



## Northeastern State University

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The Badging Subcommittee was tasked by the Cabinet to develop a policy governing digital badging at NSU that includes a procedure to implement this policy. Currently, there are two pathways to recognize a digital badge. The first pathway is to request an OSRHE approved micro-credential and badge, which requires both institutional and OSRHE approval. The second pathway is to request an Affiliate badge, which requires institutional approval only. We recommend the following policy to govern badge administration for the approval of all badges, regardless of the pathway.

### Oversight

Responsible Division: Academic and Student Affairs

Responsible Oversight Committee: Badging Subcommittee

### Badging Program Goals

NSU Colleges/Departments/Schools/Centers/Units may develop digital badges that document learning achievement in competencies needed for post-graduate success, re-skilling, or up-skilling. The digital badging program at Northeastern State University is expected to meet the following goals:

1. Increase faculty, staff, and employer engagement and participation in credit-based education, training, or professional development opportunities.
2. Build a skills-based currency for regional workforce development through transparent and portable competency verification.
3. Verify and certify competencies for Northeastern State University staff and faculty.
4. Map flexible learning paths to stack the learning experience for all target learners.

- Clearly represent to external viewers the criteria, assessment requirements, and rigor of the University's program offerings.

### Digital Badge Credential Types

Badges may be issued for the following credentials:

- Participation, Recognition, or Membership: This is a non-academic credential that recognizes an individual's membership in a recognized group, or participation in a specific event or activity.

*Example: College Advisory Board, NSU Student Government Association*
- Non-Credit Course: Course taken for personal or professional interest or development that does not offer credit applicable towards a degree program.

*Example: Microsoft Office course, SAS Course, Interviewing Skills Course*
- Credit Course: Course completed in a formal classroom environment or self-study education that can apply toward an academic program.

*Example: Classroom Management, Data Analytics, Business Ethics, Python*
- Micro-Credential: Short-term, postsecondary credential comprised of a coherent set of measurable non-credit-bearing activities or projects, and/or up to 9 hours of credit-bearing courses that provide specific career critical skills, competencies, and knowledge that can be readily transferred to the workplace.

*Example: Crime Scene Investigation (non-Credit), Business Skills (Credit)*
- Certificate: Postsecondary credential comprised of a course of study in which the curriculum required is a subset of a single existing undergraduate or graduate degree and is designed to provide specific skills and knowledge that can be readily transferred to the workforce.

*Example: Operations Leadership Certificate, Classroom Teaching Certificate*
- Bachelor's Degree: Awarded upon completion of a conferred degree.

*Example: Homeland Security, Media Studies, Social Work*
- Master's Degree: Awarded upon completion of a conferred degree.

*Example: Professional Business Administration*
- Doctorate Degree: Awarded upon completion of a conferred degree.

*Example: Optometry*

### Badge Learning Levels

Badges may be awarded for the following levels:

1. Experience: Experience badges are not measured and represent unstructured learning.
2. Learning: Learning badges represent structured and measured learning at an introductory or basic level.
3. Validation: Validation badges represent structured and measured learning at an intermediate or advanced level.
4. Certification: Certification badges represent structured and measured learning through the completion of a multi-course or component credential, or an industry recognized validated achievement.

### Badge Expectations

All digital badges, with the exception of the participation, recognition, or membership badge, should meet the following expectations and criteria:

1. Competency based: Competencies are specific knowledge sets, skills, and abilities.
2. Rigorous: In consultation with the Badging Committee, the appropriate level of rigor will be determined based on the nature of the proposed badge.
3. Assessed: learner based badges must identify measurable learning outcomes or competencies and the associated measures of learning and achievement of competency. Badge outcomes should align to the institutional Degrees of Excellence.
4. Aligned to Industry/Post-Graduation needs: where appropriate, badges should reflect curriculum and programming aligned to competencies required for success in the workplace and/or in a post-graduate degree.
5. Stackable and Portable: to the extent possible, badges should align to curriculum or programming designed as a pathway to continued learning gains.
6. Faculty and Staff Instructional Qualifications: Faculty and staff issuing digital badges must have sufficient knowledge and expertise in the skills, competencies, and discipline to provide oversight of the criteria required to earn the Digital badge. For any badge representing the completion of academic credit, faculty must meet the HLC faculty credential requirements.

## Badge Longevity

The length or term of a badge should be determined by the developing Colleges/Departments/Schools/Centers/Units in consultation with the Badging Subcommittee.

## Badge Approval Process

1. Badge governance will be administered by the Badging Subcommittee. This committee will:
  - a. Manage the organization's goals for badging.
  - b. Create and uphold organization badging standards and policies.
  - c. Review and approve requests for badges.
  - d. Maintain the Credly relationship and proper Credly access for all participating users.
  - e. Maintain the OSRHE badging relationship.
  
2. The Badge Subcommittee membership shall include the following, appointed annually:
  - a. A representative from each college, annually appointed by the Provost;
  - b. A representative from the Muskogee and Broken Arrow campuses appointed by the Provost;
  - c. A representative from the Center for Teaching and Learning, appointed by the Provost;
  - d. A representative from Career Services, appointed by the Vice President for Enrollment Management and Student Affairs;
  - e. A representative from Student Engagement, appointed by the Vice President for Enrollment Management and Student Affairs; and
  - f. A representative from Communications and Marketing, appointed by the Vice President for University Relations.
  - g. A representative from Administration and Finance, appointed by the Vice President for Administration and Finance.
  
3. Badge Approval Steps:
  - a. All badge proposals should begin at the sponsoring College/Department/School/Center/Unit. Complete the appropriate request form and submit to the Badging Subcommittee.
    - i. The form must identify the funding source to pay for the badge earner.
    - ii. The form must be signed by the account sponsor.
  - b. The Badging committee will appoint a committee member to work with the College/Department/School/Center/Unit requesting the badge.

- c. If the badge is awarded for completion of academic credit, the curriculum must be completely approved before the Badging committee will consider the request.
- d. The Badging committee will approve or deny the request.
- e. If the College/Department/School/Center/Unit is seeking an OSRHE approved microcredential and badge, the committee will forward the approved request to Academic Affairs for further approval and processing.
- f. If the College/Department/School/Center/Unit is seeking an affiliate badge, the committee will forward the approved to Communications and Marketing to create the badge.
- g. The Badge committee will create the badge shell in Credly with input from the College/Department/School/Center/Unit.
- h. The College/Department/School/Center/Unit hosting the badge will send the list of badge earners to the Badge committee.
- i. A member of the badging committee will administer badges through Credly to those indicated on the badger earner list provided.
- j. Periodic touchpoints will be provided after the badge has been awarded to discuss the following:
  - i. Badge acceptance rate
  - ii. Badge views
  - iii. Badge sharing breakdown across social media platforms
  - iv. Changes or alterations to badge and future iterations of badge awarding
- k. The College/Department/School/Center/Unit should review the badge annually and submit modifications through this approval process.