DIRECTORY

CREDENTIAL AS YOU GO
NATIONAL PHASE #2

- Advisory Board
- Staff Team

June 8, 2022
**ADVISORY BOARD**

**KYLE ALBERT** is Assistant Research Professor at The George Washington University in the GW Institute of Public Policy and co-director of its Program on Skills, Credentials & Workforce Policy. He studies emerging alternatives to college degrees, such as professional certifications and certificates, and how those credentials contribute to inequality in organizations and labor markets. His research draws on sociological theory in the sociology of work and professions to explore the credentialing marketplace and the causes of the rapid expansion of non-degree credentialing in the US in recent years, giving special attention to the effects of credentials for disadvantaged and older workers. He is PI of the Non-degree Credentials Research Network (NCRN).

**SARA ALLAN** is director of Early Learning and Pathways in the United States Program at the Gates Foundation and formerly led several K12 program strategies. Previously, Allan served as a district level leader at Portland Public Schools, where she led reform initiatives. Prior to working in education, was a strategy consultant with the Boston Consulting Group where she worked with private and public sector clients on issues of strategy, organizational development and growth in North and South America.

**JULIAN L. ALSSID** is Chief Marketplace Engagement Officer at Unmudl. Previously he was Vice President of Workforce Partnerships at the Community College of Rhode Island, where he led the college’s workforce development efforts. He has also worked as Chief Workforce Strategist for College of America at Southern New Hampshire University; Executive Director of the National Nonprofit Workforce Strategy Center; and Director of Economic Development at LaGuardia Community College in New York City.

**ROBERT ANDERSON** is President of the State Higher Education Executive Officers (SHEEO). He previously served as a vice chancellor at the University System of Georgia, executive vice chancellor for administration at the West Virginia Higher Education Policy Commission, and director of research and planning at the Tennessee Higher Education Commission.

**SARA APPEL** is Associate Director of Policy Initiatives at the Midwestern Higher Education Compact (MHEC). She maintains the Multi-State Collaborative on Military Credit initiative which focuses on translating competencies acquired through military training and experience toward completing a college degree, earning a certificate/credential or professional. Previously she was academic programs manager at the Indiana Commission for Higher Education.

**GIANINA BAKER** is Associate Director of Evaluation, Learning and Equitable Assessment for the Office of Community College Research and Leadership. Previously, she served as the Acting Director of the National Institute for Learning Outcomes Assessment, a research-resource organization providing thought leadership and technical assistance to colleges and universities nationally specific to the assessment of student learning. She also served as Director of Institutional Effectiveness & Planning and Director of Institutional Research at Richland Community College in Decatur, Illinois.
ERICA BARREIRO is the Chief Learning and Diversity Officer, Nusenda Credit Union. Previously she served as Future of Work Strategist at Central New Mexico Community College where her work included building the skills-based learning and work ecosystem. She has been a leader in related state and national collaborative efforts including the Learning Credential Network (LCN), a blockchain network for storing and exchanging credentials; and Unmudl, a skills-based marketplace connecting working learners, employers, and community colleges. Barreiro previously served as the Dean for the School of Communication, Humanities, and Social Sciences at CNM.

CHRISTINE BARROW is a Director at Education Strategy Group where she advances collaborative, evidence-based postsecondary initiatives toward improving student outcomes and eliminating equity gaps. Previously she served as Dean of the Division of Sciences, Technology, Engineering, and Mathematics (STEM) at Prince George’s Community College. She also served as a professor and department chair of biological sciences. Earlier, she served as a molecular genetics research scientist for the National Institutes of Health

MEG BENKE is Professor, Adult Learning and former Provost and Executive Vice President for Academic Affairs at SUNY Empire State College. Benke also served as a commissioner for the Middle States Association for Higher Education, and participated as a commissioner for the National Commission on Interstate Regulation of Distance Education which served as a foundation for the National Council for State Authorization Reciprocity Agreements (NC-SARA).

TERRY BOWER is Associate Vice President of Innovative and Lifelong Learning at Metropolitan State University of Denver. Bower has over 20 years of experience in higher education specializing in new educational product and program development. In her current position, Bower designs and incubates new revenue-generating programs that also build pipelines to degrees. Prior, Bower was an Assistant Dean at the University of Denver and served as Director of Mayor Hancock’s Denver Education Compact. Originally from Washington, D.C., Bower was Communications Director for the Georgetown University Center on Education and the Workforce and Vice President for Business Development at APCO Worldwide.

NAOMI BOYER is Executive Director, Digital Transformation, at the Education Design Lab where she focuses on product solutions that support the successful deployment/scaling of the Lab’s 21st Century Skills Badges and related assets by facilitating the dialogue between the Lab, educational institutions, industry, and product vendors. She is also President and Founder of NOME, LLC.; and former VP/CIO for Strategic Initiatives and Innovation at Polk State College. She has also served as Assistant VP at the University of South Florida.

DEBRA BRAGG is President of Bragg & Associates, Inc. and has led program evaluations, strategic planning, and technical assistance projects for over 25 years through her work founding and leading community college research centers at the University of Illinois-Urbana-Champaign and University of Washington. Her research approaches use logic models; conducts qualitative, quantitative, and mixed-methods evaluation; designs/conducts remote training; and leads evidence-focused strategic planning and data driven, continuous improvement projects.
EARL BUFORD is President of the Council for Adult and Experiential Learning (CAEL). Most recently he served as CEO of Partner4Work, the leader of the public workforce system for Pittsburgh and Allegheny County. Previously he served as CEO of Employ Milwaukee; led Milwaukee-based WRTP/Big-Step (recruiting and building a diverse workforce in construction, manufacturing, and emerging sectors); and was appointed in 2014 to serve on Vice President Joe Biden’s Advisory Taskforce on Workforce Development.

GARDNER CARRICK is Vice President of Strategic Initiatives for The Manufacturing Institute at the National Association of Manufacturers. Previously he served as Communications Director, Chief Speechwriter, and Special Projects Director for the U.S. Department of Labor’s Employment and Training Administration.

SCOTT CHENEY is CEO of Credential Engine, leading efforts to bring transparency to credentials and reveal the marketplace of credentials and competencies. Previously he served as the Policy Director for Workforce, Postsecondary Education and Economic Development for Senator Patty Murray and the Senate HELP Committee; with the National Alliance of Business, the Association for Talent Development, and the US Chamber of Commerce.

CINDY CISNEROS is Vice President, Education Programs, at the Committee for Economic Development (CED) of The Conference Board. Previously she served in senior research positions at the American Institutes for Research addressing high school/postsecondary transition topics and at Education Development Center, and in government positions as Special Assistant at USDOE’s Office of Elementary and Secondary Education managing school improvement programs and providing technical assistance to states, and Senior Legislative Aide to Rep. Leon Panetta managing education issues.

WENDI COPELAND is Chief Strategic Partnership Activation Officer at Goodwill Industries International where she leads professionals who leverage relationships and resources to advance Goodwill’s mission and social enterprises while fueling systems change. She previously served as Goodwill’s Senior Vice President for Strategy and Advancement, Chief Mission and Partnership Officer, and Vice President of Career Services.

RYAN CRAIG is the author of College Disrupted, A New U: Faster + Cheaper Alternatives to College, and the bi-weekly Gap Letter. He is Managing Director at Achieve Partners, which is engineering the future of learning and earning.
**HOLLY CUSTARD** is Deputy Director of Partnerships at Strada Education Network. She has worked in K-20 education for more than 20 years, across non-profit, public, and corporate sectors. She specializes in learner-centered design, qualitative research, cross-sector stakeholder engagement, and strategic program development. Before joining Strada, Custard was Head of Academics at Pearson, leading innovations in online learning and designing new models to serve working learners. She also previously served as Associate Director of Digital Content at the University of Texas at Austin, Product and Solutions Specialist at Pearson, and Education Program Director for PBS.

**LEANNE DAVIS** is Senior Learning Specialist at The Hope Center for College, Community, and Justice. She previously served as Associate Director of Research and Policy at the Institute for Higher Education Policy (IHEP). Previously she served in various roles in research at IHEP, and COO/Director of Counseling at Sparks Consulting LLC. Early in her career she was a Navy CH-46 pilot. As training officer for her squadron, she worked to ensure that workplace training and certifications received would meet the requirements for ACE military credit.

**SUSAN DEER** is Provost and Executive Vice President at Rockland Community College. She is currently the Certifying Officer for a Title V grant received by RCC designed to help students become more “real-world ready” thus providing credentialing options that are reflective of the needs of business and industry.

**AMY ELLEN DUKE-BENFIELD** is a Senior Fellow at National Skills Coalition, where she serves as the organization’s expert on state and federal higher education policy development and implementation. Previously she served as a Senior Policy Analyst at the Center for Law and Social Policy (CLASP).

**LISA EADS** is Associate Vice President of Programs for the North Carolina Community College System Office. Her career in higher education and early childhood education has focused on improving college transfer opportunities, expansion of stackable credentials within career and technical education programs, and the NCCCS Credit for Prior Learning policy development and implementation plan.

**CHRISTOPHER ELLIS, JR.** is Director, State Legislative Affairs in the Office of the Mayor of New York City. He previously served as Deputy Chief of Staff at State University of New York System, also holding posts at SUNY as Assistant Vice Chancellor for Strategic Initiatives and Innovations, and as Associate Director for EOC Operations. Earlier he held positions as District Director New York / President of New York Association of Chapters of Alpha; Chair of Board of Directors of George Biddle Kelly Education Foundation; Senior Staff Associate for EOC Operations (SUNY); Special Assistant to New York State Chief Information Officer; and Fiscal Analyst for Ways & Means with the New York State Assembly at SUNY.
DHANFU ELSTON is Chief of Staff and Senior Vice President for Strategy at Complete College America. He previously led completion and retention efforts at minority-serving institutions that garnered national attention, including Georgia State University, Purdue University Northwest, and Clark Atlanta University.

ELLIE FOGARTY is Senior Vice President for Accreditation Relations at the Middle States Commission on Higher Education, providing oversight for the Accreditation Services and Vice Presidents units. She previously was employed by The College of New Jersey in a variety of roles, including Business and Economics Librarian, Executive Assistant to the Provost, Associate Provost for Planning and Resource Allocation, and Deputy Compliance Officer.

ERIC FOTHERINGHAM is Director of Community College Partnerships and Adult Learner Initiatives at the University of North Carolina System Office. He has held many roles at the system including working on adult learner initiatives, non-cognitive skill assessment, policy reviews, and data analysis. Prior to working in higher education work, he supported workforce development programs and international and domestic capacity-building projects.

KAREN FRANCIS-BEGAY is Assistant Vice Provost for Native American Initiatives at The University of Arizona, where she leads and coordinates campus-wide programming that supports Native American students and faculty. She has knowledge and experience in higher education policy development, college student success, and works in partnership with diverse stakeholders to develop culturally relevant postsecondary access and support programs. She has served on national boards to advance educational opportunities for Native American students and for women of color such as the College Board and the YWCA of Tucson, and recently was appointed to the Governing Council of the National Institute for Native Leadership in Higher Education.

SAMEER GADKAREE is President and CEO of the Institute for College Access & Success (TICAS). He previously served as Senior Program Officer on the Education & Economic Mobility team at the Joyce Foundation. He has also served as a freelance consultant in workforce development, education issues, and philanthropic strategy; and Associate Vice Chancellor for Adult Education with the City Colleges of Chicago. He also served as Business Analyst for Discovery Communications and McKinsey & Co.

SEAN GALLAGHER is Executive Director of Northeastern University’s Center for the Future of Higher Education and Talent Strategy, and Executive Professor of Educational Policy. He previously served as Chief Strategy Officer for Northeastern and as a business leader at research and consulting firm Eduventures.
AMBER GARRISON DUNCAN is Executive Vice President at Competency-Based Education Network (CBEN). Previously, she led a portfolio to scale student learning and success policies and practices that serve adult minoritized communities, particularly in community colleges at Lumina Foundation. She’s led work in competency-based education, learning frameworks, assessment, credential recognition, digital learner records and open data standards, as well as quality assurance. Prior to Lumina, she spent 15 years as a campus-based professional, designing co-curricular learning experiences and leading assessment.

PAUL GASTON is a higher education consultant with accrediting organizations, higher education institutions, and Lumina Foundation. He is also an author (his new book is Credentials, with coauthor Michelle Van Noy). Since 2019 he has served as a Distinguished Fellow at the Association of American Colleges and Universities. He is Trustees Professor Emeritus at Kent State University, where he served for several years as Provost. Earlier he served as Provost and Executive Vice President at Northern Kentucky University; and Dean of the College of Arts and Sciences at The University of Tennessee at Chattanooga.

JULIE GEDRO is Dean of the School of Business at SUNY Empire State College where she has also served as Associate Dean and Professor of Business, Management and Economics. She serves as Series Editor for Palgrave Macmillan’s Human Resource Development book series, Explorations in Workplace Stigma; and served as President of the Academy of Human Resource Development.

KIMBERLY GREEN is Executive Director of Advance CTE. Working closely with Congress, the Administration, and a broad range of stakeholders, she represents the interests of/seeks support for Career and Technical Education. She helped establish and grow the national Career Cluster® Initiative; Common Career Technical Core; CTE: Learning That Works for America Campaign; and Career Readiness Partner Council. She represents the State CTE Directors on various boards/committees (Board of Directors for Manufacturing Skills Standards Council, national advisory board of National Career Academy Coalition).

TOM GREEN is Director of Strategic Enrollment Management at Salesforce. Previously he served as Associate Executive Director for Consulting and Strategic Enrollment Management for AACRAO, where he led efforts to develop new forms of digital student records based on what is learned in higher education; and coordinates work on digital records across organizations that seek to create digital records and evolving mechanisms to transmit them. He has also served in executive enrollment roles at several colleges and universities.

TINA GRIDIRON is Vice President at ACT’s Center for Equity in Learning. Previously she served as Vice President of Philanthropic Partnerships for the Center. She also founded and is lead consultant of TLG Solutions, a consulting firm that increases the impact and influence of organizations promoting the public good. Previously she served as an officer and director for Lumina Foundation where she worked extensively with community colleges, minority-serving institutions, and regional comprehensive institutions. She has served as Acting Director of the Black Community Services Center at Stanford University.
DEANA GUIDO is Director of Learning Resource Center, Halifax Community College. Previously she served as Director of Academic Programs, North Carolina Community College System Office where she and her team oversaw administration of over 285 academic programs for 58 community colleges. She was also part of a team that created and implemented a systemwide credit for prior learning policy. Earlier she served as Associate Vice President at Nash Community College.

SARAH HEATH is State Director of Career and Technical Education in Colorado. Previously she worked in CTE as a high school business teacher, state program director, and local administrator. She serves as President of Advance CTE and National Past-President of the Association for Career and Technical Education.

DEB HODGE is Managing Consultant for ED2WORK®. She brings nearly 20 years of higher education and program development experience to the role. She was most recently the Managing Director of the Capital CoLAB, the skills and talent division of the Greater Washington Partnership, where she led and supported implementation of the Digital Tech Credential at 20 regional universities. In previous roles with Excelsior College and SUNY Empire State College, she helped to implement programs centered around non-traditional learners. As CIO at the Association of Governing Boards of Universities and Colleges, Deb led the Transformation Initiative aimed at creating accessible and scalable online learning resources for boards of directors.

ROBERTA HYLAND is Chief Data Officer at the National Student Clearinghouse where she is responsible for enterprise data strategy and charting the path forward for data management and data infrastructure and technology, and evangelizing for data literacy and data governance. She has held several positions at the Clearinghouse including Chief of Staff; Assistant Vice President, Research Operations and International Development; Assistant Vice President, Financial Aid Services; and Assistant Vice President, Government Relations.

NATASHA JANKOWSKI is an assessment expert and higher education consultant as well as lecturer with New England College. She is former Executive Director of NILOA (National Institute for Learning Outcomes Assessment) where she led research focused on increasing the use of evidence of student learning, more equitable recognition and validation of learning, increased involvement of students in assessment, organizational transformation through a learning systems paradigm, and transparency of learning. She has served as Research Associate Professor at the University of Illinois-Urbana-Champaign.

LECESTER JOHNSON is Chief Executive Officer of Academy of Hope Adult Public Charter School, in Washington, DC., an adult education provider offering two pathways to a high school credential (GED or National External Diploma Program), workforce training and college preparation. She brings 25+ years of experience supporting individuals historically underserved in education and workforce development and has developed award-winning workforce training and education programs. She is a trained special educator and certified vocational evaluator with deep knowledge of education and workforce policy and expertise in career assessment and instructional systems design.
SALLY JOHNSTONE is President of NCHEMS, known for its Knowledge First approach to work for policymakers. She also leads the Foundation for Student Success, an organization focusing on campus culture change resulting in equity gap eliminations. Previously she served as Provost at a public university, Vice President at Western Governors University, founding Director of WCET, an Assistant Dean, and a faculty member.

CATHRAEL KAZIN ("KATE") is Managing Partner of Volta Learning Group. She previously served as founding Chief Academic Officer of Southern New Hampshire University’s College for America and designed its project-based CBE model. She has served as Executive Director of the Higher Education Division at ETS; civil rights attorney at the US Department of Labor; and Special Assistant to Secretary Robert Reich; and former faculty member of the University of Iowa English Department.

ANGELA KERSENBROCK is President of the Community College Baccalaureate Association. She previously served as a tenured faculty member, Department Chair, Dean and the Associate Vice President of the School of Business, Health and Public Safety at Seminole State College in Florida.

BECKY KLEIN-COLLINS is Vice President for Impact at the Council for Adult and Experiential Learning (CAEL) where she develops strategic partnerships, advocates for the adult learner, manages research initiatives, and oversees development of public-facing resources. Her prior roles focused on prior learning assessment, competency-based education, public policy change, and system-transforming practices in workforce development. In 2018, she published Never Too Late: The Adult Student’s Guide to College.

ANDREW (DREW) KOCH is President and Chief Executive Officer of the John N. Gardner Institute for Excellence in Undergraduate Education, which partners with colleges, universities, philanthropic organizations, educators, and other entities to increase institutional responsibility for improving outcomes associated with teaching, learning, retention, and completion. He has substantive experience with undergraduate education administration, redesign of unjust education systems, strategic planning, fundraising, reaffirmation of accreditation, postsecondary access and success, and enrollment management. He is a former American Council on Education Fellow.

MICHELLE LAIR is a North Carolina native who has spent over 25 years working in the field of education. She has worked in secondary education and in an education serving nonprofit prior to transitioning to higher education. Michelle has served on campus as Director of Admissions, at the NC Community College System office as the CCP Coordinator and currently serves as the Director of Academic Programs for the NC Community College System. Expanding access and increasing success for students in the state of NC is what Michelle seeks to do in her role as she works to contribute to the overall economic development of the state.
MARY BETH LAKIN is Director for the Credit for Prior Learning Assessment Network (C-PLAN) at Minnesota State Colleges and Universities, which supports 37 campuses in CPL implementation. Previously she worked at the American Council on Education developing pathways and partnerships through the application of ACE credit recommendations at higher education institutions. She has also been faculty, academic advisor and program director at colleges and universities in California, Japan, and Virginia.

PATRICK LANE is Vice President of WICHE’s Policy Analysis and Research unit, overseeing research products and postsecondary policy initiatives focused on improving access to and success in postsecondary education throughout the West with a focus on those groups that have been poorly served by existing systems. Previously he worked in education policy in the Republic of the Marshall Islands.

JESSICA LANGLEY-LOEP is Executive Director of Education and Advocacy for the National Healthcareer Association (NHA), a leading allied health learning resource and certification exam provider. She is a clinician by trade with tenure as a health science education leader.

JEANNINE LAPRAD is the Managing Director of Policy and Research at National Skills Coalition, where she leads policy research, development, and implementation activities. Previously, she worked with the Corporation for a Skilled Workforce where she held several positions including serving as a Senior Fellow, and later as President and CEO. Throughout her career, she has worked with leaders in the non-profit, government, education, and business sectors to reshape employment and education policy and practice in ways to create more equitable outcomes for workers and communities, at the federal, state and local levels.

DAVID LEASER is Senior Executive of Strategic Growth Initiatives for IBM’s Training & Skills program. He developed IBM’s first cloud-based embedded learning solution and is the founder of the IBM Digital Badge program. He is a Fellow at Northeastern University and a member of the IMS Global Consortium Board advisory group for digital credentials. He has provided guidance to the US Department of Labor and US Department of Education as an employer subject matter expert.

CAROLYNN LEE is Senior Program Officer for the Ascendium Education Group, where she partners with institutions and organizations to elevate opportunity and streamline key transitions for learners from low-income backgrounds, especially from historically underserved groups. Previously, she led the grantmaking programs at Kohler Foundation, Inc., and the Community Foundation of Northeast Iowa.
MARY LEFEBVRE is Director of Workforce Policy with ACT State Government Relations, providing education and workforce development expertise and government relations support at the federal, state, and local level. Her applied research includes empirical measures of career success, ROI of skills-based employer hiring systems, 21st C. workforce trends, and issues facing an aging and transitioning workforce. Previously she served as Workforce Research Manager at the Missouri Economic Research and Information Center, MO Department of Economic Development, providing statewide and local leadership for research and statewide workforce initiatives.

DANE LINN is Senior Vice President of Corporate Initiatives at the Business Roundtable. Previously he oversaw the Education & Workforce Committee and advancing positions on education reform, U.S. innovation capacity, and workforce preparedness. He also was lead staff for the Immigration Committee. He previously served as Executive Director of State Policy at College Board; Director of Educational Policy Division of National Governors Association (NGA) Center for Best Practices; Coordinator of the Office of Special Education Programs for the West Virginia Department of Education; and school principal and teacher.

CHARLA LONG is Executive Director for the Competency-Based Education Network (C-BEN), an international consortium of higher education institutions and statewide systems seeking to design, develop, and scale new models of student learning. She also leads C-BEN's Consulting Services, helping institutions with competency-based learning.

LISA LUTZ is President and CEO of SOLID, LLC., focusing on policy research and analysis and program evaluation related to education, training, workforce development, and employment of military service members and veterans. She has held appointments to advisory committees by four secretaries of Veterans Affairs. She has served as both committee member and vice chair of the American National Standard’s Institute’s (ANSI) National Accreditation Board (ANAB) Personnel Certification Accreditation Committee (PCAC), and serves as a long-term member of the Institute for Credentialing Excellence (ICE) Government Affairs Committee.

LISA SAX MAHONEY is Director of National College Credit Recommendation Service (NCCRS), University of the State of New York, Board of Regents. Previously she served as Director of Corporate and Community Partnerships at SUNY Empire State College, Executive Director of the Adirondack Business & School Partnership, and Director of the Newspapers-in-Education program, Lee Enterprises.

KATHRYN JO MANNES is Vice President, Impact Partnerships, at Jobs for the Future (JFF). Previously, she worked at the U.S. Department of Labor where she launched the Center for Workforce and Industry Partnerships. She also previously served as senior vice president for workforce and economic development at the American Association of Community Colleges (AACC); managing director of workforce development at the National Retail Federation Foundation; at Dusco Community Services; the Council for Adult Education and Learning; and American University.
DANIEL MARSCHALL is a Research Professor at George Washington Institute of Public Policy. Previously he served as Executive Director of the AFL-CIO Working for America Institute, which received a U.S. Department of Labor grant to expand registered apprenticeships in manufacturing and service industries. For many years, he was a practitioner in the analysis of workforce and training programs to inform policy frameworks for local, state, and federal government agencies, and nonprofit organizations.

KEVIN MARTIN is General Manager of Higher Education and member of the Executive Team at Parchment, where he has held prior positions as Senior Director, Account Development; Senior Director, Member Development; and Manager, Member Development. Previously he worked at Stryker as a Commodity Manager and Aftermarket Materials; and at Calvin College as a Transfer Coordinator following roles as an Admissions Counselor/Transfer.

AUDELIZ (AUDI) MATIAS is Chief Diversity Officer at SUNY Empire State College. She has held numerous positions at Empire State College – Interim Chair, Department of Mathematics; Associate Professor and Mentor in the Department of Natural Sciences; Interim Chair in the Department of Mathematics; Chair of the Department of Natural Sciences; Assistant Professor and Mentor; and Coordinator of Curriculum and Instructional Design. She has also served as Chairman of the Board of Directors for the Hispanic Coalition NY, Inc; Executive Director of the Hispanic Coalition NY, Inc., and Visiting Professor, Skidmore College.

ROBERT MATTHEWS is Associate Vice President, Workforce & Economic Development at Mott Community College. In this position he identifies and leverages city, federal, state, philanthropic, and corporate resources to promote and advance community, economic and workforce development, and other strategic initiatives at the college. He has held previous positions at Mott, as Executive Dean, Workforce, Community & Grant Development; and Executive Dean, Workforce & Career Development.

ALEXEI MATVEEV is Director of Training and Research at the Southern Association of Colleges and Schools Commission on Colleges. He led recent research to explore whether and how SACSCOC member institutions recognize and validate college-level learning acquired outside the traditional higher education environment and, consequently, convert external, noncredit learning experiences and competencies into college credit. Previously he worked at Norfolk State University (VA) and Udmurt State University (Russia).

MARY ALICE MCCARTHY is Director of the Center on Education & Labor at New America. She has previously led technical assistance initiatives in career pathways, credentialing, and competency-based education for the USDOE; and career pathways programs with states and tribal entities at the USDOL. She co-founded an interagency working group from USDOE, Health & Human Services, and USDOL on investments related to career pathways; and wrote policy guidance on credentialing and career pathways, and supported the TAACCT Workforce Innovation Fund grant programs.
KATE DREZEK MCCONNELL is Vice President for Curricular and Pedagogical Innovation and Executive Director of VALUE. Previously she served as Assistant Vice President for Research and Assessment and Director of the VALUE Institute, that enables any higher education provider to collect and upload samples of student work to a digital repository and have that work scored by certified Institute scorers for external validation of institutional learning assessment. Earlier she spent 10 years at Virginia Tech in assessment/evaluation and affiliate faculty in Virginia Tech’s graduate program in educational psychology, teaching courses on cognitive processes and effective college teaching.

NICOLE MCDONALD is Assistant Vice Provost for Student Success Strategies at the University of Houston and leads operations for Houston Guided Pathways to Success, a consortium of 13 public community colleges/universities focused on improving outcomes for all learners through the innovation and scale of evidence-based practices. Previously she served as a Strategy Officer at Lumina Foundation where she focused on student success and learning pathways. She has served as System Director for Transfer and Retention at the Kentucky Community and Technical College System, and Associate for Academic Affairs, Kentucky Council on Postsecondary Education.

LISA MCINTYRE-HITE is Vice President of Learning Innovation at Guild Education. She leads strategic efforts to create stackable credentials and is responsible for Guild’s Credit for X strategy focused on credit for prior learning and work-based training. She has worked directly with 40+ institutions and organizations to help them better serve adult learners at scale. Her research in competency-based education and learning innovation has been published by the Clayton Christensen Institute and is featured in several peer-reviewed journals.

HEATHER MCKAY is the inaugural Executive Director of the Virginia Office of Education and Economics, effective September 2021. She has served as Director of the Education and Employment Research Center at the Rutgers School of Management and Labor Relations where she conducted research and evaluations on credentials, community college education and teaching, educational and career pathways, and state and federal education and workforce policies.

MICHAEL MEOTTI is Executive Director of the Washington Student Achievement Council (WSAC). Previously he served as Commissioner of the Connecticut Department of Higher Education and Executive Vice President of the Connecticut Board of Regents for Higher Education; consulted on national higher education initiatives and regional and state strategies to increase student access/success supported by foundations; and taught higher education policy at George Washington University.

MATTHEW MEYER is Associate Vice President for Business Engagement, National & International Partnerships with the North Carolina Community College System. He is responsible for the system office’s state-level sector partnerships and business engagement, developing and coordinating partnerships with government and national organizations, and assisting NC community colleges with their international programs and connections to the universities’ international efforts. He co-leads the system’s Credit for Prior Learning Initiative and is a core team member on the NC Workforce Credentials (previously known as Credentials of Value) effort.
**SARAH MILLER** is a Senior Adviser with the Center for Workforce and Economic Opportunity at the Federal Reserve Bank of Atlanta. Previously she served as Vice President of Workforce and Economic Development at CAEL where she focused on supports for working learners, regional strategies to increase workforce, education, and economic development alignment, developed approaches to advance learn-and-work systems, identify skills transferability and highlight the value of industry certifications and nondegree credentials.

**WANDA MONTHEY** leads Monthey Associates where she works with industry and educators to develop high quality programs for youth and adults. In collaboration with Bray Strategies, developed three Department of Labor approved registered apprenticeship programs and implementation plans for five programs. Previously she worked in leadership roles at the Oregon and Maine Departments of Education supervising and implementing multiple program areas and projects including in career and technical education, adult education, ESEA, higher education, standards, and assessment. Earlier, she worked with The College Board to develop a strategic plan for CTE by designing pathways from middle school through postsecondary education. Together with AdvanceCTE, she also mapped relevant Advanced Placement (AP) courses to the career clusters.

**NICK MOORE** serves as the director of the Governor’s Office of Education and Workforce Transformation (GOEWT) under the leadership of Alabama Governor Kay Ivey. Moore focuses on aligning Alabama’s education and workforce programs, implementing Alabama’s state longitudinal database system, establishing Alabama’s non-degree credential quality and transparency system, and curating a competency-based education and skills-based hiring system in Alabama. Under Nick’s leadership, the GOEWT is working to establish a learning and employment record, a skills-based job description generator, and a human-centered public workforce system designed to assist Alabamians with overcoming benefits cliffs and other barriers to entering the workforce.

**JUDY MORTRUDE** is a Senior Technical Advisor with World Education’s National College Transition Network. She supports the Adult Numeracy Initiative 2.0 professional development and the Integrated Education and Training in Correctional and Reentry Education initiatives, as well as other state and national projects. She is a national expert on the Ability to Benefit provision of the Higher Education Act, promoting dual enrollment for adult learners. She is president of the National Coalition for Literacy.

**SUZANNE ORTEGA** is President of the Council of Graduate Schools (CSC). She previously served as the University of North Carolina Senior Vice President for Academic Affairs; Executive Vice President and Provost at the University of New Mexico; and Vice Provost and Graduate Dean at the University of Washington, and the University of Missouri. She has served on review panels for NSF and NIH, and as principal or co-investigator on state, federal, and private foundation grants.

**AMELIA PARNELL** is Vice President for Research and Policy at NASPA - Student Affairs Administrators in Higher Education. Previously she served as Director of Research Initiatives at the Association of Institutional Research (AIR) where she also served as Director of National Survey Research. She has worked as a Legislative Policy Analyst for the Florida Legislature, Office of Program Policy Analysis & Government Accountability; and Adjunct Professor at Florida State University.
**Julie Peller** is Founder and Executive Director of Higher Learning Advocates. Previously she was Lumina Foundation’s first Director of Federal Policy where she led the development and advancement of the foundation’s federal policy agenda. Earlier she served as Senior Advisor and the Deputy Staff Director for the U.S. House of Representatives’ Committee on Education and Labor.

**Jackie Pichette** is the Director of Research, Policy and Partnerships at the Higher Education Quality Council of Ontario (HEQCO), an agency that evaluates the postsecondary sector and provides policy recommendations to the government in Ontario, Canada. She guides HEQCO research and evaluation projects, often working with external partners to explore innovations and improvements in higher education. Previously she worked as a consultant, community organizer, and government policy analyst.

**Kim Poast** is Chief Student Success & Academic Affairs Officer for the Colorado Department of Higher Education. Previously she served as Director, Office of College and Career Readiness for Denver Public Schools; Director, Postsecondary & Workforce Readiness for Aurora Public Schools; and Deputy Director/Associate Deputy Director, Access & Student Services for the Colorado Department of Higher Education. Earlier she held positions as Executive Director for Institutional Advancement and Dean of Students at the Community College of Denver. She is also an associate professor at the University of Colorado at Denver teaching higher education policy and governance.

**Cynthia Proctor** is Director of Communications and Academic Policy Development in the Provost’s Office, the State University of New York (SUNY) System. Previously she served as Director of Communications & Chief of Staff In the Office of the Executive Vice Chancellor and Provost, SUNY System; and Director of Public Affairs with the SUNY Charter Schools Institute. In earlier positions, she worked in communications including devising strategic communications plans, marketing strategy, and redesigning website and promotional materials. She drafted and leads implementation of SUNY’s multifaceted microcredential policy, and is updating SUNY’s policy on the award of academic credit by evaluation.

**Chris Rasmussen** is Senior Director for Academic Pathways and Innovation with the Colorado Department of Higher Education. Previously held vice presidencies with the Association of Governing Boards and the Midwestern Higher Education Compact, where he led a multi-state effort on “tuning” the disciplines (aligning coursework to degree-level knowledge and competencies) and helped expand student access to online programs through launching the State Authorization Reciprocity Agreement.

**Anne Reed** is founding Director of Micro-credentials at the University at Buffalo. She developed a process to propose, review, develop, and implement new micro-credentials at the university. She currently serves on multiple advisory boards, including the leadership team for UPCEA, Council for Credential Innovation. Previously she served as Lead Learning Designer for the Graduate School of Education at UB, and as Program Manager for Open SUNY. She has served as principal or co-investigator on state and federal grants, including as Co-PI on the NSF Convergence Accelerator project: A Universal Framework of Micro-Credentials for Nation-Wide Employment.
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CASEY SACKS is President of Bridge Valley Community and Technical College in Charleston, WV. She is the former Deputy Assistant Secretary for Community Colleges at the US Department of Education. She has also served in WV as the Vice Chancellor for the State higher education system, and in Colorado in several roles with the Colorado Community College System. She holds a senior scholar appointment with Rutgers University in the center for work and a faculty appointment with NC State in the BELK Center for Community College Leadership and Research.
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KEN SAUER is Senior Associate Commissioner and Chief Academic Officer of the Indiana Commission for Higher Education and Executive Director of the Indiana Board for Proprietary Education. He serves on the Governor’s Health Workforce Council, leads Indiana’s interagency effort to scale up Credential Engine, and is a recent past Chair of the Midwestern Higher Education Compact. Previously he worked at the Illinois Board of Higher Education and the National Center for Higher Education Management Systems.

GREG SCHMIDT is Director of Workforce Initiatives at CVS Pharmacy. Previously he held several positions at CVS — Manager in Training at a CVS/pharmacy in Albany, New York; Store Manager; Training Store Manager; and Workforce Initiatives Manager in New York and New England. He currently oversees a team of 10 Workforce Managers who partner with state and federal workforce agencies to provide employment services and training to underserved communities.

FRANK SCUILETTI is Senior Program Administrator, Engineering & Technical Programs at North Carolina Community College System. Previously he served as Academic Program Coordinator, Engineering & Technical Programs at NCCCS, as Lead Instructor, Automotive Technology at Southwestern Michigan College, and Automotive Instructor at Kalamazoo Valley Community College.

WENDY SEDLAK is Strategy Director for Research & Evaluation at Lumina Foundation, where she establishes and synthesizes evidence and data to advise Lumina’s strategic direction and documents effective practices and policies to inform the foundation and the field. Her work builds the evidence-base for what works for adult students of color on their pathway to earning a quality credential that leads to employability. Previously she served as Senior Director at Equal Measure, managing and directing large-scale national systems-change evaluations; and Research Assistant and Data Specialist at Temple University.

PETER SMITH holds a five-year term as the Orkand Endowed Chair and Senior Advisor to the President at the University of Maryland Global Campus. (UMGC). He has served as founding president of California State University Monterey Bay and the Community College of Vermont. He has also served as Assistant Director General for Education for the United Nations Educational, Scientific, and Cultural Organization in Paris, France. Smith has been a lifelong champion for the assessment of prior learning and credential flexibility for adult learners.
LOUIS SOARES is Chief Learning & Innovation Officer at American Council on Education, where he incubates and scales executive leadership networks and catalyzes compelling research and innovation initiatives across the Council. Previously he served as Director and Fellow with the Center for American progress; Director of Business and Workforce Services for Rhode Island Economic Development Corporation; Manager of Education/Training Programs at Rhode Island Technology Council; and Manager of Education Grants Program at the Northern Rhode Island School to Career Partnership.

KAREN SOLOMON is Vice President and Chief Transformation Officer at the Higher Learning Commission (HLC). She leads initiatives on innovation, student success, and quality awareness including transparency for learners and the expansion of recognized credentials. She also serves as Director of the Standard Pathway and staff liaison to a portfolio of member institutions. Previously she was engaged with outcomes assessment at ACT, Inc., founding Executive Director at Illinois Campus Compact and served in administrative roles at several postsecondary institutions in the Midwest.

MITCHELL STEVENS is a professor in the Graduate School of Education at Stanford University, where he also holds a courtesy professor appointment in Sociology and serves as faculty affiliate at the Institute for Human-Centered Artificial Intelligence. He also co-directs the Stanford Pathways Lab (pathwayslab.stanford.edu). Previously he served as associate professor, New York University; and assistant to associate professor at Hamilton College. As an organizational sociologist, his work focuses on educational sequences, lifelong learning, alternative educational forms, and the formal organization of knowledge.

JEFF STROHL is Director of Research at the Georgetown University Center on Education and the Workforce (CEW) where he designs and implements research projects focused on the nexus between labor markets and education. Previously he worked at Westat where he conducted studies including evaluation of the Teacher Incentive Fund grants which provided significant insight on K-12 education.

KEVIN STUMP is Vice President of Economic Mobility and Workforce Innovation, Rockland Community College. He previously served as Director of Impact, Evaluation, and Thought Leadership at the Education Design Lab. He has also served as Senior Vice President for JobsFirstNYC, an intermediary positioned between private philanthropy, public policy and practice to expand economic mobility to opportunity youth where he co-founded Invest In Skills NY; as founding Northeast Director for Young Invincibles where he co-launched DegreesNYC; and served in roles in policy, research, and advocacy at the Roosevelt Institute and New York Public Interest Research Group.

ROY SWIFT is Executive Director of Workcred, an affiliate of the American National Standards Institute (ANSI). Previously he served as Chief Workforce Development Officer at ANSI, and Senior Director of Personnel Credentialing Accreditation Programs. He formerly served as Executive Director of the National Board for Certification in Occupational Therapy (NBCOT), following a long career in the U.S. Army Medical Department where he was Chief of the Army Medical Specialist Corps in the Army Surgeon General’s Office with policy responsibility for Army occupational therapists, physical therapists, dietitians, and physician assistants throughout the world.
WAYNE TALIAFERRO is a strategy director at Lumina Foundation where he works to support the creation of a system in which student success and equitable outcomes are scaled up significantly, particularly at community colleges as the start of a success trajectory. He previously served as a senior policy analyst in the Center for Postsecondary and Economic Success at the Center for Law and Social Policy; and earlier as a research analyst at the University of Maryland College Park’s Office of Institutional Research, where his work informed enrollment, budget, and planning decisions, as well as reporting and special projects for institutional and systemwide audiences.

VAN TON-QUINLIVAN is CEO of Futuro Health, with a mission to improve the health and wealth of communities by growing the largest network of credentialed allied healthcare workers in the nation. Her distinguished career spans the private, public, and now non-profit sectors. Previously she served as Executive Vice Chancellor for the California Community Colleges and named a White House Champion of Change under the Obama Administration. She is a mediaX distinguished visiting scholar at Stanford University.

ANDY TONSING is Director, Postsecondary Education at the Charles Koch Foundation, where he previously served as a Program Officer. He focuses on the foundation’s portfolio of innovative postsecondary education models that help individuals achieve their full potential through lifelong learning. He has a background in international education and online learning, including helping to establish the Pioneer Research Program, one of the premier academic

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**MICHELLE VAN NOY** is Director at Education and Employment Research Center, School of Management and Labor Relations, Rutgers University. Previously she served as Research Affiliate and Research Associate at the Community College Research Center, Teachers College, Columbia University; and Research Analyst at Mathematica Policy Research. Her research focuses on technician education, community college noncredit education, student decision-making about majors and careers, quality in nondegree credentials, higher education labor market alignment, and effective practices in workforce education.

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**RAMIK WILLIAMS** is founder of Doing Good Business Well consulting agency. He has spent his career in service to those most in need, starting with work in K-12 systems and youth development in Harlem. He has served as program assistant at the Woodrow Wilson National Fellowship Foundation; shaped the NYC Men’s Teach program while working as Project Manager of the CUNY Black Male Initiative’s Teachers as Leaders Project, led Directions for Our Youth, Inc. as President and Executive Director. Prior to starting his consulting company, he served as Senior Relationship at Siegel Family Endowment.

**AMANDA WINTERS** is a Program Director at the National Governors Association Center for Best Practices. She oversees a team that supports governors offices and state policymakers on issues that connect postsecondary pathways to economic mobility and workforce outcomes. She focuses on economic recovery for families and communities, serving adult students, work-based learning, postsecondary financing, and quality postsecondary credentials. Previously she served as Senior Policy Analyst at NGA; Assistant Director of Academic Affairs at the Illinois Board of Higher Education; and Academic Program Coordinator at the University of Illinois at Springfield.
EBONI M. ZAMANI-GALLAHER is Professor of Higher Education and Community College Leadership and Director of the Office for Community College Research and Leadership (OCCRL). She previously served as Associate Head of the Department of Education Policy, Organization, and Leadership and Associate Dean of the Graduate College at the University of Illinois at Urbana-Champaign. She serves as the Executive Director of the Council for the Study of Community Colleges (CSCC).

JENNIFER ZEISLER is a Senior Program Director at ECMC Foundation, where she oversees the Career Readiness portfolio, which invests approximately $15 million annually to support innovative approaches and promising practices to improve the success of students from underserved backgrounds seeking academic credentials in postsecondary CTE programs. Previously, she worked at the Clinton Global Initiative where she helped stakeholders implement new, specific, and measurable projects aimed at addressing pressing challenges.

LUCINDA ZOE is Senior University Dean and Vice Provost for Academic programs & Policy at City University of New York. Previously she served as University Dean for Undergraduate Studies at CUNY; and Associate Provost and Assistant Vice President of Academic Affairs and Professor at CUNY-Hunter College; and Interim Provost and Vice President of Academic Affairs at CUNY-Hostos Community College, following positions as Chief Librarian and department chair at Hostos, and as an Associate Professor in the Library Department at CUNY-Baruch College. She previously led the implementation of a systemwide Reverse Transfer initiative and is now implementing the systemwide CUNY Policy for the Use of Credit for Prior Learning.
STAFF TEAM — CREDENTIAL AS YOU GO

CO-LEADS

NAN TRAVERS is Director of the Center for Leadership in Credentialing Learning at SUNY Empire State College. She has served as PI for two Lumina Foundation grants which explored the learn-work ecosystem and impact of evaluating work-based learning and incremental credentialing on the future of higher education. She led the development of the Global Learning Qualifications Framework to assess college-level learning, serves on the board for the Prior Learning International Research Consortium, is a lead contributor to the Learning Recognition Collaborative in conjunction with the National Institute for Learning Outcomes Assessment (NILOA), and co-edits the journal: PLA Inside Out (www.plaio.org). She served as PI for Credential As You Go Round #1 (planning grant) funded by Lumina Foundation.

HOLLY ZANVILLE is a Research Professor and Co-Director of the Program on Skills, Credentials & Workforce Policy at George Washington University. Previously she served as a strategy director at Lumina Foundation, overseeing portfolios on adult learners, student success, future of learning and workforce, and research. She has held leadership positions at state higher education systems/boards in Oregon and Washington, and the Western Interstate Commission for Higher Education; held academic positions at community college and nontraditional university programs in multiple states; and served as consulted on K-20 strategic planning, community college networks, and distance education. She serves on the Executive Committee of International Council on Badges and Credentials (ICoBC).

LARRY GOOD is President & CEO of the Corporation for a Skilled Workforce, a national policy and systems change nonprofit organization he co-founded in 1991. He has previously been a leader on key initiatives such as Connecting Credentials, Detroit workforce strategy, and No Worker Left Behind He serves on the Better Employment and Training Strategies Task Force (BETS), a group of workforce experts developing recommendations to inform the administration and Congress on issues/policy options (unemployment insurance, workforce development, job quality, youth employment, and federal jobs initiatives).

STATE COORDINATORS

STEPHANIE BAILEY is the North Carolina State Coordinator for the CAYG grant, working with both the University of North Carolina (UNC) System Office and the North Carolina Community College System. She has held various academic and student affair positions in the UNC system office, university and community colleges in North Carolina. Previously, she was the Director of Community College Partnerships for the UNC System office. [NORTH CAROLINA]
BITSY COHN has held administrative positions in academic and student services departments in community colleges, state higher education systems, and state and national consultancy in adult education, developmental education, workplace learning assessment, and credit for prior learning (CPL). Current projects include learning credential ecosystem research (New York); systemwide professional development in CPL (Minnesota); statewide planning for college credit for work-based learning (Colorado). [COLORADO]

PATRICIA PILLSWORTH is Director of Academic Program Development for the Office of Academic Affairs at SUNY Empire State College. She manages the professional learning evaluation process at SUNY Empire; leads faculty teams as they conduct reviews of professional training and credentials; and is Empire's liaison with the SUNY Central Administration for new academic programs. Previously she held positions as Assistant to the Dean and Project Manager at SUNY Empire. [NEW YORK]

PROJECT COORDINATOR

ASHLEY FRANK is Project Coordinator for the Center for Leadership in Credentialing Learning at SUNY Empire State College. Previously, she coordinated the Individualized Prior Learning Assessment portfolio process for the Institution's largest Center.

COMMUNICATIONS

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CHLOË EPSTEIN is CAYG’s 2022 Artist-in-Residence. She’ll be messaging the importance of incremental credentialing through cartoons and other illustrations Chloe is a recent graduate of Bryn Mawr College where she studied fine arts, creative writing, and art history.
**RESEARCH**

KIRK KNESTIS is founding Principal of the DC-area research firm Evaluand LLC. He is an education researcher with a practice specializing in the evaluation and R&D of innovations in STEM and workforce education, including studies funded by the NSF and U.S. Departments of Education and Labor. He has particular expertise in performance- and portfolio-based learning assessment, and use of mixed-method approaches to study complex programs.

WILLIAM PATE co-founded Ad Hoc Analytics, a DC-based minority- and woman-owned statistical consulting firm specializing in quantitative program evaluation; and providing consulting services to nonprofit organizations, federal and state government clients, and other consulting firms on projects related to criminal justice, education, mentoring, and minority issues in higher education. Previously he served as the Assistant Director of the American Psychological Association Center for Workforce Studies.

**TECHNOLOGY**

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