



**South Carolina**  
Commission on Higher Education  
*Access | Affordability | Excellence*

October 24, 2023

# SC Military Credit Mobility

***(please place name, title, and institution in the chat box)***

# SC Military Credit Mobility

## Institutional Representatives

# Workgroup Meeting

*Introductions*

*(please place name, title, and institution in the chat box)*

**Dr. Karen Woodfaulk, Director  
Office of Student Affairs**



# Agenda November 28, 2023

## 1. Introduction and Welcome

Dr. Karen Woodfaulk, Director,  
Office of Student Affairs

(Please put in name, title, and institution in the chat box)

## **All Around Discussion**

## 2. Overview: Statewide Military Credit Mobility for SC Servicemembers

Alfie B. Mincy, Program Coordinator,  
SCNG CAP and Veterans Outreach

## 3. SC Department of Veterans Affairs

Jason Fowler, Quality of Life Coordinator  
Military Affairs Veteran Services

## 4. Credit for Prior Learning - Military & Credentialing

Nan L. Travers, Ph.D., Director  
Center for Leadership in Credentialing  
Learning (CL2)  
SUNY Empire State University

## 5. SC Military Credit Mobility Taskforce Roadshow- Chats (Mid-January – February) – [Schedule a Chat](#)

## 6. Spring 2024 SC Military Credit Mobility Taskforce Convening

## 7. Next Institutional Representatives Workgroup Meeting: End of January 2024 or February 2024



# SC Military Credit Mobility Taskforce

## Statewide Credit Mobility for SC Servicemembers

*(Transfer credit mobility towards a certification, associate, or bachelor's degree rather than electives)*

### ➤ Key Stakeholders and Collaboration

- SC Department of Veterans' Services, SC American Council on Education (ACE) Evaluators, Colleges and Universities, and SC Technical College System

### Models in other states

- Minnesota [Veterans Education Transfer System \(VETS\)](#).
- Tennessee Prior Learning Assessments [tn-sop.tn.gov](http://tn-sop.tn.gov) Tennessee Higher Education Commission
- Purdue Global University [Earn Credit for Your Military Training - Servicemember Portal](#)
- Kansas Board of Regents <https://military.kansasregents.org/>
- Indiana – Ball State University and Ivy Tech

**Beginning steps to implement statewide military credit mobility:**

**What Institutional Stage are you in?**

### ENGAGEMENT- Emerging Stage?

#### ➤ Establish advisory/work groups at each institution (Key players on each campus)













- Registrar, Provost, faculty, Dept. Chair, Student Support Personnel, Academic/Transfer Advisor, Veterans/Military Support Services

### DEVELOPMENT- Developing Stage?

- Acknowledging the role of prior learning in postsecondary pathways.
- Developing centralized policies and procedures
- Creating venues for information-sharing across institutional constituencies; involving faculty in developing and vetting policies/practices such as crosswalks and articulations.

**WHERE  
ARE  
YOU?**

# Credit for Prior Learning Implementation Matrix

INSTITUTIONAL STAGES		NEW/EMERGING STAGE		DEVELOPING STAGE		EFFECTIVE PRACTICE STAGE	
		<b>STAGE 1</b>  Has general understanding and information on prior learning, with demon-strated institutional interest.		<b>STAGE 2</b>  Acknowledges the role of prior learning in postsecondary pathways. Begins to develop <b>centralized</b> stan-dard policies and procedures.		<b>STAGE 3</b> Has broad and deep understanding of credit for prior learning policies and uses that knowledge to integrate, and sustain systematic and accessible CPL practices.	
DEFINITIONS AND ACTIVITIES	FACULTY ENGAGEMENT AND DEVELOPMENT	Forms advisory group to craft policy and practice; attends conferences; invites experts to provide overviews.  		Creates venues for information- sharing across institu-tional constituencies; involves faculty groups in developing and vetting policies/practices, such as crosswalks and articu-lations.  		Provides professional opportuni-ties for faculty and staff, including conferences, research, and writing; encourages faculty to include CPL activities in annual reviews, and promotion/ tenure eval-uations; imple-ments incentives and areas of recognition. 	
	INFRASTRUCTURE, POLICIES, AND PROCESSES	Scans the landscape for current and informal institutional CPL prac-tices; seeks policy and practice models among peer institutions.  		Expands current policy and practice; puts people and structures into place to man-age programs; begins to coor-dinate CPL-related programs and services.  		Selects appropriate CPL tools that fit institutional context and curriculum that recognize diversity of learners and their experiences; promotes active use of CPL in all degree areas, includ-ing major requirements and general education; well-managed with estab-lished policies and practices. Embeds CPL within other programs, such as competency-based learning. 	



**This is what  
we've done**

**This is where  
we are**

**NOW – What do you think we  
need to do?**

**Let's talk  
Next Action  
Steps!**



# SC MILITARY CREDIT MOBILITY TIMELINE MILESTONES

Build Collaboration, Gather Stakeholders and Resources

## OCTOBER – DECEMBER

### Build Collaboration, Gather Stakeholders and Resources

- Minnesota State & Purdue Global
- **MN Veteran Affairs Connected** CHE to the South Dept. of Veterans Affairs
- **Collaborate** with the Office of Strategic Initiatives & Engagement (CHE)
- **Connect** with SC Colleges and Universities
- **Next Meeting January 2023**
- **Deliverables/Takeaways**
  - Establish a Taskforce
  - Identify ACE Evaluators
  - Develop Faculty Teams and Buy-in
  - Build a list of transferrable credit for military
  - Review degree plans and policies

## DECEMBER – JANUARY

- **CHE connects with ACE** American Council on Education and connects with two SC ACE Evaluators (Coastal Carolina and The Citadel)
- **Connect** to TN Higher Education Commission (THEC)
- SC Technical College System (Stakeholder)
- Preparation Survey – SC Military Credit Mobility

## FEBRUARY – MARCH

- **Establishment of the SC Military Credit Mobility Taskforce**
- March 1<sup>st</sup> Invitation to SC Colleges and Universities to join the SC Military Credit Mobility Taskforce
- **1<sup>st</sup> Survey Launched –SC Military Credit Mobility**
- **Meeting SC Technical College Registrars** (Peer Group)
- **Connected** with Indiana – Credit Mobility Team
- **Best Practices Introduced** (ATCD Model) – Dr. A Marterer

## APRIL – JULY

- Meeting with SC Independent Colleges CEO
- **Large Convening with SC Public/ Independent Colleges and Universities, Key Stakeholders, and Models in Other States**
  - ATCD- Best Practices
  - ACE Overview
  - JST Overview Example
  - Student Speaker
  - SC TRAC
  - Indiana & Minnesota
- **Next Steps and Action Item #1** Establish Institutional Workgroups
- Relunched 1<sup>st</sup> Survey–SC Military Credit Mobility- Due June
- Preview Survey Results with ACE and Model State (MN)

# SC MILITARY CREDIT MOBILITY TIMELINE MILESTONES

## Building Collaboration, Gathering Stakeholders and Resources

### AUGUST

#### Institutional Workgroup Point of Contact Meeting

- 1<sup>st</sup> Survey Results presented to the group
- Suggested Timeline
- Regroup with SC Technical College Systems – to increase participation

#### Next Steps - Action Item #1

Establish Institutional Workgroups and review institutional policies and procedures

#### Next Steps Action #2

- Complete Survey Monkey
  - List Military CPL Courses evaluated or credit awarded for the past 2 years

### SEPTEMBER

#### SC Military Credit Case Study Overview

- Case Study conducted by Alternative Academic Solutions along with follow-up questions
  - (1) Research Institution
  - (1) Comprehensive Institution
  - (1) Technical College

**Next Steps - Action Item #1 Continue to meet with Institutional Workgroups and review and propose institutional policies and procedures changes**

### OCTOBER- NOVEMBER

#### Roadshow – Chats

- SUNY Empire State University – Center for Leadership in Credentialing Learning
- Professional Development CAEL Conference – Baltimore, MD
- Case Study Results presented to the taskforce by Alternative Academic Solutions
- Next Steps - Action Item #1 Continue to meet with Institutional Workgroups and review and propose institutional policies and procedures changes

### SPRING 2024- JANUARY

#### Roadshow – Chats

#### A CALL TO ACTION:

**What do you think should be the Task Force's next steps?**

**What will be your institution's next steps toward credit for prior learning for military students?**

**DUE Monday, December 18<sup>th</sup>**

Convening March 2024

















# A CALL TO ACTION

## Due Monday, December 18<sup>th</sup>

- What do you think should be the Task Force's next steps? (short answer)
  - Example: The SC Military Credit Taskforce should.....
- What will be your institution's next steps toward credit for prior learning for military students?
  - Example(s)
    - ▶ Schedule a Road Show Chat with CHE
    - ▶ Introduce the SC Military Credit Mobility Initiative to the Faculty Senate
    - ▶ Establish a Faculty Review Panel
    - ▶ Review policies and procedures to make institutional changes by Fall 2024 for military students' credit for prior learning (CPL) (i.e. Admissions, Advisement, etc...)
    - ▶ Identify specific courses that could be reviewed for military credit for prior learning and update
- Should we establish a stand-alone meeting on the 4th Tuesday or Wednesday of the Month at 9:00 am or 2:00 pm? (Poll answer)

## Credit for Prior Learning Implementation Matrix

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DEFINITIONS AND ACTIVITIES	FACULTY ENGAGEMENT AND DEVELOPMENT	Forms advisory group to craft policy and practice; attends conferences; invites experts to provide overviews.  		Creates venues for information-sharing across institutional constituencies; involves faculty groups in developing and vetting policies/practices, such as crosswalks and articulations.  		Provides professional opportunities for faculty and staff, including conferences, research, and writing; encourages faculty to include CPL activities in annual reviews, and promotion/tenure evaluations; implements incentives and areas of recognition. 	
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# SC Department of Veterans Affairs

Jason Fowler, Quality of  
Life Coordinator  
Military Affairs Veteran  
Services



# Credit for Prior Learning - Military & Credentialing



Dr. Nan Travers

Director, Center for  
Leadership in Credentialing  
Learning

SUNY Empire State  
University

# South Carolina Military Credit Mobility Taskforce

November 28, 2023

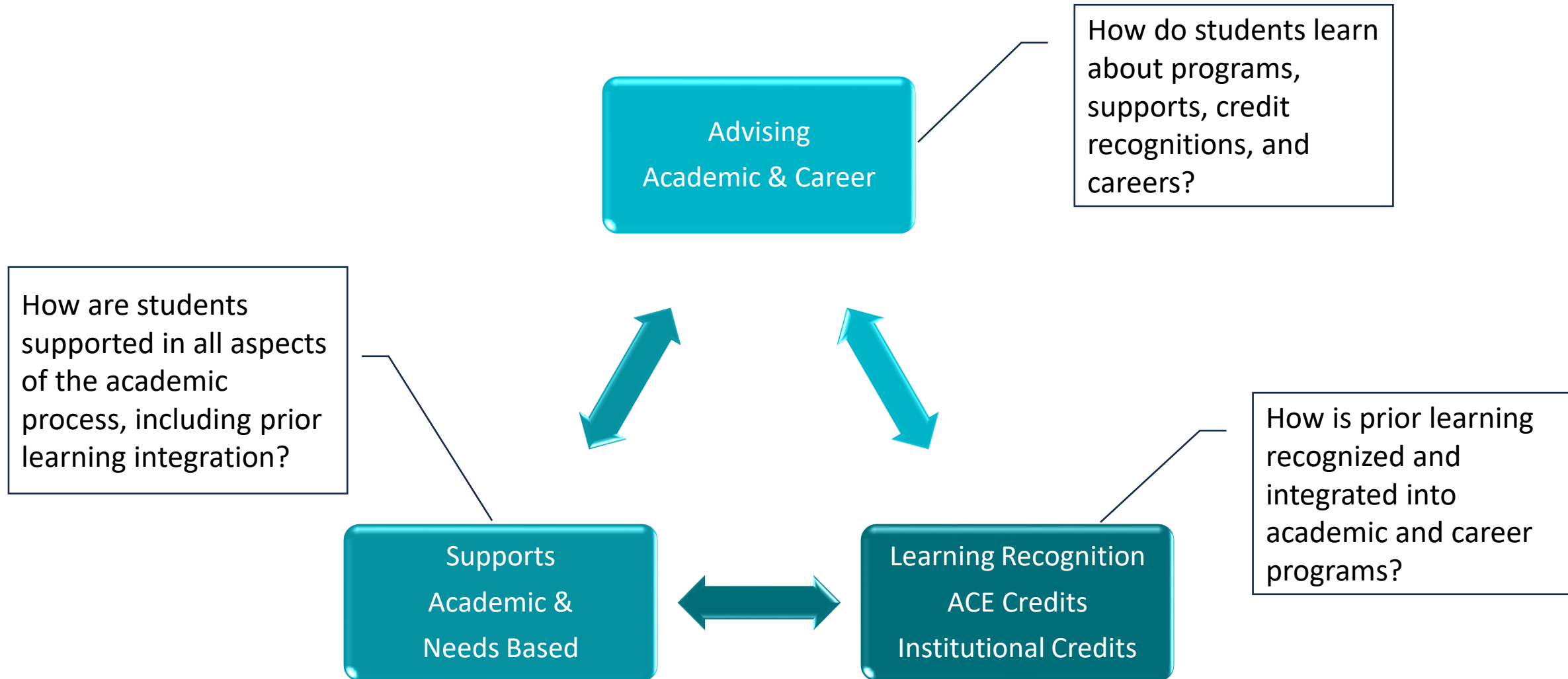
Nan Travers, Ph.D.

Director, Center for Leadership in Credentialing Learning

Co-Lead, Credential As You Go

SUNY Empire State University

# Integrated Services for Military Students





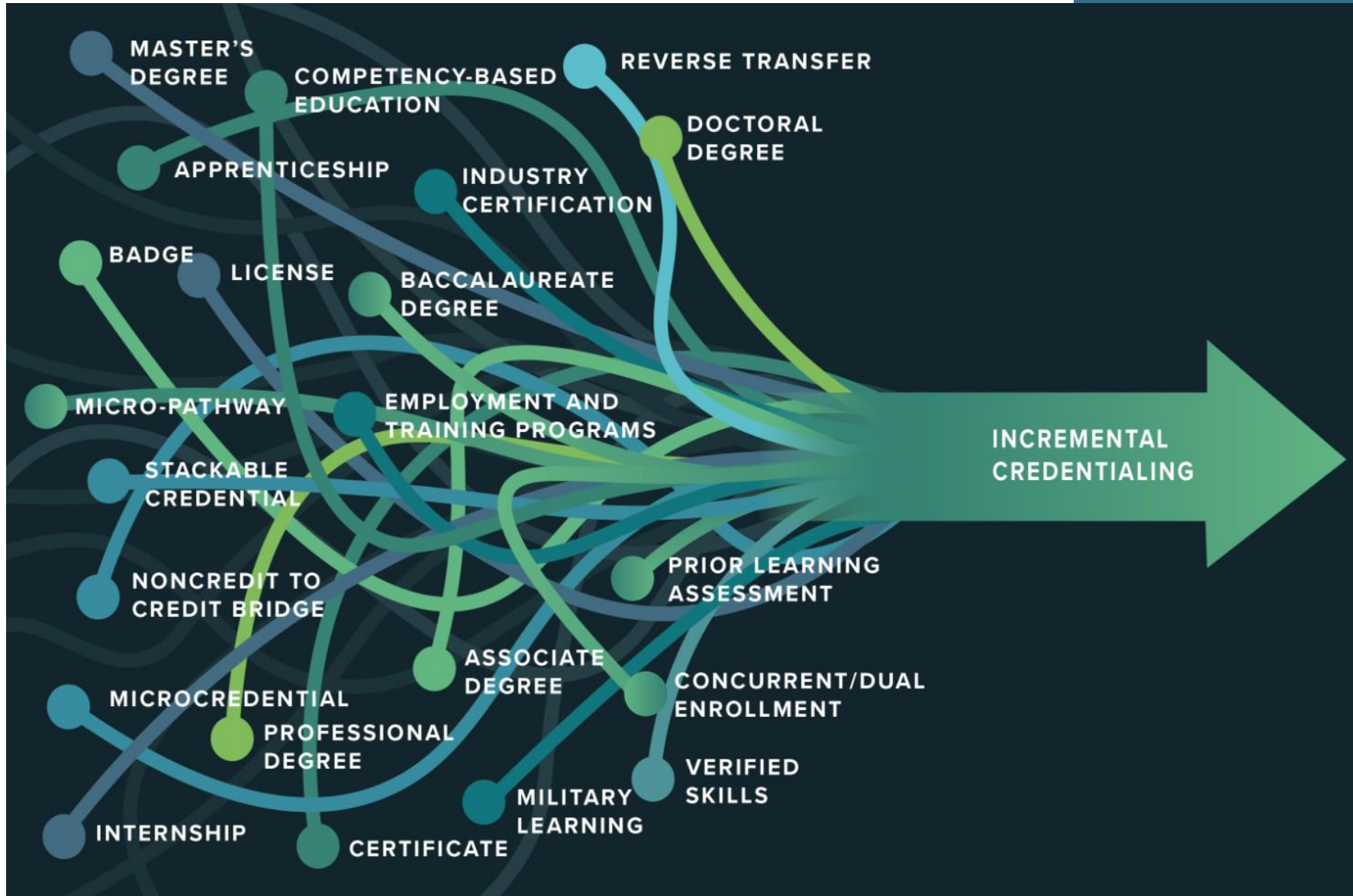


	Military Friendly®	Military Ready	Military Engaged
Advising – Academic & Career	Advisors are aware of service members needs	Designated advisors focus on academic advising	Dedicated advisors focus on integrated academic and career advising for service members and family
Supports – Academic & Needs Based	Some support services are in place for service members	Different support services are in place for service members, may include a Veteran’s Center.	Integrated Veteran Services Hub (DOE 8 Key Indicators) and support services are in place for service members and family
Learning Recognition – ACE & Institutional Credits	Some, but limited ACE military credits are accepted	Selection of ACE military credits are articulated to some programs  Portfolio assessment is available for translating additional military learning and experiences into credits in some areas	ACE military credits are mapped across the curriculum, to include Gen Ed and cultural diversity  Portfolio assessment and internally assessed credits are available for translating additional military learning and experiences into credits across the curriculum

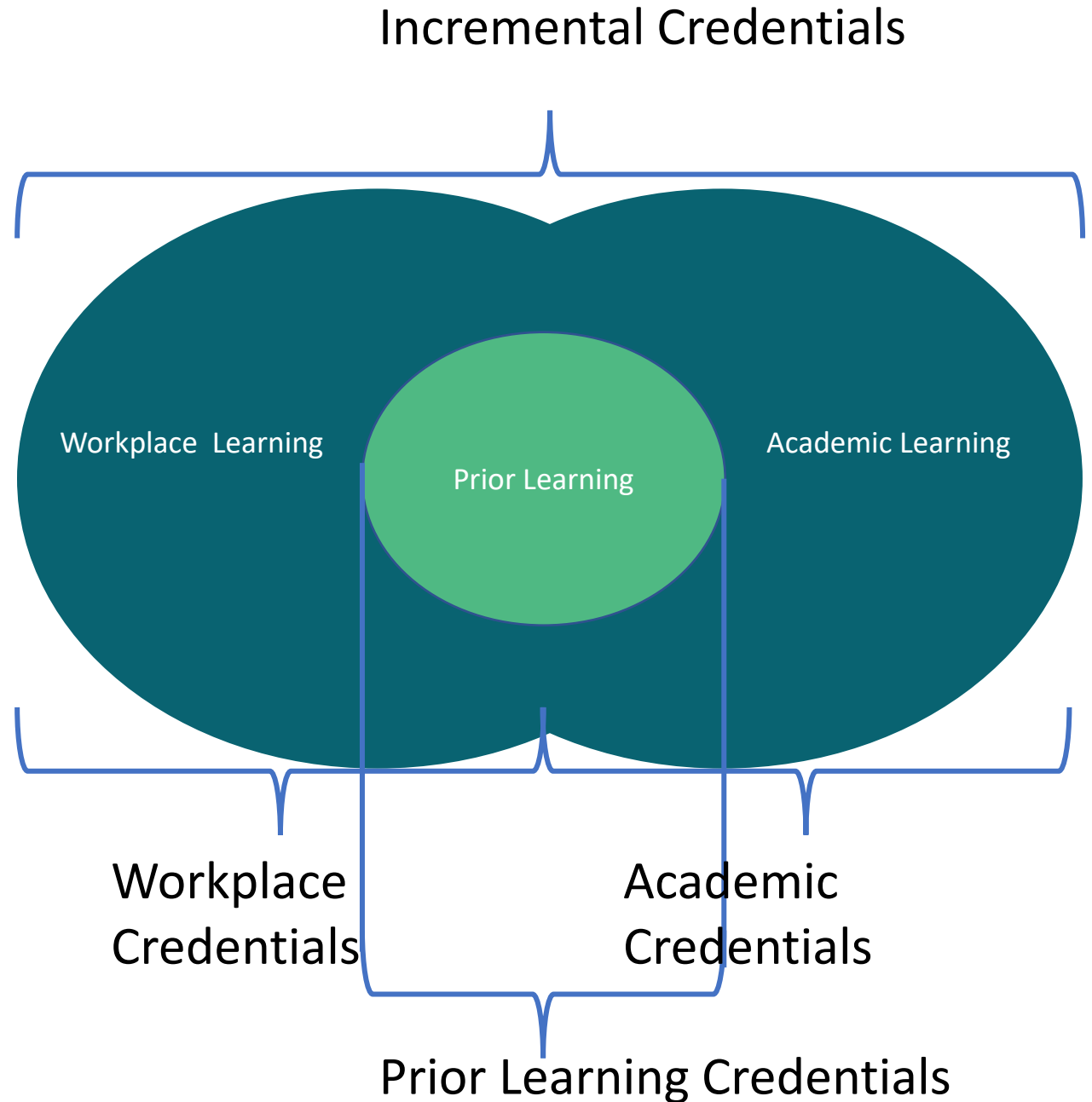
Credentials



# What are Incremental Credentials?



Prior Learning is  
embedded within  
credentials





## PLA Policy

### Equity

- Who defines the line?
- Who draws the line?
- What does the line divide?
- Who sits on either side of the line?

### Quality

- Where is the line drawn?
- Why is the line drawn?
- What framing does the line provide?
- What do we gain by drawing the line?

### Integrity

- How is the line drawn?
- By what criteria is the line drawn?
- What are the line's characteristics?
- How is the line evaluated?



# Key Policy Considerations

Alignment of philosophy, mission, and policies

What learning can be recognized and in what ways

Whose learning can be recognized

Appeal process

Support systems

- Institutional
- Personnel
  - Roles & responsibilities
  - Professional Development
- Student
  - Advising
  - Process

Business Model

# Key Components to Recognizing Learning



## Learning

- What a person knows and can do
- Contextual



## Assessment

- Assess evidence of learning
- Snapshot of competencies



## Credential

- Signal of completed competencies that are related

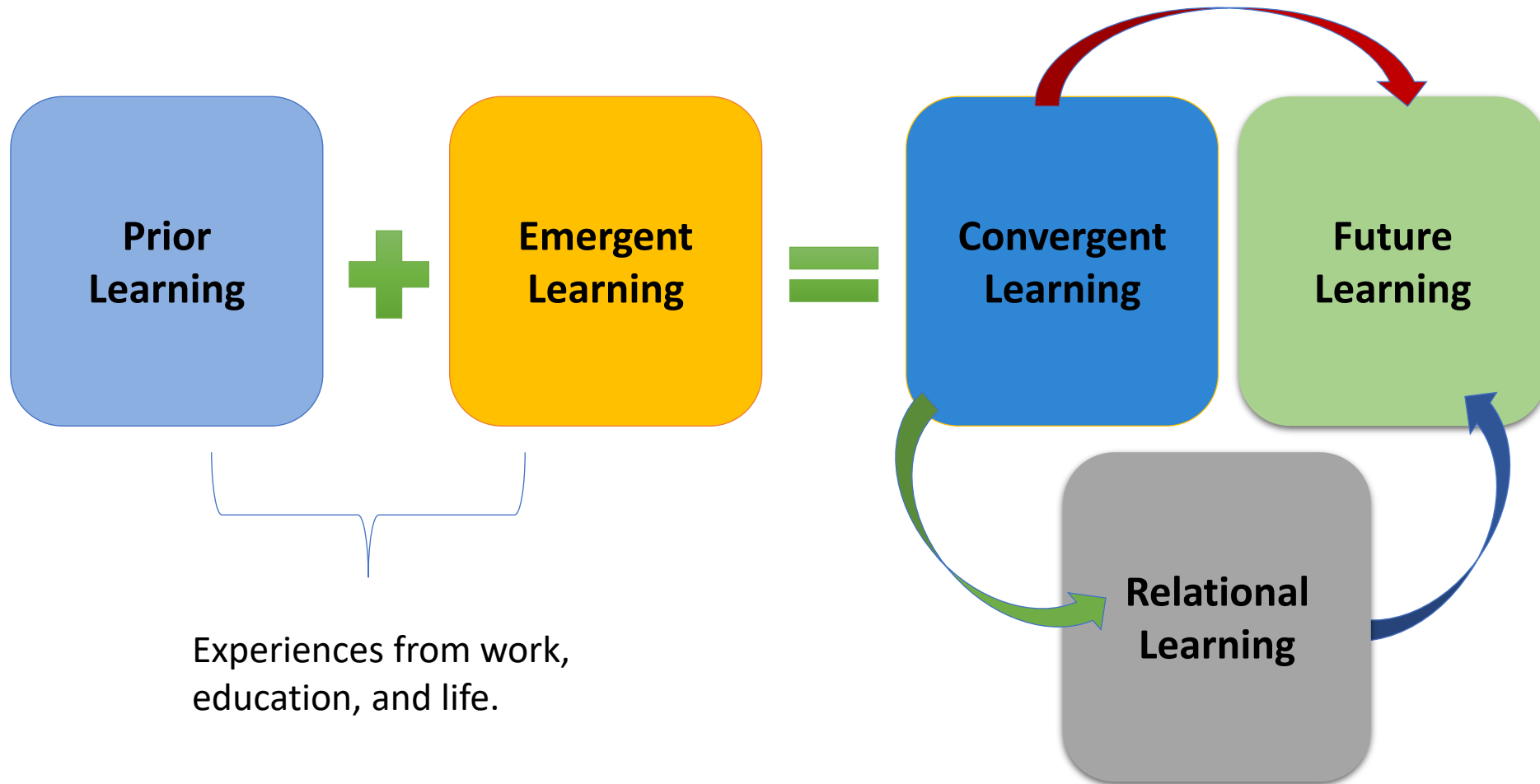
Recognition

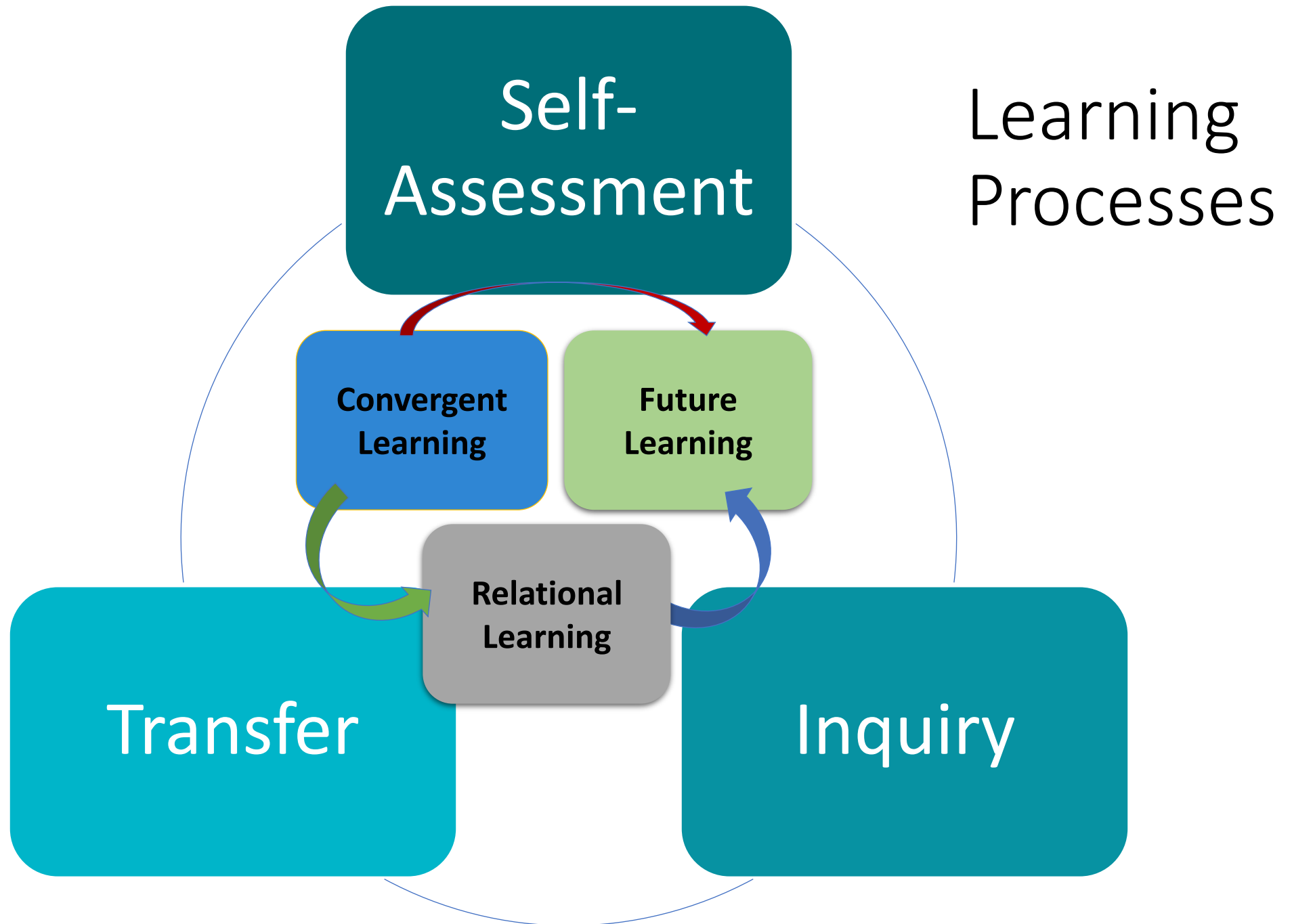
Validation

Credential



# All learning is experiential





# Parallel Strategies

## HIGHER EDUCATION

- Degree Pathways
- Degree Planning
- Programs
- Learning Outcomes
- Instruction
- Student Supports
- Team Projects
- Technology to Learn
- Individual & Cohort Focus

## MILITARY TRAINING & OCCUPATIONS

- Career Pathways
- Career Planning
- Job Categories/Duties
- Competency/Skill Sets
- Professional Development
- Just-in-time Learning
- Work Teams
- Technology to Work
- Individual & Work Teams Focus

**Table 1. Active-duty enlisted personnel by broad occupational group and branch of military, and Coast Guard, February 2023**

Enlisted	Army <sup>1</sup>	Air Force	Space Force	Coast Guard	Marine Corps	Navy	Total enlisted personnel in each occupational group
<b>Occupational group</b>							
<b>Administrative</b>	4,990	13,252	1	—	11,247	20,250	—
<b>Combat Specialty</b>	106,335	764	—	—	36,545	9,077	—
<b>Construction</b>	14,209	4,959	—	—	5,861	3,772	—
<b>Electronic and Electrical Equipment Repair</b>	20,992	28,201	1	—	14,120	49,520	—
<b>Engineering, Science, and Technical</b>	48,557	55,058	18	—	27,276	46,167	—
<b>Healthcare</b>	25,319	14,682	—	—	—	23,515	—
<b>Human Resource Development</b>	14,853	8,538	3	—	2,333	4,532	—
<b>Machine Operator and Production</b>	4,080	6,502	—	—	2,334	9,267	—
<b>Media and Public Affairs</b>	5,119	6,571	1	—	1,416	3,677	—
<b>Protective Service</b>	19,107	34,098	—	—	4,795	13,160	—
<b>Support Service</b>	8,272	5,510	—	—	1,921	8,805	—
<b>Transportation and Material Handling</b>	45,785	28,552	—	—	23,219	36,110	—
<b>Vehicle and Machinery Mechanic</b>	43,536	46,770	—	—	17,315	47,720	—
<b>Non-occupation or unspecified coded personnel</b>	4,378	4,706	4,018	—	1,684	1,600	—
<b>Total enlisted personnel for each military branch and Coast Guard</b>	365,532	258,163	4,042	30,087	150,066	277,172	1,085,062 <sup>2</sup>

<sup>1</sup> Data for Army are estimates.

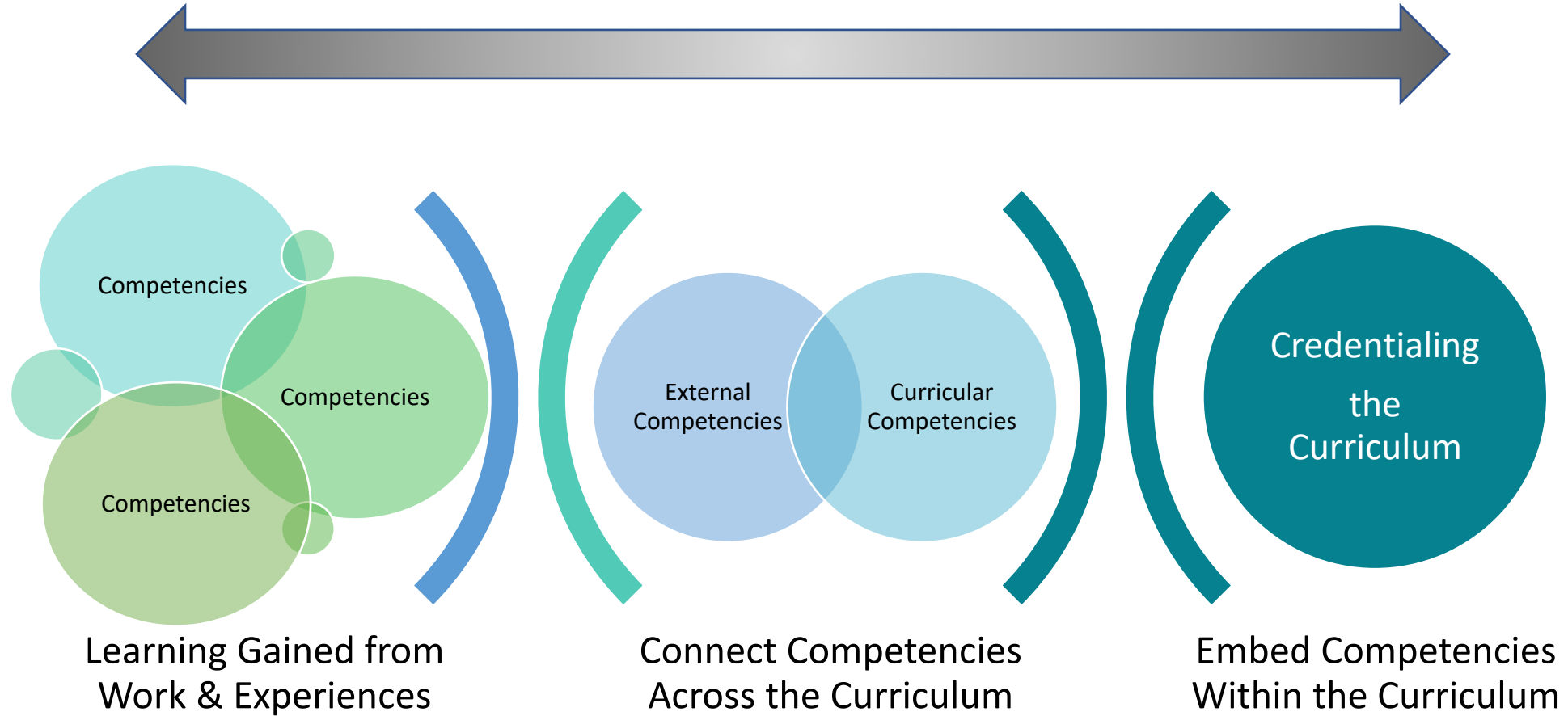
<sup>2</sup> Data for total enlisted personnel are estimates.

SOURCE: U.S. Department of Defense, Defense Manpower Data Center

# Competencies are a universal translator



# Curricular Integration



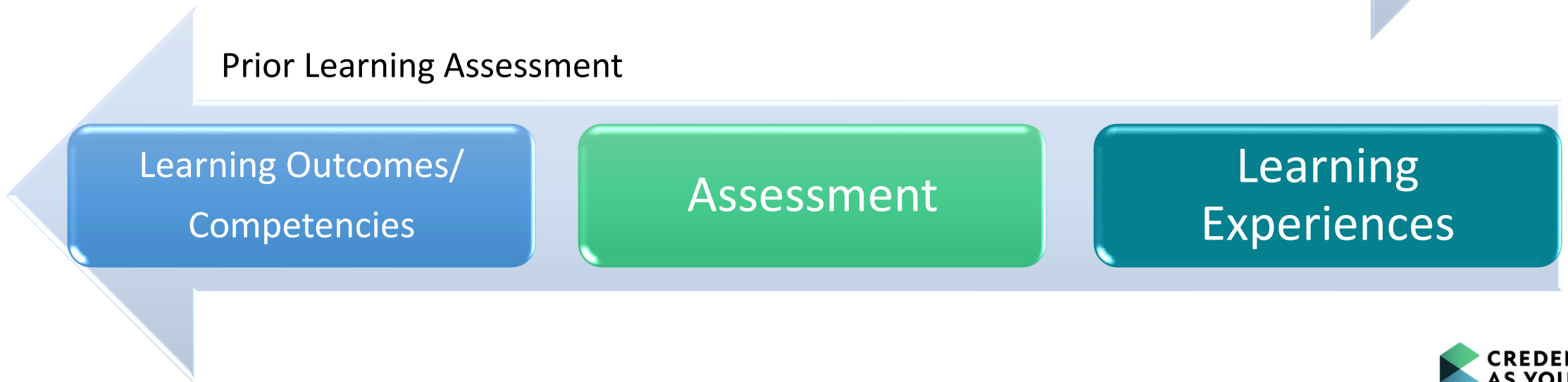


# Curricular Design

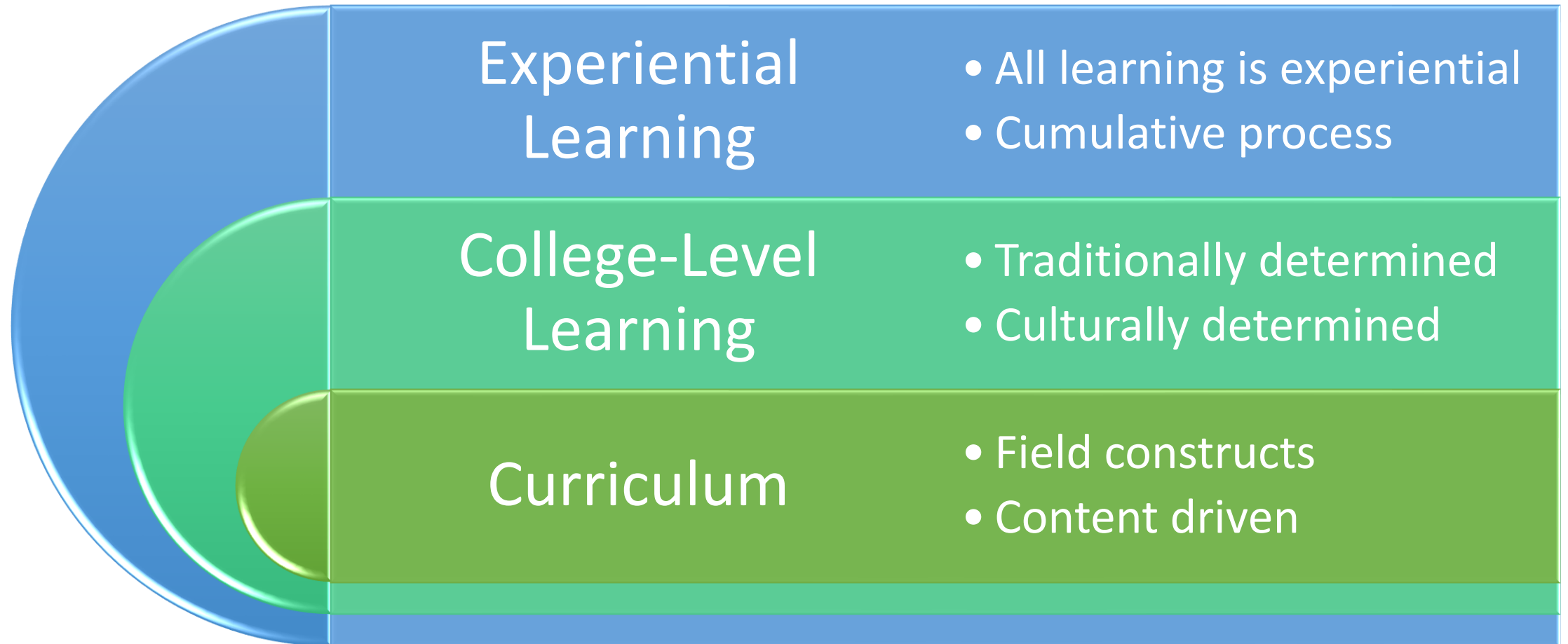
Course Learning Assessment



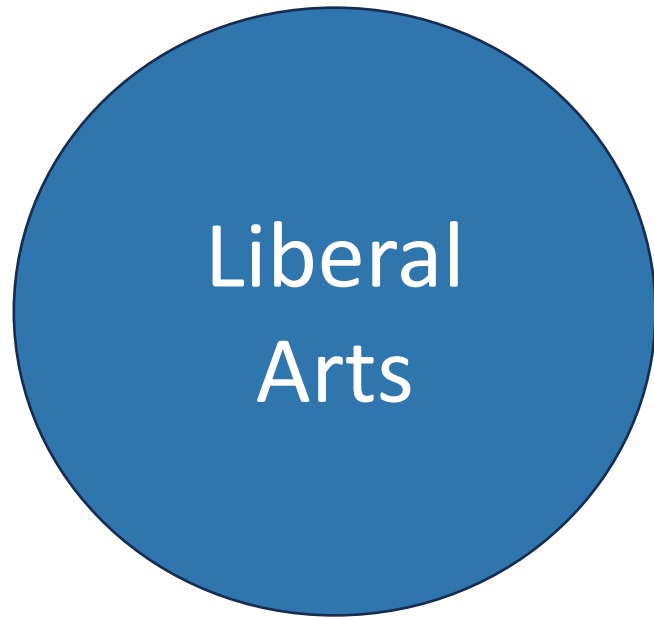
Prior Learning Assessment



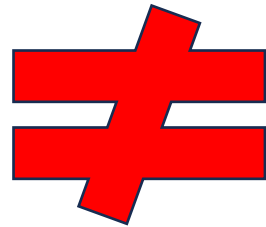
# Integrating Learning into College Curriculum



# Traditional Curricular Designations



Well-Rounded Education  
for a  
Democratic Society

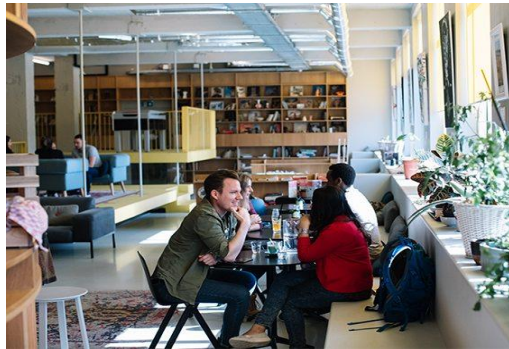


Work Preparation &  
Skills

# What is needed in the 21<sup>st</sup> century?



- Soft Skills
- Durable Skills
- Essential Skills
- Transferable Skills
- Power Skills
- Evergreen Skills



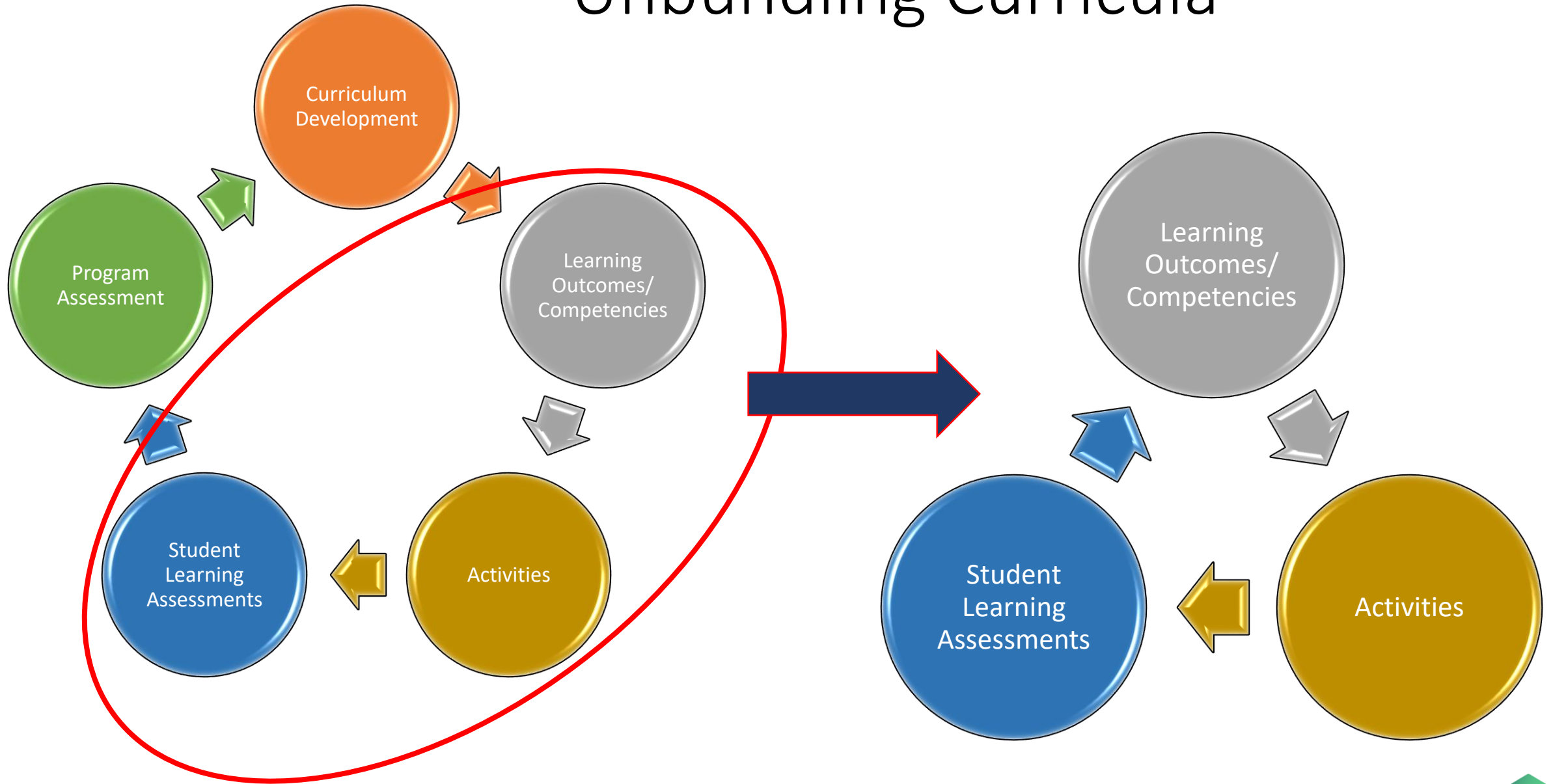
# Rethinking Curricular Designations

Liberal Arts

Unapplied

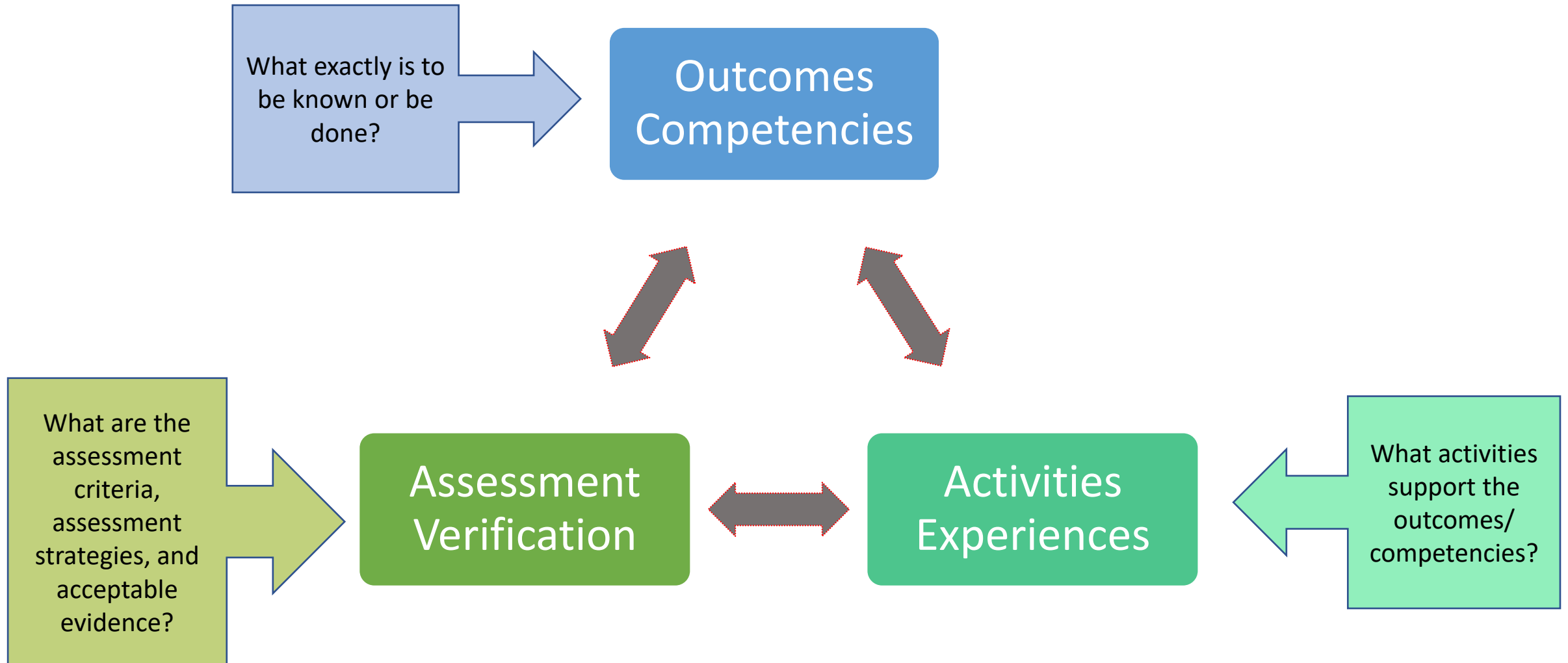
Applied

# Unbundling Curricula

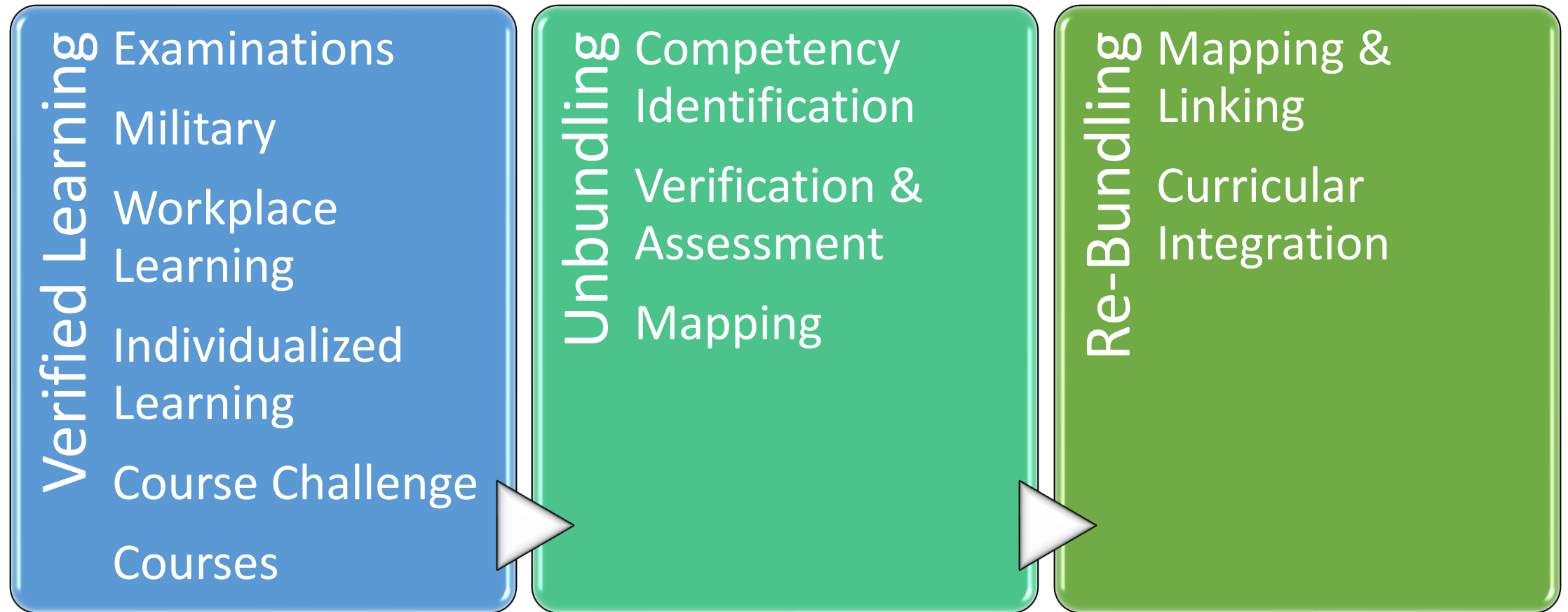




# Relationship remains the same regardless of the order



# Unbundling & Re-Bundling Learning





# Transforming the Nation's Credentialing System

Thank You!

Nan Travers

[nan.travers@sunyempire.edu](mailto:nan.travers@sunyempire.edu)

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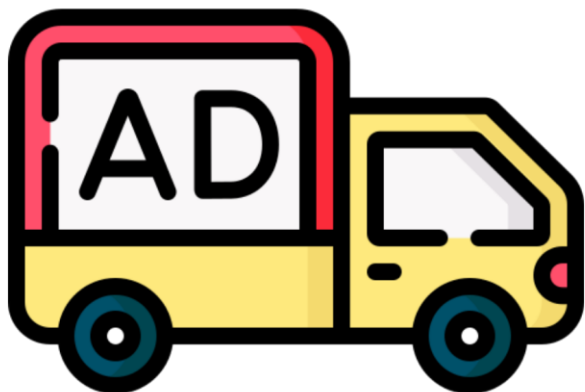
[www.credentialasyougo.org](http://www.credentialasyougo.org)

Improving education and employment outcomes for all learners

# Action Step #2 SC Military Credit Mobility

Schedule a time to meet with CHE staff (Roadshow- Chat)

## SC Military Credit Mobility Taskforce Roadshow



What Institutional Stage are you in?

### ENGAGEMENT- Emerging Stage

- Establish advisory/work groups at each institution (Key players on each campus) Registrar, Provost, faculty, Dept. Chair, Student Support Personnel, Academic/Transfer Advisor, Veterans/Military Support Services

### DEVELOPMENT- Developing Stage

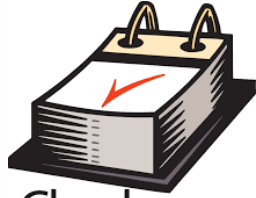
- Acknowledging the role of prior learning in postsecondary pathways.
- Reviewing ACE-recommended courses to share across institutional constituencies
- Creating venues for information-sharing across institutional constituencies; involving faculty in developing and vetting policies/practices such as crosswalks and articulations for more mobility of military courses and/or training.
- Develop recommendations to centralize policies and provide support the state-wide initiative



Book a Roadshow  
Chat

[Click Here to schedule a Roadshow Chat](#)

# Institutional Representatives Workgroups Meeting



Check Your  
Calendar



Should we establish a stand-alone meeting the 4th Tuesday or Wednesday of the Month at 9:00 am or 2:00pm?

**Next Meeting**  
**January or February?**

**\*January:**

- **Tuesday, January 30, 2024**
- **Wednesday, January 31, 2024**

**9:00 a.m. or 2:00 p.m.**

**9:00 a.m. or 2:00 p.m.**

***\*(Exception January due to New Year)***

**February:**

- **Tuesday, February 27, 2024**
- **Wednesday, February 28, 2024**

**9:00 a.m. or 2:00 p.m.**

**9:00 a.m. or 2:00 p.m.**

**BIG ANNOUNCEMENT**

**SC MILITARY CREDIT MOBILITY TASKFORCE  
CONVENING**

**\* *Save* \***  
***the date***

**SPRING 2024**

**March 2024**  
**Date: TBD**

# Questions?



# SC Military Credit Mobility Institution Workgroup(s)

## Suggested Timeline:

2023-2024 SC Military Credit Mobility Institution Workgroup(s) Suggested Timeline:	
Date	Action Items
Spring 2023	Establish Institutional Advisory Committee
June 9,2023	Survey issued by "Taskforce" due to CHE
Fall 2023	
August 2	Taskforce Institution Representative Workgroups Meeting
September 14 <sup>th</sup>	Taskforce Institution Representative Workgroups Meeting Mid-Point – Check in
October 24 <sup>th</sup>	Meeting with Experts (i.e., Registrars, Faculty) and Action Items
November	Council for Adult and Experiential Learning (CAEL) (Save the Date) Annual Conference November 8-10,2023, Baltimore, MD Institution Advisory Workgroup Meeting/ <b>SC Military Credit Mobility Taskforce Meeting</b>
December	
Spring 2024	<b>Spring 2024 SC Military Credit Mobility Taskforce Convening</b>
January	CCEME Conference (Save the date) 2024 Council of College and Military Educators Symposium January 29-February 1,2024 – Colorado
February	Institution Advisory Workgroup Meeting/ <b>SC Military Credit Mobility Taskforce Meeting</b>
March	Institution Advisory Workgroup Meeting
April	Institution Advisory Workgroup Meeting
Spring 2024	
May	Institution Advisory Workgroup Meeting
June	Institution Advisory Workgroup Meeting/ <b>SC Military Credit Mobility Taskforce Meeting</b>
July	Institution Advisory Workgroup Meeting



# Contact Information

## CHE Point of Contact

**Dr. Karen Woodfaulk**

Director of Student Services  
(803) 856-0578

[kwoodfaulk@che.sc.gov](mailto:kwoodfaulk@che.sc.gov)

**Ms. Alfie Mincy**

Program Coordinator SCNG CAP & Veterans Outreach  
Coordinator  
(803) 856-0579

[amincy@che.sc.gov](mailto:amincy@che.sc.gov)

## Technical Colleges Point of Contact

**Ms. Jennifer Black**

Director of Academic Partnerships & Engagement  
(803) 896-5357

[blackje@sctechsystem.edu](mailto:blackje@sctechsystem.edu)

## SC Military Credit Taskforce Resource Page

<https://che.sc.gov/sc-military-credit-mobility-task-force>

## South Carolina Independent Colleges & Universities

**Dr. L. Jeffrey Perez**

President & CEO  
Cell Phone: 803-322-2918  
Office: 803-799-7122

[jeff@scicu.org](mailto:jeff@scicu.org)

