



Classification Description

Job Title: Transfer Transcript Evaluator II

Pay Grade: 107

Job Code: 3698

FLSA Status: Non-Exempt

Job Purpose

This is specialized and technical work involving the implementation and maintenance of policies and procedures related to transfer student academic record evaluations. The incumbent communicates information regarding transfer policies and procedures to students, faculty, and staff as appropriate upon request. Work is complex in nature and requires strong analytical thinking skills. This position evaluates student documents from domestic and foreign institutions for transferability of college credit, reverse transfer, and graduation. In addition, the position assists the Associate Registrar, Student Records and Graduation with ensuring departmental compliance with college, state, and federal regulations. Another essential responsibility of this position is training and mentoring the Transfer Transcript Evaluator I position(s). This position sets the tone for a student-centered, high-performance culture that emphasizes excellence in service, quality, productivity, and standards.

General Responsibilities

Essential Functions

Evaluates official incoming transcripts and test scores for degree-seeking transfer students. Determines transfer course work applicability and/or equivalency toward degree completion. Ensures transfer student academic records are accurate and complete by verifying and updating the transfer credits received within approved College guidelines.

Analyzes, authenticates, and researches documents submitted for evaluation of transfer credit. Documents include but are not limited to official college and university transcripts, official military transcripts, specialized articulated credit as outlined in the College's articulation agreements, foreign evaluations, and official credit-by-examination program score results such as those originating from the College Level Examination Program (CLEP), Advanced Placement (AP), the Cambridge Advanced International Certificate of Education (AICE), and International Baccalaureate (IB).

Scans and indexes both incoming and evaluated transcripts; enters relevant course and transcript data into the student information system (Ellucian Banner) in a timely manner; verifies accuracy of evaluated transcripts following College, federal and Florida State guidelines.

Processes appropriate updates to student records following Credit Review decisions.

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Provides relevant academic information and resources to faculty, staff, students, and potential students regarding transfer coursework as applicable.

Answers, researches, records, and resolves questions related to student transfer evaluations from students, faculty, and staff.

Communicates identified updates regarding transfer policies, practices, and courses identified in evaluation source books, catalogs from other postsecondary institutions, and Transfer Evaluation Services (TES) to the Associate Registrar, Student Records and Graduation.

Monitors workflow and volume, and informs Associate Registrar, Student Records and Graduation of any delays and backlogs.

Serves as a liaison to other staff members for assistance with proper methods and practices around scanning student records and the functions within the document management software (ApplicationXtender).

Assists with the periodic review and updating of College Operating Procedures relating to transfer student records evaluations.

Serves as the primary evaluator responsible for reviewing applicable credit for transient students, guest students, and related cross-enrollments.

Serves as the primary evaluator of archived records. Responsible for searching and updating records contained on scanned archived files or microfiche. Assists other staff members on the procedures of handling archived records.

Serves as the lead trainer and primary resource to the Transfer Transcript Evaluator I positions. Relays knowledge of policies and processes to Transfer Transcript Evaluator I position(s).

Performs other duties as assigned.

These essential job functions are not to be construed as a complete statement of all duties performed; employees will be required to perform other job-related duties as required. An employee with a disability is encouraged to contact the Human Resources Office to evaluate the job in greater detail to determine if s/he can perform the essential functions of this job with or without reasonable accommodation.

Knowledge, Skills and Abilities

Minimum Qualifications

Associate's degree from a regionally accredited institution of higher education and three (3) years of related experience. An appropriate combination of education and experience may be substituted.

OR

Bachelor's degree from a regionally accredited institution of higher education and one (1) year of related experience. An appropriate combination of education and experience may be substituted.

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Knowledge of accepted policies and practices in American higher education related to the granting of credits and degrees, course structures, and grading practices.

Experience with an integrated student database such as Ellucian Banner.

Ability to comply with confidentiality requirements as outlined in the Family Educational Rights and Privacy Act (FERPA).

Ability to add, subtract, multiply, and divide in all units of measure, using whole number, common fractions, and decimals associated with credit evaluation, converting of grading systems, computing grade point average (GPA), etc.

Demonstrated experience using a personal computer, office software such as MS Office and electronic mail.

Demonstrated ability to:

- Think critically and creatively, have a high standard of integrity, and be motivated to incorporate best practices into the organizational culture.
- Exhibit a thorough knowledge of policies, procedures, and outside regulations pertaining to the position.
- Possess a working knowledge of operational and fiscal analysis techniques.
- Make presentations in front of various group sizes.
- Take initiative and independently plan, organize, coordinate and perform work in various situations where numerous and diverse demands are involved.
- Anticipate, investigate, and analyze problems and address them proactively.
- Communicate effectively, both orally and in writing.
- Establish and maintain effective working relationships with faculty, staff, students and the public.
- Work in a fast-paced, demanding environment.
- Work independently and follow through on assignments.
- Exhibit solid organizational skills and be detail oriented.
- Work with a variety of constituencies and be willing to contribute to a team effort.
- Exercise discretion and good judgment at all times and in all contexts and maintain confidentiality.
- Work effectively with all constituencies of the College.
- Collect, organize, analyze and present information in a meaningful manner.
- Collaborate and be effective working with diverse populations.

Critical Skills/Expertise

All employees are expected to:

- Promote a common purpose consistent with stated College goals and demonstrate a commitment to students and the learning environment.
- Possess the knowledge of general written standards and procedures utilized, and have the ability to read, interpret, and follow procedural and policy manual related to the job tasks.
- Demonstrate the ability to respond to supervision, guidance and direction in a positive, receptive manner and in accordance with stated policies.

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- Provide quality customer service by creating a welcoming and supportive environment.
- Present a professional image in word, action and attire.
- Demonstrate professionalism in dealing with a diverse population while understanding and respecting each other's view of the world, personalities and working styles.
- Conduct oneself in a manner consistent with the College's standards of ethical conduct.
- Apply effective techniques to create working relationships with others to achieve common goals; successfully communicates and collaborates with others to achieve goals.
- Demonstrate skills necessary to look at situations and processes critically to make recommendations for improvement.

Work Conditions/Physical Demands/Special Conditions

Physical: Routinely requires the ability to see, hear, and speak. Routinely requires sitting, bending, stooping, walking. On occasion, incumbents may be required to lift 20 or more pounds.

Environmental: Normal general office.

Mental: Routinely requires the ability to interpret, analyze and perform critical thinking skills.

Approved: February 23, 2017. Revised: June 24, 2021, July 1, 2023, and February 2, 2026.