



Trip Leader Progression

1. Leader-In-Training (LIT) Candidates

- ✓ Complete HPER-O305 Introduction to Wilderness Leadership
- ✓ Submit an IUOA Trip Leader application with a current resume to the IUOA Shop.
- ✓ Receive an interview

Hired as a Leader-In-Training

2. Complete the following LIT requirements to qualify to become an Assistant Trip Leader:

See Appendix A for CORE Graduates or Appendix B for Adjunct Instructors

- ✓ Equipment Orientation (30 minutes; offered by Adventure Specialists upon request)
- ✓ OA Handbook Assessment (80% or better)
- ✓ HPER-O129 Map and Compass (Minimum B for final grade)
- ✓ Adult CPR
- ✓ Wilderness First Responder (WFR); HPER-R370 WFR is offered in the spring semester for free to OA trip leaders.
- ✓ LIT on at least 2 trips: Adventure Trip, HPER-O, or Custom Experience (no pay; minimum 5 Field Days)
- ✓ OA Anaphylaxis training (30 minutes; offered once/semester)
- ✓ Leave No Trace training (may be completed in ITWL)
- ✓ 25 LIT Hours (counting may begin after starting ITWL)
- ✓ Permitted 1 unexcused absence from Trip Leader meetings/year
 - Beyond permitted absences: 1st – 4 OA hours; 2nd – 8 hours; 3rd – Out of OA

Contact Dustin Smucker to discuss promotion to an Assistant Trip Leader

3. Complete the following Assistant Trip Leader requirements to qualify to become a Full Trip Leader:

- ✓ Earn 3 Professional Development Credits (from events occurring after initial hire date)
- ✓ Asst. Trip Leader on 3 trips: Adventure Trip, HPER-O, or Custom Experience (minimum 8 Field Days)
- ✓ LIT or Asst. Trip Leader on 1 extended trip (minimum 5 Field Days)
- ✓ Maintain CPR and WFR certifications
- ✓ Permitted 1 unexcused absence from Trip Leader meetings/year

- Beyond permitted absences: 1st – 4 OA hours; 2nd – 8 hours; 3rd – Out of OA

Contact Dustin Smucker to discuss promotion to a Full Trip Leader

4. Maintain Full Trip Leader status by completing the following:

- ✓ 1 OA trip/year: Adventure Trip, HPER-O, Custom Experience, or co-lead a Staff Training (minimum 2 Field Days)
- ✓ Maintain CPR and WFR certifications
- ✓ Permitted 1 unexcused absence from Trip Leader meetings/year
 - Beyond permitted absences: 1st – 4 OA hours; 2nd – 8 hours; 3rd – Out of OA

5. Complete the following requirements to qualify to become an HPER-O Lead Instructor:

- ✓ Continue Full Trip Leader requirements
- ✓ At least 9 Field Days as the leader or assistant on the HPER-O for which you would like to instruct
- ✓ Complete a discipline-specific IUOA training:
 - Rock climbing
 - Vertical caving
 - Leave No Trace Trainer Course: *also counts as the training requirement for Backpacking*
 - Ice climbing
 - Snowshoeing
 - Cross-country skiing
 - Whitewater kayaking
 - Rafting
 - Whitewater canoeing
 - Coastal kayaking

*Exemptions may be granted for external certifications or trainings. These are handled on an individual basis.

Contact Dustin Smucker to discuss promotion to a HPER-O Lead Instructor for the specific activity.

APPENDIX A

For CORE graduates and applicants with extensive experience

- ✓ Submit an IUOA Trip Leader application with a current resume to the IUOA Shop.
- ✓ Receive an interview

Hired as a Leader-In-Training

Complete the following LIT requirements to qualify to become an Assistant Trip Leader:

- ✓ Equipment Orientation (30 minutes; offered by Adventure Specialists upon request)
- ✓ Outdoor Adventure Leader Manual Tests (80% or better)
- ✓ HPER-O129 Map and Compass exam (80% or better on exam)
- ✓ Adult CPR
- ✓ Wilderness First Responder (WFR)
- ✓ LIT on at least 1 trip: Adventure Trip, R1, or Custom (no pay; minimum 3 Field Days)
- ✓ OA Anaphylaxis training (30 minutes; offered once/semester)
- ✓ 12.5 LIT Hours
- ✓ Permitted 1 unexcused absence from Trip Leader meetings/year
 - Beyond permitted absences: 1st – 4 OA hours; 2nd – 8 hours; 3rd – Out of OA

Contact Dustin Smucker to discuss promotion to an Assistant Trip Leader

APPENDIX B

Becoming an IUOA Adjunct Instructor

Adjuncts serve a vital role by providing discipline-specific expertise for various OA trips and academic courses. They are typically professionals from the community who are invited to work specific courses.

- ✓ Submit an IUOA Trip Leader application with a current resume to the IUOA Shop.
- ✓ Submit a trip leader log demonstrating significant relevant experience
- ✓ Receive an interview

Hired as an Adjunct Instructor

The following Adjunct requirements are in place to ensure clarity and smooth OA programming:

- ✓ Attend 1 Trip Leader meeting/semester
- ✓ Attend annual HPER-O meetings (if working as an RHPER-O instructor)
- ✓ Equipment Orientation (30 minutes; offered by Adventure Specialists upon request)
- ✓ Adult CPR