



Midwest Credential Transparency Alliance (MCTA)

May 19, 2022
2:00 p.m. - 3:30 p.m. CT



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Agenda

May 19, 2022

All times are listed in Central Time.

2:00 - 2:10 p.m.

Welcome and Announcement of Mini-grant Recipients

- Emilie Rafal, Director of Programs, Credential Engine

2:10 - 2:50 p.m.

The Role of Learning and Employer Records (LERs) in Credential Transparency: A Panel Discussion

Panelists:

- Deb Everhart, Chief Strategy Officer at Credential Engine
- Jeff McNeal, Education Consultant, Michigan Department of Education
- Ken Sauer, Senior Associate Commissioner and Chief Academic Officer at Indiana Commission for Higher Education
- Lisa Johnson, Vice Chancellor for Academic and Student Affairs, North Dakota University System

Moderator:

- Emilie Rafal, Director of Programs, Credential Engine

2:50 p.m. – 3:15 p.m.

Publishing to the Credential Registry

- Midwest data publishing update
- Credential Transparency draft RFI
- Preview of the Pathways builder tool

3:15 p.m. – 3:25 p.m.

New MCTA Resources

- NICE Report: [Career Pathways and Credentials Project](#)
- JFF: [Building a Skills-Based Talent Marketplace: Verifiable Credentials Wallets for Learning and Employment](#)
- [Digital Promise blog: It's in the Design: Learning and Employment Records for Greater Equity](#)
- Coming soon! Policy Brief on CTE Pathways

3:25 p.m. - 3:30 p.m.

Closing and Next Steps

- Jeff Grann, Solutions Lead, Credential Engine

Presenters



Deborah Everhart, Credential Engine

Deborah Everhart serves as Chief Strategy Officer at Credential Engine, leading credential and competency transparency initiatives that enable more effective connections between education and career opportunities. Deborah has pioneered open technology standards for competencies, learning and employment records, and open badges.

She led nationally-recognized experts authoring the American Council on Education publications “Quality Dimensions for Connected Credentials” and “Communicating the Value of Competencies.” Her business expertise includes leadership roles in technology architecture and product strategy at Cengage and Blackboard. Deborah holds a Ph.D. from the University of California, Irvine.



Jeff Grann, Credential Engine

Jeff Grann is the credential solutions lead for Credential Engine, where he advances systems of trust that incent adult development and empower learners to reach their potential. He currently works with the higher education industry to advance the goal of publishing to the registry, setting standards, improving data integration

and interoperability, and realizing use cases that improve credential decision making. Previously, Jeff worked at Capella University on a synergistic mix of academic and technical projects related to competency-based education. From 2005 to 2018, he defined and led the implementation of Capella University’s fully-embedded assessment system and its competency map, and most recently served as Academic Director of Assessment and Learning Analytics. He also has several years of teaching experience with traditional college students, adult learners, and higher education professionals. Jeff holds a Ph.D. in Educational Psychology from the University of Minnesota, and works remotely for Credential Engine from White Bear Lake, Minnesota.



Lisa Johnson, North Dakota University System

Lisa Johnson is the Vice Chancellor for Academic and Student Affairs for the North Dakota University System. Her work is concentrated in program approval, policy and procedures, transfer and articulation, and matters that affect the health, moral and well-being of the system’s 44,000 students.

She serves as the University System’s liaison to councils, task forces, internal and external advisory groups, and several collaborative interagency partnerships. Lisa began her undergraduate studies at Minot State University while serving in the United State Air Force. She completed associate, bachelor’s, and master’s degrees from the College of Business at Minot State University and has continued her studies at the doctoral level in Institutional Analysis at North Dakota State

University. She served as a university registrar at Minot State University for six years and was instrumental in planning and transitioning to the current student information system before joining the University System in 2009.



Jeanne Kitchens, Credential Engine

Jeanne Kitchens serves as the Chief Technology Services Officer, overseeing all technological programs, policies, and advancements across all facets of Credential Engine’s work. Previously, she served as the Associate Director for the Southern Illinois University Center for Workforce Development, where she not only led the

technical design and development efforts for the Credential Engine technologies but also was among the original team responsible for transforming the Credential Transparency Initiative pilot project into the current organization. In her 20 years with SIU she has led technical and program development teams for numerous workforce development programs for the State of Illinois and for national programs including the U.S. Chamber of Commerce Foundation’s Talent Pipeline Management.



Emilie Rafal, Credential Engine

Emilie Rafal is the director of programs for Credential Engine. In this capacity, she develops and manages state and regional scale-up projects, oversees sector transparency initiatives, and leads special projects. Emilie began her work with this project as a Research Associate for the Credential Transparency Initiative through the

George Washington University Institute of Public Policy, where she worked with credentialing organizations to test the CTDL and prototype search application during its pilot phase. She holds Bachelors degrees from the College of William & Mary in Psychology and Women’s Studies and a Master’s of Public Policy from the George Washington University, where she served as co-chair of the diversity & inclusion committee.



Jeff McNeal, Michigan Department of Education

Jeff McNeal is an educational consultant who has advised and led districts teams in building educational systems in a variety of settings. He has focused on transitioning traditional educational systems to a competency-based approach. Jeff has facilitated this shift in a variety of educational settings ranging from

traditional to correctional facilities. As president of the Michigan Association of Community and Adult Education, he was instrumental in changing instructional practice at the state level. His refrain has always been “Is it good for AL” (all learners). Jeff is currently working as an education consultant for the Michigan Department of Education.

Presenters (continued)



Ken Sauer, Indiana Commission for Higher Education

Ken Sauer is Senior Associate Commissioner and Chief Academic Officer of the Indiana Commission for Higher Education, Executive Director and Chair of the Indiana Board for Proprietary Education, and a member of the Governor's Health Workforce Council.

Since 2007, Ken has been a member of the MHEC Commission as the Governor's designee from Indiana, is a past Chair of MHEC, and serves on the M-SARA Regional Steering Committee. He also leads Indiana's inter-agency effort to scale up Credential Engine, Indiana's participation in the NGA Skills (LER) Community of Practice, and the Indiana e-Transcript Program. Previous employers include the Illinois Board of Higher Education and the National Center for Higher Education Management Systems. He holds a Ph.D. in Government/International Relations from the Claremont Graduate University.

Additional Team Members

Sara Appel, MHEC

Sara Appel serves as the Associate Director, Policy and Research Initiatives, in this role she manages the Multi-State Collaborative on Military Credit and the Midwest Student Exchange Program. She has been working with student service members in higher education for over 20 years and has experience in grant writing and program management. Prior to her working for the Compact, Sara was the academic programs manager at the Indiana Commission for Higher Education. She has an undergraduate degree in Secondary Education and a master's degree in history with an emphasis on research. Both degrees are from Southeast Missouri State University in Cape Girardeau.

Jennifer Briones, Credential Engine

Jennifer Briones is the Project Manager for Credential Engine where she manages state and regional scale-up projects, explores expansion opportunities, and supports program and partnership development. Before joining Credential Engine, she was a Policy and Advocacy Associate at the Data Quality Campaign (DQC)—a nonprofit organization that works to ensure students, parents, educators, and policymakers have the right information to make decisions. Jennifer holds a Bachelor's degree from Loyola University Maryland in Political Science and Writing and a Master of Public Policy degree from the George Washington University, where she co-founded the Women's Leadership Fellows program.

Organizations

About MHEC

MHEC brings together Midwestern states to develop and support best practices, collaborative efforts, and cost-sharing opportunities. Through these efforts it works to ensure strong, equitable postsecondary educational opportunities and outcomes for all.

MHEC is comprised of member states from the Midwestern United States. MHEC works with and for a variety of stakeholders within and across member states, including higher education system leaders, state policymakers, legislators, and institutional leaders, while always maintaining a focus on students and their success. MHEC is a 501(c)3 entity statutorily-created in each of its member states which include: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin. MHEC's office is headquartered in Minneapolis.

<https://www.mhec.org>

About Credential Engine

Credential Engine is a non-profit whose mission is mapping the credential landscape with clear and consistent information to fuel the creation of resources that make it easy for people to find the pathways that are best for them.

<https://credentialengine.org>

Mini-Grant Recipients

Ferris State University (Michigan)

This project extends the work of MCTA by developing an inventory of existing graduate credentials/pathways, adding those to the Registry, and making this information available to students throughout the Midwest. During the grant period Ferris State University upload existing graduate credentials/pathways, support and encourage academic departments to create additional graduate credentials/pathways, and create a marketing campaign to share information about credential transparency. This project will be replicable and can be shared with others interested in a similar project and supports socioeconomic mobility for under-served and under-represented individuals by making information available about graduate-level opportunities that may otherwise be difficult to find.

Kansas Board of Regents

The Board of Regents proposes the use of grant funding to support progress toward its credential transparency goals of publishing program pathways, systemwide transfer courses, military transfer credit and accelerated program opportunities to provide prospective students and their parents with informed choices about educational programs in Kansas. This work will directly assist adults without postsecondary credentials, active members of the military and veterans, first-generation students, and low-income secondary students. The work will also serve as a proof point to other states as others explore low maintenance and sustainable solutions such that Kansas has experienced with the API method for publishing and will represent the first state publishing transfer information widely.

Indiana Commission for Higher Education

While every public two- and four-year institution in Indiana has published to the Credential Registry, only two out of 29 independent institutions – Indiana Wesleyan University and the University of Saint Francis – have participated. This grant would be used for renewed outreach to the other 27 independent institutions and to support the publishing of data about as many of these colleges as possible, along with the maximum amount of information about the certificates and degree programs they offer. Outreach Coordinators across Indiana will be trained to use the Commission's School Finder tool, which will point to the Indiana Credential Registry as the source of information on education programs and institutions. By adding more independent institutions to the Registry, including the independent minority-serving institutions, as well as those independent institutions with specific initiatives geared to reach underserved populations, ICHE will be better positioned to achieve its equity goals.

Minnesota State Colleges and Universities

Minnesota State is applying for funding with the support and endorsement of the Minnesota Department of Employment and Economic Development (DEED) and the Minnesota Office of Higher Education (OHE). As partner agencies, they have collaborated to improve credential transparency across Minnesota and their education and workforce system. Minnesota State proposes the following goals for the MCTA Mini-Grant award: 1) Review program inventory criteria within Minnesota State's program repository/inventory (Program Navigator); 2) Survey colleges and universities and identify an improved process for collecting learner pathway information; 3) Expand responsibility and reporting capability of credentials (credit and non-credit) to the Eligible Training Provider List (ETPL) by employing technical solutions, identifying efficiencies and coordinating staff responsibilities; and 4) Identify improved opportunities for data collection, including identifying solutions to upgrade or convert from program navigators to a more nimble and automated system. Learnings from this work can be shared across the region to help other states improve pathway transparency and navigation.

Miami University Regionals (Ohio)

The Microcredential Initiative at Miami University Regionals (MUR) is an innovative program that aims to reduce or remove the typical barriers to higher education, particularly for historically excluded populations, such as funding limitations, schedule demands, and length of credential programs. Microcredentials at MUR are geared toward non-traditional students. By offering short-term, big-impact programs in high-demand fields, Microcredentials can help a student dip their toe into higher education to determine the possibilities. With the plethora of student support services available at MUR, this introductory experience can help students not only to navigate through collegiate experiences but also to see themselves succeeding in college, whether that be at one of Miami's many different learning options or elsewhere. This project will seek to both put the Microcredentials into the Registry and to identify transfer possibilities for Microcredential students across the region.

MCTA Participants

**Denotes Pathways Action Team*

ILLINOIS

Mark Burgess, Illinois Department of Commerce and Economic Opportunity*

Joanne Ivory, William Rainey Harper College

Michael Rose, Morton College

Emily Ramage, Lake Land College

Michelé Smith, William Rainey Harper College

Natasha Telger, Southern Illinois University*

INDIANA

Dawn Clark, Indiana Commission for Higher Education*

Jake Docking, Independent Colleges of Indiana

April Hay, Indiana State University

Erin Mason, Ball State University

Beth Meguschar, Indiana Department of Workforce Development*

Marilyn Pitzulo, Indiana Department of Workforce Development*

Ken Sauer, Indiana Commission for Higher Education*

Jillian Scholten, Indiana Commission for Higher Education*

Patti Shields, Ivy Tech Community College of Indiana-Valparaiso Campus*

Pam Warner, Indiana Department of Workforce Development*

IOWA

Rachel Boon, Iowa Board of Regents

Shawn Boyne, Iowa State University

Todd Brown, Iowa College Aid

Jathan Chicoine, State of Iowa

Kelly Friesleben, Iowa Department of Education*

Olivia Madison, Iowa State University

Michelle McNertney, Iowa Workforce Development

Paula Nissen, Iowa Department of Education*

KANSAS

Charmine Chambers, Kansas Board of Regents

Cynthia Farrier, Kansas Board of Regents*

Marti Leisinger, Kansas Board of Regents*

Carolyn McKnight, University of Kansas Edwards Campus

MICHIGAN

Chad Arney, Michigan Technological University

Carol Bale, Western Michigan University

Lori Crose, Oakland University

Sarah Dysart, University of Michigan-Ann Arbor

David Eisler, Ferris State University*

Ahmad Ezzeddine, Wayne State University*

Darwin Glassford, Kuyper College

Theresa Jacques, Michigan Technological University

Brandy Johnson, Michigan Community College Association

Simone Jonaitis, Grand Valley State University*

Michael Kelly, Wayne State University*

Brian Knetl, Grand Rapids Community College

Kristin Landis-Piwowar, Oakland University

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Erica Orians, Michigan Community College Association*

Melissa Peraino, Grand Valley State University

Bill Pink, Grand Rapids Community College

Jeni Spaulding, Michigan Department of Labor and Economic Opportunity*

Deedee Stakley, Ferris State University*

Vern Westendorf, Michigan Department of Labor and Economic Opportunity

Matt Zeig, Oakland University*

MINNESOTA

Connie Bernardy, Minnesota House of Representatives

Alison Groebner, Minnesota Private College Council

Sara Leiste, Metropolitan State University

John Meyer, Martin Luther College

Kathleen Misukanis, Rasmussen University-Bloomington*

Jess Niebuhr, Minnesota State Colleges and Universities*

Christen Pentek, Minnesota Department of Employment and Economic Development*

Mary Rothchild, Minnesota State Colleges and Universities

Laura Sankovich, Capella University*

Gina Sobania, Minnesota State

MISSOURI

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Jacob Fling, Truman State University

Kyle Lackey, University of Missouri - Saint Louis

Rebecca Lobina, Northwest Missouri State University

Kevin Minch, Truman State University*

Brenda Selman, University of Missouri

Jaron Vail, Missouri Department of Higher Education & Workforce Development*

NEBRASKA

Mike Baumgartner, Nebraska Coordinating Commission for Postsecondary Education*

Christine Billings, University of Nebraska at Omaha

John Cavanaugh, Nebraska Legislature

Steven Duke, University of Nebraska System

Kathleen Fimple, Nebraska Coordinating Commission for Postsecondary Education

Deborah Frison, Nebraska Coordinating Commission for Postsecondary Education

Jodi Kupper, Nebraska State College System

April Paschall, University of Nebraska at Omaha

NORTH DAKOTA

Kyle Davison, North Dakota Legislature

Davonne Eldredge, North Dakota Department of Public Instruction

Tracy Korsmo, North Dakota Information Technology*

MCTA Participants (continued)

**Denotes Pathways Action Team*

NORTH DAKOTA (CONTINUED)

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Alicia Uhde, Bismarck State College*
Sara Vollmer, Bismarck State College

OHIO

Cheryl Brilmyer, Ohio State University
Gary Cates, Ohio Department of Higher Education*
Erica Crawford, Miami University
Paula Compton, Ohio Department of Higher Education*
Mike Duffey, Ohio Department of Higher Education
Michael Evans, Ohio Association of Community Colleges
Robert Griffiths, Ohio State University
Tara Hudson, Kent State University*
Janet Hurn, Miami University Regionals
Heather Jenkins, Franklin University
Stephanie McCann, Ohio Department of Higher Education*
Ted McKown, Kent State University*
Cheri Rice, Ohio Department of Higher Education*
Kristine Smith, Miami University
Julie Straub, Miami University
Thomas Sudkamp, Ohio Department of Higher Education*
Nikki Wearly, Ohio Department of Higher Education*
Mitch Wilson, Ohio Department of Higher Education

SOUTH DAKOTA

Mike Butts, Lake Area Technical College*
Scott DesLauriers, South Dakota Board of Technical Education*
Carol Grode-Hanks, Mitchell Technical Institute*
Eric Schultz, Lake Area Technical College
Marli Wiese, South Dakota House of Representatives

WISCONSIN

Connie Hutchison, State of Wisconsin Higher Educational
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Phyllis King, Vice Provost, University of Wisconsin-
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Laura Kite, University of Wisconsin Extended Campus
Nichole LaGrow, University of Wisconsin-Green Bay*
Sean Nelson, University of Wisconsin System
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Ben Passmore, University of Wisconsin System
Administration
Laura Pedrick, University of Wisconsin-Milwaukee*
Chrystal Seeley-Schreck, Wisconsin Technical College
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NATIONAL & REGIONAL

Sarah Ali, Mid-America Regional Council
Nori Barajas, InStride
Connie Beene, Certiport
Sarah Cacicio, Digital Promise
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NATIONAL & REGIONAL (CONTINUED)

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Matthew Fieldman, MAGNET
John Frank, Vantage Point
Joshua Gage, Vantage Point
Matt Gee, Brighthouse
Melissa Goldberg, Corporation for a Skilled Workforce
Larry Good, Corporation for a Skilled Workforce
Josie Goytisoló, CODELLA
Amanda Graor, Mid-America Regional Council
Nick Hathaway, ELocker*
Naghme Heil, Macmillan
Kathleen Houlihan, Dream2Career, LLC*
Kelly Hoyland, IMS Global Learning Consortium
Sally Johnstone, NCHEMS
Jason Kaasovic, Hydra FPV Automation
Nan Kalke, Higher Education Licensure Pros, LLC
Kathryn Kerensky, Western Interstate Commission for
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Sarah Kiley, Parchment
Becky Klein-Collins, CAEL
Radhika Krishnadas, LSU Online and Continuing Education
Natasha Labos, The Myers-Briggs Company
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Kimberly Linson, RANDA Solutions
Terence Ma, PlaceNets Consulting
Joshua Marks, Public Consulting Group (PCG)*
Gwen Marsh, XAP Corporation (Partner of ND Dept of CTE)
Kevin Martin, Parchment
Rick Mathieu, PSI Services
Michael McKenzie, Vantage Point
Gloria McMahon, R & A Solutions, Inc.
Sarah Miller, Federal Reserve Bank of Atlanta
Linda Molnar, NSF
Amy Morys, CAEL
Greg Nadeau, Public Consulting Group
Samantha Norris, Leepfrog Technologies*
Kent Phillippe, American Association of Community
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Don Phillips, XAP Corporation (partner of ND Department
of CTE)
Martin Reed, RANDA Solutions*
Margaret Robertson, Central Carolina Community College

MCTA Participants (continued)

**Denotes Pathways Action Team*

NATIONAL & REGIONAL (CONTINUED)

DJ Roth, Mastery Transcript Consortium
Lisa Schut, Networks Northwest
Teresa Sears, CompTIA
Heather Seitz, Bioscience Core Skills Institute
Karen Solomon, Higher Learning Commission*
Dan Tesfay, Ewing Marion Kauffman Foundation*
Shayla Treadwell, ECS, a segment of ASGN Incorporated
Michelle Van Noy, Rutgers - Robert Wood Johnson Medical School
David Ward, Public Consulting Group (PCG)*
Jason Weaver, Parchment*
Dustin Weeden, SHEEO
Andrew Wermes, STS-Trade-Industry*
Stacy Whitehouse, Advance CTE
Candace Williams, New England Board of Higher Education
Holly Zanville, George Washington Institute of Public Policy
John Zappa, ARM Institute

CREDENTIAL ENGINE

Jen Briones*
Scott Cheney
Deborah Everhart*
Jeff Grann*
Jeanne Kitchens
Emilie Rafal

MHEC

Sara Appel*
Katie Chock
Susan Heegaard
Jenny Parks*
Mary Roberson
Deb Kidwell*
Annika Many (consultant)*
Rohit Tandon (consultant)

**Join the conversation on social media using
the official hashtag: #MidwestCTA!**

MHEC: [@mhec12](https://twitter.com/mhec12)

Credential Engine [@credengine](https://twitter.com/credengine)

**The Midwestern Higher Education Compact
and Credential Engine
would like to thank
Ascendium Education Group
for their generous support of the
Midwestern Credential Transparency Alliance.**

Resources

MCTA Pathways Action Team: A Brief

As more Americans pursue multiple types of credentials to advance their careers, they need quality information about career pathways. This new brief provides a model to improve and better support pathways in the Midwest.

[READ THE BRIEF.](#)

MCTA Charter

This document lays out the purpose of the Midwestern Credential Transparency Alliance, and includes information about why it's needed, who it serves, and how it's intended to work.

[DOWNLOAD THE CHARTER.](#)

Credential Transparency: An Essential Part of Attaining State Goals

This brief outlines the actions state policymakers can take to make credential transparency part of their state's education, workforce, and economic development strategies. It showcases the ways credential transparency connects to and augments current state policy priorities; provides examples of specific state policies that support credential transparency; highlights opportunities and actions state leaders can take; and suggests actions and funding streams to support credential transparency.

[READ THE BRIEF.](#)

