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Badging and Badge Pathways

Responsible Executive:	Vice President for Student Affairs and Executive Vice President for Academic Affairs and Provost
Approving Official:	Vice President for Student Affairs and Executive Vice President for Academic Affairs and Provost
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I. INTRODUCTION

Florida State University is committed to student success and each student’s ability to develop professional development skills that complement academic work for their future careers. To support student’s professional development, the University provides undergraduate and graduate students with opportunities to earn “digital badges,” which are non-academic programs or transcript courses or awards that reflect skill development and attainment. These badges align with established standards or frameworks, show the learning achievements attained, work or artifacts produced, and provide assessments to measure these skills. Badges must follow the guidelines set forth in this institutional policy. This policy relates solely to badges and badge pathways issued from university badge issuers through the centralized platform managed by the sole badge managing entity, the FSU Career Center, and available to degree-seeking students.

Policy Definition of Terms

Digital – The form of presentation, dissemination, and storage of information using digital technology.

Badge – The digital image symbolizes the recognition of a variety of learning engagements, activities, and accomplishments relating to career competencies, skills, knowledge, and reflective practices. A badge represents professional development; badges are not an educational credential and, therefore, cannot include an academic course in its totality and is not notated on an academic transcript.

Badge Pathway - Template for student engagement that promotes career competency development, supports the acquisition of knowledge, and provides the opportunity for reflection around a topic. A template is a set of milestones, each having its own requirements that provide an industry focus, experience, or defined competency to bridge the connection between academics and co-curricular experiences in order to increase employability skills. Examples of projects may include experiences, assignments, or activities.

Badge Issuer – The badge issuer is the division, department, office, or institute that is the content creator, manager, and subject expert of the badge. The badge issuer is responsible for all content, milestones, artifact review, and requirements of the badge pathway. The issuer is clearly stated on the badge image and in the badge description. Badge issuers provide direct support to students pursuing a badge and work collaboratively with any partnering departments, faculty, staff, or other

stakeholder related to the development of content, requirements and engagements within the badge or pathway design elements.

Career Competencies – Career ready competencies (referred to as Professional Competencies) are transferable skills that have been defined and articulated by a cross-functional and cross-divisional committee of FSU faculty, staff, and administrators to align with the competencies from Council for the Advancement of Standards in Higher Education (CAS) Learning and Development Outcomes, Association of American Colleges and Universities (AAC&U) VALUE rubrics, and National Association of Colleges and Employers (NACE) Career Ready competencies. The Career Competency Committee will include representatives from The Career Center and Undergraduate Studies appointed by the Director of The Career Center and the Dean of Undergraduate Studies and the Dean of the Graduate School.

Badge Pathways System or BPS – The centralized repository and reporting system that is designated for all badges and badging pathways at Florida State University and is managed through The FSU Career Center to ensure institutional compliance and facilitate data collection, reporting, and evaluation.

Folio or e-Portfolio – An online, digital compilation of work and accomplishments that consists of artifacts, information, and badges that link to badging pathways for students.

Learning Management System or LMS – The central and designated learning management system utilized for building instructional content and integrating instructional technology used for badges and badge pathways in conjunction with the Badge Pathway System. The LMS is integrated with the Badge Pathway System, which allows work submitted or artifacts - from the LMS to automatically flow into a student's eportfolio within the Badge Pathway System.

II. POLICY

Badges awarded through the university are co-curricular in nature, focused on the development and enhancement of career readiness competencies. Badges are not a part of a student's academic record to ensure compliance with accrediting bodies, and badge pathway must adhere to this policy of governance, eligibility, cost, criteria, and design.

Governance and Administration

The FSU Career Center is the sole department for the administration and governance of badge pathways and badges. The Career Center manages the Badge Pathway System (BPS) and acts as central consultants, curators, and approvers of badges and badging pathways from conceptualization to publication. The Career Center provides support in pathway design, instructional technology integration, centralized system support, and ensures compliance with institutional policies.

The FSU Career Center provides oversight and the creation of processes and procedures, best practices and best use cases, and acts as a consultant and reviewer to provide final approval for badges and badge pathways to ensure compliance with university policy.

Badge and Badge Pathway Eligibility and Cost

Digital badges issued from university badge issuers through the BPS, managed by the Career Center, are only available to undergraduate and graduate, degree-seeking students enrolled at the university. No student shall be charged a fee for working toward a badge or earning a badge.

Criteria for Badge and Badge Pathway:

1. Badges align with existing, established standards or frameworks (qualification or industry skill frameworks, CAS, AAC&U, etc.) to establish equivalence and merit.
2. Badges are issued in accordance with their own unique set of criteria that is created to measure the desired outcome for the competency or learning achievement that aligns with a minimum of one Professional Competency.
3. Badges issued for granular components of a traditionally transcribed course may not include more than 30% of the course work.
4. Badges may not require for completion of an academic course.
5. Badges, at a minimum, indicate the competencies, and learning-achievements attained or developed, and the steps, assessment, and evidence required for competency development or attainment.
6. Badges and any information or activities within a badging pathway must be ADA compliant and provide equal access to those with diverse abilities.
7. Permanent record of the badges issued to students are maintained by the Career Center and this record shall not constitute an academic credential of the institution.
8. A badge or badge pathway will not be used in lieu of CITI training for human subject research or research of any kind conducted by an FSU student.

Badge Design:

1. Badges must meet the minimum graphic design standard set in procedures and guidelines established by the Career Center and Badge Pathway System.
2. Badges may not include the university seal.

III. LEGAL SUPPORT, JUSTIFICATION, AND REVIEW OF THIS POLICY

Article IX, Section 7, Florida Constitution, BOG Regulation 1.001(4), BOT General Delegation to University President

Executive VP-Academic Affairs and VP-Student Affairs