



**Degree Granting from Both Sides of the Border:  
The Community College Baccalaureate Degree Movement in the USA**

**Higher Education Summit – Colleges Ontario**

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## **Overview**

- ✓ **Overview of the Community College Baccalaureate (CCB) in the United States**
  - ✓ **Factors that motivated offerings**
  - ✓ **Data about states, programs, and offerings**
  - ✓ **The Community College Baccalaureate in Florida**
  - ✓ **Timeline and data about programs and offerings**
  - ✓ **Current happenings – Florida’s Councils and Commissions on Higher Education**
  - ✓ **Discussion, Questions, Facing Critics, Sharing**

## **Motivation for Baccalaureate Attainment and the Role of Community Colleges**

- **Education pays**
  - higher degree attainment
  - higher wages
  - better quality of life
- **Local workforce demands increasing and shifting**
  - higher expectations
- **Shifts in priorities of universities**
  - Evolutionary changes in the community college mission
- **“Can do” attitude of community colleges**
  - “Making it happen” and meeting demands of local communities

## **The USA Landscape – Community College Baccalaureates/Applied and Workforce Baccalaureates**

- **How many states authorize CCBs?** According to *Community College Week*, 21 states currently grant colleges the authority to confer baccalaureate degrees (Bradley, 2012)
  - Arkansas, Colorado, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Louisiana, Minnesota, Nevada, New Mexico, New York, North Dakota, Oklahoma, Texas, Utah, Vermont, Washington, Wisconsin and West Virginia (CCBA lists 19 states. Floyd disputes Illinois and Idaho, but adds Michigan. Count depends on definitions.)
- **The baccalaureate programs are largely centered around four main fields: allied health, business, education, and technology.**

## Representative U.S. CCB Programs and Offerings

EDUCATION	HEALTH	SCIENCE/MATH	TECHNOLOGY	BUSINESS	LAW/LAW ENFORCEMENT	OTHER
BS - Middle Grades Science	BS - Nursing	BS - Biology	BAS - Information Technology	BAS - Supervision Management	BAS - Public Safety Management	BAS - Sustainability Studies
BS - Middle Grades Mathematics	BS - Biomedical Science	BS - Mathematics	BAS - Technology Management	BA - Business Administration	BAS - Fire Science Management	BS - Converged Communications
BS - Middle Grades Language Arts	BAS - Cardiopulmonary Sciences	BS - Environmental Science	BS - Engineering Technology	BAS - General Business Management	BS - Criminal Justice	BAS - Film, Television, and Digital Production
BS - Secondary Mathematics	BAS - Health Sciences		BAS - Computer Systems Networking and Telecommunications	BAS - Business and Organizational Management	BAS - Paralegal Studies	BAS - Veterinary Technology
BS - Secondary Biology	BAS - Clinical Laboratory Sciences		BAS - Digital Media	BS - Financial Services	BSW - Social Work	BS - Interior Design
BS - Secondary Chemistry	BAS - Interdisciplinary Health and Human Studies		BAS - Electronic Engineering Technology	BS - Human Services	BT - Emergency Responder Administration	MS - Construction
BS - Secondary Physics	BAS - Dental Hygiene		BAS - Project Management	BAS - Banking		BAS - Land Surveying
BS - Secondary Earth Science	BAS - Orthotics and Prosthetics		BS - Architectural Engineering Technology	BAS - International Business		BS - Energy Management
BS - Exceptional Student Education	BS - Radiologic and Imaging Sciences		BS - Information Systems Management	BS - Aviation Management		BS - Equine Studies
BS - Early Childhood Education	BS - Healthcare Management		BAS - Instrumentation	BBA - Accounting		
BS - Elementary Education			B Eng - Mechanical Engineering	BT - Information Assurance and Technology		
			B Eng - Software Engineering	BT - Civil Engineering Technology		

## **The Community College Baccalaureate in Florida: The Florida College System Timeline**

**[http://www.fldoe.org/fcs/students/bach\\_degree.asp](http://www.fldoe.org/fcs/students/bach_degree.asp)**

- ✓ **Florida College System (Formerly Florida Community College System)**
- ✓ **Since 2000, Florida has experienced widespread change in the role of its community colleges and their impact on higher education in the state**
- ✓ **In 2001, Florida Senate Bill 1162 granted St. Petersburg Junior College the authority to grant limited baccalaureates as well as a process for establishing future baccalaureate conferring colleges**
- ✓ **By 2004, six (6) Florida colleges were permitted to confer these degrees**

## **The Community College Baccalaureate in Florida: Timeline Continued**

- ✓ **In 2008, Florida Senate Bill 1716 granted four (4) more college the authority to confer baccalaureate degrees bringing the total of Florida CCB institutions to 10 – nearly half of the original community colleges in Florida. (Missed opportunity with the SUS Pappas Report.)**
- ✓ **To better reflect the expanding scope and philosophy of the system, SB 1716 also renamed the Florida Community College System to the Florida College System. Authorized community colleges to change their names (local decisions)**
- ✓ **In 2010, eight (8) more Florida community colleges became CCB institutions.**
- ✓ **As of 2013, 24 of the original 28 community colleges in Florida have established at least one (1) baccalaureate degree.**
- ✓ **As of 2013, 163 baccalaureate degrees are offered at 24 colleges.**

## The Florida Two-Stage Process

**Stage One:** Seek approval from the State Board of Education (SBE).

Begins with a submission to the Division for Colleges which addresses workforce demand, possible impacts on other postsecondary institutions, needs for additional resources, costs to students, and budget plan (Florida Department of Education, 2013) (Skolnik, 2013).

**Stage Two:** Once SBE approval is obtained, then the college must obtain the approval from the Commission on Colleges of the Southern Association of Schools and Colleges (SACS), one of six regional accrediting agencies in the United States (Skolnik, 2013).

[http://www.fldoe.org/fcs/Educators/pdf/cc\\_bach\\_approval\\_chart.pdf](http://www.fldoe.org/fcs/Educators/pdf/cc_bach_approval_chart.pdf)



## The Florida College System Approved Baccalaureate Programs as of September 17, 2013 (1)

College	Program Type	Program Title	Program Approval Date
<a href="#">Broward College</a>	BS	Exceptional Student Education	2/19/08
	BS	Middle Grades Mathematics Education	2/19/08
	BS	Middle Grades Science Education	2/19/08
	BS	Secondary Biology Education	2/19/08
	BS	Secondary Mathematics Education	2/19/08
	BAS	Information Technology	1/21/09
	BS	Nursing	1/21/09
	BAS	Supervision and Management	1/21/09
	BAS	Technology Management	1/21/09
	BAS	Supply Chain Management	11/6/12
<a href="#">Chipola College</a>	BS	Middle Grades Mathematics Education	5/14/02
	BS	Middle Grades Science Education	5/14/02
	BS	Secondary Mathematics Education	5/14/02
	BS	Secondary Science-Biology Education	5/14/02
	BAS	Organizational Management	2/20/07
	BS	Elementary Education	2/19/08
	BS	Exceptional Student Education	2/19/08
	BS	Nursing	2/19/08
	BS	Business Administration	12/17/10
	BS	Secondary English Education	12/17/10
<a href="#">College of Central Florida</a>	BAS	Business and Organizational Management	3/26/10
	BS	Early Childhood Education, Pre-K through Grade 3	3/26/10

## The Florida College System Approved Baccalaureate Programs as of September 17, 2013 (2)

<a href="#">Daytona State College</a>	BAS	Supervision and Management	4/19/05
	BS	Elementary Education	2/19/08
	BS	Exceptional Student Education	2/19/08
	BS	Secondary Biology Education	2/19/08
	BS	Secondary Chemistry Education	2/19/08
	BS	Secondary Earth/Space Science Education	2/19/08
	BS	Secondary Mathematics Education	2/19/08
	BS	Secondary Physics Education	2/19/08
	BS	Engineering Technology	5/18/10
	BS	Nursing	9/17/13
	BS	Information Technology	9/17/13
<a href="#">Eastern Florida State College</a>	BAS	Organizational Management	12/12/12
<a href="#">Edison State College</a>	BAS	Public Safety Administration	4/19/05
	BS	Secondary Biology Education	2/20/07
	BS	Secondary Mathematics Education	2/20/07
	BS	Elementary Education	2/19/08
	BS	Nursing	2/19/08
	BAS	Supervision and Management	2/19/08
	BAS	Cardiopulmonary Sciences	3/26/10
	BS	Middle Grades Language Arts Education	3/26/10
	BS	Middle Grades Mathematics Education	3/26/10
	BS	Middle Grades Science Education	3/26/10

## The Florida College System Approved Baccalaureate Programs as of September 17, 2013 (3)

<a href="#">Florida Gateway College</a>	BS	Nursing	6/21/11
	BS	Early Childhood Education, Birth through Age 4; non-certification	9/20/11
<a href="#">Florida State College at Jacksonville</a>	BAS	Fire Science Management	2/21/06
	BAS	Computer Networking	2/19/08
	BS	Nursing	2/19/08
	BAS	Supervision and Management	2/19/08
	BS	Early Childhood Education - Age Three Through Grade 3	1/21/09
	BAS	Information Technology Management	1/21/09
	BAS	Public Safety Management	1/21/09
	BS	Business Administration	9/21/10
	BS	Biomedical Sciences	12/17/10
	BAS	Digital Media	6/21/11
	BS	Converged Communications	10/18/11
	BS	Human Services	3/27/12
	BS	Financial Services	7/17/12
<a href="#">Gulf Coast State College</a>	BAS	Technology Management	3/26/10
	BS	Nursing	3/27/12
	BAS	Organizational Management	11/6/12
	BAS	Digital Media	5/21/13

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## The Florida College System Approved Baccalaureate Programs as of September 17, 2013 (4)

<a href="#">Indian River State College</a>	BS	Exceptional Student Education-with ESOL Endorsement	2/20/07
	BS	Middle Grades Mathematics Education	2/20/07
	BS	Middle Grades Science Education	2/20/07
	BS	Nursing	2/20/07
	BAS	Organizational Management	2/20/07
	BS	Secondary Biology Education	2/20/07
	BS	Secondary Mathematics Education	2/20/07
	BS	Biology	5/18/10
	BAS	Digital Media	5/18/10
	BS	Human Services	5/18/10
	BS	Business Administration	3/27/12
	BS	Criminal Justice	3/27/12
	BS	Public Administration	5/10/12
	BS	Information Technology and Security Management	5/10/12
	BS	Accounting	9/17/13
	BS	Elementary Education	9/17/13
	BS	Healthcare Management	9/17/13
<a href="#">Lake-Sumter State College</a>	BAS	Organizational Management	3/27/12
<a href="#">Miami Dade College</a>	BS	Exceptional Student Education	5/14/02
	BS	Secondary Biology Education	5/14/02
	BS	Secondary Chemistry Education	5/14/02
	BS	Secondary Earth Science Education	5/14/02
	BS	Secondary Mathematics Education	5/14/02
	BS	Secondary Physics Education	5/14/02
	BAS	Public Safety Management	3/21/06
	BS	Nursing	2/20/07
	BAS	Film, Television, and Digital Production	1/21/09
	BAS	Health Science with an Option in Physician Assistant Studies	1/21/09
	BAS	Supervision and Management	1/21/09
	BS	Electronics Engineering Technology	3/26/10
	BS	Biological Sciences	6/21/11
	BS	Early Childhood Education, Age 3 through Grade 3 and Birth through Age 4	9/20/11

## The Florida College System Approved Baccalaureate Programs as of September 17, 2013 (5)

<a href="#">Northwest Florida State College</a>	BAS	Project Management	5/15/03
	BS	Elementary Education	2/20/07
	BS	Nursing	2/19/08
	BS	Middle Grades Science Education	3/17/09
	BS	Middle Grades Mathematics Education	3/17/09
	BS	Early Childhood Education, Birth through Age 4; non-certification	3/19/13
	BAS	Management and Supervision	6/18/13
<a href="#">Palm Beach State College</a>	BAS	Supervision and Management	2/19/08
	BS	Nursing	6/15/10
	BAS	Information Management	6/15/10
<a href="#">Pasco-Hernando Community College</a>	BAS	Supervision and Management	6/18/13
	BS	Nursing	6/18/13
<a href="#">Pensacola State College</a>	BAS	Administration and Supervision	3/26/10
	BS	Nursing	3/26/10
<a href="#">Polk State College</a>	BAS	Supervision and Management	1/21/09
	BS	Nursing	5/17/11
	BS	Criminal Justice	7/17/12
	BS	Aerospace Sciences	9/17/13
<a href="#">Santa Fe College</a>	BAS	Clinical Laboratory Science	1/21/09
	BAS	Health Services Administration	1/21/09
	BS	Early Childhood Education, Birth through Age 4; non-certification	9/21/10
	BS	Nursing	10/18/11
	BAS	Organizational Management	3/27/12
	BAS	Industrial Biotechnology	4/16/13

## The Florida College System Approved Baccalaureate Programs as of September 17, 2013 (6)

<a href="#">St. Petersburg College</a>	BS	Elementary Education	10/17/01
	BS	Exceptional Student Education	10/17/01
	BS	Nursing	10/17/01
	BS	Secondary Mathematics Education	10/17/01
	BS	Secondary Biology Education	10/17/01
	BAS	Technology Management	10/17/01
	BAS	Dental Hygiene	3/20/03
	BAS	Orthotics and Prosthetics	7/24/03
	BAS	Public Safety Administration	7/24/03
	BAS	Veterinary Technology	1/23/04
	BS	Secondary Business Technology Education	3/22/04
	BS	Secondary Technology Education	3/22/04
	BAS	International Business	4/20/05
	BAS	Paralegal Studies	8/23/05
	BAS	Banking	2/21/06
	BS	Educational Studies - non-certification	2/20/07
	BAS	Health Services Administration	2/20/07
	BAS	Management and Organizational Leadership	2/20/07
	BS	Middle Grades Mathematics Education	2/20/07
	BS	Middle Grades Science Education	2/20/07
	BAS	Sustainability Management	5/15/07
	BS	Biology, General	2/18/08
	BS	Public Policy and Administration	2/18/08
	BS	Prekindergarten/Primary Education with Infused ESOL and Reading	12/18/08
	BS	Business Administration	12/18/08

## The Florida College System Approved Baccalaureate Program as of September 17, 2013 (7)

<a href="#">Seminole State College of Florida</a>	BAS	Interior Design	1/21/09
	BS	Engineering Technology	9/21/10
	BS	Business and Information Management	9/21/10
	BS	Construction	9/21/10
	BS	Information Systems Technology	9/21/10
<a href="#">St. Johns River State College</a>	BS	Early Childhood Education, P-K through Grade 3	3/26/10
	BAS	Organizational Management	3/26/10
	BS	Nursing	5/10/12
<a href="#">South Florida State College</a>	BAS	Supervision and Management	9/20/11
<a href="#">State College of Florida, Manatee-Sarasota</a>	BS	Nursing	3/17/09
	BS	Early Childhood Education, Birth through Age 4	3/26/10
	BAS	Health Services Administration	3/26/10
	BAS	Public Safety Administration/Homeland Security	3/26/10
	BAS	Energy Technology Management	6/15/10
	BAS	International Business and Trade	11/15/11
	BAS	Technology Management	11/15/11
<a href="#">Valencia College</a>	BS	Electrical and Computer Engineering Technology	9/21/10
	BS	Radiologic and Imaging Sciences	9/21/10
	BS	Cardiopulmonary Sciences	6/18/13

## What Current Events in Florida are Impacting this Movement?

### Issue One: The Florida Commission on Higher Education Access and Degree Attainment (1)

[http://www.fldoe.org/board/meetings/2013\\_09\\_17/pres.pdf](http://www.fldoe.org/board/meetings/2013_09_17/pres.pdf)

September, 2013 Report (Gap Analysis)

<http://www.flbog.edu/about/commission.php>

- ✓ In 2012, the State University's Board of Governors created the Commission on Florida higher Education Access and Degree Attainment
- ✓ The Commissions purpose: State's projected population growth; employers' needs for workers with advanced levels of knowledge and skills; citizens' demands for higher education; and existing postsecondary capacity issues and in doing so identify any and all regional or state-wide factors that could maximize, leverage, partner, or re-engineer existing resources.

SOURCE: State University System of Florida ([www.flbog.edu/about/commission.php](http://www.flbog.edu/about/commission.php))



## The Florida Commission on Higher Education Access and Degree Attainment (2): The Commission Report and Gap Analysis

<http://www.flbog.edu/about/commission.php>

**From a Gap Analysis, the Commission found:**

1. There is sufficient capacity in the current system to expand as needed, without building new colleges or universities.
  2. The State University System (SUS) should work collaboratively with the Florida College System to expand upon demand in strategic ways.
  3. Top three critical workforce needs identified in the areas of: computer and information technology; accounting, financial services, and auditing; and middle school teacher retention.
- ✓ **Solicitation for Grant Applications: Targeted Educational Attainment (TEAm) Grant Program - Florida Board of Governors Commission on FL Higher Education Access and Degree Attainment - \$15 million**

**Will the future emphasis be on partnership baccalaureates; pathway articulation; graduate program articulation? No new baccalaureates institutions?**

SOURCE: State University System of Florida ([http://www.fldoe.org/board/meetings/2013\\_09\\_17/pres.pdf](http://www.fldoe.org/board/meetings/2013_09_17/pres.pdf))

## Issue Two: The Florida Higher Education Coordinating Council

<http://www.floridahighereducation.org/>

- ✓ The Council was established to identify unmet needs and to facilitate solutions to disputes regarding the creation of new degree programs and the establishment of new institutes, campuses, or centers.
- ✓ Purpose is to make recommendations to the Legislature, the State Board of Education, and the Board of Governors, State University System of Florida
- ✓ Guiding principles:
  - Achieve a seamless education system from K-20+
  - Promote consistent education policies
  - Promote improved articulation
  - Promote and maximize educational access and high quality educational opportunities
  - Promote coordinated and consistent transfer of credit and data collection for improved accountability



Will Florida realize a shared vision through coordinated efforts among all stakeholders?

SOURCE: Florida Higher Education Coordinating Council (<http://floridahighereducation.org/index.php>)

## Issue #3: Changes in Developmental and Remedial Education

### ✓ Florida SB 1720 approved by Governor Scott May 2013-

- Enrollment in remedial/ developmental (non-credit) coursework will be optional. Mathematics, reading, English. (*applies to students who entered 9<sup>th</sup> grade in the Florida public school system as of 2003-2004 or serving in the military on active duty*)
- Unprepared students could destabilize introductory courses. Currently, approximately 70% of students entering the 28 Florida College System courses are diagnosed with one or more deficiencies and need developmental/remedial education. (Mangan, K. [2013, September 23]. Florida colleges make plans for students to opt out of remedial work. *The Chronicle of Higher Education*)

What will be the impact of this new law? Grade inflation? Perceptions (or reality) of lower quality Florida College System baccalaureates by university graduate faculty?

## **Summary Questions and Issues to Ponder**

- **How has this movement impacted college missions and offerings, including faculty roles?**
  - **Is the shift away from developmental/remedial programs related to the shift toward offering 164 baccalaureate at 24 of the 28 colleges? Will the value of these degrees be “watered down” as a result of the developmental/remedial changes?**
  - **Will these degrees articulate with graduate programs?**
  - **What does the future hold? Is it possible that some of Florida’s colleges will evolve into a second tier like the CSU system in California? Is it possible that future Florida priorities will emphasize partnership baccalaureates (and pathway models) over the offering of new baccalaureate degrees?**
- ...Time will tell.**

## Appendix A: Glossary of Terms

(Floyd & Walker, 2009; Floyd, Felsher, Falconetti, 2012; and others)

- **Applied Baccalaureate** – often used interchangeably with workforce baccalaureate, focus on applied and contextual learning vs. academic pedagogy (Walker & Floyd, 2005)
- **Articulation Baccalaureate** – transfer of a community college associate degree to a university baccalaureate through an articulation agreement
- **Career Baccalaureate** – a type of applied/workforce baccalaureate (AWB) where the upper-level courses focus on the degree's technical major (Ignash & Kotun, 2005)
- **Community College Baccalaureate (CCB)** – “baccalaureate degrees conferred by community colleges on their campuses that added these degrees to their offerings while maintaining the community college mission of open access” (Floyd, Falconetti, & Felsher, 2012, p. 7)
- **Inverted or Upside-down Baccalaureate** – a type of AWB where technical major courses are accepted during associate degree coursework and general education courses are completed during upper-level coursework (Ignash & Kotun, 2005)
- **Management Baccalaureate** – a type of AWB where the curriculum includes applied management skills coursework (Ignash & Kotun, 2005)
- **University Extension Baccalaureate** – courses offered at a satellite/branch university campus (Floyd, 2005)
- **University Center (Concurrent Use) Baccalaureate** – joint use facility model (Floyd, 2005)
  - Includes 6 partnership models: collocation, enterprise, integrated, virtual, sponsorship, hybrid (Lorenzo, 2005)
- **Workforce Baccalaureate** – often used interchangeably with applied baccalaureate and offered in areas of high workforce needs (e.g., teacher education, nursing, information technology, and business management)
- **Management Baccalaureate** – a type of AWB where the curriculum includes applied management skills coursework (Ignash & Kotun, 2005)
- **University Extension Baccalaureate** – courses offered at a satellite/branch university campus (Floyd, 2005)
- **University Center (Concurrent Use) Baccalaureate** – joint use facility model (Floyd, 2005)
  - Includes 6 partnership models: collocation, enterprise, integrated, virtual, sponsorship, hybrid (Lorenzo, 2005)
- **Workforce Baccalaureate** – often used interchangeably with applied baccalaureate and offered in areas of high workforce needs (e.g., teacher education, nursing, information technology, and business management)

## Appendix B: Selected References and Resources

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# College Degree Granting in Canada: Overview



- Started in the West, but now the predominant location is Ontario
- Permitted in BC, Alberta, Manitoba, Ontario, & PEI
- Still expanding in Ontario, less so in BC, and hardly at all in Alberta
- Principal motivations: to improve access to the baccalaureate degree; to provide a new type of preparation for the workforce that combines hands-on learning with high level knowledge



# Colleges Awarding Degrees in Canada



<u>Province</u>	<u>Colleges</u>	<u>Programs</u>
British Columbia	10	34
Alberta	5	17 (a)
Manitoba	3	13 (b)
Ontario	12	79
Prince Edward Island	1	1

- (a) 11 programs are at the polytechnics (NAIT, SAIT)
- (b) 10 programs are at University College of the North, mainly B.A.s and B.Ed.s

# Major Development in BC & Alberta



- The colleges that were most active in awarding baccalaureate degrees have become universities but with continued mandate for college activities
- 5 new “special purpose, teaching” universities in British Columbia (Capilano, Fraser Valley, Kwantlen Polytechnic, Thompson Rivers, and Vancouver Island)
- 2 new teaching-focused universities in Alberta (MacEwan and Mount Royal)
- Issues
  - the data on numbers of college degree programs
  - institutional evolution

# College Baccalaureate in Ontario: Issues



- Differentiation between colleges & universities (Drummond Report, Plant Commission)
- Proposed new three-year baccalaureate degrees in colleges
- Approval process for college baccalaureate degrees – Ontario is an outlier

# College-University Differentiation



- Credentials awarded - degrees vs. diplomas, **but this is not the only basis of differentiation**
- Applied vs. Academic Orientation
- Colleges are more teaching-oriented
- Colleges are more accessible – they admit a more diverse student body in terms of socioeconomic and educational backgrounds
- Colleges are more responsive to government policy objectives

# College Baccalaureates in “Parallel” Systems



• Netherlands	<i>Hogescholen</i> (HBOs)	75
• Finland	Polytechnics	60
• Flanders	University-Colleges	53
• Ireland	Institutes of Technology	52
• Denmark	Colleges	40
• Germany	<i>Fachhochschulen</i> (FH)	40
• Austria	<i>Fachhochschulen</i> (FH)	21
• New Zealand	ITPs	20

# Proposed 3 Year Baccalaureate Degrees



- Ontario one of the few places in the world that has 3 yr. PSE programs that *don't* result in a degree (~600)
- Advanced Diploma programs seem to meet the baccalaureate degree standard of the European Higher Education Area and the Ontario qualification standard for the baccalaureate degree
- Many 3 yr. colleges degrees in other jurisdictions
- Ontario universities offer 3 yr. degrees
- Accuracy & competitiveness of present credential?
- A 3 yr. industry-focused baccalaureate degree would meet needs of industry & of students

# College Degree Approval Internationally



- Degree qualification standards elsewhere are less detailed and include references to preparation for work (e.g. “practice-related knowledge)
- Quality standards elsewhere are fewer, less detailed and less prescriptive
- Most other jurisdictions have quite different admission requirements for entry to college and entry to university baccalaureate programs
- Most other jurisdictions have less prescriptive requirements for academic credentials of faculty

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