist – National Association for Business Economics*

Yes [ ]  No [ ]  If yes, please discuss in detail:

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1. Does the nature of the work require specific academic course preparation? *Example: Research Methods, Business Ethics, Corporate Finance*

Yes [ ]  No [ ]  If yes, please discuss in detail:

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1. Are there other reasons you feel college preparation is a required qualification for this position?

Yes [ ]  No [ ]  If yes, please discuss in detail:

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