

OUTDOOR ADVENTURE LEADERSHIP AT ITHACA COLLEGE AND BEYOND



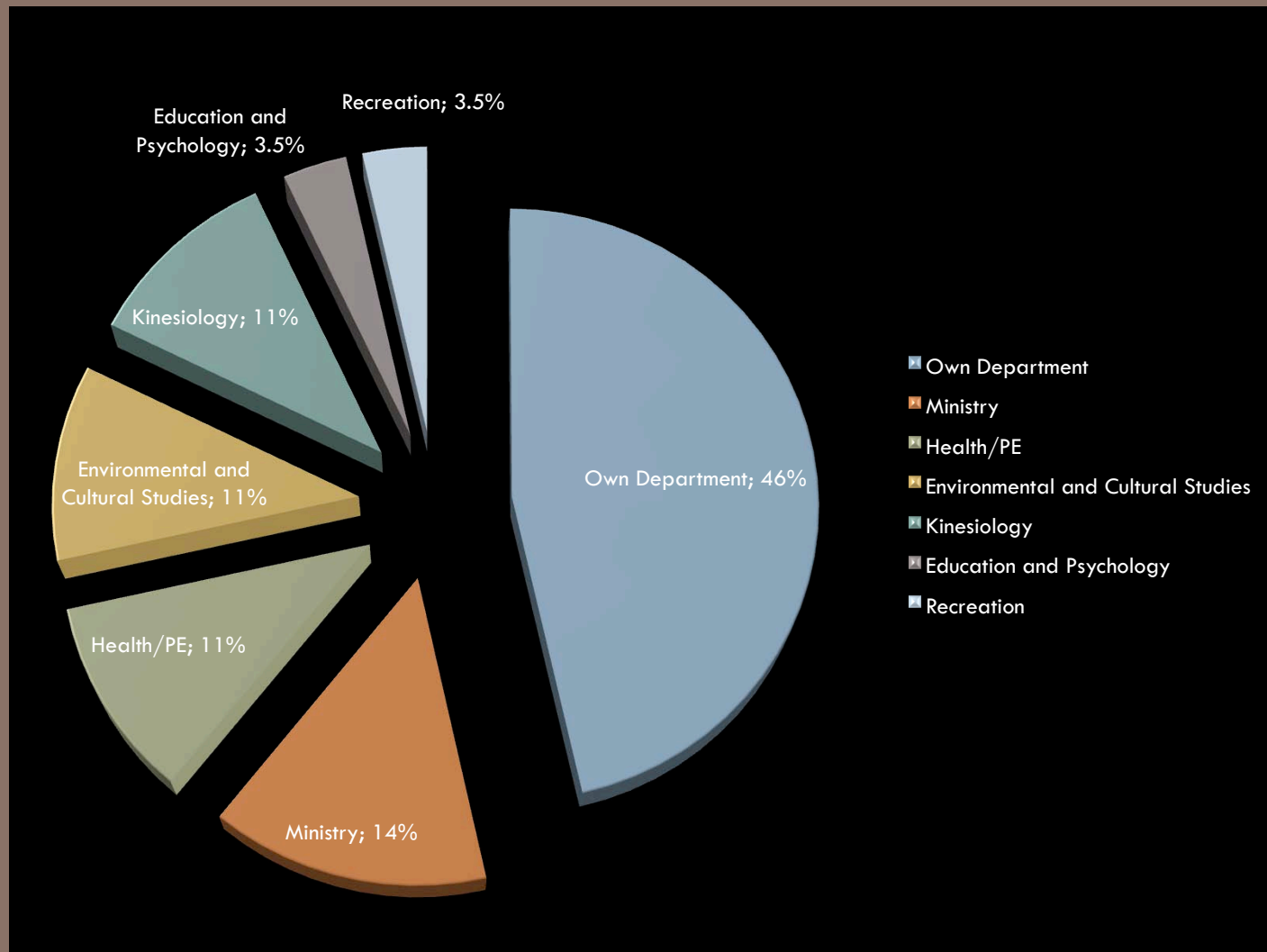
Dr. Christopher Pelchat

OL Type Program Statistics

- 1) 28 stand alone OL type undergraduate programs in the country.
- 2) 52% B.S. and 48% B.A.
- 3) Average Tuition/Room/Board is \$30k per year
- 4) The majority of programs have 43 credits or more of OL specific courses in the curriculum
- 5) 68% of programs have some sort of an Outdoor program at the school
- 6) 46% of OL type degrees are their own department



What Departments are OL degrees found in?



How do we market the OAL degree while making best use of college resources?

OAL Strategic Plan

- WEA Accreditation
- Center of OALE
- Double Immersion
- BA/BS Option
- Minor/Double Major Requirement
- 100 days of Leadership
- PALS/Outdoor Program



Wilderness Education Association Accreditation

6 Core Competencies

- ❑ Education
- ❑ Leadership
- ❑ Environmental Integration
- ❑ Risk Management
- ❑ Trip Planning and Logistics
- ❑ Outdoor Living

WEA Points of Interest

- ❑ Accreditation system is a SLO based system
- ❑ Outdoor Leader Certification Portfolio Assessment
- ❑ Self Study due 12/31/11
- ❑ PAA Review by peers supports double Immersion

New Positions and Reworking of Faculty Line

Faculty line

- NTEN or Reduced Scholar
- 2cr Seminar split/ENVS
- 6cr Leadership F-S,Y
- 6cr Found of OP F-S,Y
- 10cr Release PALS/OP

Director w/Faculty Status

- Teaching Schedule

Coordinator

- 1000 hrs/12 credits Adj.



How is this cost neutral for students and the college?

Reallocate Room/Board

- $\$6715 \times 30 = \$204,450$
- 15cr Adjunct = \$19,500
- Travel Budget = \$2000

Total = \$222,950.00

Total Cost = \$222,950.00

This includes all program expenses and salaries/benefits of Director and Coordinator of the center.



Where else could this go?

- 1) Masters degree with a partner college
- 2) Certificate program
- 3) The Center being used by other departments
- 4) Intercollegiate college of OAL



Student Support for the Initiative/Proposal

Since the beginning of October the students have conducted 2 surveys with OAL students and Alumni via email/survey monkey. Both had 60% or great response rates.

- 100% of respondents claimed that Immersion out West was a deciding factor to declare OAL.
- 100% of respondents stated that the RLS Interdisciplinary core should be an option for OAL not a requirement.
- 100% of respondents said the BA/BS option should be pursued.
- 100% of respondents stated the necessity of an outdoor program.

There was a substantial amount of written comments that can be furnished upon request.

Discussion

What would you like to know?



OUTDOOR ADVENTURE LEADERSHIP

Recreation & Leisure Studies
Ithaca College

Strategic Plan 2011 - 2014

Recreation & Leisure Studies
Ithaca College
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Prepared by
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December 2011

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Outdoor Adventure Leadership

The Ithaca College Outdoor Adventure Leadership (OAL) program delivers an innovative, intensive and experiential curriculum that promotes the development of strong leaders capable of effectively managing a variety of outdoor experiences for a wide range of audiences and environments. The program is grounded in the theory and principles of outdoor adventure education and is rich with opportunity for application. Embedded within a liberal arts educational community, the program embraces the many opportunities to enrich each student's experience through interdisciplinary study and fosters in each student qualities of responsibility and independent thought, respect for others, the spirit of collaboration, awareness of our environmental and cultural connections and a commitment to lifelong service and learning.

OAL Mission

The mission of the Outdoor Adventure Leadership major is to develop visionary outdoor educational leaders who are prepared to be agents of change in the world, whether in a wilderness context or a context where these transferable skills are implemented.

OAL Vision

Ithaca College will become visible in the industry as a leader in the academic development of aspiring outdoor adventure leaders and educators by exceeding national outdoor leadership curriculum standards through integrative and purposeful program offerings and advising.

OAL Objectives

- Increase enrollment and student retention in all aspects of the OAL curriculum to a sustainable level.
- Increase the visibility and validity of OAL major on campus as well as nationally.
- Maintain our cutting edge curriculum delivery by exceeding national standards and creating partnerships in the industry.
- Reduce our impact on the environment by making sound choices in how we deliver our curriculum.
- Devise an operational budget that ensures fiscal responsibility focusing on student access.

OAL Aspiration

To be the nationally and internationally sought out academic program for Outdoor Adventure Leadership preparation.

- Measured by: The growth each year in applicants to the majors and minors as well as our ability to retain the students we currently have.

Guiding Principles

To achieve our aspiration the OAL program must be successful at carrying out our mission. We accomplish this by effectively integrating the following guiding principles into our decision-making processes.

- **Educational Focus**
- **Market Visibility**
- **Fiscal Responsibility**

EDUCATIONAL FOCUS

For the OAL program to continue to promote our mission, we must examine our curricula and revise as appropriate to meet the need of the profession.

For the OAL program, successfully meeting our “Educational Focus” means:

- Reviewing current curricula standards to assess effectiveness and relevance as to the scope of practice of Outdoor Leaders.
- Developing new curricular standards to address the broad gamut of job opportunities.
- Maintaining our comprehensive student outcome based accreditation status with Wilderness Education Association.

MARKET VISIBILITY

For the OAL program to realize its long-term potential and achieve its aspiration, it must become highly visible in the industry.

For the OAL program, successfully attaining “Market Visibility” means:

- Reviewing current curricular developments at peer institutions to ensure Ithaca College is on the cutting edge of development to maintain a positive cost/benefit perception within applicants.
- Executing a campus wide marketing effort to capture exploratory and pre-professional students.
- Executing a nation wide marketing effort to capture high school and transfer seeking students.
- Faculty attaining national exposure through professional organization involvement and completion of monumental outdoor endeavors.
- Fostering alumni relations to grow the resources of both our students and faculty.

FISCAL RESPONSIBILITY

For the OAL program to realize its long-term potential and achieve its aspiration, it must consistently deliver strong financial performance.

For the OAL program, successfully attaining “Fiscal Responsibility” means:

- Setting and attaining realistic and relevant financial goals focused on sustainability
- Creating a culture for effective planning and execution
- Vigilance in expense management to ensure flexibility

Action Plan

Three-Year Plan

2011 -2012

1. Finish OAL Program Design in order to meet demand
 - a. Budget
 - b. Program Handbook
 - c. Website Development
 - d. Faculty member agreement
 - e. New Course Proposals
 - f. Program Revision Proposals
2. Design annual campus marketing campaign
 - a. Design annual campaign to exploratory students
 - b. Design annual campaign to preprofessional students
 - c. Design annual campaign to general student body
3. Complete WEA Accreditation
4. Create Center of Outdoor Leadership and Director & Coordinator position

2012 -2013

1. Run Experimental Fall Immersion?
2. Secure Funding for vehicles and trailers
3. Establish trailering policies
4. Design annual national marketing campaign
 - a. Determine vehicles for marketing
 - b. Develop a costs benefit analysis
5. Run campus marketing campaign
6. Design Outdoor Leadership Certificate Program and Graduate Degree
 - a. RLS agreement on what should move forward to APC
 - b. Complete New Program Authorizations
 - c. Complete APC paperwork

2013 -2014

1. Design Outdoor Leadership Certificate Program and Graduate Degree
 - a. Submit to HSHP Curriculum Committee
 - b. Submit to APC sub committee
 - c. Present at APC
2. Move to immersion every semester at The Center of Outdoor Adventure Leadership & Education
3. Run campus marketing campaign
4. Run national marketing campaign

APPENDIX A

Outdoor Adventure Leadership Program Design

OUTDOOR ADVENTURE LEADERSHIP B.S./B.A.

The mission of the outdoor adventure leadership (OAL) major is to develop visionary outdoor educational leaders who are prepared to be agents of change in the world, whether in a wilderness context or a context where these transferable skills are implemented.

The OAL program delivers an innovative, intensive and experiential curriculum that promotes the development of strong leaders capable of effectively managing a variety of outdoor experiences for a wide range of audiences and environments. The program is grounded in the theory and principles of recreation and outdoor leadership strategies and is rich with opportunity for application. Embedded within a liberal arts educational community, the program embraces the many opportunities to enrich each student's experience through interdisciplinary study and fosters in each student qualities of responsibility and independent thought, respect for others, the spirit of collaboration, awareness of our environmental and cultural connections and a commitment to lifelong service and learning.

Special Academic Status Policy for Outdoor Adventure Leadership Majors

1. A student in this major must receive a semester grade of at least C- in all required RLS-prefix courses.
2. A student who fails to complete a required RLS-prefix course with a grade of at least C- must repeat the course. The Ithaca College policies on repeating courses must be followed.
Repeating a Course
3. A student who receives less than a C- after repeating a required RLS-prefix course will be subject to dismissal from the program. A student dismissed from the program may be eligible to enter other Ithaca College degree programs.
4. A student dismissed from an internship is subject to receiving a failing grade and, in that case, must complete a prescribed program of remediation prior to a second placement. The student must register again for the internship. A student dismissed from an internship a second time is subject to dismissal from the program.
5. In exceptional cases, a student may be readmitted to the program upon satisfying conditions determined by the faculty.

At least 60 credits of liberal arts are required to graduate with a B.S. degree. At least 90 credits of liberal arts are required to graduate with a B.A. degree. All candidates for the B.S. or B.A. degree in outdoor adventure leadership must complete a minimum of 120 credits in the components described below.

Transfer from Other Schools at Ithaca College

Each year the OAL program accepts a limited number of students from other departments at Ithaca College. Information and application forms are available online or in the Recreation and Leisure Studies office. Applications are reviewed each semester at a deadline stated on the internal transfer application, and a decision is made before registration for the next semester. One semester of final Ithaca College grades is required. Students must have a minimum cumulative GPA of 2.5 to apply. Having the minimum cumulative GPA to apply for transfer to a degree program in the School of HSHP does not guarantee admission.

Requirements for the Major in Outdoor Adventure Leadership

RLS 10500	Fundamentals of Leadership	3*
RLS 15100	Foundations of Outdoor Adventure Pursuits	3*

IMMERSION I (SPRING SOPHOMORE YEAR)

RLS 21600	Outdoor Adventure Skills	3
RLS 21800	Wilderness First Responder	3
RLS 22000	The Wilderness Experience	4*
RLS 22500	Organization & Supervision of Outdoor Pursuits	2
RLS xxxxx	Adventure Group Theory, Dynamics, and Leadership I	2*
RLS xxxxx	Outdoor Leadership Practicum	4

IMMERSION II (FALL SENIOR YEAR)

RLS 22300	Wilderness Literacy	2*
RLS 37000	Recreational Land Use Ethics	3*
RLS 42100	Wilderness Expedition Leadership	4
RLS 43000	Outdoor Adventure Education Theory & Technique	3
RLS xxxxx	Adventure Group Theory, Dynamics, and Leadership II	2*
RLS xxxxx	Outdoor Leadership Practicum	4

RLS 44100	Internship	6
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Total credits in the major **48**

Total credits outside the major **72**

Minor requirement

Students are required to complete a minor. They are encouraged to declare a minor early, as careful scheduling may be necessary to complete some minors. The minor can be in any department at Ithaca College. Generally, minors require 15-24 credits. Please review this catalog for a listing of available minors. Completing a double major meets this requirement.

100 days of leadership requirement

In an effort to increase the level of competence, training, application, professional development and experience of students, OAL students are required to complete a minimum of 100 days of leadership experience prior to a student entering their internship experience. **Students** must submit to the Internship Coordinator an OAL Field Log that chronicles their leadership experience. This requirement consists of students leading "face-to-face" adventure experiences.

Immersion Experiences

The cost of participating in each immersion experience is equal to the cost of room and board for one semester at Ithaca College. This fee is attached as a course fee to the first course in the succession of each immersion experience.

Transportation Arrangements for Immersion Experiences

During each immersion semester, students are responsible for making arrangements for transportation to and from the immersion experience destination within the parameters set by the lead faculty member.

Equipment Expenses

The nature of the outdoor adventure leadership discipline requires that all students have consistent access to a basic set of outdoor equipment for safety and comfort. All entering students are required to acquire the necessary equipment needed to participate in the immersion experiences. Specifications about the required equipment will be provided to students upon admission to the major.

ACTIONS REQUIRED

NEW COURSES

Outdoor Leadership Practicum

Outdoor, educational & leadership theory integration through intensive field-based experiences. During these field-based experiences, students will engage with a critical self-assessment process of portfolio development to better understand their own levels of competence. 4 credits.

Adventure Group Theory and Dynamics I LA

Integration of social-psychological theory of groups in outdoor adventure settings. Emphasis will be placed on group development, peer mediation, briefing/debriefing and transference. 2 credits.

Adventure Group Theory and Dynamics II LA

Integration of social-psychological theory of groups in outdoor adventure settings. Emphasis will be placed on social structures, interdependence, and communication. 2 credits.

REVISED COURSE

Organization and Supervision of Outdoor Adventure Pursuits

Change to 200 level due to progression and add educational techniques to course.

OAL PROGRAM REVISION

- Ithaca College
- NYSED

OP Minor Revision

- Ithaca College
- NYSED

ROA's

- RLS 21600 - Change to S,Y and course description
- RLS 22300 - Change to F,Y and prerequisite
- RLS 37000 - Change to F,Y and prerequisite
- RLS 42100 - Change to F,Y
- RLS 43000 - Add "Adventure" to the title

APPENDIX C - BUDGET

Expenses	Fall Budgeted	Spring Budgeted	T	V	S	Notes
Director (exempt)	\$60,000.00	\$-			X	This is the directors salary paid in 5000 a month increments.
Benefits	\$10,500.00	\$10,500.00			X	This covers the directors benefits calculated at 35% of salary
Coordinator	\$8,190.00	\$8,190.00			X	This covers the coordinator salary for up to 1000 hours figured at 28 hours a week for thirty-six weeks \$455 per week.
Adjunct	\$7,800.00	\$7,800.00			X	This is for 12 credits of adjunct pay for the coordinator.
Equipment	\$1,410.00	\$5,040.00		X		Each year equipment needs to be purchased to replace worn equipment or repaired. This total is calculated by the cost deprecation of the inventory annually.
Cert Fees	\$5,560.00	\$5,800.00			X	This covers the cost of the LNT Master Educator certificate and the WEA Outdoor Leader Certificate plus other skill related certifications.
Room/Board/Trans/Storage	\$28,000.00	\$15,000.00	X		X	This covers the cost of housing, board, transportation, and equipment storage during the semester.
Food	\$4,000.00	\$4,000.00	X	X		This is for purchasing backcountry rations for the field portions of the semester.
Special Course Expenses	\$4,764.00	\$6,790.00		X		This line covers the expenses of the more technical field experience where we need transport into.
Gas/Vehicle Maintenance	\$2,500.00	\$5,000.00	X	X		This covers the gas for travel during the semester programs
Rental Vehicles	\$1,000.00	\$1,000.00	X	X		This covers vehicle rental during on campus visits for recruitment.
Airfare	\$1,500.00	\$1,500.00	X	X		This covers the airfare to conferences and Ithaca for recruitment.
Conferences	\$1,500.00	\$1,500.00	X		X	This covers conference registration/booth for the Instructors and lodging. These are for marketing and continuing ed purposes.
Travel Money	\$500.00	\$500.00	X	X		This is Miscellaneous cash on hand for camp grounds and other non credit card charges.
Misc.	\$3,530.00	\$3,700.00		X		This line covers all small item purchases that end up being specific to this given semester.
Marketing	\$255.00	\$245.00			X	This cover off campus website advertising and promotional materials to market the major.
Contingency Fund	\$2,091.00	\$3,285.00	-	-	-	This line is for unforeseen expenditures and is set at 10% of variable lines located within the budget.
Total	\$143,100.00	\$79,850.00				
Revenue		Projected				
OAL ISP Fee	\$134,300.00	\$67,150.00			X	This is the money brought in by course fees

APPENDIX D

Immersion Semester Program Roster as of September, 2011.

Immersion Semester Program Roster					
ISP Spring 2012			ISP Spring 2014		
NAME			NAME		
Emily McCune	Major		Julie Polovitch	Major	
Candace Riggs	Major		Taylor Allen	Major	
William Turner	Major		Matt Brooks	Major	
Ryan Butler	Major		Andrew Baritz	Major	
Tess Hooper	Major		Jake Reiley	Major	
Erika Feldman	Major				
Steve Vessey	Major				
Brian Sundermann	Major				
Katie Currier	Major				
Kat Power	Major				
Waitlist					
Rachel Cohen	Minor	TR Major			
John Squire	Minor	RM Major			
Jeff Adams	Minor				
ISP Spring 2013					
NAME					
Sam Reiban	Major				
Elan Reuven	Major				
Ben Lotstein	Major				
Richard Montgomery	Major				
Anthony Perrotti	Major				
Chris Gordon	Major				
Kody Crawford	Minor	RM Major			
Rachel Cohen	Minor	TR Major			
John Squire	Minor	RM Major			
Jeff Adams	Minor	ANTH			
Waitlist					
Gabriella Sophi	Minor				
Max Grigri	Minor				

APPENDIX E

ITHACA

COLLEGE

JOB DESCRIPTION

JOB TITLE: Director of The Center of Outdoor Adventure Leadership & Education **FLSA STATUS:** Exempt

DEPARTMENT: Recreation and Leisure Services

APPROVED DATE:

PREPARED/REVISED DATE:

APPROVED BY:

JOB SUMMARY:

Provide leadership in the delivery of opportunities for experiential learning, leadership development, and lifelong learning opportunities through The Center of Outdoor Adventure Leadership and Education for Outdoor Adventure Leadership majors (OAL) and Outdoor Pursuits (OP) minors. Oversee the development and management of program and curriculum development. Develop recruitment plans and strategies, maintain program budgets, curricular offerings and structure, and supervise students while in the field. Teach core undergraduate courses in the Outdoor Adventure Leadership major. Primary teaching assignments will include courses involved with the Immersion Semester Programs. The center is also responsible for delivering the courses Selected Topics: Adventure Skill Fundamentals, Selected Topics: Adventure Skill Fieldwork, and Selected Topics: Adventure Skill Management.

SUPERVISION:

This position reports to the Dean of the School of Health Sciences and Human Performance or Chair of the Department of Recreation and Leisure Studies. The position will select as well as provide direction and guidance for the adjunct faculty of courses ran through the center as necessary. The position will also work in collaboration with other staff and faculty within the relevant departments as appropriate.

REPRESENTATIVE DUTIES:

Duties may include, but are not limited to the following. Other duties may be assigned.

ESSENTIAL DUTIES:

1. Administer the academic and administrative activities of The Center of Outdoor Adventure Leadership and Education, in cooperation with the Dean or chairs of related departments. Provide leadership in the development and delivery of opportunities for experiential learning, environmental stewardship, civic responsibility, and life long learning.

2. Develop effective enrollment and marketing plans for the program, and for the recruitment of students. Supervise the preparation of program promotional materials, including a program newsletter and other publications. Participate in the editing of the College catalog.
3. Oversee the administrative operations of the program, develop and manage the operations and program budgets; authorize expenditures and ensure appropriate accounting and reconciliation of budgeted funds.
4. Conduct academic program assessments; develop strategies and implement action plans; establish long- and short-range program goals and objectives to ensure overall effectiveness; prepare a variety of reports and analyses.
5. Oversee The Center of Outdoor Adventure Leadership and Education application and selection process; read, evaluate and make recommendations for selection into the program for OAL majors and OP minors. Develop and conduct orientation sessions to include preparation and presentation of program materials and information to students and parents. Ensure, through oversight or direct participation, a minimum of 2 campus information sessions each year and manage the orientation program each session.
6. Oversee the development of the student affairs component of The Center of Outdoor Adventure Leadership and Education; manage; respond to emergencies and other situations occurring during regular and non-business hours; resolve safety and security issues involving Ithaca College students.
7. Review and manage curriculum for the program, including collaboration with on-campus faculty, departments, and schools, and the development of all OAL courses. Support the development of integrated curricular experiences between on-campus programs and The Center of Outdoor Adventure Leadership and Education. Manage the WEA accreditation process.
8. Uphold the Risk Management policies of the college and the program. Work in collaboration with the appropriate offices to continuously refine the policies of the program. Meet annually with the OAL Risk Management committee to discuss occurrences within the program and trends within the profession.
9. Manage staffing to include identifying adjunct faculty to assist with the program; arrange for appropriate faculty compensation and co-instructors, if needed, for courses run through the center.
10. Manage the creation and delivery of skill endorsement programs run through the Division of Graduate and Professional Studies. Responsible for the course designations of RLS 180xx, RLS 190xx, and RLS 280xx. Additional pay will be provided as agreed upon through the DGPS.
11. Create and maintain an ongoing interactive social/academic community for the student cohort each session to include special social events and academic experiences.

12. Create and maintain an active relationship with the main campus through regular on-campus visits with administration, faculty, staff, students, departments and schools; create semesters/sessions with special academic and/or civic engagement theme(s); promote and coordinate these sessions with on-campus groups.
13. Establish and maintain communication with students participating with The Center of Outdoor Adventure Leadership and Education. Provide personal and disciplinary counseling and serve as a mediator to provide resolution for interpersonal conflicts between students.
14. Purchase and maintain all equipment needed to run the expedition based courses run through the Center. This includes inventory up keep and repair of items.

QUALIFICATIONS:

Master's degree and a minimum of 5 years fulltime teaching experience and a minimum of 5 years fulltime administrative experience in an institution of higher education or equivalent professional experience; familiarity with program development and assessment; knowledge and experience working within Outdoor Adventure Leadership expedition based arenas; the ability to work with a diversity of individuals and groups across various departments and schools; ability to represent academic affairs effectively within and outside of the College community is required. Experience in the management of academic programs, experience in the development of new academic programs, previous success in student leadership, advising and mentoring. Must have and maintain appropriate certifications in emergency medical care, such as CPR, Wilderness First Responder. Instructor Level II status in the International Registry of Outdoor Leaders.

PREFERRED QUALIFICATIONS:

Leave No Trace Master Educator Instructor. Appropriate terminal status within the profession is preferred. Preference will also be given to candidates with certification(s) in various outdoor skills arenas.

WORK ENVIRONMENT:

The work environment varies. Half of the work of the incumbent is carried out within an outdoor environment, while the courses are out in the field; 14 weeks or more are spent in a backcountry environment teaching each year. The other work is done within a generally accessible, safe indoor environment, at The Center of Outdoor Adventure Leadership and Education. The incumbent will be required to operate a personal computer, and associated equipment such as computer printers as well as other office equipment used in day-to-day operations. The incumbent will be required to understand the use of equipment used during expeditions offered through The Center of Outdoor Adventure Leadership and Education and make sure equipment is maintained properly.

JOB DESCRIPTION**JOB TITLE:** Coordinator of Adventure Program Logistics**FLSA STATUS:** Exempt**DEPARTMENT:** Recreation and Leisure Services**APPROVED DATE:****PREPARED/REVISED DATE:****APPROVED BY:**

JOB SUMMARY:

Provide the coordination of opportunities for experiential learning, leadership development, and lifelong learning opportunities through The Center of Outdoor Adventure Leadership and Education for Outdoor Adventure Leadership (OAL) majors & Outdoor Pursuits (OP) minors. Act as a co-field instructor with the Director.

SUPERVISION:

This position reports to the Director of The Center of Outdoor Adventure Leadership and Education.

REPRESENTATIVE DUTIES:

Duties may include, but are not limited to the following. Other duties may be assigned.

ESSENTIAL DUTIES:

1. Ability to plan and organize a wide variety of workshops, programs, events, and activities.
2. Ability to relate to, and work with, a wide variety of people including: IC faculty and staff, community organizations, governmental agencies, and college students of all ages.
3. Ability to maintain and enforce Risk Management policies in the OAL ISP courses, programs, events, and activities.
4. Ability to develop and maintain a complex schedule while organizing for large groups.
5. Excellent organizational, multi-tasking, verbal and written communication skills.
6. Outdoor leadership skills, including ability to perform and maintain good attitude under adverse conditions for extended periods of time.
7. Market OAL ISP program throughout campus and the country through presentations.
8. Plan and coordinate all logistics for courses, programs, events, and activities.
9. Teach, and facilitate some classes, programs, events, and activities.
10. Maintain and repair the Center's technical equipment.
11. Other duties as assigned.

QUALIFICATIONS:

Bachelor's Degree from a four-year Wilderness Education Association accredited university with a major in Recreation, Outdoor Leadership, Outdoor Education, Adventure Education, or related field; Two years of experience in adventure, outdoor, and/or environmental education program development and facilitation; knowledge and experience working within Outdoor Adventure Leadership expedition based arenas; the ability to work with a diversity of individuals and groups across various departments and schools; ability to represent academic affairs effectively within and outside of the College community is required; Must have and maintain appropriate certifications in emergency medical care, such as CPR, Wilderness First Responder. Instructor Level I status in the International Registry of Outdoor Leaders.

PREFERED QUALIFICATIONS:

Previous experience with the OAL ISP program; Instructor Level II status in the International Registry of Outdoor Leaders; Leave No Trace Master Educator Instructor; Preference will also be given to candidates with certification(s) in various outdoor skills arenas.

WORK ENVIRONMENT:

The work environment varies. Half of the work of the incumbent is carried out within an outdoor environment, while the courses are out in the field; up to 14 weeks are spent in the field teaching each year. The other work is done within a generally accessible, safe indoor environment, at The Center of Outdoor Education & Leadership. The incumbent will be required to operate a personal computer, and associated equipment such as computer printers as well as other office equipment used in day-to-day operations. The incumbent will be required to understand the use of equipment used during expeditions offered through the Center of Outdoor Education & Leadership and make sure equipment is maintained properly.