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ACTIVATING, CREATING, AND ESTABLISHING MILITARY CREDIT FOR PRIOR LEARNING IN SOUTH CAROLINA

January 27, 2025

Hosted by

**SC Commission on Higher
Education and the American
Council on Education**

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WELCOME

FROM THE PRESIDENT AND EXECUTIVE DIRECTOR OF THE SC COMMISSION ON HIGHER EDUCATION



On behalf of the SC Commission on Higher Education, thank you for participating in the Activating, Creating, and Establishing Credit for Prior Learning training, hosted by the South Carolina Commission on Higher Education and the American Council on Education.

The SC Military Credit Mobility Taskforce has been raising awareness to establish a statewide initiative that enable service members to earn more academic credit for the knowledge and skills they have gained through their military experience.

As home to eight military installations and over 400,000 service members and veterans, South Carolina proudly supports those who serve. Through this training, I encourage your institutions to utilize the tools and resources provided to explore new opportunities for military credit mobility. By doing so, we can help South Carolina's service members and veterans earn academic credit for their military training and service, and advance their educational and career aspirations.

You will also gain insight into the significance of credit for prior learning as an economic imperative, particularly for our service members and veterans. Maximizing their educational opportunities not only supports their professional growth but also strengthens the economic fabric of our state.

Thank you for your commitment to this important statewide initiative as we continue to work together. I look forward to witnessing the positive impact you will make on your campus and in the lives of South Carolina's service members and veterans.

Best regards,

L. Jeffrey Perez, Ph.D.



WELCOME

**FROM THE ASSISTANT VICE PRESIDENT
NATIONAL SERVICE AND DEFENSE SOLUTIONS
EDUCATION FUTURES
AMERICAN COUNCIL ON EDUCATION**



Dear South Carolina Military Credit Mobility Taskforce participants,

Welcome to the South Carolina Military Credit Mobility Taskforce Training! We are excited to have you with us as we work together to strengthen credit for prior learning (CPL) foundations across the state and improve opportunities for our military-connected students.

This training is designed to engage you, the key institutional stakeholders—including faculty, administrators, and leadership—in meaningful ways to expand CPL practices. Together, we will leverage industry frameworks and apply CPL strategies tailored to the needs of South Carolina’s military learners. Our goal is to facilitate an active learning model that can be replicated for other states, positioning South Carolina as a leader in military credit mobility.

Imagine a world where job vacancies remain unfilled not due to a lack of people but because of a shortage of essential skills. Yet this is the reality we face today: Employers are urgently seeking skilled workers while higher education institutions contend with declining enrollments. Addressing these intersecting challenges requires an innovative and collaborative partnership between academia, industry, and our military.

For 70 years, the American Council on Education (ACE) has been tackling these issues through the ACE Learning Evaluations program by reviewing workplace, military, and alternative education for college credit. Through documenting, validating, and mapping nontraditional learning into college and university programs, we create opportunities for learners—particularly military-connected students—to thrive both in the classroom and in their careers.

As you participate in this training, I encourage you to think critically about your strategies and explore new opportunities. Modernizing postsecondary access is key to fostering inclusivity and meeting the needs of today’s diverse learners. Together, we can build a future in which learners succeed, businesses thrive, and the workforce remains competitive.

Thank you for being part of this essential effort. I look forward to the incredible impact you will make.

Sincerely, Michele Spires
Assistant Vice President, National Service and Defense Solutions, ACE



CONFERENCE SCHEDULE

AT-A-GLANCE

9:00 A.M. – 9:30 A.M.	Registration, Meet & Greet
9:30 A.M. – 9:40 A.M.	Welcome & Opening
9:40 A.M. – 9:50 A.M.	Update on SC Military Credit Mobility
9:50 A.M. – 10:45 A.M.	Student Panel Discussion
10:45 A.M. – 11:00 A.M.	COFFEE BREAK
11:00 A.M. – 12:00 P.M.	Group Breakout Sessions
12:00 P.M. – 12:15 P.M.	BREAK - LUNCH PICK-UP - LOBBY
12:15 P.M. – 1:30 P.M.	WORKING LUNCH Activating, Creating, and Establishing Military Credit for Prior Learning in SC <i>American Council on Education</i>
1:30 P.M. – 2:00 P.M.	Moving Forward, Closing Remarks and Evaluation

Wi-fi Access

Network: RichlandTwo

Password: R2Success

CONFERENCE SCHEDULE

DETAILED

9:00-9:30 A.M.

Registration-Check-in
Meet and Greet

2nd Floor Lobby

9:30-9:40 A.M.

Welcome & Opening Remarks
Dr. Karen Woodfaulk
Director of Student Affairs
Dr. L. Jeffrey Perez
Executive Director & President
SC Commission on Higher Education

Piedmont

9:40-9:50 A.M.

Update on SC Military Credit Mobility Taskforce
Alfie B. Mincy
Program Coordinator
SC Commission on Higher Education

Piedmont

9:50-10:45 A.M.

Student Panel Discussion: Military Mobility &
College Credit Transferability
Panelists:
Bryan Reaves, Limestone University
Megan Cottrell, Technical College of the Lowcountry
Ian Marrone, The Citadel
Lucas Niedbalec, University of South Carolina

Moderator: Villardine Goode

Piedmont

COFFEE BREAK
10:45-11:00 A.M. | Lobby

GROUP BREAKOUT SESSIONS

BLUE GROUP

GREEN GROUP

Room Assignments on the Back of Name Tag

11:00-12:00 P.M.

Credit for Prior Learning (CPL) Matrix

Breakout Session

[BLUE GROUP - MURAL LINK](#)

Facilitator: Dr. Aaron Marterer

Christina Lievsay

Pee Dee

Breakout Session

[GREEN GROUP - MURAL LINK](#)

Facilitator: Villardine Goode

Kathryn Harris

Low Country

12:00-12:15 P.M. - PICK-UP LUNCH | Lobby

12:15-1:30 P.M.

WORKING LUNCH

Activating, Creating, and Establishing Military
Credit for Prior Learning in S.C.

Michele Spires

Assistant Vice President

National Service and Defense Solutions

Education Futures

American Council on Education

Piedmont

1:30-2:00 P.M.

Moving Forward, Closing Remarks and
Evaluations

Dr. Karen Woodfaulk

Director, Office of Student Affairs

SC Commission on Higher Education

Piedmont

SAFE TRAVELS

ACTIVITIES

Please use the links below to participate in the session activities.



MURAL WHITEBOARD

Pee Dee Hall

[BLUE GROUP - MURAL LINK](#)

Lowcountry Hall

[GREEN GROUP - MURAL LINK](#)



GROUP BREAKOUT SESSION ACTIVITY

- Handout
- CPL Matrix- Maximizing Credit for Prior Learning



ACCOUNTABILITY WALL EXERCISE

Creating Purposeful, Actionable, Continuous, and Trackable (P.A.C.T) Statements

[Example PACT Accountability Wall Statements](#)
[Fillable Accountability Wall Exercise](#)



EVALUATION

[CHE/ACE Training Evaluation January 2025](#)

BREAKOUT SESSION GROUP DISCUSSION QUESTIONS

Credit for Prior Learning (CPL) Matrix
Maximizing Credit for Prior Learning in a Data-Informed Ecosystem

Breakout Session (40-minute Activity) (10-minutes Debriefing)- Total 50 minutes

MATERIALS:

1. MURAL WHITEBOARD: Click on the link that coincides with your room assignment.
[Pee Dee Room Blue Group - Click Here](#)
[Low Country Room Green Group - Click Here](#)
2. [CPL Matrix - Maximizing Credit for Prior Learning in a Data-Informed Ecosystem](#)
 - a. Based on your Institutional Functions/Responsibilities, use the CPL Matrix as a self-assessment guide for strategic planning to identify gaps or improvements needed at your institution's current level of practice. Make a plan towards more effective, sustainable credit for prior learning (CPL) practices for adult learners (i.e. service members and veterans).
3. Your laptops

INSTRUCTIONS:

1. Based on your Institutional Functions/Responsibilities using the [CPL Matrix - Maximizing Credit for Prior Learning in a Data-Informed Ecosystem](#), you will start the discussion questions with your group facilitator. In the first column, under Institutional Functions, the matrix has five (5) areas of responsibility by function identified. We will center our breakout session based on these areas using the matrix as a self-assessment guide for strategic planning to identify gaps or improvements needed at your institution's current level of practice.
2. Please select one Group Reporter to enter your responses on the mural.
 - a. The Group Reporter will click on the mural color with your room assignment.
 - I. **BLUE OR GREEN**
 - b. Once on the Mural Click "VIEW AS VISITOR" - " CONTINUE/ENTER AS A VISITOR"

On the (LEFT TOOLBAR) – CHOOSE A Group COLOR STICKY NOTE. The Group Reporter will input the group's answers after each discussion question.

DISCUSSION QUESTIONS:

1. **(10 minutes)** What are some short-term actions we can do to maximize Military Credit for Prior Learning or Credit for Prior Learning at my institution? (i.e. faculty, admissions, students, Veterans Services)
 - a. How can this be accomplished?
 - b. Who are the other stakeholders on your campus?
 - c. How does this short-term action drive a longer-term, sustainable strategy?

2. **(5 minutes)** What long-term recommendations or solutions do you recommend?

3. **(5 minutes)** What additional information, resources, or support do you or your campus need to implement Military CPL or CPL?

4. **(10 minutes)** What roadblocks prevent you from making progress in implementing policies to award academic credit for prior learning and military credit?
 - a. What tools and strategies would help overcome obstacles and help expand Military CPL on your campus?

5. **(10 minutes)** What expectations do you have for the SC Commission on Higher Education?
 - a. What additional information and resources do you need from the SC Commission on Higher Education?

(10-minute Debriefing/Questions and Answers)

Copies of this activity will be shared at the end of the training.

Maximizing Credit for Prior Learning in a Data-Informed Ecosystem



This tool was developed for **colleges and universities** that are ready to implement or scale credit for prior learning (CPL) to support working learners. Institutions should use this tool as a self-assessment exercise for strategic planning. The matrix identifies lanes of responsibility by function (e.g., academic engagement) and enables campuses to estimate their current level of practice based on the descriptions.

Leaders and cross-functional teams can then identify gaps and plan strategic efforts to move toward effective, sustainable CPL practices. Colleges and universities that demonstrate effective practices are best positioned to enroll, empower, and graduate underserved adult learners.

Institutional Functions	New/Emerging Stage	Developing Stage	Effective Practice Stage
Academic Engagement	<p>Has a basic understanding of prior learning with demonstrated institutional interest</p> <p>Determination of prior learning credit by pockets of faculty; grants credit awards on an ad hoc basis in response to requests</p>	<p>Begins to deepen understanding of prior learning across the institution and develops standard policies, practices, and procedures</p> <p>Provides professional opportunities for faculty and staff, including conferences and research; encourages faculty to include CPL activities in annual reviews; implements other incentives</p>	<p>Has broad and deep understanding of prior learning and acknowledges its role in equity and postsecondary pathways; sustains systematic and accessible CPL practices</p> <p>Supports prior learning across institution; actively involves faculty in crafting policy and practice, such as crosswalks and articulations; creates venues for information sharing across the institution; invests in automation for standardized tasks (e.g., credit awards for known experiences) to optimize human resources for new assessments</p>
Student Support and Outreach	<p>Accepts prior learning on ad hoc basis in response to requests; CPL options are not yet fully transparent or well coordinated across institution</p> <p>Identifies policies, processes, practices, and governance structures that will help meet institution's CPL goals</p>	<p>Shares CPL policies and options on website and through orientations and advising</p> <p>Establishes policies and practices; puts people, resources, and structures into place to manage programs</p>	<p>Informs students of prior learning options before admission; uses all types of communication tools to share information with students; provides transparent and up-front guarantees of credit awards for prior learning; proactively grants CPL credit awards</p> <p>Executes new, data-informed policies and refines practices in a continuous improvement process; shares best practices and benchmark data with peers; engages effectively with ecosystem partners; supports CPL for student success</p> <p>Manages, tracks, and shares CPL data internally and externally for maximum transparency; uses historic data to make proactive CPL awards; automates standardized tasks (e.g., credit awards for known experiences); provides ongoing training to encourage technical proficiency</p> <p>Maintains tight alignment and collaboration between partners that supports direct-hire pipelines, custom training, and upskilling options for learners</p>
Institutional Supports	<p>Collects best practices on how to manage CPL data but may not fully integrate CPL data and processes in SIS platforms</p> <p>Researches and identifies best practices for partnerships with state-level entities, workforce boards, employers, other institutions, or credential providers; initiates and sets foundation for relationships with partners</p>	<p>Records, tracks, and collects data related to CPL credit awards systematically; consistently tracks equivalency decisions; expects technical proficiency in roles and responsibilities</p> <p>Establishes a regular meeting cadence with ecosystem partners to share data, understand needs or requirements, and remove barriers to collaboration</p>	<p>Manages, tracks, and shares CPL data internally and externally for maximum transparency; uses historic data to make proactive CPL awards; automates standardized tasks (e.g., credit awards for known experiences); provides ongoing training to encourage technical proficiency</p> <p>Maintains tight alignment and collaboration between partners that supports direct-hire pipelines, custom training, and upskilling options for learners</p>
Technical Capacity/Data	<p>Collects best practices on how to manage CPL data but may not fully integrate CPL data and processes in SIS platforms</p>	<p>Records, tracks, and collects data related to CPL credit awards systematically; consistently tracks equivalency decisions; expects technical proficiency in roles and responsibilities</p>	<p>Manages, tracks, and shares CPL data internally and externally for maximum transparency; uses historic data to make proactive CPL awards; automates standardized tasks (e.g., credit awards for known experiences); provides ongoing training to encourage technical proficiency</p>
Ecosystem Engagement	<p>Researches and identifies best practices for partnerships with state-level entities, workforce boards, employers, other institutions, or credential providers; initiates and sets foundation for relationships with partners</p>	<p>Establishes a regular meeting cadence with ecosystem partners to share data, understand needs or requirements, and remove barriers to collaboration</p>	<p>Maintains tight alignment and collaboration between partners that supports direct-hire pipelines, custom training, and upskilling options for learners</p>

Accountability Wall

Create Statements that are **Purposeful, Actionable, Continuous, and Trackable** (P.A.C.T)

What are PACT goals?

PACT is also an acronym for the goal-setting process, and it stands for Purposeful, Actionable, Continuous, and Trackable.

Here's what all of that means:

- **Purposeful:** your goal should be meaningful in the long term and align with your passion, and not just be relevant to you right now.
- **Actionable:** your goal is based on outputs you have sway over, meaning actions you can take and control to achieve it.
- **Continuous:** consistent actions you can take that will help you achieve your goal
- **Trackable:** This is more of a “yes” or “no” approach – tracking whether or not you've completed the actions you needed in order to achieve your goal.

Fillable Accountability Wall Exercise



EXAMPLE: I, Michele Spires, will brief 3 faculty members in the College of Chaos by December. The goal is to have 1 of those 3 faculty members sign up to be an ACE Evaluator and/or set up an ACE ENGAGE Profile to take the ACE Onboarding for the ACE Military Guide (AMG).

EXAMPLE: I, Alfie Mincy, will work with my institution to review our governance/policies and identify 5 JST course equivalencies from the top 2 majors among our veteran students.

EXAMPLE: I, Michele Spires, will request from the College of Chaos Foundations Office by December a donation to sponsor 2 students to attend the Student Veterans Association Conference.

EXAMPLE: I, Alfie Mincy, as a campus administrator for CPL, will set up an institutional account with the ACE Military Guide (AMG), upload military equivalencies/course catalog to the AMG, and/or create an institutional AMG Crew for evaluating military courses/occupations.

EXAMPLE: I, Michele Spires will schedule a mapping session with the ACE Customer Success Team for a complimentary Facilitated Military CPL Process Mapping session.

Accountability Wall

Accountability Wall - Every participant will choose to (own) one to three small action item(s) and then report back on it to their institutional workgroup.

WALKAWAY STRATEGIES

I, _____ AT _____ UNIVERSITY/COLLEGE WILL LIKE TO CHOOSE TO (OWN) (1- 3) SMALL ACTION ITEM(S) FROM THIS TRAINING AND THEN REPORT BACK ON IT AT MY INSTITUTION.

Fillable Accountability Wall Exercise

1. _____

2. _____

3. _____

I hereby agree to be accountable for the proposed action items above.
Submitted by: _____ Date: _____
Email: _____
Battle Buddy Email: _____

Please share your Accountability Wall - Email to Alfie Mincy amincy@che.sc.gov



Course Map: Awarding Credit for Military Learning

Recommended learner journeys based on your role in your Institution's Military CPL program

Your Main Role in Military CPL is...	Relevant AMG User Role(s)	Engage 101: How to Use This Space	Course 0: AMG Admin Tactical To-Do	Course 1: The Value of Military Learning, CPL, AMG	Course 2: AMG Administration 101	Course 3: AMG Navigation 101	Course 4: Evaluating Prior Military Learning & Drafting Credit Awards	Course 5: Creating Standing Credit Equivalencies for Military Learning	Course 6: The Faculty Perspective	Badge
Lead Military CPL efforts at your institution, coordinating people and resources and dipping into other roles described below	Institution Administrator	✓	✓	✓	✓	✓	✓	✓		
Provide subject area input & review of potential credit awarded for prior learning	Faculty Subject Matter Expert	✓							✓	
Provide a 2nd-layer of review and approval for course credit awarded for prior learning	Approver	✓							✓	
Conduct evaluations of students' prior learning and make initial recommendations of credit to award	Transcript Evaluator	✓		✓		✓	✓	✓		
Receive and process student documentation to distribute to the appropriate colleague to evaluate it for credit	JST Coordinator	✓		✓		✓	✓			
Provide vocal support and advocacy for efforts to award credit for prior learning at your institution	None	✓		✓		✓				

ACE Military Guide



SC MILITARY CREDIT MOBILITY (MCM) TASKFORCE CO-FACILITATORS



Villardine Goode
Vet Military Academic Success Coach
University of South Carolina - Columbia
Research Institution
Co-Facilitator Team



Christina Lievsay
Director of Military Services
Limestone University
Independent Institution
Co-Facilitator Team



Dr. Aaron Marterer
Registrar
University of South Carolina - Columbia
Research Institution
Co-Facilitator Team



Marina Proctor
Coordinator of Course Articulation & Transfer
Lander University
Comprehensive Institution
Co-Facilitator Team



Christina (Chrissy) Schatzle
Director Office of Veterans Financial Services,
Adjunct Professor of Arts and Sciences
Greenville Technical College
Technical Colleges
Co-Facilitator Team

Contact Information



Dr. Karen Woodfaulk

Director of Student Affairs
SC Commission on Higher Education
(803) 856-0578
kwoodfaulk@che.sc.gov



Ms. Alfie B. Mincy

Program Coordinator SCNG CAP & Veterans Outreach
SC Commission on Higher Education
(803) 856-0579
amincy@che.sc.gov



Ms. Emma Reynolds Reabold

Vice President for Development and Campus Services
South Carolina Independent Colleges & Universities Point of Contact
(803)-799-7122
emma@SCICU.ORG



Ms. Jennifer Black

Director of Academic Partnerships & Engagement
Technical Colleges Point of Contact
(803) 896-5357
blackje@sctechsystem.edu



South Carolina
Commission on Higher Education
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SPECIAL THANKS

Alternative Academic Solutions

American Council on Education

Minnesota State

South Carolina Commission on Higher Education

Office of Student Affairs

Office of Academic Affairs & Licensing

Office of Data Management & Information Technology

SC Department of Veterans Affairs

SC Independent Colleges and Universities

SC Technical College System Office

Made You Look Marketing, LLC

Carolina Café

R212 CONFERENCE ROOM LAYOUT



