

2022 NEAIR Slate of Candidates

Candidates were asked to respond to three prompts: (1) leadership, service, and volunteerism; (2) diversity, equity, and inclusion; and (3) a goals statement. Below are the specific prompts. Responses are included in each candidate's profile.

Leadership, Service and Volunteerism:

Service to NEAIR, AIR, State IR affiliates, and other organizations related to institutional research, effectiveness, planning and assessment. This may include leadership experiences/roles, volunteer committee work, volunteering and/or presenting at conferences.

Please share any other relevant education, past roles and experiences that demonstrate your ability to serve in this role. This can be related to your current position at your organization, past positions, or other professional experiences.

Diversity, Equity and Inclusion:

In this role, how would you advance Diversity, Equity & Inclusion (DEI) initiatives for NEAIR?

What experience (personally or professionally) do you have doing DEI work/advocacy, particularly around anti-racism and intersectionality?

Please provide a brief goals statement.

What aspirations and goals do you have for NEAIR during your tenure? Click on the hyperlinks below to access candidates for each position.

Candidates for each position *(listed alphabetically)*

[President-Elect](#)

Melissa Hartz, Colby College

Chad May, New Jersey Office of the Secretary of Higher Education (OSHE)

[Treasurer](#)

Rebecca Matthews, Olin College of Engineering

Laura Uerling, MCPHS

[Steering Committee Member – At-Large Representative](#) (any sector)

Elizabeth Campbell, Boston University

Christine Farrugia, Manhattanville College

[Steering Committee Member – Public Sector Representative](#)

John Dooris, George Mason University

Tammy Silva, University of Massachusetts, Dartmouth

[Nominating Committee member – At-Large Representatives \(any sector\)](#)

Steven Babbin, Tufts University

Kimberly Buxton, Brown University

Jessica Diehl, Community College of Beaver County

Michael Kirkpatrick, Landmark College

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Bonnie Thomas, Harrisburg Area Community College
Laura Walker, University System of Maryland

[Nominating Committee member – Private Sector Representative](#)

Karen Brown, Franklin Pierce University
Cathleen Kisak, Carnegie Mellon University
Inger Bergom, Harvard University

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President-Elect (select 1 candidate)

Name:	Melissa Hartz	Chad May
		
Title:	Associate Director of Institutional Research and Analytics	Director of Research and Analysis
Institution:	Colby College	New Jersey Office of the Secretary of Higher Education (OSHE)
Education:	B.A. Communication Studies, Fairleigh Dickinson University M.S Analytics Candidate, Georgia Tech (expected graduation Summer 2023)	I hold a Master of Science- Educational Research with concentrated coursework in applied statistics, research methods, and evaluation from West Chester University of Pennsylvania and a Bachelor of Science in Mathematics and a Bachelor of Arts in History from Cabrini University (formerly Cabrini College).

Leadership, Service, Volunteerism – President Elect

Melissa Hartz

NEAIR Workshop Coordinator, 2020 - 2023
 Secretary, Kennebec Valley Toastmasters, 2022 - 2023
 Colby College President's Advisory Council, 2022 - 2024
 NEAIR Nominating Committee, 2021
 NEAIR Mobile App Coordinator, 2017 - 2020
 NEAIR Conference Presenter, 2017 - 2022
 NEAIR Workshop & Webinar Presenter, 2017 - 2022
 HEDW Conference Presenter, 2017 - 2019

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Chad May

I bring over 20 years of experience in Institutional Research in Higher Education. I have worked for many types of institutions, public, private, and now work at a state-level policy, coordinating body for all higher education in the State of New Jersey. I have led many projects and been involved in just about every aspect of institutional research, planning, assessment, and accreditation.

I have had many previous roles and experiences that make me feel confident about taking on this role as NEAIR President-Elect/President. First, I have been the founding Director of Institutional Research at two institutions and have been in the field for over 20 years. In terms of service to NEAIR, I have had two stints on the Steering Committee, served as the former technology committee chair, presented at many conferences, volunteered at many conferences, was a conference team member for 5 NEAIR conferences from 2012-2016, was program chair for the conference in Baltimore in 2016. All of these experiences with NEAIR provide me the confidence that I can serve effectively in this role as NEAIR President.

Diversity, Equity, and Inclusion – President Elect

Melissa Hartz

I believe that diversity, equity, and inclusion efforts begin at the individual level. My skill in translating complex ideas into easy-to-understand, friendly terms has been especially helpful when advocating for inclusion (especially when the recipient was adverse or resistant to these ideas).

An example of this was when I served on my institution's Retention Study Committee and needed to advocate for students' equity/inclusion concerns in a way that would be well-received by the committee. I try to take a "team" mentality to these conversations and can convey the content of those concerns in a way that makes others (even resistant ones!) willing to listen and help.

I also make it a mission to make others feel included and do my best to see what that person needs in order to thrive, which might be different from my style or from others on the team. When I managed a small group of Research Assistants, I paid special attention to each RA's personality, goals, demeanor, and external circumstances. I allowed their needs to dictate much of how I worked with them, so they would feel as seen, appreciated, and understood as possible, allowing them to do their best work.

My vision for my NEAIR Presidency, outlined in detail in the "goals and aspirations" section, focuses on providing holistic professional development to members so they can build on their skillsets, regardless of personal or institutional resources.

I recognize that I am not an expert in this area and still have much to learn and look forward to working with the DEISJ Committee and individual members to ensure the organization is as inclusive as possible and moving in the right direction.

Chad May

I have had many varied experiences with diversity equity, and inclusion efforts across my career. At one institution, I co-chaired a diversity taskforce to come up with a strategic plan for diversity, equity, and inclusion that cut across the whole institution from its impact on student enrollment, admissions, student

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learning and curricular design, and to employee (faculty and staff) diversity. In that effort we designed aspirational goals and a model of how the institution could become more attune to diversity, equity, and inclusion and built a multi-year plan to make progress in diversifying the campus as well as linking it to goals of the college both inside and outside the classroom. I have always attempted to hire diverse staff members and I currently work in a State agency who has built diversity, equity, and inclusion into its most recent State Plan for Higher Education. I think these experiences relate directly to the mission and values of NEAIR to advance and grow these efforts not only within higher education at large but within the association to have diverse and equity be key drivers of what makes the association what it is. I have always felt that DEI are part of what people refer to as NEAIR-i-ness. In part of the standard conference experience, I think these ideas of diversity, equity, and inclusion are inextricably linked.

Goals Statement – President Elect

Melissa Hartz

My vision for my tenure as NEAIR President focuses on holistic professional development for our members. Our organization has the opportunity to fill a need by going beyond just technical training to include instruction in topics like educational policy and "soft skills" such as public speaking and presentation. As NEAIR President, I will increase formal offerings in each of these three areas, as well as bring together informal groups aimed at sharing and supporting growth in these areas.

This vision is near and dear to my heart for two reasons: the first is that, by building individual members' skillsets in these areas, we ensure the quality and integrity of work being done in our field. By investing in our members, we are also investing in the field of Institutional Research.

My second motivation for this vision is a personal one: I know first-hand the life-changing power of professional development. I can trace opportunities in my life back to moments where I learned from someone else's expertise – learning to speak in front of an audience allowed me to present at professional conferences, which directly led to new job opportunities and changed the trajectory of my professional and personal life. It would be deeply fulfilling for me on a personal level to see members' lives changed by the offerings of this organization. I hope that, by fulfilling this vision for my tenure, we will have members recommending colleagues to join us by saying "I am where I am thanks to my membership in NEAIR".

Chad May

I have several goals and aspirations for NEAIR as an organization. First, one goal would be to continue to make NEAIR the premier regional association for institutional researchers. Secondly, to expand the opportunities for networking both in-person and virtually. Thirdly, would be to continue to advance the diversity, equity, and inclusion work already well underway with the DEI committee. Fourthly, I would like to see the Steering Committee and association leadership use the data and research on members to hone and target professional development and member services in a more targeted way than might have been done in the past. Fifthly, I would like to update, enhance, and continue the strategic plan for the association to ensure the association is best positioned to serve its members for years to come.

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Treasurer (select 1 candidate)

Name:	Rebecca Matthews	Laura Uerling
		
Title:	Director of Institutional Research & Decision Support	Executive Director of Institutional Research and Assessment
Institution:	Olin College of Engineering	MCPHS
Education:	BA, Sociology/Anthropology, Carleton College MEd Higher Education Administration, Suffolk University	AB Anthropology, University of Chicago MA Anthropology, University of Virginia

Leadership, Service, Volunteerism – Treasurer

Rebecca Matthews

NEAIR has been an essential resource to me ever since I attended the newcomers workshop many years ago when I first became an institutional researcher. Over the years I've been involved with the organization in many ways, from serving as a mentor, to presenting at conferences, to serving on the Finance Committee (where I've served since 2019).

On the finance committee I am involved in discussions of the NEAIR budget and policies throughout the year. In addition to the years I've been on the NEAIR Finance Committee, I also have professional experience in nonprofit finance. I spent three years as a business intelligence analyst in the MIT Sloan Finance Office, experience that gave me great insights into effective budgeting, financial reporting, and financial controls. I also have worked as a data manager in the MIT Office of Sponsored Programs which

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gave me additional insights into financial reporting and regulations. In my current role as Director of IR for Olin I continue to have strong partnerships with our finance office. In these roles I have created new efficiencies that have strengthened our financial planning and reporting.

I look forward to applying what I've learned to make NEAIR a more efficient organization.

Laura Uerling

I have had the following NEAIR volunteer roles:

NEAIR Steering Committee member, Chair of NEAIR Grants Committee, NEAIR Conference Evaluation Coordinator, NEAIR Membership Committee member (twice), Pre-conference workshop presenter, Scholarly paper presenter, Conference poster presenter

I have also had the following experiences with affiliated organizations:

Board Chair and Board member of CHERC (Catholic Higher Education Research Consortium), AIR Pre-conference workshop presenter, Scholarly paper presenter, Conference poster presenter, multiple experiences as a NECHE Evaluation team member.

Diversity, Equity, and Inclusion – Treasurer

Rebecca Matthews

As a first-generation college student, my career has been motivated by a desire to increase equity and access to higher education. Over the years I've been involved in many initiatives in these areas. At Boston College I assisted with an administrative program review of our AHANA student programs office and served on a committee to identify unmet needs of vulnerable populations. At Olin I have undertaken research to evaluate how well Olin is serving underrepresented populations, and my work supports our participation in AAAS Sea Change STEMM Equity Initiative, of which we are a charter member.

NEAIR has an important role to play in educating and supporting institutional researchers' DEI work and serves as an importance resource for IR professionals who are working on such initiatives in their schools. I will use my role as treasurer to make sure NEAIR allocates resources to support this work.

Laura Uerling

I believe that a central part of the job for an IR professional is to identify institutional and structural inequities whenever possible, and this has frequently been a focus for my institutional research projects and other volunteer activities. My experience working at a primarily minority-serving community college was especially valuable in that regard, as is my personal involvement with gender non-conforming issues. Experience has shown that providing data that identifies gaps and opportunities to key campus individuals result in improvements. For example, my team recently completed a project to add a research-based statement to course evaluations to help mitigate gender bias, and have presented the research as a poster at the 2021 NEAIR conference.

Goals Statement – Treasurer

Rebecca Matthews

First and foremost, I will use my role to ensure that NEAIR has a sustainable business model. I will build off the work of our current treasurer to continue to enhance our multi-year budgeting efforts, as well as

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ensure we are creating policies that will sustain our endowment. I will build off my own experience and knowledge to create efficiencies in our financial workflows and reporting.

Laura Uerling

As Treasurer, my primary goal would be to ensure the financial health of NEAIR as an organization by monitoring financial transactions in accordance with standard accounting practices. An equally important goal is to provide accurate, actionable information about NEAIR's finances to the President and Steering Committee. This would not only give them the information needed to monitor NEAIR's financial health, but also expand the array of services that can be provided to NEAIR's membership.

My aspiration as the NEAIR treasurer would be for my efforts to help increase the value of a NEAIR membership while ensuring that the organization will continue to thrive financially.

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Steering Committee -- Member-at-large, any sector (select 1 candidate):

Name:	Elizabeth Campbell	Christine Farrugia
		
Title:	Director of Institutional Research	Assistant Provost of Institutional Effectiveness
Institution:	Boston University	Manhattanville College
Education:	Ed.M. in Policy, Planning and Administration: Higher Education Administration specialization Boston University B.S. in Marketing & English Fairfield University	I have a Ph.D. in Educational Administration and Policy Studies, with a concentration in Higher Education, from SUNY Albany. I also hold Ed.M and M.A. degrees in Higher and Postsecondary Education from Teachers College, Columbia University. My BA is from Hunter College, CUNY.

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Leadership, Service, Volunteerism – Steering Committee, Member-at-Large

Elizabeth Campbell

NEAIR:

Proposal Peer Reviewer (2022, 2019)

Program Chair (2020-2021)

Presenter (2020)

Nominating Committee (2019-2020)

PDS Committee (2019-2020)

Mentoring Program Coordinator (2016-2019)

Registration Desk Volunteer (2019, 2015, 2011)

Memorial Conference Grant Recipient (2018)

Mentor (2016, 2012)

Dinner Group Leader (2011)

Local Arrangements Coordinator (2010 – 2011)

AIR:

Proposal Reviewer (2021)

Christine Farrugia

I have worked in the field of higher education for over twenty years, with about half my career focused on using data to support institutional planning, decision-making, and program improvement. In my current role as Assistant Provost of Institutional Effectiveness at Manhattanville College, I lead institutional research, assessment, accreditation, data governance, and planning.

Previously, I led the Open Doors survey at the Institute of International Education for six years. In that role, I gained experience working in and with higher education associations to serve the needs of their members and the higher education community more generally. I have led and participated in numerous committees, collaborated on conference planning, developed, and implemented communication strategies, and managed budgets. I believe that the range of my experience prepares me to be an effective contributor to the NEAIR Steering Committee.

Diversity, Equity, and Inclusion – Steering Committee, Member-at-Large

Elizabeth Campbell

Creating a diverse and inclusive community of IR professionals should be a top priority for NEAIR. I would help advance initiatives by supporting colleagues who have more experience with DEISJ advocacy. Through committee work I have been lucky to meet many NEAIR members who are much more knowledgeable than I am. My strength lies in boosting their efforts, facilitating conversations, and being open to change. My most recent volunteer position was as Program Chair for the 2021 Conference. The theme focused on Moving the Needle on Diversity, Equity, Inclusion, and Social Justice. Our conference team help create a forum for discussion and relied on subject matter experts to lead the sessions. As a Steering Committee member I would continue to assist with DEISJ work across the organization.

Christine Farrugia

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In my current role, I serve as a member of my institution's DEI Council. I have personally led efforts to disaggregate our institutional data to examine student enrollment and success indicators for multiple student populations, and I regularly consult with campus offices/groups about the meaning of the findings and areas for improvement. I have worked collaboratively across offices and committees to collect data on DEI climate and to incorporate a diversity climate survey into our regular institutional survey cycle. I also led our institution's application to the Department of Education to be recognized as a Hispanic Serving Institution.

I see my experiences in DEI as a reflection of my commitment to using data to advance equitable opportunities and outcomes for our students. These same values apply to my involvement with NEAIR. I support serving the diversity of our membership, as well as providing resources for members involved in DEI work at their institutions. I am also interested in diversifying the pipeline of professionals in our field.

Goals Statement – Steering Committee, Member-at-Large

Elizabeth Campbell

I believe the biggest goal for the next few years is finding creating ways to offset financial challenges caused by inflation and the current economy. Hosting in-person conferences will be expensive, particularly the Milestone 50th Annual Conference in 2023. Leadership will need to prepare for increased costs. To continue to be successful, NEAIR must provide reasonably priced programming focusing on a broad range of topics to ensure membership and conference attendance does not drop. During the pandemic NEAIR increased the opportunities for grant funding, which I hope will continue in the upcoming years.

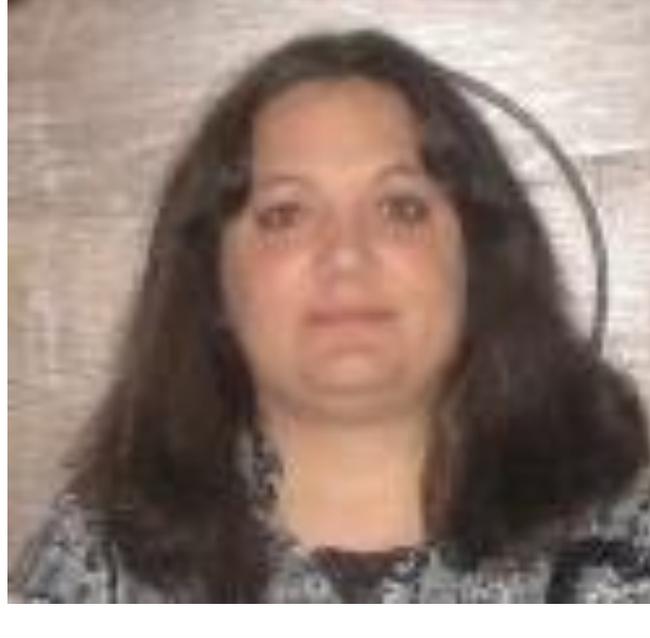
Christine Farrugia

My strongest goal is to continue to support the good work already happening at NEAIR, especially with respect to connecting and developing IR professionals. I have personally benefitted from NEAIR and would like to be part of bringing that support to others. I believe it's important that NEAIR continues to provide training and opportunities that make the association accessible for a wide range of individuals from different institution types with varying levels of resources. I would also like to explore creating an initiative to diversify the pipeline of IR professionals.

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Steering Committee Member – Public Sector Representative (select 1 candidate)

Name:	John Dooris	Tammy Silva
		
Title:	Director of Research & Analysis	Director, Institutional Research and Assessment
Institution:	George Mason University	University of Massachusetts, Dartmouth
Education:	B.S. Geography, Penn State University M.S. Urban Geography, Utrecht University Ph.D. Education, George Mason University	Bachelor of Science, Computer Science and Computer-Oriented Mathematics, Southeastern Massachusetts University and Master of Science, Technology Management, University of Massachusetts Dartmouth

Leadership, Service, Volunteerism – Steering Committee, Public Sector Representative

John Dooris

I have worked at George Mason University, a large public 4-year institution, for the last 14 years, and feel that I can represent the viewpoints and interests of IR professionals in this sector well. I have served on a number of committees at my current institution and enjoy working in team environments. In my current role, I conduct research to inform decision-making and strategic policy initiatives at the institution; serve on leadership teams responsible for developing university-wide data products and initiatives; and serve as project co-lead for the institution's data governance efforts.

Like my IR colleagues, I am passionate about using data to inform decision-making. In the past several years, I received training from the National Center for Education Statistics (NCES) Data Institute and

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conducted dissertation research on how higher education groups (e.g., associations, think tanks, student advocacy groups) use data and research to advocate for preferred policies.

While I have not held leadership roles in institutional research and education associations, I have been actively involved by attending, volunteering, or presenting at MdAIR (Maryland AIR affiliate), VAMAP (Virginia AIR affiliate), NEAIR, AIR, and AERA conferences and meetings. If elected to serve on the Steering Committee, I look forward to the opportunity to take on a more active role serving my IR colleagues.

Tammy Silva

I have over 25 years of working in institutional research and over 16 years as the Director. I have been a member of NEAIR and AIR for over 20 years. For several years, I was an IPEDS educator and presented at SCUP on using the IPEDS benchmarking tools. Other presentations include Excel tips and tricks at HEUG (PeopleSoft) conference and at NECHE comprehensive workshops. My committee work on campus has included the NECHE core team for over 15 years, retention committee and data governance. There are also several UMass system projects that require IR representation. Currently, I am representing the university on the Data Council with the Massachusetts Department of Higher Education.

Diversity, Equity, and Inclusion – Steering Committee, Public Sector Representative

John Dooris

Working at one of the most racially/ethnically diverse institutions in the country, and one that serves a large percentage of low-income and first-generation students, much of my work is grounded in ensuring that reports and analyses reflect the intersectionality of identities, identify equity gaps in student success, and propose targeted interventions to remove barriers to student success. I have served on several diversity, equity, and inclusion working groups at my institution, including one that developed strategic planning goals for creating a more diverse academic environment.

In all of my work, I welcome and embrace the open exchange of ideas and perspectives. I believe that my values regarding teamwork with a variety of individuals with different backgrounds, skills, and viewpoints align with the values of NEAIR and the skills and qualities important for serving on the Steering Committee. If elected to serve NEAIR, I would work to ensure an inclusive environment where diverse member perspectives are welcomed and shared, and advocate for professional development and networking events focused on DEI best practices and campus initiatives.

Tammy Silva

Professionally, I have assisted with survey implementation and analysis or climate and satisfaction surveys. Our office provides data to the DEI office regarding retention/graduation rates, admission and enrollment data for minority and disadvantaged groups. I work with departments on federal regulation compliance especially on the collecting of race/ethnicity data and am the data/reporting representative on a UMass committee for the Inclusive Identity Projects which will collect and disseminate data such as pronouns and sexuality.

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Goals Statement – Steering Committee, Public Sector Representative

John Dooris

My goal for NEAIR as an organization would be to continue to offer high quality professional development and networking opportunities, being responsive to membership needs and preferences. After the social isolation of the last few years, I imagine many of my colleagues share my desire to return to in-person conferences and meetings. Yet I also believe we should continue to invest in on-line professional development opportunities due to their convenience and low-cost. Also, if elected to the Steering Committee, I would be excited to continue to investigate new ways of partnering with affiliate organizations to advocate for higher education (2019-2021 NEAIR Strategic Plan Objective 4.4).

Tammy Silva

By attending the conferences and participating in the summer workshops and webinars, I expanded not only my knowledge but created a network of colleagues and long-lasting friendship. A goal is to give back to the organizations that help develop my career and to help others in making connections and progressing in their careers.

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Nominating Committee – at large; any sector (select 5 candidates)

Name:	Steven Babbin	Kimberly Buxton
		
Title:	Senior Data Analyst	Senior Institutional Research Analyst
Institution:	Tufts University	Brown University
Education:	B.S., Psychology, University of Vermont M.A., Experimental Psychology, University of Rhode Island Ph.D. in Experimental Psychology, University of Rhode Island	I received my Bachelor's degree in Psychology with additional studies in philosophy and sociology from Slippery Rock University. I earned my Master's degree in Cognitive and Social Processes at Ball State University. While at Ball State, I also earned a graduate certificate in Institutional Research under the direction of Dr. Bill Knight.

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Name:	Jessica Diehl	Michael Kirkpatrick
		
Title:	Director of Institutional Research & Effectiveness	Director of Institutional Effectiveness
Institution:	Community College of Beaver County	Landmark College
Education:	AA, Santa Fe College, General Studies - Psychology B.A., University of Central Florida, Liberal Studies: Cognitive Science, Communicative Disorders, and Psychology M.S., Robert Morris University, Instructional Leadership & Technology Graduate Coursework, Florida State University, Institutional Research	Ph.D. Psychology, 1989, University of Mississippi, Oxford, MS M.A. Psychology, 1988, University of Mississippi Oxford, MS B.A. Philosophy & Psychology (double), 1984 Lynchburg College (now University of Lynchburg), Lynchburg, VA

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Name:	Bonnie Thomas	Laura Walker
		
Title:	Data Analyst	Senior Institutional Research Data Analyst
Institution:	Harrisburg Area Community College	University System of Maryland
Education:	I have a B.S. in Psychology, A Master’s in General Psychology, and a Ph.D. in Human Resources with a specialization in Counseling Psychology	I have a bachelor’s degree from West Chester University in social studies education and, in 2020, I received my masters in information management with an emphasis on data analysis.

Leadership, Service, Volunteerism – Nominating Committee, Member-at-Large

Steven Babbín

I have been working in institutional research for six years and bring valuable knowledge and perspective about how the field has evolved in recent history. Through my work, I have accumulated expertise in

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various aspects of higher education as well as research methods and data analytics. Starting off as a Research Analyst and progressing to Senior Research Analyst and then Senior Data Analyst, I have extensive experience in survey research, internal and external reporting, managing large, data-intensive projects and serving on committees. For example, from 2016-2022 I served on Tufts Cummings School of Veterinary Medicine's Outcomes Assessment Committee. In this group of about six people, I attended meetings, ran meetings, collaborated on survey design, facilitated focus groups, and performed various data requests. This committee provided me with many opportunities to work through issues as a group and compromise when necessary. Additionally, and of particular relevance to the nominations committee, I have experience being on search committees. I have been involved with candidate searches for nine full-time positions within my IR office and multiple searches for part-time student research positions, including screening and in-person interviews. My first professional IR conference was NEAIR 2016, and I have attended and presented at multiple NEAIR and AIR meetings since.

Kimberly Buxton

My seven years in institutional research have helped to prepare me for this role. I have worked in IR at both a public community college and a private 4-year university which has broadened my perspective and knowledge of the field. As a member of NEAIR for the past five years, I have volunteered annually for the conference as a proposal reviewer to give back to the community and to learn about timely research and topics in IR. I have interacted with and learned from NEAIR members at pre-conference workshops, conference sessions, and summer workshops. Finally, I have served on two formal job candidate search committees.

Jessica Diehl

I have worked in higher education for more than nine years, IR for five of those, and have been lucky enough to be an NEAIR member and conference attendee since 2018. Throughout that time, I've participated in and led several councils at the institutional and regional levels, learning so much about myself and the practices of Education and IR through collegial work and discussions. I've also had the opportunity to forge lasting connections with candidates through open conversations while sitting on numerous hiring/search committees including those for leadership, faculty, and staff positions. Prior to working in higher education, I provided soft skills training to marginalized members of my community – helping them to prepare for the next phase of their lives and employment, as well as veterans in need of support and future career planning. I mention these experiences as I believe that they tie into my understanding and ability to work with individuals interested in stepping up and taking on a new role, much as the Nominating Committee works with NEAIR members to seek out contributory roles. My committee involvements have also prepared me to give back to NEAIR by participating on the Nominating Committee. I have served on the steering committee for and attended the Pittsburgh Regional Faculty Symposium (2018 - 2020); I have attended and volunteered to assist with proposal reviewing, helping at the registration desk, and serving as an online session moderator during NEAIR Conferences (2018 - 2021); I served as a proposal reviewer for the National Community College Benchmarking Project's conference (2020 - 2021); and have gained insights from my attendance at Jenzabar's Annual Meeting (2021, 2022) and Regional User Group Meetings (2016 [presented], 2017), PA Dept of Ed's Annual Data Summit (2020, 2021), IUPUI's Assessment Institute (2020 - 2021), AIR (2019), Achieving the Dream's Data and Analytics Summit (2018, 2019) and DREAM conference (2015 - 2017), and Blackboard's Annual Conference (2015 - 2017). Additionally, I attend semiannual meetings with the Pennsylvania Council for Community Colleges' Institutional Research Directors group (2018-2022). All of these experiences have primed me for working and learning alongside colleagues with varied backgrounds.

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Michael Kirkpatrick

I have directed the Office of Institutional Effectiveness at Landmark College for five years, also serving as the College's IPEDs keyholder and Accreditation Liaison Officer. Prior to assuming this post, I served for 22 years elsewhere as a Professor of Psychology, teaching, publishing research, and mentoring students in social/behavioral science. As a faculty member I led numerous faculty- and institution-wide committees addressing concerns as diverse as faculty governance, mission and integrity, assessment, faculty evaluation, and many other domains.

Bonnie Thomas

Last year I was part of a joint presentation with NEASC and am on the IGRA committee. I have attended conferences and presented at conferences. Finally, I have been a peer reviewer for conference presentations.

Laura Walker

I have actively tried to become more involved in this organization the past few years because I have received a great deal of help from NEAIR—the conferences, webinars and even the listserv have helped me do my job better. I have been able to learn from my colleagues and share my experiences in the form of chats, webinars and workshops at the conferences. I would love to give back to this wonderful organization.

Diversity, Equity, and Inclusion – Nominating Committee, Member-at-Large

Steven Babbín

NEAIR values a diverse and inclusive community of members, and as a member of the nominating committee, I would support all efforts to recruit diverse candidates. In recent years I have taken action to increase my knowledge of DEIJ topics, such as attending the 2021 National Anti-Racism Teach-In (NARTI 2021). I have been involved with the design and development of surveys assessing student and faculty/staff DEIJ issues. As a member of the nominating committee, I will work to encourage recruiting individuals with different backgrounds, experiences, and skills by improving communication and working to eliminate potential biases in the searching and screening process.

Kimberly Buxton

I would advance diversity, equity, and inclusion initiatives for NEAIR in this role through education, commitment, and accountability. As a disabled person, I would bring a unique perspective to the nominating committee. Personally, I consume various forms of media surrounding anti-racism, intersectional identities, and disability. Professionally, I have attended trainings and workshops on various diversity, equity, and inclusion topics as well as examining closely how diversity data are being presented.

Jessica Diehl

As a member of the Nominating Committee, I would work to deliver a ballot of candidates for 2023 that reflects the diversity inherent in the institutions, organizations, roles, and individual members of NEAIR. I currently have the honor of serving as the Chair of the Diversity, Equity, and Inclusion Council at my institution, which I've been a member of since it began, as I am personally invested in DEI efforts for the LGBTQIA+ community. Through my administrative role within Academic Affairs, I have championed and

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brought professional development on diversity topics to our campus convocation and professional development day events and as DEI Chair will be working closely with our Center for Learning, Engagement, and Innovation to provide further development opportunities centered on DEI topics. In recent years the DEI Council launched (our first) Campus Climate Survey, organized programming to bring awareness to diverse populations, and are currently working to draft a Diversity Statement. My institution, CCBC, is a member of Achieving the Dream, which specifically works to identify and improve areas in which equity gaps exist for students; as the current Chair for our DEI Council, I'm excited to have a brighter light to shine on these areas and work being done to level the field for all students. I also plan to bring a reading group component to the council and school generally to review both, From Equity Talk to Equity Walk (McNair et al.) and How To Be An Antiracist (Kendi) during the upcoming academic year to further understanding and initiatives towards DEI and social justice principles. This work along with experiences had in my schooling and past employment serve to bolster my understanding and interest in upholding the values and core competencies of NEAIR; which I read as central to the work of the nominating committee.

Michael Kirkpatrick

My approach to DEI is three-pronged. The first step is to gather information on demographics represented within NEAIR which should ideally extend to our leadership. This may include traditional identity groups (e.g., race, ethnicity, gender, LGBTQ+ status, nationality), but extends much more broadly to any factors that may potentially become minoritizing within NEAIR. This requires an exercise in data collection, keen observation, and active listening. The second element is engaging with members to identify both the barriers and the welcoming gateways to engagement that may be experienced by individual members. The third element is taking decisive, concrete action to reduce the barriers and expand access to the gateways. This may mean reaching out to members from underrepresented groups and directly inviting their participation or implementing suggestions that have come from the community.

Bonnie Thomas

In this role, I would consider all the information that was presented by the candidate. As part of the nominating committee having an inclusive representation is important to inform the decision and practices of NEAIR. My personal and professional experiences include being an ally and advocate for LGBTQ issues and rights and inclusionary practices when working with diverse backgrounds of students and colleagues from the US and other countries.

Laura Walker

At a professional level, I have been asked to provide data analyses reflecting DEI efforts and, whether it is asked of me or not, I always try to delve deeper in the data to see if it can provide more insights. For example, if I do a break down by race, could something else be seen if I continue to break the data down by both race and gender? I also am continually educating myself in current practices relating to DEI in my professional work.

On a personal level, I continue that philosophy. I try to not burden others with providing me with education and try to create those learning opportunities myself. I spend time simply being quiet as issues are discussed so I can learn more and unlearn behaviors and thoughts ingrained in me that that I now understand may be harmful or hurtful to others.

Goals Statement – Nominating Committee, Member-at-Large

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Steven Babbin

Over the past six years, I have attended both in-person and virtual iterations of NEAIR. I look forward to attending in the future. As a member of the nominations committee, I would work to identify and nominate candidates that will both support the current values, vision, and mission of NEAIR and help navigate the organization into the future. The field of institutional research has evolved rapidly in the last few years and nominating individuals who will help NEAIR grow in new ways is of great importance.

Kimberly Buxton

My aspirations and goals if elected to the nominating committee include gaining experience volunteering and networking, providing support to both the function and future of NEAIR, and learning about the strengths of NEAIR community members.

Jessica Diehl

Beyond the goal of bringing the most inclusive and diverse slate of candidates (yet) to NEAIR's 2023 ballot; I aspire to share the NEAIRness of this wonderful organization with our new members while encouraging them to participate as fully as they're able. I have thoroughly enjoyed meeting and engaging with members and have personally benefitted from the experiences of others I've met through NEAIR. Having the chance to help ensure the future of NEAIR by encouraging nominations for a full slate of candidates to leadership positions would be a wonderful opportunity. On a personal note, I will be able to achieve an individual goal of becoming more involved in NEAIR, beginning a new adventure – getting to know the organization and its members better. All while giving back to the NEAIR that I have benefited from through conferences, workshops, special interest group meetings, and listserv discussions.

Michael Kirkpatrick

My first objective is ensuring that the nominating committee runs efficiently and that I fulfill my responsibilities to the highest standard. Since this would be my first term of service within the organization, I am primarily focused on listening and learning to better understand the role(s) I can play, and to discover what our membership is yearning to see in the future.

Bonnie Thomas

My goals for being on the nominating committee is to provide service to my colleagues in NEAIR and other related associations. It is my hope that my skills developed over my 20+ years in the IR profession, I can help to form the best and most productive leadership within NEAIR in order to forward the agenda of the Mission, Vision, and Goals of NEAIR.

Laura Walker

I have actively tried to become more involved in this organization the past few years because I have received a great deal of help from NEAIR—the conferences, webinars and even the listserv have helped me do my job better. I have been able to learn from my colleagues and share my experiences in the form of chats, webinars and workshops at the conferences. I would love to give back to this wonderful organization.

As I've indicated, I have always wanted to give back to NEAIR so, on the surface level, being a committee member satisfies one of my professional goals. This position has the potential to expand my institutional

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research network as I search for new candidates. Additionally, it will give me insight about the organization as a whole so I can learn about more opportunities to help NEAIR.

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Nominating Committee – private sector (select 1 candidate)

Name:	Inger Bergom	Karen Brown
		
Title:	Senior Research Analyst	Executive Director of Institutional Research
Institution:	Harvard University	Franklin Pierce University
Education:	I earned a Ph.D. and M.A in Higher Education from the Center for the Study of Higher and Postsecondary Education at the University of Michigan, focusing on teaching and learning, faculty work, and program evaluation. My undergraduate degree is from Grinnell College where I studied music composition and gender studies.	BA Psychology MBA DA in Leadership Studies

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Name:	Cathleen Kisak
	
Title:	Research Designer and Analyst
Institution:	Carnegie Mellon University
Education:	MSA (Master of Science in Analytics) Villanova University BSBA Xavier University (Cincinnati)

Leadership, Service, Volunteerism – Nominating Committee, Private Sector Representative

Inger Bergom

I have 15+ years of experience working in higher education, largely focusing on program evaluation and institutional research. I value making connections with colleagues and helping to build a vibrant professional community. I have presented at annual meetings of NEAIR, AIR, ASHE, and AAC&U, and I currently serve as Assistant Editor of AIR Professional File which helps me stay up-to-date on the latest trends and methodologies employed by institutional researchers. I also serve on the NEAIR Grants Committee and the eAIR Editorial Task Force. In addition, I have served on many institutional committees and working groups, including candidate search committees, an Institutional Review Board for social science research, a NECHE Working Group, and an Engineering Outcomes Assessment Committee.

Karen Brown

I have served on and/or chaired many committees and working groups in my past and current professional roles and in my personal life. Examples include Retention Committee, Student Support, NECHE accreditation teams, Long Range Planning, search committees, trustee of a charitable organization, General Education Revision Committee, Academic Standards, Associate Dean (including oversight of the Center for Academic Excellence). I believe in a collaborative process and approach. I currently serve on the Professional Development Services Committee and would enjoy additional involvement with NEAIR work.

2022 NEAIR Slate of Candidates

Cathleen Kisak

During my tenure at Carlow University (until my position was eliminated), I was a member of the Finance Committee at NEAIR

Diversity, Equity, and Inclusion – Nominating Committee, Private Sector Representative

Inger Bergom

As someone who identifies as a straight, white, cisgender woman, I feel that my responsibility is to listen to and lift up experiences of those who experience discrimination and oppression. I also acknowledge my responsibility to interrogate how my own behavior and work practices reinforce inequalities and work to change them. To this end, I wrote a brief article for eAIR called "How Can We Be Antiracist Institutional Researchers?" I am also interested in how institutions present and define "diversity data" and have presented at NEAIR and AIR on the topic of institutional diversity dashboards.

Karen Brown

Advancing DEI initiatives involves having a baseline knowledge of current membership and practices as well as ongoing initiatives and future plans. I would want to familiarize myself with these and then determine how I can best contribute and help shape those initiatives and plans and be involved in generating additional ideas. Most of my DEI work to date has revolved around providing data for my organization.

Cathleen Kisak

Per the NEAIR Values: NEAIR Values a rich and diverse community of members that reflect the various sectors of postsecondary education and is welcoming to individuals with different backgrounds, experiences, and skills. I think the best way to advance this is to model inclusive behavior by insuring that everyone is included and has to opportunity to share. Making sure that discussions are not dominated by a few and that everyone feels that their opinion is valued. Regarding anti-racism and intersectionality, I believe that invisible forms of racism by way of macroaggression can be one of the most detrimental forms of racism especially in a group dynamic as it goes a long way to alienate people and then the group loses the benefit and power of a diverse membership. I also believe that modeling appropriate behavior and having open honest communication and discussions about the issue is the best way to combat it.

Goals Statement – Nominating Committee, Private Sector Representative

Inger Bergom

First, one stated value of NEAIR is "a rich and diverse community of members that reflect the various sectors of postsecondary education and is welcoming to individuals with different backgrounds, experiences, and skills." I would like NEAIR to move forward with this value at the forefront by interrogating what diversity means within the higher education space and advocating for change in areas where we as a community need to improve. Second, I would like NEAIR to be forward thinking about ways to support members' use of technologies and data tools that can help IR professional do our work more efficiently and effectively within a fast-changing data analytics environment.

Karen Brown

NEAIR is such a valuable organization. I would like to see it reach a larger audience and work to find ways for it to include more people in active ways, such as on committees or in other opportunities. It's great

2022 NEAIR Slate of Candidates

that there are so many active and willing members and I think there are more out there who haven't yet found a path to become more involved. As welcoming as NEAIR is I think it can be even more accessible!

Cathleen Kisak

My aspirations and goals for NEAIR and my tenure on the nominating committee is to ensure that a diverse pool of candidates for all positions is put forward to the membership. Diversity leads to a variety of perspectives and ultimately better and more creative problem solving, as well as smarter decision-making. This will ultimately make NEAIR an even stronger organization.

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When you are ready to vote, please use the link to the election provided in the email you received from NEAIR. The link is member-specific. If you encounter any problems, please contact Brenda Bretz at neair@neair.org.

Deadline: September 12, 2022