



Committee Meeting: Policy & Governance Committee	Date: March 3, 2021
Committee Chair: Kathleen Masiello	
New or Edited: Edited	

POLICY NAME: Micro-Credentials Policy

POLICY TYPE: Board

SUBMITTED BY: Brian Milleville, Associate Professor Math & Computer Science, CWCC co-chair, and Jamie Smith, Dean of Liberal Arts and Sciences, CWCC co-chair.

ISSUE OR STATEMENT OF PURPOSE:

To establish Micro-Credentials for SUNY Erie, with the intention of providing the College with additional recruitment tools and opportunities to assist students persist in achieving their educational goals.

NEW OR EDITED POLICY: Edited

POLICY:

SUNY Erie CC Micro-Credentials

Micro-Credentials at SUNY Erie are a collection of courses and/or experiences that help students develop and document professional skills and competencies. SUNY Erie recognizes two types of Micro-Credentials which are covered by this policy.

Curricular Micro-Credentials: Curricular Micro-Credentials involve one or more credit-bearing courses. These Micro-Credentials must be reviewed and approved through the regular process of curriculum approval.

Curricular Micro-Credentials may encompass credit-bearing clusters of courses and/or segments within credit-bearing courses that add up to fewer than 24 credit hours.

1. Curricular Micro-Credentials may be within a single disciplinary area, or interdisciplinary.
2. A curricular Micro-Credential may be recorded on an academic transcript, on a co-curricular transcript, and/or represented by a digitally verifiable badge.



POLICY NAME: Micro-Credentials Policy – **Continued**

Competency Badges: Competency Badges document the attainment of one or more discrete, assessable skills. They may be offered as components of one or more courses or through one or more non-credit-bearing experiential learning activities, or a combination thereof.

1. Competency Badges are not recorded on the academic transcript but may be represented by a verifiable digital badge on a co-curricular transcript or other online platforms (e.g., LinkedIn).
2. The digital badge must be clearly identified as a Competency Badge and must state the competency(ies) attained.

Faculty and/or departments will develop Micro-Credentials through a proposal process centralized in the New Curriculum Development Committee (NCDC) and College Wide Curriculum Committee (CWCC) which will convene a committee of faculty and staff to review and approve them. The NCDC & CWCC will report approved Micro-Credentials to the Senate Executive Committee.

Requirements for Micro-Credentials and Competency Badges:

1. Anyone who is eligible to take the required credit or non-credit courses/programs or engage in the co-curricular activities may earn a Micro-Credential.
2. Micro-Credentials and Competency Badges are awarded upon successful completion and petition by the student of the specific requirements for that credential.
3. Curricular Micro-Credentials and Competency Badges should have clear, measurable outcomes, assessments aligned to the outcomes, and evidence of mastery of the outcomes.
4. Micro-Credential or Competency Badge approvals will follow all existing SUNY Erie processes and procedures.
5. Micro-Credentials will be comprised of less than 24 credits for completion.
6. The department will create and maintain a Requirement Checklist for each approved Micro-Credential.
7. Fifty percent of required credits or seat hours must be taken through SUNY Erie Community College (not via transfer credit, testing, or experiential learning.)
8. Course substitutions must follow all current SUNY Erie policies.
9. A minimum grade of C- is required in all courses taken for the Micro-Credential with a GPA of 2.0 for the Micro-Credential program unless a higher minimum grade and/or GPA is specified.

DOES IT SUPERCEDE A POLICY/WHICH ONE (if so, attach redline version): Yes, Micro-Credentials Policy BOT approved January 28, 2021

POLICY & GOVERNANCE COMMITTEE RECOMMENDED ACTION:

Policy & Governance Committee recommends the Board of Trustees approve this Board policy under Committee Briefings, Policy and Governance Committee. This Policy supersedes all prior policies/procedures and practices related to the Micro-Credentials Policy.



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POLICY & GOVERNANCE COMMITTEE MEMBERS PRESENT: Trustee Kathleen Masiello, Trustee Leonard Lenihan, Interim President William Reuter, Provost and Executive Vice President of Academic and Student Affairs Douglas Scheidt, Vice Provost of Institutional Research Assessment, Accreditation & Planning Fabio Escobar, Employee Relations Manager Daniel Kaufmann, Interim Vice President of Enrollment Management Phil Struebel, Dean of Liberal Arts and Science Joanne Colmerauer, Dean of Liberal Arts and Science Jamie Smith, Dean of Students Petrina Hill-Cheatom, College Senate Representative Colleen Quinn, Instructor, William Falls, SGA Representatives Andrew Gonzalez Kennedy and Malika Sultonova.

DATE OF BOARD APPROVAL: March 25, 2021

POLICY & GOVERNANCE COMMITTEE TEAM FOLLOW-UP:

Following Trustee approval, this Board policy will be included in the SUNY Erie Community College Board of Trustees Policy Manual.

INFORMATION/INPUT CONSIDERED DURING POLICY & GOVERNANCE COMMITTEE DELIBERATIONS:

[SUNY's Micro-Credentials website and definitions outlined below](#)

[Micro-Credentials Task Force Report](#)

Definition of Micro-Credentials and some highlights from SUNY's [Micro-Credentials Task Force Report](#) :

SUNY's Micro-Credential Definition:

Micro-Credentials verify, validate and attest that specific skills and/or competencies have been achieved and are endorsed by the issuing institution, having been developed through established faculty governance processes and designed to be meaningful and high quality.

Parameters:

Micro-Credentials may represent the content of credit or noncredit study; they may take the form of digital badge or micro-award, and can be offered online, on-campus, or a hybrid of both. Micro-Credentials may be specifically recognized by certain industries, in which case they may have the advantage of providing validation and attestation of industry-specified and frequently highly sought-after competencies. Each Micro-Credential awarded must be represented clearly and accurately, addressing associated costs, financial aid, transferability, and stackability toward a formal award(s).



POLICY NAME: Micro-Credentials Policy – **Continued**

Guiding Principles:

1. Academic quality is paramount for Micro-Credentials, and faculty governance participation is required.
2. Micro-Credentials are initiated locally, developed, and approved according to local campus policies and procedures, consistent with campus mission and strategic goals.
3. Micro-Credentials designed to meet market needs should be informed by current data from appropriate markets and align with relevant industry/sector standards.
4. Micro-Credentials can provide opportunities for industry/education connections and partnerships.
5. Micro-Credentials are inherently more flexible and innovative.
6. Micro-Credentials should be portable.
7. Micro-Credentials should be stackable.

The Policy has been reviewed and discussed at the Policy & Governance Committee meeting of March 3, 2021.

History

Item:	Date:	Explanation:
Policy adopted	January 28, 2021	
Edited Policy Adopted	March 25, 2021	Per CWCC addition of (#9) to the Requirements for Micro-Credentials and Competency Badges
Annual BOT Review/Reaffirmed		
Previously Reviewed and Extended		
Renamed		

SUNY Erie Cross References

Policy Name or Procedure:	Where to find:

Next Steps

Include in College Catalog? Yes
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