

## **Subject Matter Experts (SMEs)**

**Question:** *Should educators or board members serve as SMEs?*

**Answer:** While there is no strict prohibition in allowing educators to serve as SMEs, they should meet the requirements set for all SMEs in being familiar with the job performed by certificants and not just the academic criteria of their own course curriculum. They should be no more highly represented in the SME group than in the population of certificants. Care should be taken that their function is clearly to identify readiness for job performance and not to measure the full range of potential knowledge as is typical of an academic assessment. The participation of board members as SMEs is similar to that of educators. They should be practitioners that fill a need for diversity in the SME group, and should not be the majority of SMEs. Their involvement in test development should not unduly influence the board's responsibility for governance decisions.