Webinar Logistics

- Tech Support: For technical assistance, dial 202-939-9700.

- Audio: All telephone lines have been muted. Please do not unmute your line.

- Teleconference: To join via telephone, dial 1-866-469-3239; meeting number/access code: 627 691 586.

- This webinar is being recorded.

- To ask a question, use the Q & A panel on the right side of your screen.
Partnering for Transformative Change in Higher Education:

The American Council on Education (ACE) Credit for Prior Learning Stimulus

Angel Harriott, CWDP
Senior Program Manager
College and University Partnerships
Center for Education Innovation and Attainment
American Council on Education
CPL Stimulus Overview

Request For Proposal (2015)
Selection Criteria

- Diverse Institutions Represented
- Implement or Expand CPL
- Establish CPL Advisory Committee
- Collect/Report CPL Data
- Create External Partnerships
- Submit Final Outcomes Report
CPL Stimulus Program Activities

Technical Assistance and Training:

- Marketing CPL to Students
- Internal Marketing Across Campus
- Faculty Development: Assessing CPL
- Capturing and Reporting CPL Data
- CAEL’s Tools for CPL (Portfolio)
- Access to 2015 ACE CPL Webinar Series
Institutional Milestones

ACCOMPLISHMENTS (2015-2016)

- Facilitated campus-wide training for Advisors
- Conducted Faculty Lunch & Learn Sessions
- Incorporated CPL into overall enrollment strategy
- Implemented challenge exams, CLEP, military transfer credit, individual assessments, IB, AP
- Created Faculty Learning Communities
  - developed e-portfolio platforms
  - developed portfolio classes for students
- Hosted military CPL summer info event
- Enhanced Websites / Marketing/ Branding
- Formed strategic partnerships
Moderator

Dr. Richard Irwin
Vice Provost
Academic Innovation & Support Services
University of Memphis
Session Agenda

- Creating Effective Academic Policies and Procedures: Developing a CPL Advisory Board, Building Strategic Partnerships
- Panelist Discussion / Q&A
- Prior Learning Assessment Policies and Procedures: Advising and Testing Operations, Faculty Development and CPL Tools
- Panelist Discussion / Q&A
Panel of Presenters

Amy Danzo
Northern Kentucky University

Dr. Solomon Alao
Morgan State University

Linda Hardges-Scruggs
Morgan State University
Please answer the polling questions on the right-hand side of your screen.
Creating Effective Academic Policies and Procedures, Developing a CPL Advisory Board & Building Partnerships to promote Career Pathways

Solomon Alao
Linda Hardges-Scruggs
Willie Bragg

MORGAN STATE UNIVERSITY
Implementation Plan

Objective 1: Establish a campus-wide committee with key stakeholders for the project

Objective 2: Develop policy on credit for prior learning and competency-based education

Objective 3: Develop a Marketing Plan for the Policy and Initiatives

Objective 4: Establish IHE Partners and Identify Professional Development Opportunities (PDOs) for Committee members.

Objective 5: Acquire Internal and External Grants to Sustain CPL Initiatives
New Student Orientation

Enrollment Management (Best Practices)

- Inclusion of CPL options, policies and process in the catalog
- Introduce CPL options to students and parents during orientation to the university (week-long process)
- Involve advisors and retention coordinators
- Involve the Office of Transfer, Records and Registration, and Office of Financial Aid in the process
- Involve Student Organizations and Office of Residence Life
Credit for Prior Learning provides an opportunity for all MSU students to receive credit for college level knowledge and skills acquired outside of the classroom.

<table>
<thead>
<tr>
<th>CPL Options Implemented by MSU</th>
<th>CPL Options We Plan to Implement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Placement (AP)</td>
<td>Competency-Based (CBE) Courses - 9/16</td>
</tr>
<tr>
<td>International Baccalaureate (IB)</td>
<td>Portfolios 9/17 – 9/18</td>
</tr>
<tr>
<td>College-Level Exam Program (CLEP)</td>
<td></td>
</tr>
<tr>
<td>Military Transfer Credit</td>
<td></td>
</tr>
<tr>
<td>Challenge Examinations - *9/16</td>
<td></td>
</tr>
</tbody>
</table>
PLA Student Transfer Credits

Director of the Transfer Center:

Aligns Process and Procedures with University and State Standards
- Articulation System (ARTSYS);
- Maryland Higher Education Commission and
- Code of Maryland (COMAR) transfer policies

Implements Standards and Policies
- Timely evaluation and input of transfer credits
- Evaluates and inputs specialized credits
  - CLEP
  - IB
  - AP
  - Military
<table>
<thead>
<tr>
<th>CPL-Options</th>
<th>Fees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Placement (AP)</td>
<td>$92 per exam set by College Board</td>
</tr>
<tr>
<td>College-Level Exam Program (CLEP)</td>
<td>$80 per exam set by College Board</td>
</tr>
<tr>
<td>Military Transfer Credit</td>
<td>No Fee – Policies and process</td>
</tr>
<tr>
<td>International Baccalaureate (IB)</td>
<td>Registration - $160.00, $110.00 per exam, IB Certificate - $270.00</td>
</tr>
<tr>
<td></td>
<td>All determined by The International Baccalaureate Organization (IBO)</td>
</tr>
<tr>
<td>Challenge Examinations</td>
<td>Tuition $225; Fees $76; Total = $301</td>
</tr>
<tr>
<td>Competency-Based (CBE) Courses - 9/16</td>
<td>TBD</td>
</tr>
<tr>
<td>Portfolios 9/17 – 9/18</td>
<td>TBD</td>
</tr>
</tbody>
</table>
**Leadership and Governance**

- Engaged academic and non-academic units
- Engaged the Vice Presidents and Deans in the process
- Engaged the Deans in a webinar on guidelines for offering CPL options (February and March, 2015)
- Engaged the General Counsel and Board of Regents (May & August, 2015)

**Elements of the Policy**

- Part 1: Purpose and Compliance
- Part 2: Institutional Policy and Procedure
- Part 3. Assessment and Awarding Credits
- Part 4. Information Dissemination

**Status of the Policy**

1. Approved by the Dean’s Council in May 2015
2. Approved by Academic Affairs in August 2015
3. Approved by the Counsel/Legal in August 2015
4. Approved by the Board in February 2016
Establish and Collaborate with the Data Management Team:

- Office of Assessment
- Institutional Research
- Transfer Center
- Records & Registration
- Admissions
- Academic Affairs
- Center for Continuing and Professional Studies
Collect, track, aggregate and disaggregate data on CPL Options

- What?
- When? How often?

Establish baseline data and targets (i.e., increase X-option by 10% per year)

- Challenge Examination
- CBE Courses/Programs
  - Education-Praxis Examinations
  - Engineering-Dual Degree
  - Nursing-NCLEX Examination
  - General Education (Critical Thinking, Global Learning and Diversity)

Communicate data to stakeholders

- Internal and External
- Annually or as needed
MSU – DATA OUTCOMES

Methods of Assessment
- Total PLA credits awarded by calendar year
- First year retention rates of participants
- Participation in CPL workshops and process (faculty)
- Successful completion of non-introductory courses
- Site supervisor evaluation of student
- Student self-evaluation through survey and/or journal
- Success of graduates connected to CPL options

Comparative Studies
- Financial Analysis
- Time to Degree
- Satisfaction with the Institution
Objective 4: Establish Partners and Prof-Development Opportunities

Anne Arundel Community College (AACC)
Johns Hopkins University (JHU)
University of Maryland University College (UMUC)

Criteria for Selection

- Balance of 2 and 4-year Institutions
- Articulation Agreements (2-4 year institutions)
- Willingness to Partner with MSU
- Model Best Practices
- National and International Recognition by Peers
Creating Effective Partnerships

Anne Arundel Community College (AACC)
- Website
- Policies (CPL Options, Fees, Marketing Strategies, Faculty Professional Development)

Johns Hopkins University (JHU)
- Education Platform and Tools
- Assessment System
- Data Management

University of Maryland University College (UMUC)
- Best Practices in CBE
- Conceptual Framework
- CBE Partnership Workshop (4-hours at MSU)

- Focus on Continuous and long-term partnership initiatives
Success Stories from the Center for Continuing & Professional Studies

Primary Goal of the Center for Continuing and Professional Studies (CCPS) is to serve the lifelong educational needs of Adult learners (ages 25-50)

- The center received the first $1 million endowment award from The Bernard Osher Foundation in 2011.

- Since 2011, 184 adult learners campus-wide (all majors) are using or have used the award to obtain an undergraduate degree from MSU.

- In an analysis conducted CCPS, our CPL options has the potential to decrease 9-credits from the total number of credits (120) required for non-traditional students to complete a degree program.
<table>
<thead>
<tr>
<th>Achievement of Graduates</th>
<th>Program of Study</th>
</tr>
</thead>
<tbody>
<tr>
<td>President’s Achievement Award</td>
<td>Architecture &amp; Environmental Design</td>
</tr>
<tr>
<td>Nurse at Mt. Washington Pediatrics, Baltimore, Maryland</td>
<td>Nutritional Science</td>
</tr>
<tr>
<td>Teacher at the Baltimore City Public Schools</td>
<td>Physical Education</td>
</tr>
<tr>
<td>Awarded internships: Department of Defense (DOD), National Aeronautics and Space Administration (NASA); employed at DOD</td>
<td>Electrical Engineering</td>
</tr>
<tr>
<td>Program Coordinator of a Biomedical Science Program at Morgan</td>
<td>Sociology</td>
</tr>
<tr>
<td>Enroll in our M.S Program in Project Management</td>
<td>Construction Management</td>
</tr>
<tr>
<td>Current graduate student, Florida International University (FIU) – Homeless Resource Center, West Palm Beach, Florida</td>
<td>Social Work</td>
</tr>
</tbody>
</table>
Next Steps and Sustainability

Implement all CPL options

- Institutional Challenge Examinations - *9/16
- Competency-Based (CBE) Courses - 9/16
- Portfolios 9/17 – 9/18

Acquired grants (i.e., 15K) to improve all aspects of CPL options & initiatives

Continue to seek opportunities for professional development (ACE, CAEL, etc.) for stakeholders (faculty, advisors, administration)

Access Orientation (Best Practices – Lumina Foundation)

- students and their parents
- Topics such as effective transitioning strategies (e.g., focus, goal-setting, time)
- Academic advising & residence life
- Use of resources (e.g., library, deans, chairs, faculty)
Panel Discussion / Q&A

Amy Danzo
Northern Kentucky University

Dr. Solomon Alao
Morgan State University

Linda Hardges-Scruggs
Morgan State University
PRIOR LEARNING ASSESSMENT

Advising & Testing Operations, Faculty Development and CPL Tools

Amy Danzo

NORTHERN KENTUCKY UNIVERSITY
Northern Kentucky University

Where we were one year ago:

- No CPL data tracking
- Scattered information
- No central contact for students
- Inconsistent policies and procedures
NKU - New CPL Policy

- Refined to make it more student-friendly and easier to access this type of credit.
- Ensures that the equivalencies were determined through a rigorous review process.
- Developed and approved by an Academic Council at NKU that includes staff and faculty.
Main components of policy:

- Outline all credit for prior learning options available at institution
- Define number of credit hours of credit for prior learning that is permitted towards a student’s degree
- Make clear the fees associated with credit for prior learning
- Have university governing body approve of new, modified, and discontinuation of credit for prior learning options
- Look to CAEL’s 10 Standards for Guidance
Website highlights all of the CPL Options at NKU:

1) Advanced Placement (AP) Exams
2) American Council on Education (ACE) Credit
3) College Level Examination Program (CLEP) Exams
4) Credit for Prior Learning Examination (CPLE)
5) DSST Credit by Exam Program
6) Industry Credentials or licensure or certification
7) International Baccalaureate (IB)
8) Portfolio-Based Assessments
9) World Language Incentive Program
NKU Challenge Examinations:

The Role of Faculty

- Terminology: Credit for Prior Learning Examinations
- We developed a training session for creating reliable, valid examinations.
- We gave faculty a stipend for creating an examination upon completion of their training.
- We made this training available on a Blackboard site for faculty to have access to it in the future.
NKU Challenge Examinations: Faculty Seminar

Hired expert psychometrician - $1,000 (all expenses payment)

Stipend for each faculty member who attended seminar and created a credit-by-exam - $250

Students’ access to credit for which they have already met the learning outcomes - Priceless
 NKU – Testing

- Created Blackboard shell for new faculty-developed Credit for Prior Learning Examinations (CPLE).

- Students register and pay for exam. Exams are open to all students – not just the ones who inquire about them.
  - [http://testing.nku.edu/exam.html](http://testing.nku.edu/exam.html)
  - Students pay $115 for this exam (as opposed to $1,092 for the course) which covers administration and exam creation/maintenance.

- Tests are given in a National Certified testing center. Monitored, Exam Security, Testing Professionals
Role of NKU Advisors

Held faculty/advisor workshop to discuss how to implement Credit for Prior Learning into advising philosophy. Key factors/questions:

- **What should you look for in a student’s history?**
  - Employment, job duties, certifications, trainings, volunteer work

- **What questions should you ask?**
  - Can I see your resume? Tell me about your job duties? What are your educational goals? Did you go through any trainings at work? If so, did you receive any certifications?

- **To whom should you refer students?**
  - Credit for Prior Learning Specialists (located in Testing Services at NKU)
CPL Lunch and Learn

1. CAEL Video

2. Presentation
   What is Prior Learning?
   How do we assess it?
   Why is it important?

3. Advising Skit
   How to work CPL into an advising appointment

4. Case Studies
   Each table gets a PLA case study to work through.
NKU Credentials to Credits Program

Worked with Radiology, Respiratory Therapy, Advanced Nursing, and Finance departments to equate certifications to credit.

- Current eligible certification include:
  - Financial Industry Regulatory Authority (FINRA): 3-6 credit hours
  - The American Registry of Radiologic Technologists (ARRT): 6-50 credit hours
  - American Registry for Diagnostic Medical Sonography (ARDMS): 6 hours
  - National Board for Respiratory Care (NBRC): 3-6 hours
  - Nuclear Medicine Technology Certification Board (NMTCB): 6 hours
  - National Council Licensure Examination (NCLEX): 19 hours

- The information students would have to know to pass these certification tests equated to courses in each department
Data tracking and reporting

You’ve got your policy in place – now it’s time to talk about data.

- What we decided that we needed:
  - H.S. GPA
  - ACT/SAT Scores
- We chose these as opportunities to market CPL
  - Cumulative NKU G.P.A.
  - Total Earned Hours
  - Total CPL Hours
Data tracking and reporting

From this data, we can create reports that tell us:

- Retention and graduation rates of students who have at least one CPL on their transcript
- Tuition Savings for students
- How to better hone in on marketing
- How CPL students perform in subsequent courses
Data tracking and reporting

Current Retention of 2014 Cohort

- First Fall to First Spring: 86.7%
- First Fall to First Spring: 69.1%
- Overall Bachelor's Cohort: 95.8%
- PLA Overall Bachelor's Cohort: 86.1%

2014 PLA Cohort

- Average GPA: 3.66
- Average PLA credit hours: 9.4
- Average Earned Credit Hours To Date: 80.71

9.4 credits = $3,420 in tuition savings
Panel Discussion / Q&A

Amy Danzo
Northern Kentucky University

Dr. Solomon Alao
Morgan State University

Linda Hardges-Scruggs
Morgan State University
Contact Information

Angel Harriott - American Council on Education
aharriott@acenet.edu

Solomon Alao - Morgan State University
solomon.alao@morgan.edu

Amy Danzo - Northern Kentucky University
danzoa1@nku.edu

Linda Hardges-Scruggs - Morgan State University
linda.hardges@morgan.edu

Richard Irwin – University of Memphis
rirwin@memphis.edu
### Credit for Prior Learning: Charting Institutional Practice for Sustainability (ACE, 2015)

For more information on CPL implementation contact us: [cup@acenet.edu](mailto:cup@acenet.edu)
Thank you for participating today. Please take a few minutes to complete the webinar evaluation.