Micro Credentialing Task Group
Final Report

Charge

The SUNY FACT² Task Group on Micro Credentialing was charged with documenting current practices within higher education and establish frameworks, protocols, and learning opportunities that can be used by SUNY institutions to effectively initiate a micro-credentialing effort following the guiding principles proposed by the SUNY Provost’s Committee and subsequently, SUNY Trustee Policy.

This approach allows for campus autonomy while reducing the effort required by each campus to establish such procedures and will create a common language surrounding micro-credentialing, providing an environment in which campuses can learn best practices, network with other SUNY institutions and advance their own effort.

Goals

- Collect & document information on the development & use of micro credentials in order to create pathways between non-credit and credit
- Develop educational resources to promote the development of high-quality and meaningful micro credentials within SUNY
- Raise the level of understanding of the use and effectiveness of micro credentials to motivate students & document competencies

Members

Membership included 33 individuals from SUNY, Community Colleges, Technology Colleges, University Colleges and University Centers. Participant titles included administration, faculty, instructional designers, librarians and continuing educators. This was a powerful collaboration amongst areas of campus that may not have worked together before. This task group is a powerful example of a successful integrated approach to an initiative, spanning pockets and silos within SUNY and campuses.

<table>
<thead>
<tr>
<th>Jill Pippin</th>
<th>Carey Hatch</th>
<th>John Kane</th>
<th>Kim Scalzo</th>
<th>Cyndi Proctor</th>
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<tbody>
<tr>
<td>Oswego</td>
<td>SUNY Assoc. Provost for Academic Technologies &amp; Information Services</td>
<td>FACT² Chair Oswego Director of CELT, Economics Professor</td>
<td>SUNY Interim Executive Director, Academic Technologies &amp; Information Services &amp; Executive Director of Open SUNY</td>
<td>SUNY Director, Outreach &amp; Academic Programs</td>
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### Timeline

The group met virtually 8 times and many came together for the 2017 FACT2 Symposium on Micro-Credentials and the final report at the 2018 SUNY Conference on Instructional Technology.

<table>
<thead>
<tr>
<th>Meeting #1</th>
<th>4/19/17</th>
<th>Review Charge, Goals, Establish Targeted Outcomes &amp; Subgroups</th>
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<tbody>
<tr>
<td>Meeting #2</td>
<td>6/19/17</td>
<td>Finalize Charge &amp; Goals, Form subgroups &amp; identify subgroup chairs</td>
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<tr>
<td>Meeting #3</td>
<td>8/15/17</td>
<td>Subgroup Report Outs</td>
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<td>Meeting #4</td>
<td>10/20/17</td>
<td>Subgroup Report Outs</td>
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<tr>
<td>FACT2 Symposium</td>
<td>11/3/17</td>
<td>Symposium on Micro Credentials</td>
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<tr>
<td>Meeting #5</td>
<td>1/8/18</td>
<td>Subgroup Report Outs</td>
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<td>Meeting #6</td>
<td>2/2/18</td>
<td>Subgroup Report Outs</td>
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<tr>
<td>Meeting #7</td>
<td>3/26/18</td>
<td>Subgroup Report Outs</td>
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<tr>
<td>Meeting #8</td>
<td>5/2/18</td>
<td>Subgroup Report Outs</td>
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<tr>
<td>CIT Conference</td>
<td>5/23/18</td>
<td>Final Description of Deliverables Created &amp; Next Steps</td>
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2017 FACT2 Symposium on Micro-Credentials

On November 3, 2017 the task group convened the 2017 FACT2 Symposium on the topic of Micro Credentials. While the group hadn’t finalized deliverables, we were able to pull together a robust day-long symposium on the topic. Co-chaired by Nan Travers of Empire State College, Ken Lindblom of Stony Brook University and Jill Pippin of SUNY Oswego, the day was arranged so that attendees would begin to understand micro credentials and learn from some of the early adopters within SUNY.

The session began with background, definition and policy guidance from SUNY administration, a presentation by Jonathan Finklestein, CEO of Credly online badging software on the national and international status of micro credentials, examples of micro-credentials and badges already at work within SUNY, as well as how to ensure academic quality and integrity of micro credentials. FACT2’s website includes a link to all presentations and a few videos of the day.

- Friday, November 3, 2017 @ Empire State College in Saratoga Springs
- 84 Registrations for attending in-person
- 35+ watched online
- Video Recordings and Presentations are posted on FACT2 Website
- http://commons.suny.edu/fact2/category/news/

Targeted Outcomes

The task force membership, with guidance from the FACT2 Council, finalized the following outcomes to achieve.

<table>
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<tr>
<th>Tools &amp; Frameworks</th>
<th>Educational Resources</th>
<th>Community of Practice</th>
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<tr>
<td>1. Micro-Credentialing Vocabulary / Resource List</td>
<td>1. Self-Paced Online Learning Module (earning a Badge)</td>
<td>1. Website</td>
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<tr>
<td>3. Communication Plan</td>
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Subgroups were formed around each targeted outcome and deliverables were described and shared at the 2018 SUNY CIT. The following lists the components of each finished deliverable along with links to the information as it stands. This information is freely given to FACT2 & SUNY to adopt in the future efforts to support and cultivate micro credentials system-wide.

Tools & Frameworks

Micro-Credentialing Vocabulary / Resource List

- Advice for Getting Started
- Links to Examples of Micro-Credentialing Programs / Pathways that already exist
- Comprehensive list of other Organization's Resources
- Links to Experiential Learning and PLA Best Practices
- Bibliography of Research / Articles on Micro-Credentials
15 Members:

- Co-Chairs – Nan Travers & Ken Lindblom

**Academic Quality Rubric for Micro-Credentials**

1. Alignment with the College
2. Support for the Micro Credential
3. Academic Quality
4. Professional Development
5. Evaluation
6. [https://docs.google.com/spreadsheets/d/1XwObtffKx4AhmhZ0UFXUpSEq4sl-jDYv70kHOecUpuDw/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1XwObtffKx4AhmhZ0UFXUpSEq4sl-jDYv70kHOecUpuDw/edit?usp=sharing)

7 Members:

- Co-Chairs – Nan Travers & Christy Fogal
- Members – Ken Lindblom, Michael DiFonzo, Jeanne Eschbach, Deb Moeckel, Diane Hamilton

**Communications Plan**

- Introduction & Purpose
- Definition & "WHY?"
- Competition & Benefits of Micro Credentials
- Stakeholders
- Academic Integrity & Quality
- Approaches to Offer Micro Credentials

4 Members:

- Chair – Mindy Kole
- Members – Christy Fogal, Franca Armstrong, Jill Pippin

**Educational Resources**

**Self-Paced Online Learning Module**

- Intended Audience & Learning Objectives
- Competencies
- [Self Assessment Checklist](https://drive.google.com/drive/folders/0B0sVvYI8cEOLV201OUxZTkLRzQ?usp=sharing)
- Learning Modules
- Course Completion Badge
https://docs.google.com/document/d/1W0qn8NLwiZuGlAoi6ow5Jwr1QPOxnpcPga1C6Np0V4Q/edit
This deliverable is not complete, because it built on the other items created by the other subgroups. Chris Price plans on working with Cyndi Proctor to continue this item, finding a place to offer it, and planning to develop, promote and maintain it.

10 Members:

- Co-Chairs – Chris Price & Stephen Tippett
- Members – Stan Skrabut, Michael DiFonzo, Ken Lindblom, John Kane, Dan Feinberg, Anne Reed, Diane Hamilton, Alexandra Pickett

**Professional Development Webinars**

- The Nuts & Bolts of Micro-Credentialing
- Alfred State University
- Stony Brook University
- Albany University
- Hudson Valley Educational Consortium
- University of Buffalo
- Getting Started in Micro-Credentialing
- https://docs.google.com/document/d/1Xehji5D5ev4g4_qNeBTcWkv8OdpbxTfxbnlPTjABcSM/edit?usp=sharing

5 Members:

- Co-Chairs – Chris Price & John Kane
- Members – Nan Travers, Stan Skrabut, Jill Pippin

**Community of Practice**

**Website**

- http://system.suny.edu/academic-affairs/microcredentials/

7 Members:

- Co-Chairs – Chris Price & Stephen Tippett
- Members – Nan Travers, Alexandra Pickett, Kim Scalzo, Chuck Spuches, Lia Schifitto

**Workplace Forum & List of Expert Contacts**

- https://sunyedu.facebook.com/groups/477175055966740/
- 311 Badging & Micro Credentialing Workplace Group Members as of 6.8.18

3 Members:

- Chair – Alexandra Pickett
- Members – Robin Sullivan, Ken Lindblom
Chair’s Note

It is clear that there is quite a lot of excitement and energy system-wide surrounding micro-credentials. I have been contacted frequently by SUNY faculty and staff of all sorts of institutions and titles to ask about Micro-Credentialing. I have also been contacted by CUNY and other institutions outside of SUNY and they appreciate having access to the free resources that SUNY has compiled. They have told me they feel that “SUNY is ahead of the curve” and “has created very strong resources” for institutions surrounding Micro-Credentialing. Many SUNY campuses are responding and are actively organizing micro-credentials of all shapes and sizes.

As always, it’s very difficult for everyone within SUNY to learn about resources developed for system-wide use. Sharing and making a concerted effort to communicate these resources at all levels in the system will provide the infrastructure and common understanding that the industry as a whole hasn’t reached yet. In addition, continuing to develop and launch a self-paced online module will reinforce and perpetuate that early-to-market stance that SUNY has achieved. The task group was pleased to know that Chancellor Johnson and Interim Provost Wang considered the recommendations of the Provost’s Task Force and charged 4 working groups with a thorough integration of policies and procedures to ensure that Micro-Credentials can proliferate and be successfully offered within our own system.

The task group felt it was essential for SUNY to continue to clearly support and pave the way for the development and implementation of micro credentials in credit and non-credit formats. At the same time, the group heavily stressed the need to allow campuses the autonomy to create micro credentials within their own structures, without heavy oversight and requirements from SUNY, in order to allow campuses to be nimble and responsive to industry needs. Members were pleased that SUNY understands these important tenants and is working to remove barriers in policy and to avoid unnecessary bureaucracy while supporting campus innovation and development.

It is important to acknowledge that the FACT2 Task Group was successful because of the enthusiasm and commitment of the individuals involved. This inclusive team was made up of senior campus leaders, faculty, instructional designers, librarians, student services, career services, continuing education and senior SUNY leaders. I want to thank SUNY leadership and the FACT2 Council for including collegiate Continuing Education, Workforce Development and Extended Learning representatives in this approach. By working together, we are better able to reach out to employers and integrate that industry connection so essential to a successful micro credential and meet students where they are, to provide them with either credit or non-credit academic opportunities that fit their goals.

I have enjoyed participating on both the Provost’s Task Force on Micro-Credentials and the FACT2 Task Group on Micro-Credentialing and am grateful for the opportunity to work closely with my esteemed colleagues across the system and at SUNY. Thank you.