**MEDICAL LICENSE**

While fiscal policy does not specifically address every possible condition, the general approach to these situations relates to what is the minimum qualification for the position.  If (for example) the position requires a medical doctor then all the related costs (education and license fees) incurred by the employee to attain that minimum level of education, training or licensure would be considered a personal expense.

If however, the position does not require a medical doctor but because of something the university is doing or program requirements that the individual is working on such licensure is required then that would be an institutional expense.

Accordingly, it would appear that a medical doctor is a requirement of the position since the University could not meet the accreditation requirements if individuals were in those positions and did not possess the licenses.