

## **AI Learning Journey for Faculty Microcredential**

The AI Learning Journey is a stackable, three-tiered microcredential pathway designed for educators who seek to integrate generative AI responsibly and ethically into their instructional practice. The pathway supports professional growth from basic experimentation to advanced leadership and advocacy. Each badge aligns with the NACE Career Readiness Competencies ensuring that participants develop transferable skills relevant to teaching, learning, and workforce readiness.

### **Tiers:**

1. Badge A – Emerging AI User: Foundational understanding and experimentation.
2. Badge B – Practicing AI User: Consistent, ethical classroom integration.
3. Badge C – Leading AI User: Program-level leadership, mentorship, and advocacy.

### **Leading AI User**

The *Leading AI User* badge recognizes faculty who demonstrate advanced, program-level AI integration through leadership, mentoring, and advocacy for equitable and ethical practice.

Earners design and facilitate professional-learning activities, develop AI toolkits or guidelines that promote accessibility and responsible use, and evaluate AI's impact on teaching and programs.

Portfolios document mentoring, toolkit or policy creation, program-level outcomes, and reflective analysis of ethical leadership.

### **Aligned NACE Competencies**

- Leadership – Guides and motivates others in equitable AI practice.
- Technology – Builds sustainable AI solutions aligned with institutional goals.
- Equity & Inclusion – Advocates for fair and accessible AI implementation.
- Communication – Disseminates AI best practices to diverse audiences.
- Critical Thinking – Evaluates program data to inform policy and practice.
- Career & Self-Development – Mentors others and continues professional learning.
- Professionalism – Demonstrates integrity and ethical decision-making in AI leadership.

### **Passing Criteria:**

Facilitate ≥ 3 AI professional-learning sessions · Complete Tier 3 Checklist · Submit portfolio (toolkit/policy, data analysis, mentorship, presentation)

· Achieve *Competent* or higher in all areas.

## Rubric

Competency	Definition	Evidence	Developing	Competent	Accomplished
Leadership	Inspires and mentors peers in ethical AI adoption.	Evidence of facilitating/co-facilitating PD sessions (agendas, slides, feedback).	Participates with limited impact.	Facilitates and mentors others.	Leads sustained initiatives and mentorship programs.
Technology	Designs scalable, ethical AI solutions.	Toolkit or policy guidance document with dissemination evidence.	Creates tools without impact data.	Develops functional resources aligned to accessibility standards.	Produces institution-ready toolkits with college-wide impact.
Equity & Inclusion	Embeds equity and access into AI policies and practice.	1-page narrative on equity, bias mitigation, privacy.	Acknowledges equity issues without action.	Applies inclusive practices and documents impact.	Shapes institutional policy or training addressing equity in AI.
Communication	Shares AI leadership work clearly and professionally.	Presentation slides or recording from PD/conference/newsletter.	Communicates informally or narrowly.	Presents AI leadership within institution.	Disseminates externally with documented influence.
Critical Thinking	Uses data to evaluate AI impact on learning or programs.	Data analysis or case study of AI impact.	Collects basic feedback only.	Analyzes data to inform practice.	Conducts program-level evaluations and policy recommendations.
Career & Self-Development	Mentors others and continues AI growth.	Tier 3 Checklist + mentorship documentation.	Participates inconsistently.	Demonstrates peer mentorship and ongoing learning.	Establishes mentorship networks or communities of practice.
Professionalism	Models ethical and accountable AI leadership.	Reflection linking leadership decisions to ethics and policy.	Minimal connection to ethics.	Aligns AI leadership with college policy and ethical standards.	Advises on institutional policy and ethical AI adoption.