



**Colorado Department of Higher Education  
Spring 2023 Faculty2Faculty Conference  
*Building Credential Pathways*  
Auraria Campus, North Classroom Building  
1200 Larimer Street, Denver  
Friday, April 14, 2023  
8:30 a.m. to 3:30 p.m.**

**Conference Goals:**

- ✓ Expand knowledge of the evolving credentialing ecosystem and opportunities for institutions of higher education to be at the forefront of change
- ✓ Empower faculty to lead efforts to create new credentials that meet learner and workforce needs
- ✓ Share progress on implementation of SB22-192 (stackable credential pathways initiative) and engage participants in building out pathways in behavioral health, cybersecurity, computer programming, education, and healthcare
- ✓ Develop a framework for a statewide equivalency matrix that accommodates postsecondary, industry, and other non-degree credentials

**8:30-9:00 Gather and Light Refreshments (North Classroom 1539)**

**9:00-10:00 Welcome/Opening Remarks: CDHE Team (North Classroom 1539)**

**Keynote Address: Empowering Faculty to Lead Change**

- *Nan Travers, Director of the Center for Leadership in Credentialing Learning, Empire State College, State University of New York*
- *Melissa Goldberg, Director, Competencies and Credentials, Corporation for a Skilled Workforce*

**10:15-11:45 Working Session 1: Laying the Groundwork (Breakout groups by pathway, with co-facilitation by faculty and CDHE staff/consultants)**

- Behavioral Health (North Classroom 1602)
- Computer Programmer/Developer (North Classroom 1405)
- Cybersecurity (North Classroom 1408)
- Education (North Classroom 1605)
- Healthcare (North Classroom 1603)
- Institutional Leadership/Administrators (North Classroom 1402)

**12:00-1:15 Lunch Plenary: Panel Discussion of Promising Practices in Colorado's Credential Landscape (North Classroom 1539)**



- *Moderator: Melissa Goldberg, Director, Competencies & Credentials, Corporation for a Skilled Workforce*
- *Panelists:*
- *Terry Bower, Associate Vice President, Metropolitan State University Denver*
- *Dr. Jennifer Dale, Dean of Academic Success, Community College of Aurora*
- *Dr. Katie Anderson-Pence, Associate Professor, Math Education & Associate Dean, College of Education, University of Colorado Colorado Springs*
- *Diane Rhodes, Computer Science and Computer Web Faculty & CCCS State Discipline Chair for Computing Courses, Red Rocks Community College*

**1:30-3:30 Working Session 2: Building Innovative Pathways (IHE Specific Curriculum Considerations and Deep Dive)**

- Behavioral Health (**North Classroom 1602**)
- Computer Programmer/Developer (**North Classroom 1405**)
- Cybersecurity (**North Classroom 1408**)
- Education (**North Classroom 1605**)
- Healthcare (**North Classroom 1603**)

**3:30 Conference Ends**

***Note: Pathway group facilitators, staff, and consultants will gather at the conclusion of the conference to debrief, discuss takeaways, and develop recommendations (3:45 to 4:30):***

- Leaders: Ruthanne Orihuela, Nan Travers, Melissa Goldberg

**NOTE TO ATTENDEES:**

*Please add your voice to the conversation!* The conference will elevate existing partnerships and innovative work already occurring across the state while identifying ways to better serve Colorado's students through clearer, more efficient, and more effective pathways through postsecondary education. Bring your catalog of courses or academic plans for related and potentially-related certificates and degrees offered by your institution (including those in development). We will spend the morning in industry/pathway-specific faculty work sessions getting familiar with innovations already in play across the state, and the afternoon in the same groups digging deeply into what pathways are available to students and how we can best align education and training opportunities so students gain early exposure to their career fields and maintain momentum as they come to higher ed for upskilling and further education.

**Behavioral Health**

Join your faculty colleagues from across the state as we look at the innovative work happening across institutions of higher education to address Colorado's mental health crisis. During our morning faculty work session, we will hear about a brand new set of microcredentials developed by Colorado Community College System behavioral health faculty



designed to meet employers' need for more and better trained entry-level positions. We hope this discussion will spark needed conversations around what microcredentialing can look like in bachelor- and master's degree-awarding institutions, and whether and how credential stackability can occur within and across institutions. In our afternoon faculty work session, we will delve deeply into the certificate and degree landscape across our Colorado institutions of higher education to surface the possible credentials and credential pathways that learner/earners can currently pursue and how we might best meet each student where they are and effectively and efficiently provide them the next-level learning and credentials needed (including associate, bachelors, and master's degrees) to get where they are headed in their careers. Your voice matters so please plan to join us!

### **Cybersecurity and Computer Programmer/Developer**

Join your faculty colleagues from across the state as we look at how stackable credential pathways are shaping up in IT, cybersecurity and software development across our many institutions. During our morning faculty work session, we will look at how subject matter experts from Colorado Community College System have engaged in work to crosswalk the competencies of several in-demand entry-level IT industry certifications to courses offered at community colleges across the state in an effort to facilitate Credit for Prior Learning (CPL) and will consider whether and how similar CPL opportunities exist in IT programs at other colleges and universities across the state. In our afternoon faculty work session, we will explore the interinstitutional articulation agreements that currently exist in cyber, IT, and software development, and whether and where there are opportunities to create and market to students stackable credential pathways that both meet a student where they are and effectively and efficiently provide them the next-level learning and credentials (including associate, bachelors, and master's degrees) needed to get where they are headed in their careers. Your voice matters so please plan to join us!

### **Education**

Join community college and university faculty colleagues from early childhood and K12 educator prep programs from across the state for a day of learning and innovation. In the morning faculty work session, we will start with a quick overview of the status of Senate Bill 23-087. From there, we will highlight several innovative apprenticeship programs in early childhood education and K12 education and discuss how these work-based learning programs align with traditional for-credit course educator preparation programs. In the afternoon faculty work session, we will delve more deeply into questions of stackability of learning experiences, certificates and degrees and consider how we can best communicate options for continued learning to Colorado's learner/earners interested in becoming educators.

### **Healthcare**

Join your faculty colleagues from across the state as we look at how to best support learner/earners as they move from entry-level experiences and education in healthcare through the next steps along their chosen career path. The Healthcare Stackable Credential Pathways Leadership Team is working to develop a student-focused, employer-informed career lattice that helps illustrate the multiple career opportunities open to you in healthcare regardless of your interests and prior educational, employment, or credential background. In the morning faculty work session, we will engage in conversations around current practice across the state's colleges and universities with regard valued vs. required prerequisites to courses and within the selective admissions process. Another area of discussion will be the various paths from LPN to RN to BSN and how these are communicated to students. In the



afternoon faculty work session, we will consider whether and where opportunities exist to recognize learner/earners' work-based learning experiences as they move through the healthcare career lattice to support credit for prior learning where possible.

### **Administrators/Institutional Leadership**

Join postsecondary leaders from across the state as we continue the conversation with Nan Travers and Melissa Goldberg, our keynote speakers. In this interactive session, participants will share the innovations occurring at their institutions as well as discuss some of the questions and challenges that exist as Colorado's postsecondary institutions work to innovate in order to better meet learner/earners where they are on their career and college trajectory.

