South Carolina
Commission on Higher Education

Access | Affordability | Excellence

February 28, 2024

SC Military Credit Mobility

(Please SIGN IN)

SC Military Credit Mobility
Institutional Representatives
Workgroup Meeting

Introductions

*(**Please sign in** see the link in the chat or scan the QR Code)*

Dr. Karen Woodfaulk, Director
Office of Student Affairs

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Agenda February 28, 2024

1. Introduction and Welcome

   <mark>(Please sign in see the link in Chat or scan the QR Code)</mark>
   All Around Discussion

2. Guest(s)

   a. Veteran/Military-Centric Credit for Prior Learning (CPL) Implementation Plan

   b. Indiana Military CPL Framework Solution

Dr. Karen Woodfaulk, Director, Office of Student Affairs

Alfie B. Mincy, Program Coordinator Office of Student Affairs

Dr. Dallas Kratzer, II
Senior Fellow, Policy Development
Kentucky Council on Postsecondary Education

Jayson Jarrett, Asst. Director,
Office of Financial Aid and Scholarships, Veterans Affairs, Ball State University

Allegra Fowler, Executive Director, Center for Prior Learning Recognition, Purdue Global University

3. Sharing Best Practices: "This is How We Do It!"
   a. Lander University

   b. Technical College of the Lowcountry

Brandon Felder, Registrar
Marina Proctor, Coordinator for Course Articulation and Transfer

Chrissy Schatzle, Director Military and Veterans Programs, Adjunct Professor of Arts and Sciences

Cont. Agenda February 28, 2024

4. Recommendations: Responses from the Call-to-Action Poll – Taskforce Next Steps (CHE Role and Taskforce Role)
   i. Finding Direct Equivalences versus Electives
   ii. Training - Train the Trainer (CPL)
   iii. Example Framework to Evaluate Military Courses (Template)
      1. Courses taught at Military Installations, Courses Accepted at SC Institutions,
      2. Top (5) Degree Programs for military/veteran's students
   iv. Other Recommendations on Taskforce Next Steps?

5. Dates and Topics for SC Military Credit Mobility One Day Convening (by invitation only)
   a. Host convening in April or September (Poll Results)
   b. Bring a team to convening - Dept. Head, Provost, Registrar, Faculty, Staff (3-5pp/institution)

6. Next Institutional Representatives Workgroup Meeting: March 27, 2024, 2:00 p.m.
   a. Save the Date: 4th Wednesday of the month at 2:00 p.m. *unless others noted.*
   b. *This is how we do it - Share Your Military Credit Policies and Procedures*

Veteran/Military-Centric Credit for Prior Learning Implementation Plan

Dr. Dallas Kratzer, II
Senior Fellow, Policy Development
Kentucky Council on Postsecondary Education

SC Military Credit Mobility Task Force Presentation
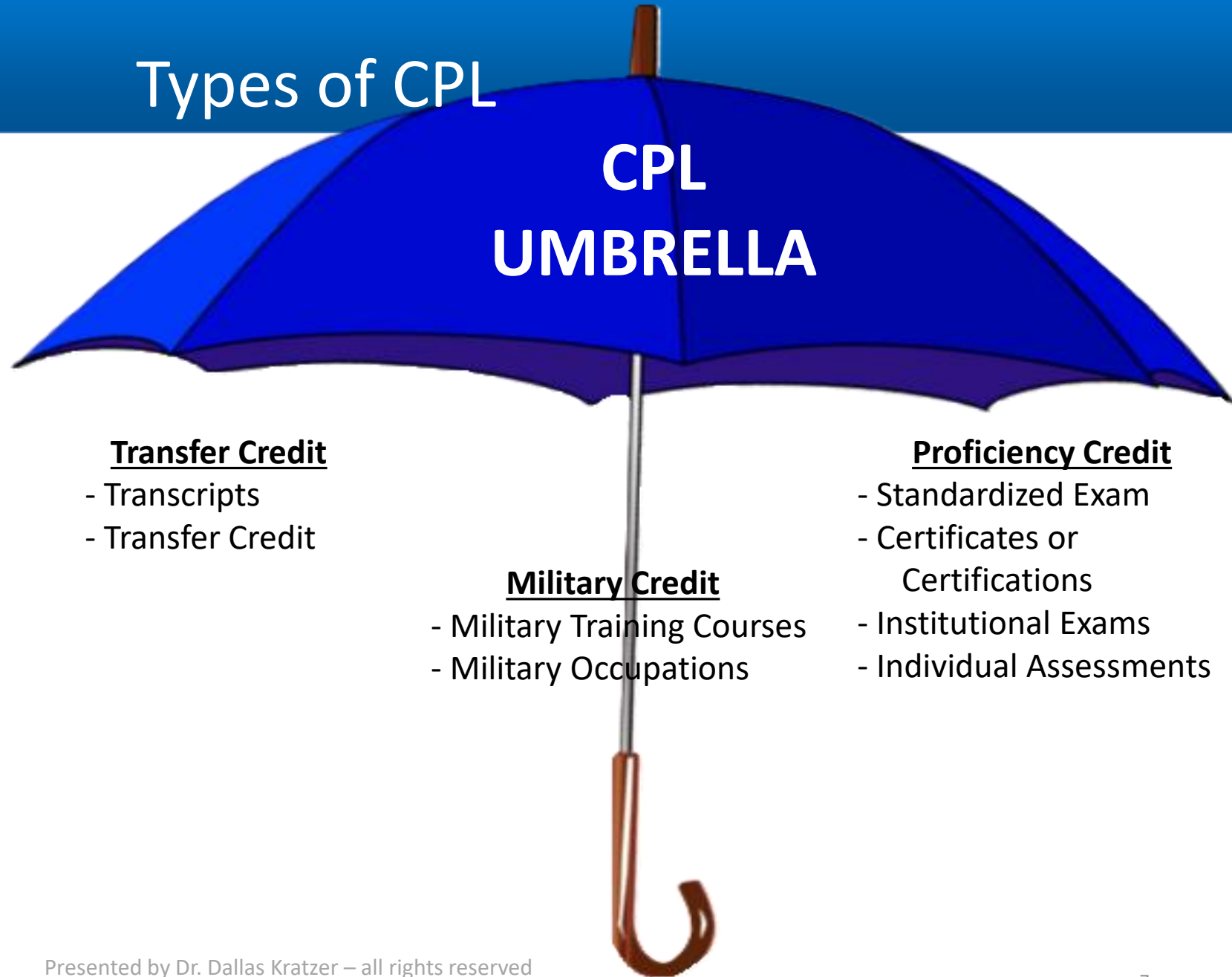
February 28, 2024

By

Dr. Dallas Kratzer

- Academic Institutions

- Military Learning

- Assessed Learning

CPL UMBRELLA

**Transfer Credit**
- Transcripts
- Transfer Credit

Military Credit
- Military Training Courses
- Military Occupations

Proficiency Credit
- Standardized Exam
- Certificates or Certifications
- Institutional Exams
- Individual Assessments
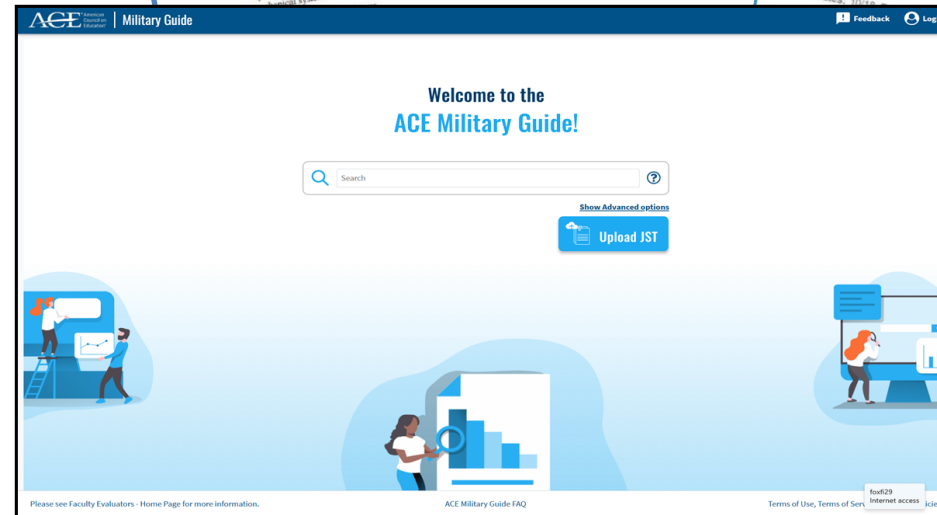
American Council on Education (ACE) credit recommendations based on:

– Military Training Courses

– Military Occupational Reviews

– Community College of the Air Force

  • It is a college transcript with CPL included

Joint Services Transcripts are the primary tool,

ACE Military Guide is a supplemental tool,

M-CPL Implement Plan is the integration tool.
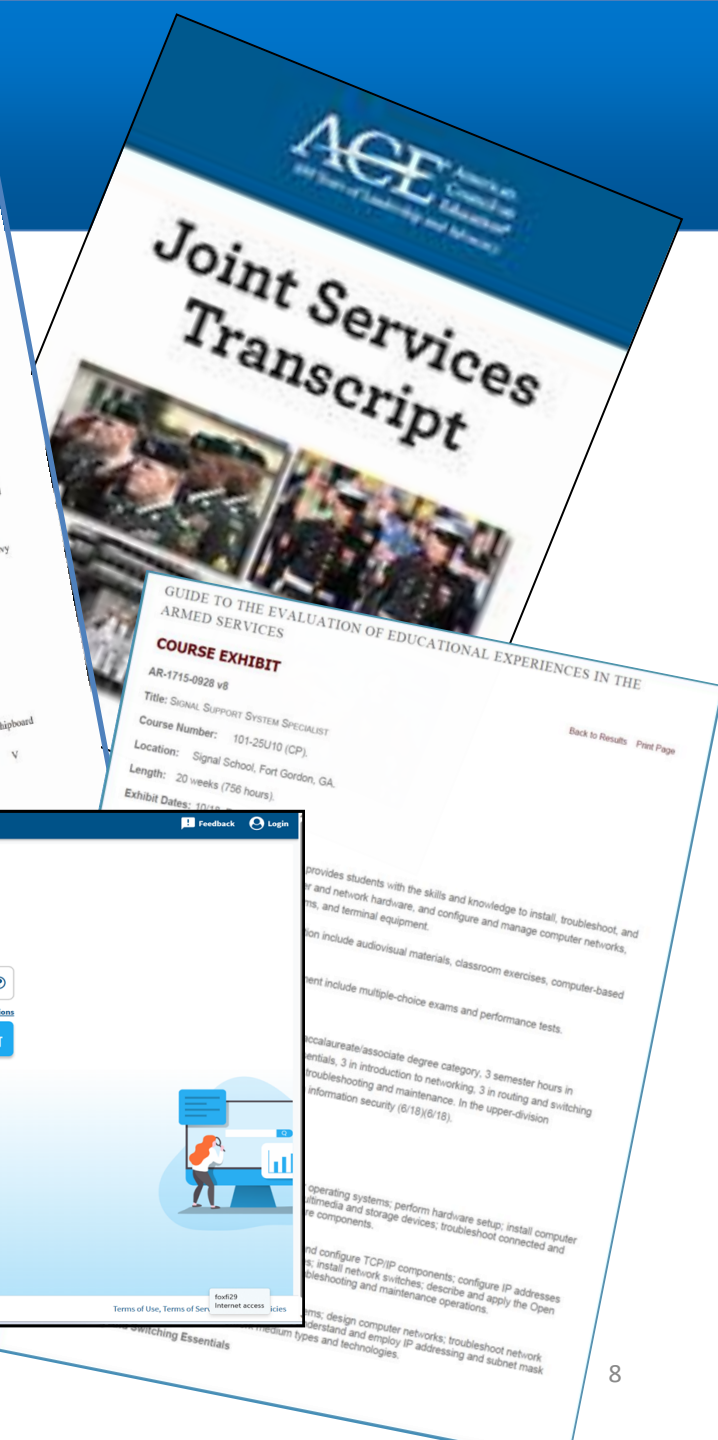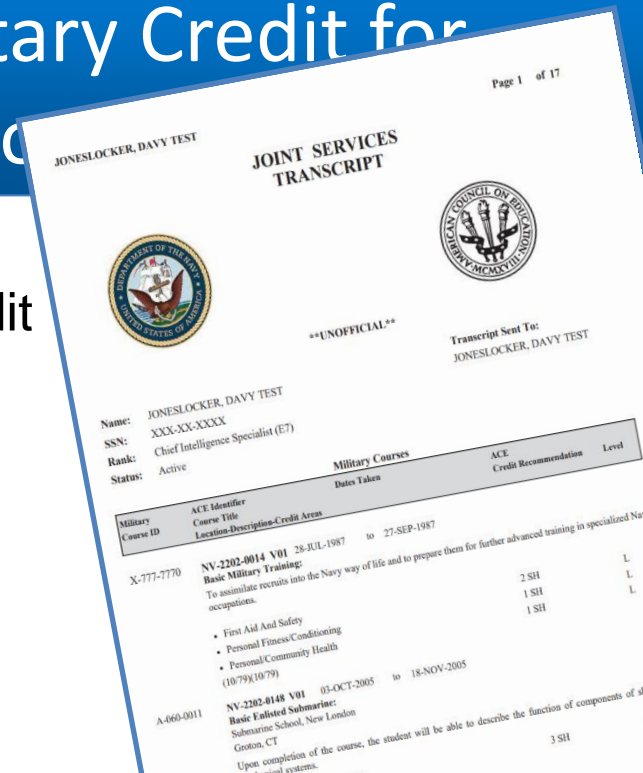
Making the Case – M-CPL Implementation Plan

No "one way fits all"

Built on "best practices" by
industry leaders

Focused on veteran and
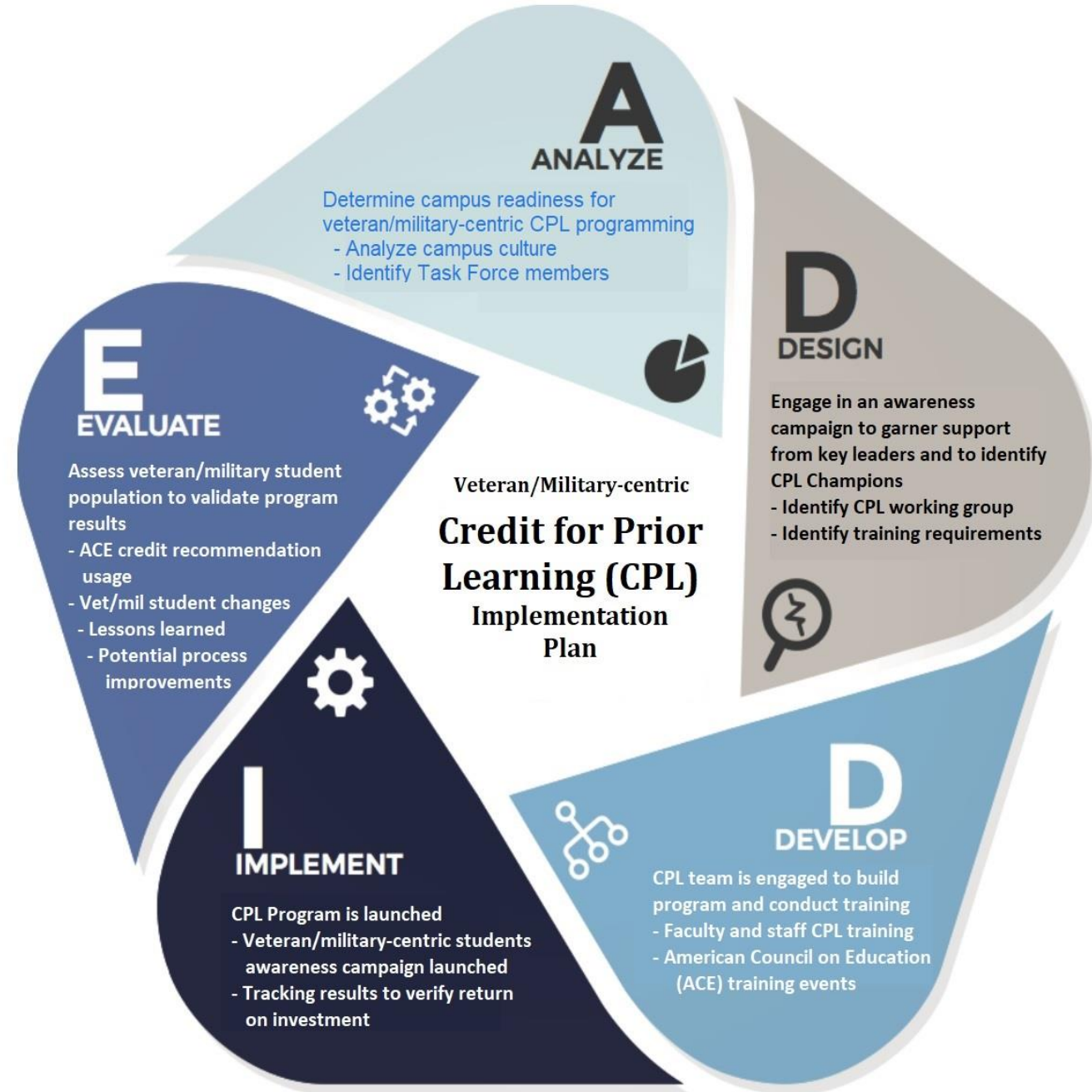military-centric population

Military CPL Implementation Plan

Three-Phased Approach
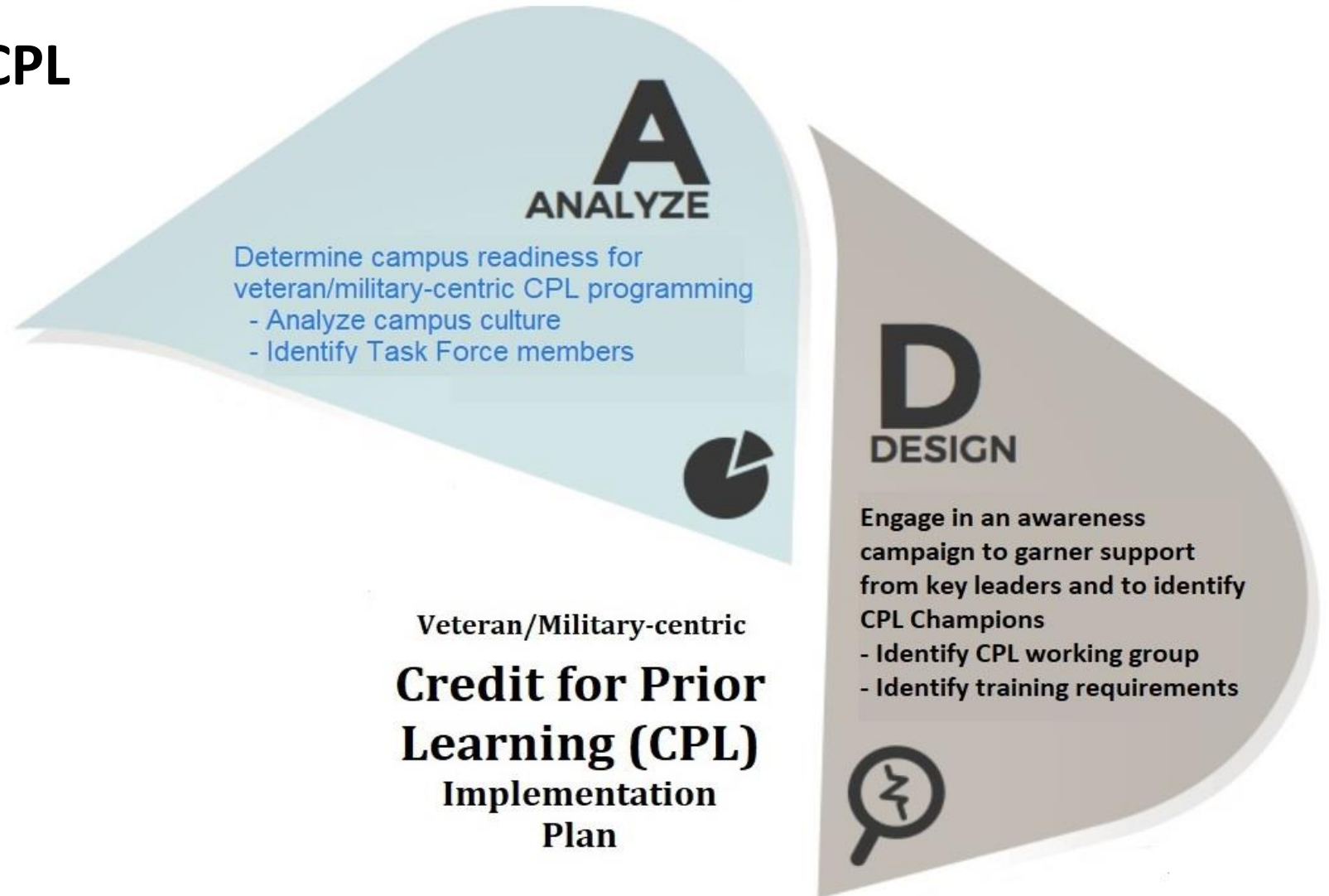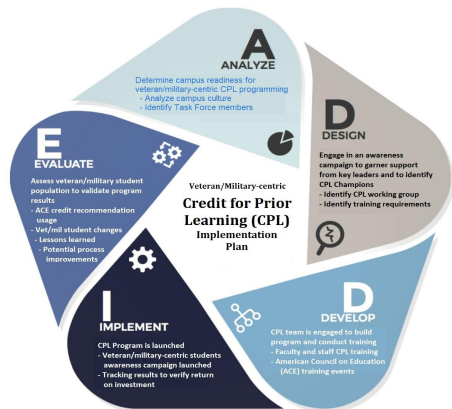12-24 Implementation month process

Five Stages – focused on
- M-CPL Culture and Climate
- Training and Professional Development
- Program Design and Launch
- Results Tracking
- Student Awareness
- Continuous Improvement/ROI

ANALYZE
Determine campus readiness for veteran/military-centric CPL programming
- Analyze campus culture
- Identify Task Force members

DESIGN
Engage in an awareness campaign to garner support from key leaders and to identify CPL Champions
- Identify CPL working group
- Identify training requirements

Veteran/Military-centric
Credit for Prior Learning (CPL)
Implementation Plan

DEVELOP
CPL team is engaged to build program and conduct training
- Faculty and staff CPL training
- American Council on Education (ACE) training events

IMPLEMENT
CPL Program is launched
- Veteran/military-centric students awareness campaign launched
- Tracking results to verify return on investment

EVALUATE
Assess veteran/military student population to validate program results
- ACE credit recommendation usage
- Vet/mil student changes
- Lessons learned
- Potential process improvements

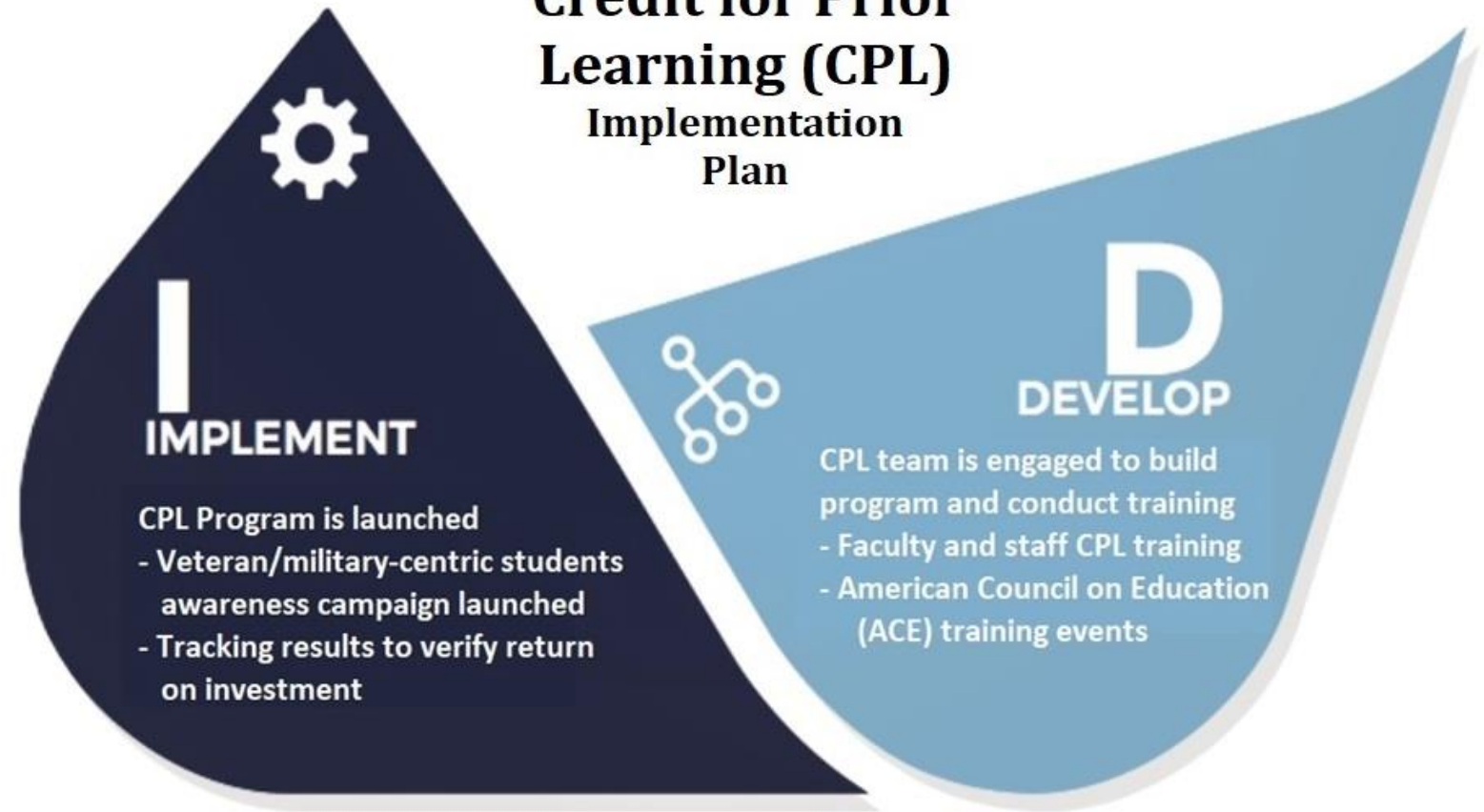## Veterans/Military-centric CPL Implementation Plan Phase II

Veterans/Military-centric CPL Implementation Plan Phase III

Veteran/Military-centric
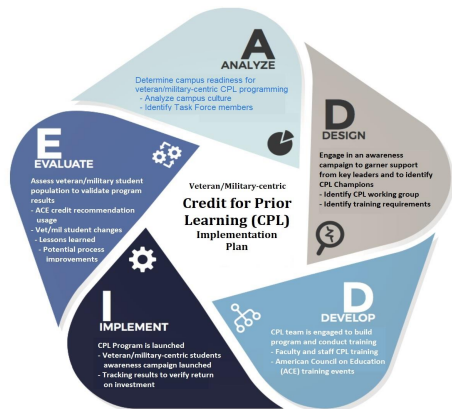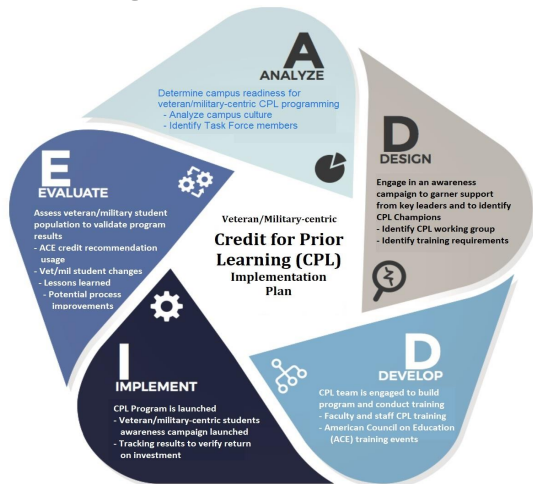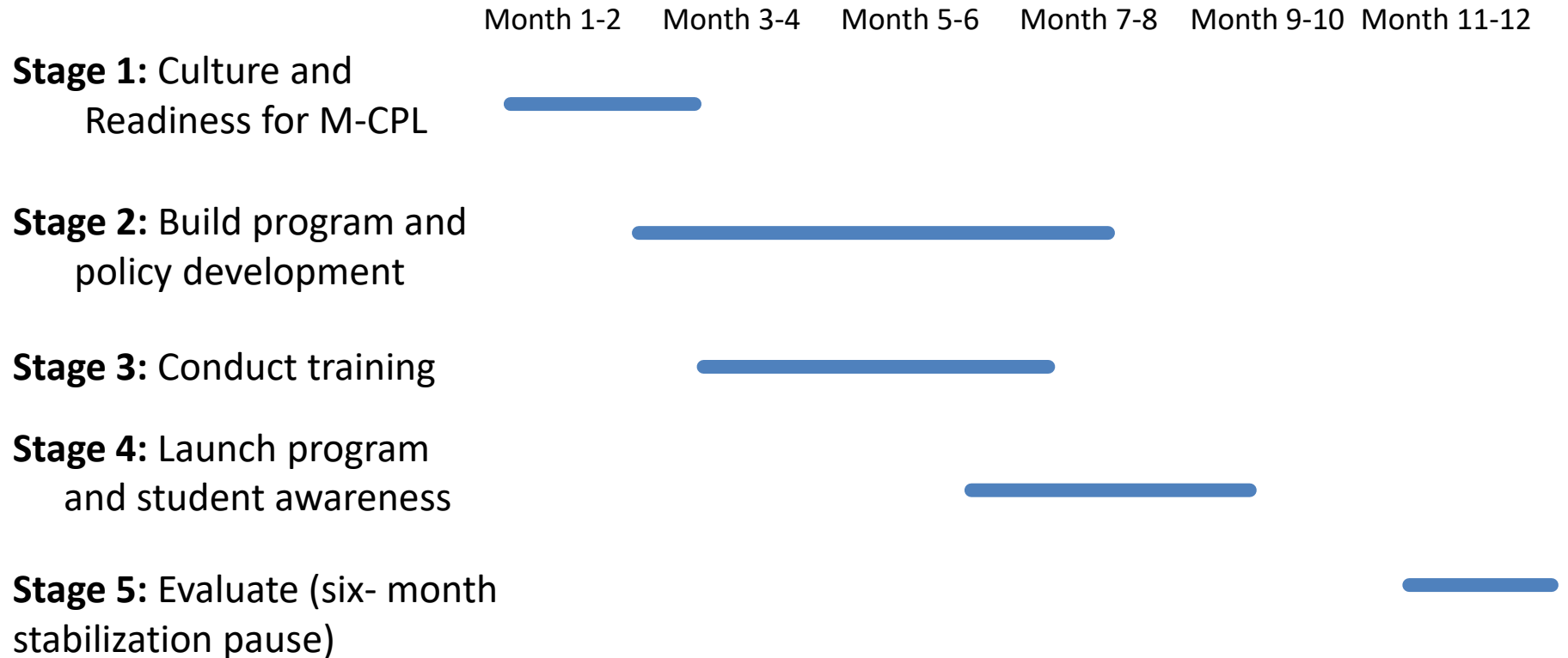**Credit for Prior Learning (CPL)** Implementation Plan

Military CPL Implementation Plan

Potential Timeline for Implement

	Month 1-2	Month 3-4	Month 5-6	Month 7-8	Month 9-10	Month 11-12
Stage 1: Culture and Readiness for M-CPL	▬▬▬					
Stage 2: Build program and policy development		▬▬▬▬▬▬▬				
Stage 3: Conduct training			▬▬▬▬▬			
Stage 4: Launch program and student awareness				▬▬▬▬▬		
Stage 5: Evaluate (six- month stabilization pause)						▬▬▬

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Veteran/Military-centric Credit for Prior Learning (CPL) Implementation Plan

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Military CPL Implementation Plan

Questions?

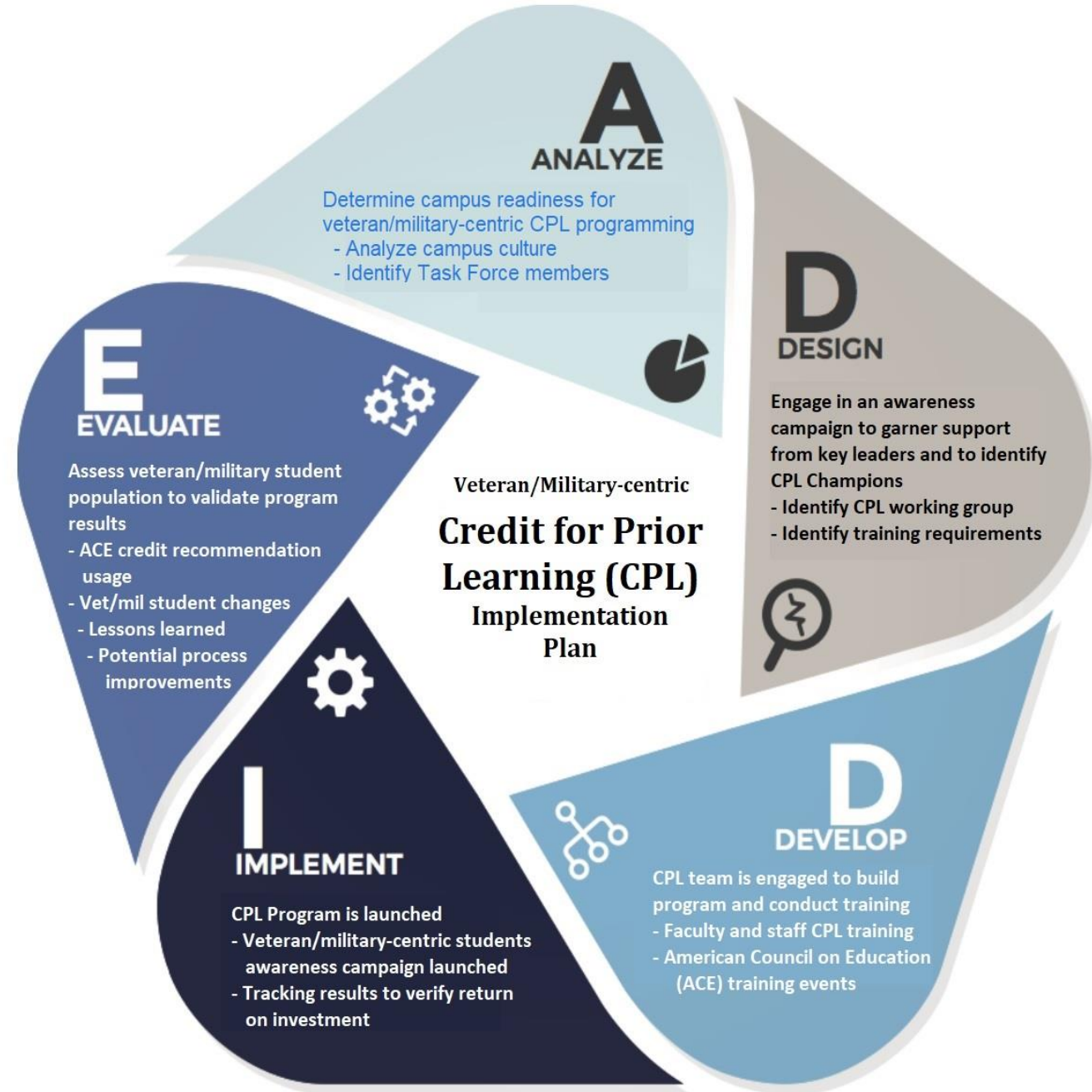**Contact Information:**

Dr. Dallas Kratzer

C: 502-682-4709

E: dallas@kratzerconsult.com

L: linkedin.com/in/dallaskratzer

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Indiana Military CPL Framework Solution

Jayson Jarrett, Asst. Director,
Office of Financial Aid and Scholarships, Veterans Affairs, Ball State University

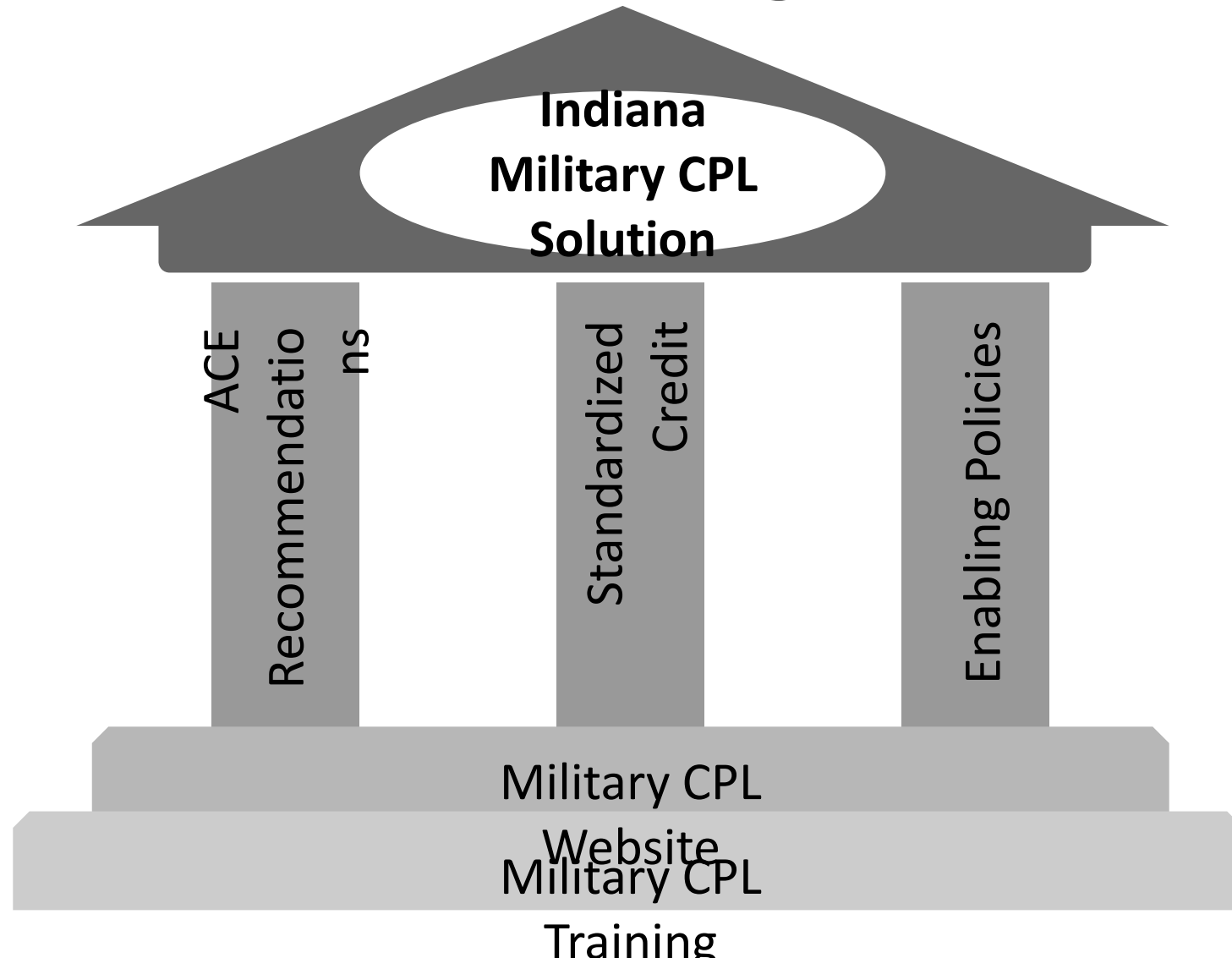Allegra Fowler, Executive Director, Center for Prior Learning Recognition, Purdue Global University

Indiana Commission for Higher Education: Veterans' Taskforce

Credit for Prior Learning Work Group

Credit for Prior Learning Work Group

- Group Lead: Jayson Jarrett <jkjarrett@bsu.edu>
- Group Lead: Allegra Fowler <alfowler@purdueglobal.edu>

- Amy Stone <astone46@ivytech.edu>
- Alexander Sievers <asievers@vinu.edu>
- Amber Mertens <amertens@dva.in.gov>
- Dennis Wimer <dwimer1@dva.in.gov>
- Michael Kirchner <kirchnem@pfw.edu>
- Kay Ross <kay.ross@waynetwp.org>

Credit for Prior Learning

Indiana Military CPL Solution

ACE Recommendations

Standardized Credit

Enabling Policies

Military CPL Website

Military CPL Training

Institution Pillar 1 - ACE Recommendations

Institutions must accept American Council on Education (ACE) recommendations for military courses and occupation experiences.

Good: Some ACE recommendations are accepted from the JST, mainly as undistributed/open electives.

Better: All ACE recommendations are accepted from the JST, mainly as core or major electives.

Best: All ACE recommendations are accepted, and credit may be available beyond the recommendations made directly on the JST, including direct equivalent course credit.

Institution Pillar 2 - Standardized/Transparent Credit

Institutions must work to create internal processes that standardize the award of military credit and increase transparency into military credit decision-making.

Good: Institution creates internal equivalency/crosswalk when a new military course or occupation is received on a JST and reviewed. Data stored internally.

Better: Institution creates internal equivalency/crosswalk through proactive research. Institution stores data in external (student-facing) database.

Best: Institution conducts cumulative review of entire occupation areas to prepare collective equivalency/crosswalk data. Institution stores data in multi-institution external database (see *Statewide Military CPL Website*).

Institution Pillar 3 - Enabling Policies

Institutions must work to create internal policies and practices that will define, support, and enable the application of military credit.

Good: Institution has policies in place to ensure **eligibility** of military credit. The institution may have select program options focused on military CPL.

Better: Institution has policies in place to ensure **application** of military credit. The institution has some programs focused on military CPL.

Best: Institution has policies in place to ensure **utility** of military credit. Programs across the institution are designed with consideration of military CPL.

Statewide Foundation - Military CPL Training

Statewide training materials must be produced to bring information forward to address the needs of specific audiences, including:

- Leadership, both state and institutional: to get buy-in
- Institutional faculty: to create standardized guidelines for how to review military credits, how to review ACE recommendations, how to find additional information, and who to contact with questions.
- Institutional staff: to create standardized guidelines for how apply military credit and how to maintain (and update) military credit dataset.
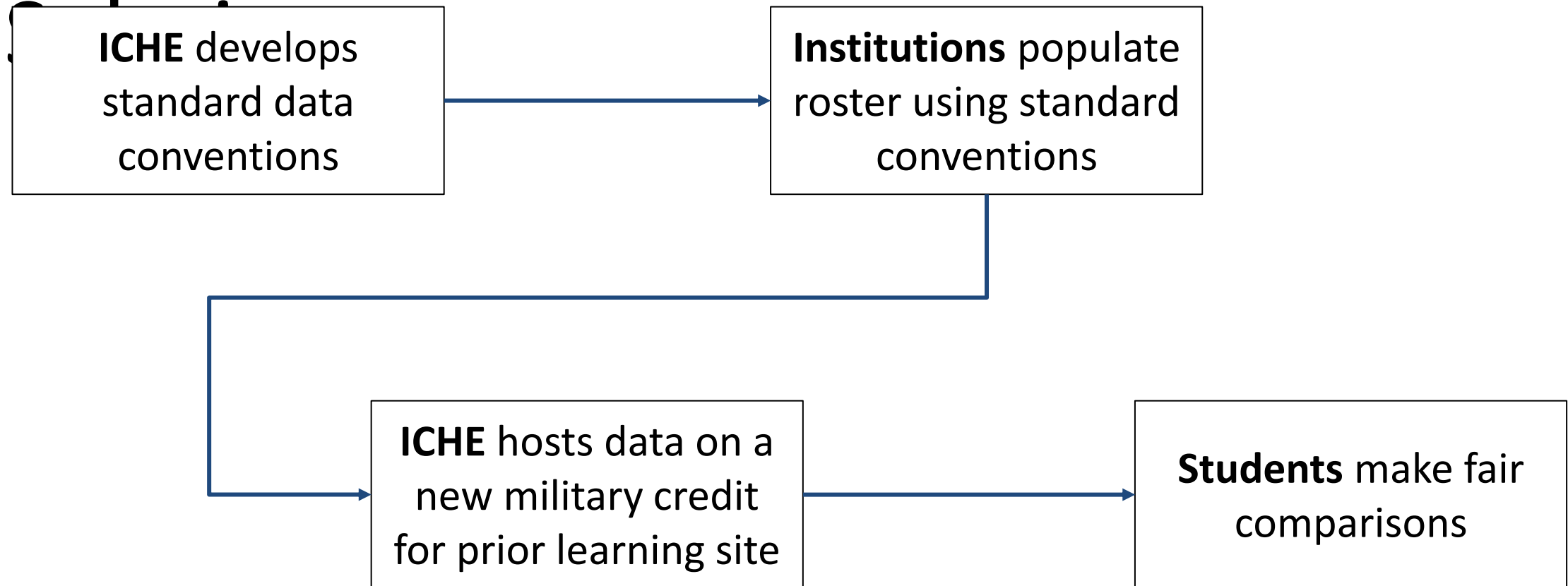
Statewide Foundation - Military CPL website

A centralized resource of credit equivalencies must be designed, developed, and maintained.

- Standardization: Each institution will maintain complete autonomy to create military credit equivalency decisions independently. The format and data of these decisions can be standardized by conventions determined by the state in order to enable a realistic comparison of equivalency decisions between/among different institutions.
- Centralization: Once data standards have been developed, institutions can provide their unique data to the state in order to support the presentation of centralized information to students.

Website Development: High-level

ICHE develops standard data conventions	→	Institutions populate roster using standard conventions
ICHE hosts data on a new military credit for prior learning site	→	**Students** make fair comparisons

Host Data and Enable Comparisons

Summary Recommendations and Conclusions

- **Value:** Military credit for prior learning is a valuable tool that supports servicemembers, institutions, and industry

  - **Scope:** There is a role for both institutions and the state organizing agency in facilitating more reliable and transparent military credit evaluations

  - **Collaboration:** Many states and organizations are equally dedicated to enabling military credit for prior learning solutions, presenting a unique opportunity for benchmarking and development of shared best practices

Sharing Best Practices: "This is How We Do It!"

Lander University

Brandon Felder, Registrar

Marina Proctor, Coordinator for Course Articulation and Transfer

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Sharing Best Practices: "This is How We Do It!"

Technical College of the Lowcountry

Chrissy Schatzle, Director Military
and Veterans Programs, Adjunct Professor of
Arts and Sciences

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Snapshot

Recommendations:
Responses from the Call-to-Action Poll

➢ Finding Direct Equivalences versus Electives

➢ Training - Train the Trainer (CPL)

➢ Example Framework to Evaluate Military Courses (Template)

1. Common ACE Courses accepted at SC Institutions
2. Courses taught at Military Installations
3. Top (5) Degree Programs for military/veteran students

➢ Other Recommendations on Taskforce Next Steps

SC
CHE

Finding Direct Equivalences versus Electives

Snapshot

Institution	ACE ID Course	Military Course Title	ACE Recommendation & Semester Hours (SH)		Institution Course Title	Sem Hrs Credit Awarded
Lander	AR-0702-0030	Structured Self Development	• 2 hour(s) in military science • 1 hour(s) in leadership	ELEC E	Structured Self Development - 100 level elective credit	3 hours
USCB	AR-0702-0030	Structured Self Development (SSD-1)	Supervision	Elective Credit	Elective Credit	3 hours
Limestone	AR-0702-0030	Structured Self Development	Supervision - 3 SH	FE	Electives	3 hours
Central Carolina	AR-0702-0030-V02	Structured Self Development 7/14- Present	supervision (3)	MGT 150	Fundamentals of Supervision	3 hours

ACE Competency in supervision
Topics include
• Team building;
• Communication skills;
• Conflict management;
• Quality control;
• Personnel coordination;
• Development;
• Coaching;
• Mentoring;
• Counseling

Is this a Direct Equivalent at your institution?

ACE Course Description
•Upon completion of the course, the student will be able to support team members in promoting organizational goals
•utilize effective communication and interpersonal skills
•apply strategies of critical thinking to develop solutions
•collaborate with others to accomplish the organization's goals and objectives
•provide support to members to advance their leadership development.

Credit Recommendations
In the lower-division baccalaureate/associate degree category • 3 hour(s) in **supervision**

https://docs.google.com/spreadsheets/d/1GXF0Qogbhe3Y4jMij9naeRul5AlJYszs/edit?usp=sharing&ouid=104151637300387514205&rtpof=true&sd=true

SC Military Installations & Military Occupation Specialty (MOS) & Airforce Specialty Code (AFSC)

Snapshot

Installation	Service(s)	Location		MOS/AFSC
Parris Island Marine Corps Recruit Depot	US Marine Corp	Beaufort, SC	MOS	O300 (Infantry) – Recruits being trained
Marine Corps Air Station (MCAS) Beaufort	US Marine Corp	Beaufort, SC	MOS	6000 field – (Aviation) – F35 operational wing
Naval Hospital Beaufort	US Navy	Beaufort, SC	MOS	8404-(Navy Corpsman) – Navy Hospital
Joint Base Charleston	US Airforce	Charleston, SC	AFSC	2A7X3 – Aircraft Structural Maintenance, 1A2X1- Aircraft Loadmaster- C17 Aircraft, two wings
	US Navy		MOS	Machinist Mate Nuclear – Schoolhouse at Goose Creek
	US Army Reserve		MOS	88 series,92Y, 92A – Transportation and Logistics Units
US Coast Guard Sector Charleston	US Coast Guard	Charleston, SC	MOS	Varies
Shaw Air Force Base	US Airforce	Sumter, SC	AFSC	2A7X3 – Aircraft Structural Maintenance- operational F-16 Fighter Wing
	US Army		MOS	Wide variance at US Army Central Command- operates in Port Security in a multitude of ways
Fort Jackson, SC	US Army	Columbia, SC	*PMOS MOS	*42A (Adjutant General Corps-Personnel), *56M (Chaplain Assistant MOS), * 36B- Financial Management Technician, 11B- Infantry, 12 Combat Engineer, 31B- Military Police, 68 series- (Medical)
Fort Gordon, GA	US Army	Augusta, GA	MOS	Home of the Signal Corps, All 25 series MOS (25B, 25H, 25S, 25U, 25D, 25E)
South Carolina Military Department (National Guard)	US Army Natl Guard	South Carolina	MOS	HUGE Variance but they have 11 series (Infantry), 12 series (Engineer), 31B (Military Police), 74D (Chemical), 42A (Personnel), 14 series (Air Defense Artillery), 13 series (Field Artillery), 25 series (Signal/ Communication), 68 series (Medical), 15 series (Army Aviation)
	US Airforce Natl Guard McEntire ANGS	AFSC	AFSC	2A7X3 – Aircraft Structural Maintenance- operational F-16 Fighter Wing

Courses taught at SC Military Installations

Branch	Course Title	Search ACE ID/Version	Exhibit Dates	Length	Installation	MOS	MOS Title
Marine Corps	Basic Infantry Marine	MC-2204-0201 (V2)	6/17 – present	4 Weeks (250)	Parris Island Marine Corps		
Navy	Hospital Corpsman Basic	NV-0703-0008 (V5)	7/17 - present	14 weeks (560 hours	Naval Hospital Beaufort	NER-HM	Hospital Corpsman
Army	Human Resource Specialist	AR-1406-0252 (V4)	10/14 - present	9 weeks (465 hours)	Fort Jackson	MOS-42A	Human Resource Specialist
Army	Information Technology Specialist	AR-1402-0168 (V9)	8/18 - present	744 hours (19 weeks)	Fort Gordon, GA	MOS-25B	Information Technology Specialist

https://docs.google.com/spreadsheets/d/1bsRW5SP7Tq3cdQxTq_f5OGBcKT5ypl4b/edit?usp=sharing&ouid=104151637300387514205&rtpof=true&sd=true

Enlisted Personnel by Occupational Group and Branch

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

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

[1] Data for Army are estimates.

[2] Data for total enlisted personnel are estimates.

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

U.S. Bureau of Labor Statistics - https://www.bls.gov/ooh/military/military-careers.htm

Degrees Attained by Military/Veteran Students within the last 3 Academic Years SC Institutions (AY 2019-20, 2020-21, 2021-22)

Top 5 Majors/ Disciplines military/veterans are graduating from:

1. Business Administration – 70%
2. Criminal Justice/ Police Science – 37%
3. Nursing Practice/Registered Nurse – 30%
4. Biology, Computer Science, Psychology – 17%,
5. Social Work – 13%

SC Military Credit Mobility Survey Results Fall 2023

Other Recommendations on Taskforce Next Steps?

- Continue to review and update Policies and Procedures
- Sharing Best Practices: "This is How We Do It!"
- Preparing for upcoming Convening

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Potential Topics
SC Military Credit Mobility Convening

1. **Breakout session for comparable schools to meet/discuss.**

    a. Example: large state universities, small private schools, medium-size schools, etc. Allow participants to select their breakout session. Reasoning: the scale and implementation and buy-in with this initiative is VASTLY different between a Public and an Independent, for example.

2. **Establish a working group with the goal of establishing a policy that addresses on-the-job and professional life experiences into translatable credits** for ensuring veterans receive maximum credits for their experiences.

3. **JST/Transcript Training**

4. **What are the standard CPLs?** Which CPLs require more discretion in determining credit.

5. **How to engage faculty in the Credit for Prior Learning Discussion**

    b. Faculty Support

6. Presentations on **how to align military occupations and courses with university catalog and course offerings**. We need to see concrete examples from larger comprehensive public institutions. I feel we have not gotten to this yet in our meetings.

Dates
SC Military Credit Mobility Convening

SEPTEMBER 2024

SC Military Credit Mobility Taskforce Convening - Final Date(s) will be determined
❑ Week 2 (September 9th -13th)
❑ Week 4 (September 23-27th)

BIG ANNOUNCEMENT

SC MILITARY CREDIT MOBILITY TASKFORCE CONVENING

✳ Save ✳
the date

FALL 2024
MID SEPTEMBER

Next Institutional Representatives Workgroup Meeting

Next Meeting
Wednesday, March 27, 2024 at 2:00 p.m.

(4ᵗʰ Wednesday of each month, unless otherwise noted)

Sharing Best Practices: "This is How We Do It!"

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Questions?

SC Military Credit Mobility Institution Workgroup(s)

2023-2024 SC Military Credit Mobility Institution Workgroup(s) Suggested Timeline:
Suggested Timeline:

Date	Action Items
Fall 2023	
August	Taskforce Institution Representative Workgroups Meeting
September	Taskforce Institution Representative Workgroups Meeting Mid-Point – Check in
October	Meeting with Experts (i.e., Registrars, Faculty) and Action Items
November /December	Council for Adult and Experiential Learning (CAEL) (Save the Date) Annual Conference November 8-10,2023, Baltimore, MD Institution Advisory Workgroup Meeting/ **SC Military Credit Mobility Taskforce Meeting**
Spring 2024	
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/ **SC Military Credit Mobility Taskforce Meeting**
March	Institution Advisory Workgroup Meeting
April	Institution Advisory Workgroup Meeting
Spring 2024	
May	Institution Advisory Workgroup Meeting
June	Institution Advisory Workgroup Meeting/ **SC Military Credit Mobility Taskforce Meeting**
July	Institution Advisory Workgroup Meeting
Fall 2024	**Fall 2024 SC Military Credit Mobility Taskforce Convening**

Contact Information

CHE Point of Contact
Dr. Karen Woodfaulk
Director of Student Services
(803) 856-0578
kwoodfaulk@che.sc.gov

Ms. Alfie Mincy
Program Coordinator SCNG CAP & Veterans Outreach
Coordinator
(803) 856-0579
amincy@che.sc.gov

Technical Colleges Point of Contact
Ms. Jennifer Black
Director of Academic Partnerships & Engagement
(803) 896-5357
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

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SC CHE