

2023 NEAIR Election Candidates

[President-Elect](#) (Select 1 of 2 Candidates)



Polly Prewitt-Freilino
Associate VP for IR and Evaluation
Mount Holyoke College



Stephen Sheridan
Senior Director for Institutional
Effectiveness
Villanova University

[Secretary](#) (Select 1 of 2 Candidates)



Tiffany Parker
Executive Director, Institutional
Research & Assessment
Mount Wachusett Community College



Wyntre Stout
Institutional Research Manager
Lehigh University

[Steering Committee Member - Private Sector](#) (Select 1 of 2 Candidates)



J.R. Bjerklie
Director of Institutional Research and
Effectiveness
Hartwick College



Daniel Sisco
Assistant Director for Institutional
Research
Loyola University

[Steering Committee Member – At-Large](#) (Select 1 of 2 Candidates)



Nancy Becerra-Cordoba
Associate VP, Decision Support &
Institutional Research
Connecticut State Colleges and
Universities

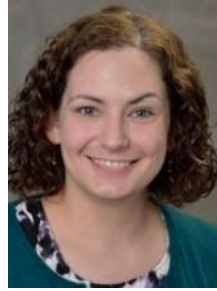


Kristen Procopio
Associate Director, Institutional
Research & Planning
Rhode Island College

[Nominating Committee Member - 2-Year Sector](#) (Select 1 of 2 Candidates)



Amy Boudreaux-George
Senior Research Associate
Bunker Hill Community College



Sarah Young
Director, Institutional Assessment
Community College of Baltimore County

[Nominating Committee Member - At-Large](#) (Select 5 of 6 Candidates)



Suhua Dong
Director of Institutional Analysis
Gettysburg College



Brianna Doyle
Director of Records and Institutional
Research
Central Maine Community College



Rachel Groenhout
Director of Data & Change
Management
Colby College



Jordan Knicely
Research Analyst
University at Albany, SUNY



Kathleen McGreal
Senior Research Analyst
Tufts University



Tammy Silva
Director, Institutional Research and
Assessment
University of Massachusetts Dartmouth



Polly Prewitt-Freilino

Associate VP for IR and Evaluation
Mount Holyoke College

Educational Background:

I am the first generation in my family to earn a college degree. I have studied at both public and private institutions of higher education. I hold a Ph.D. from the University of Oklahoma in Educational Leadership and Policy Studies. I also completed a Master of Education from OU. My Bachelor of Arts is from Hendrix College, a private, residential liberal arts college in Arkansas. I have regularly utilized AIR, NEAIR and other organizations for professional development opportunities. In Summer 2019, I completed an intensive leadership development program for women in higher education administration through the HERS Institute (Higher Education Resource Services).

For over 15 years, NEAIR has supported my development as an Institutional Researcher. I, like many of our members, continue to volunteer in small and large ways to enrich the IR community. I see an organization that has thrived for 50 years as member-driven and member-led. I started presenting at NEAIR in 2007 and continue to share and receive knowledge through conference presentations, workshops, reviewing proposals, serving as a mentor, working on committees, and in leadership on the steering committee. I have had many IR mentors over the years who have been active in NEAIR and have instilled the value of service-leadership. NEAIR has helped me to develop expertise in important ways, especially with the educational content and networking/mentoring aspects of the organization. As finance committee chair (2018-2021) and through the investment committee, I also developed a strong capacity for understanding the finances of the organization. My curiosity has also led me to conduct research to develop a deeper understanding of the essential skills and abilities for productivity and impact in the field of IR. I published the results of a national mixed method study of IR effectiveness at smaller institutions in *New Directions for Institutional Research* in 2017. My role as a leader in IR, at my institution, at NEAIR, and other organizations, such as NECHE (volunteering on institutional accreditation teams) has given me the confidence to seek this position.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

Access to higher education transformed my life and has informed my decision to work in the field of institutional research. As a first-generation student from a low-income background, I was challenged to navigate the practices and norms of College, including how to finance my education. I learned the importance of building a network of support and developing resiliency. Feeling out of place at home and at school was something that had to be navigated in my first year of College. As I have studied DEI issues and worked with people from various backgrounds, I have learned a great deal more about the experiences of various identities in higher education. The constant question for me is how do we make people feel like they belong and have the information they need to fully participate. NEAIR should serve as a network of support for all members and strive to build a sense of belonging for all members. The recent NEAIR climate survey will help us to understand how members are experiencing NEAIR. Other questions for NEAIR to explore are who needs greater access to the profession and how we develop a more diverse IR profession.

Aspirations and Goals for NEAIR:

1. Craft the next NEAIR strategic plan that builds upon a legacy of networking, mentorship, and training opportunities.
2. Enhance the role of IR in decision-making on campus by helping develop effective leaders who leverage strong analytical abilities.
3. Foster a greater sense of belonging and collaboration between institutional researchers through an engaged network of members.
4. Develop strategies to build the diversity of the IR profession by developing opportunities for undergraduate or graduate interns to participate in NEAIR.

President-Elect Candidates (Pick 1 of 2)



Stephen Sheridan

Senior Director for Institutional Effectiveness
Villanova University

Educational Background:

Bachelor of Science, Accountancy, Villanova University Master of Public Administration, Villanova University

I have worked at Villanova University since 2001, three years after earning my BS in Accountancy and working as a mutual fund accountant for PNC Bank. My initial role at Villanova was as a Senior Accountant in the Controller's Office. During these years I learned a great deal about non-profit accounting, including budgeting, cash management, endowments, and financial reporting. While working as a Senior Accountant at Villanova, I earned my Master of Public Administration degree from Villanova in 2005. Through my studies I learned a great deal about policy building, program evaluation, qualitative and quantitative methods, and strategic planning. More importantly, I was introduced to John Kelley and Jim Trainer, professors in my program, both of whom I would come to learn are well respected NEAIR members, with Jim once serving as President. Before meeting John and Jim, I had never heard of institutional research. Through the relationship I built with them, first as a student and later as colleagues working in the same building, I became enamored with the key role their Office of Planning and Institutional Research played at Villanova— so much so that I applied for and successfully attained the position Assistant Director for Institutional Research in 2007. Not too long after starting in the role, I went to Chicago to attend AIR Foundations, an introductory program for people new to the field of institutional research. While there, I learned all about our great profession from the best of the best, including Mary Ann Coughlin, Lance Kennedy-Phillips, and Gerry McLaughlin, among others. Since that time, I've risen to the position of Senior Director for Institutional Effectiveness in my office, still benefiting daily from working for Jim in what is now the Office of Strategic Planning and Institutional Effectiveness. Over the past 16 years, I've acquired expertise in accreditation, assessment, data visualization, developing metrics, DEI education and management, statistics, serving as an IPEDS Keyholder, and strategic planning. All of the above, I believe, are important skills for a NEAIR President to call upon. Upon attending NEAIR Conferences, word got around that I was once an accountant, which led to my eventual nomination and election as NEAIR Treasurer from 2014 to 2017. My finance background was put to excellent use during my term, and I'm quite proud of what I was able to accomplish with the Steering Committee during that time. Through my tenure, my connection to NEAIR grew much stronger thanks to relationships I'd built throughout our organization. In turn, it seemed natural to continue supporting my colleagues and NEAIR through committee service. These include the Finance Committee, DEISJ Committee, Membership Committee, and an Ad-Hoc Strategic Planning Committee. I am a regular attendee at the NEAIR Conference and have been a workshop presenter four times (and once at a Professional Development Series: Summer Drive-In Workshops). I've also presented at the Middle States Commission on Higher Education Annual Conference. Beyond my job responsibilities, I'm a part-time professor at Villanova, teaching courses in finance and accounting, strategic planning, and intergroup dialogue. Finally, I lend my expertise to a colleague's consulting project that offers customized guidance and training to local leaders through the process of initiating meaningful change in the areas of implicit bias, diversity training, equitable processes, and inclusive procedures.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

My experiences with DEI efforts occur on a daily basis. I'm a Disabled person that uses a power wheelchair for mobility, so life is an adventure. Each day I have to plan for how my daily living activities will be completed and continuously adapt to a world that is not built for how I must navigate it. Beyond my personal identity, my family is transracial. While my wife and I are white, our daughter is Black. Through our child's experiences, we've seen how implicit bias and unintended microaggressions have impacted her education and social experiences. In turn, I dedicate a lot of time to educating myself and working to promote DEI principles in all facets of my life. I've previously mentioned my consulting work, where my colleagues and I have provided guidance and workshops for local governments and non-for-profit organizations. At Villanova, I've played a leading role in DEI efforts at my university for over a decade.

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President-Elect Candidates (Pick 1 of 2)



Stephen Sheridan

Senior Director for Institutional Effectiveness
Villanova University

Our president appointed me to the Aequitas Standing Committee, which is charged with assessing the racial climate on campus, identifying areas for improvement, and creating a plan for developing the cultural competence for all students, staff and faculty who are members of the Villanova community. At NEAIR, I'm a member of the DEISJ Committee and worked closely with its co-chairs to develop the current climate survey. All of the aforementioned experiences hopefully present someone who cares deeply about DEI efforts, which I see as paramount to fulfilling NEAIR's mission and values. If the organization is to facilitate the professional development of all its members to promote effectiveness in postsecondary education, DEI is increasingly at the forefront of everything our institutions are doing. In the wake of the recent Supreme Court decision to end the consideration of race in admissions, our institutions must promote themselves as places where students of all identities can thrive. Institutional research and effectiveness professionals are at the heart of that work through the collection, analysis, and reporting of key information. NEAIR must lead the way by providing professional development on how to do this work with DEI at the center and not as an afterthought. Beyond the professional development we produce, NEAIR needs to openly live its values. If we are to truly be "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" that promotes "the open exchange of ideas through collegiality and networking," then we must take steps to ensure that's what is actually taking place. We can do this by asking for hard feedback and ensuring that all members feel a sense of belonging and can feel safe to be themselves, regardless of the identities they hold or the institutions they represent.

Aspirations and Goals for NEAIR:

If I were to become President-Elect, there are three goals I would hope to accomplish during my tenure. First, with NEAIR's current strategic plan at its horizon, I would like to see NEAIR's next strategic plan become final during my three years in a leadership position. During my time at Villanova, I've had opportunities to either develop, monitor, or report on three strategic plans. Through my consulting, I played a leading role in creating a local non-profit food bank's strategic plan. In turn, this type of work is firmly in my wheelhouse. Second, NEAIR has done a great job of collecting and analyzing data to inform decision-making, which obviously makes a lot of sense since it's what we do in our jobs daily. I'd like to see our organization continue on this path and enhance how we share what we learn about ourselves. Third, I'd like to see NEAIR further its efforts to support the whole person. For example, glean information from the recent NEAIR Climate Survey to become a more inclusive and welcoming organization for members that hold minoritized identities. Inclusion also means ensuring NEAIR is offering programming and support that is useful regardless of the size and/or type of institution for which a member works. Finally, as smaller intuitions continue to struggle, NEAIR should review its resources and explore offering more funding for members to attend conferences or take online workshops for free.

Secretary Candidates (Pick 1 of 2)



Tiffany Parker

Executive Director, Institutional Research & Assessment
Mount Wachusett Community College

Educational Background:

M.A., Minnesota State University- Mankato, Industrial/Organizational Psychology

B.A., University of Maine, Psychology

NEAIR Member 2008 - present

Steering Committee Member-at-Large, 2015 & 2018

Program Team & Publications Coordinator, 2012-2015

Conference Presenter, 2015

Membership Committee 2013-2016

Conference Proposal Reviewer, Multiple years

Mentor, Multiple years Nominating Committee, 2013

AIR member 2008-Present

At MWCC, I recently was the co-chair of the committee which lead the NECHE accreditation comprehensive evaluation process at my institution. That experience has prepared me for the tasks of the Secretary to reviewing By-Laws, Policy & Procedures, and other materials, as well as creating the documentation which is critical to an organization in an efficient manner.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

As an IR/IE professional at a community college, I'm actively and intentionally developing my skills to advance the college's equity-focused strategic plan. This winter I took part in an 8-week long workshop series by Dr. Diane Goodman to build skills for DEI advocacy and social justice. Topics included Systemic Racism, Creating Change, Talking with Other White People about Racism, and Racism Harms White People and What We Have to Gain from Unlearning and Eliminating It. The workshops included time for practice conversations and reflection which was especially useful. I know I have more to learn and to do to fulfill the moral imperative there is for higher education to make equitable gains in student success outcomes for underserved students. Leading an Institutional Research and Assessment office, I have supported DEI efforts further by disaggregating all reports and research requests by race/ethnicity, sex, and low-income while protecting student privacy in accordance with FERPA and other regulations. If elected Secretary, I will look forward to supporting the DEISJ committee and Steering Committee efforts to examine and improve the diversity, equity, inclusion and social justice lens of NEAIR in structure, policy and in the broader institutional research practice.

Aspirations and Goals for NEAIR:

Being a NEAIR member has provided me with meaningful professional development opportunities and connection to a supportive community. My goals are to fully support the NEAIR vision and values to provide the best possible programming and networking for our members with an emphasis on diversity, equity and inclusiveness goals in the strategic plan. I want NEAIR to continue to evolve in how we serve the membership. As a member, it was exciting to see the growth from a drive-in PDS format to the year-round online workshops that are now available. I want to support the next Leadership Teams in listening to the members.

Secretary Candidates (Pick 1 of 2)



Wyntre Stout

Institutional Research Manager
Lehigh University

Educational Background:

An avid learner, Wyntre's educational background is in the social sciences. She holds a doctoral degree in psychology, master's degrees in psychology and clinical mental health counseling, and bachelor's degrees in psychology and outdoor leadership.

Wyntre has given multiple presentations at academic conferences and most recently presented on strategies for managing IR workflow at the 2023 AIR Forum. During her time as a doctoral student, Wyntre served as the secretary and travel grants officer in two consecutive terms on a Graduate Student Senate Executive Board, giving her experience carrying out the function of a leadership committee secretary. In her current role as the IR Manager at the Office of Institutional Research and Strategic Analytics at Lehigh University, Wyntre has taken the lead in developing standardized processes to optimize effectiveness.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

Wyntre believes that the value of NEAIR depends on engagement from a diverse body of professionals, so it is imperative to be aware of and address structural impediments as well as to be intentional in creating a sense of community and belonging for people from a variety of backgrounds. She would like to work to expand mentorship and other opportunities to create connection within NEAIR to create welcoming spaces for people from all backgrounds. Wyntre served on Lehigh University's Council for Equity and Community for two years, taking an active role in working groups that carried out projects like identifying progress metrics for the institution's diversity, equity, and inclusion strategic plan. She is committed to her personal growth in this area and educating herself on ways to identify and address unconscious biases that affect the way we view others.

Aspirations and Goals for NEAIR:

Wyntre's aspirations for her work with NEAIR include improving the policies and processes that support NEAIR's function, expanded availability and accessibility of educational resources, and initiatives to facilitate member engagement such as developing targeted outreach to new members, establishing support for local IR-professional meet-ups, and amplifying mentorship opportunities with special attention to the needs of professionals based on their career stage.

Steering Committee Member - Private Sector (Select 1 of 2 Candidates)



J.R. Bjerklie

Director of Institutional Research and Effectiveness
Hartwick College

Educational Background:

BA, Sociology, Rutgers University, 1987

MA, Sociology, Rutgers University, 1990

When I started in IR in 2007, one of the first things I did was go to NEAIR. Ever since, NEAIR members have been a constant source of support and knowledge. I have been very fortunate to be surrounded and supported by so many skilled, generous, and supportive colleagues. I feel it is an honor and an obligation to return service to the people and organization that do so much to make my life as an IR professional so rewarding. I would like to repay that a bit. I have been involved with the conference committee for some time, as sponsor/exhibitor coordinator, and before that as proposal review coordinator. I am moving into my second year on the Finance Committee, and served with the group that developed our current strategic plan. I strive to be an active volunteer, offering help and pitching in whenever possible. I have been involved several times on the board that guides my church where I first developed the skills needed to prioritize and facilitate multiple strategic efforts. In the past year I was able to use these same skills when the IR office at Hartwick changed our reporting lines and responsibilities at the same time that the college's leadership experienced an almost complete turnover. I am part of several committees on campus and try to meet whatever needs each group has with all the resources the IR office can provide while maintaining collegial relationships with all stakeholders. I have been especially involved lately in supporting and motivating the establishment of data governance structures and processes at my institution. This is a joint effort between the Registrar and IR, coordinating the work of several stakeholders, responding to their concerns, and building agreement on a college-wide strategy. This process has helped me hone my leadership and collaboration skills, and I look forward to doing the same as a steering committee member.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

I have recently been learning to be very aware of the difference between feeling uncomfortable and feeling unwelcome. Members of minorities and other outgroups often feel uncomfortable in work and social situations, but so do many other folks; there are so many social and personal currents at work that it is difficult for an organization to address. Awareness and sensitivity training can play a key role here, and on campus our IR office strives to be actively involved in these efforts. Feeling unwelcome, however, is much more about the actions and attitudes of the organization and its members. We can change this through consistent, targeted, and coherent efforts. We can teach our members (on campus or in NEAIR) to be more aware of how their behavior is perceived and how it is experienced by others, and how to interact more positively with all members. Of late, when I see or hear of unwelcoming behaviors, I try to address them in a non-confrontational way, using the situation as a learning opportunity as much as possible. I also work actively to ensure that the IR office regularly reaches out to provide support and information to anyone looking to build and maintain these programs. I would like to be a part of this kind of support as a steering committee member.

Aspirations and Goals for NEAIR:

Maintaining our financial position and strengthening our membership would be continual efforts. As a particular goal, I would like to see NEAIR become more involved with other regional and local IR groups, in part for collegial support, and more importantly to become a channel for the professional knowledge and development NEAIR has been so successful in nurturing over the past few years. I'd like to explore providing more scholarships for NEAIR and other conferences, interacting more directly with smaller groups, and offering smaller PDS opportunities that can be built in to group meetings.

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Steering Committee Member - Private Sector (Select 1 of 2 Candidates)



Daniel Sisco

Assistant Director for Institutional Research
Loyola University

Educational Background:

Geography Major, George Washington University

I currently lead the NEAIR Mentoring Program, I am an active member of NEAIR, I sit on the NEAIR Membership Committee, and I am the current President-Elect for the Maryland Association of Institutional Research.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

I am an advocate for DEIJ efforts (Justice, there is not Equity without Justice). I want to hear more voices actively speaking and sharing at NEAIR events and activities. I want to promote a welcoming and inclusive environment and actively seek out new and diverse participation.

Aspirations and Goals for NEAIR:

My goal is to engage the membership and make progress on actionable feedback. I want to nurture an inclusive and sharing environment where our membership can develop both hard and soft skills and hone their craft to the highest levels.

Steering Committee Member – At-Large (Select 1 of 2 Candidates)



Nancy Becerra-Cordoba

Associate VP, Decision Support & Institutional Research
Connecticut State Colleges and Universities

Educational Background:

B.S., Environmental Engineering

B.A., Film Studies

B.A., Theater and dance

M.S.E., Systems Analysis for Public Policy

Ph.D., Urban Affairs and Planning

Since I joined the field of Institutional research fifteen years ago, I have worked in Institutional Research offices across an array of Higher Ed sectors, and I have been actively engaged with professional networks, through conference events, volunteering and committee work.

During my IR career I have been in public and private sector institutions, that range from technical to research, private and public, and Liberal Arts institutions. All of this has provided me enriching experiences and insights about the needs and challenges for IR offices and institutions. I have worked at SUNY Geneseo, Rochester Institute of Technology, University of Rochester, Excelsior College, Trinity College, and now I lead the Decision Support and Institutional Research Division at a System Office (Connecticut State Colleges and Universities) that serves 2-yr and 4-yr public institutions in Connecticut.

Furthermore, I bring diverse experiences and views of Higher Ed, as a first-generation Latina who later became a faculty member, and a staff member in the IR profession. At Trinity College I was active in campus-wide conversations about diversity and inclusion. I volunteered with the Exempt Staff Council (ESC), that represents faculty and staff, in the development of the ESC's racial equity plan. I also participated in the summit "Exploring the historical roots of racial inequity". During my Ph.D. studies and my career as faculty member I was part of the Planners of Color Interest Group of the Association of Collegiate Schools of Planning (ACSP), in a time when we were very few minority members, and we understood the value of diversifying the composition of urban planners and educators in order to reflect the national population.

Moreover, I have provided support to the Grants office and the IRB office, in the grant proposal, evaluation, and data infrastructure for awarded grants. This has been a great experience as I have had the opportunity to talk with faculty members and staff about their research interests, brainstorm ideas, then read proposals, and provide data and methodological support for the grants from the award point to the dissemination of results.

At NEAIR I was part of the ad-hoc committee on membership during for the 2019-2021 Strategic Plan, which was a great opportunity to have conversations with NEAIR members that have been part of the organization for long time, as well as with very recent members, and discuss goals for NEAIR membership in coming years.

I was also a member of the Diversity, Equity, Inclusion, and Social Justice (DEISJ) committee at NEAIR, in the subcommittee working on fostering diversity education and training among NEAIR members, starting with a study of DEISJ vocabulary and current practices in HigherEd. I have served as a conference volunteer, mentor for newcomers, and I have enjoyed connecting with people and learning about their paths in IR. Also, I have presented and attended conferences at NEAIR, AIR, AIRPO, ConnAIR (conference in the SUNY system), some of our related associations, such as Higher Education Data Warehousing (HEDW), and the National Association for College Admission Counseling (NACAC). I welcome the opportunity to continue serving NEAIR, which has been a great supportive organization, source of

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Steering Committee Member – At-Large (Select 1 of 2 Candidates)



Nancy Becerra-Cordoba

Associate VP, Decision Support & Institutional Research
Connecticut State Colleges and Universities

inspiration in colleagues and friends, and a rich place for exchange of ideas in my career and the career of NEAIR members

Advancement of Diversity, Equity, and Inclusion for NEAIR:

My personal experience in Higher Education has been shaped as a minority in several overlapping identities or intersectionality, and these experiences have allowed me to see and to understand what students, faculty and colleagues also experience in HigherEd.

As an immigrant, first-generation Latina, who later became a faculty member, and a staff member in the IR profession, my experiences have allowed me to see the experiences of others, even the ones I have not experience myself. This sense of awareness transpires to my work with data analytics, and the need to see the human face of the numbers.

I feel compelled to contribute to improve the understanding of issues of diversity and inclusion at NEAIR, not only because it enriches our professional field and the way we work with data, but also because it improves how we understand and support each other in NEAIR. Even though NEAIR is a great collegial group, it takes intentionality and work to understand what it means to walk in someone else's shoes, and I believe we can foster a systematic and wide approach to unveil areas where we can improve inclusion and social justice in NEAIR and in our campuses. In my IR positions I have been active in campus wide conversations about diversity and inclusion. At Trinity I volunteered with the Exempt Staff Council (ESC), that represents faculty and staff, in the development of the ESC's racial equity plan. I also participated in the summit "Exploring the historical roots of racial inequity". During my Ph.D. studies and my career as faculty member I was part of the Planners of Color Interest Group of the Association of Collegiate Schools of Planning, in a time when we were very few minority members and we understood the value of diversifying the composition of urban planners and educators in order to reflect the national population. I was a member of the DEISJ committee at NEAIR, in the subcommittee working on fostering diversity education and training among NEAIR members, starting with a study of DEISJ vocabulary and current practices in HigherEd.

I believe DEI work and advocacy around anti-racism and intersectionality grows around the core element of awareness. If we are able to see and be seen, hear and be heard, and seat at the decision-making table with the same power to influence decisions, then we can foster an environment that can fight every day against our hidden biases. It is also critical to understand the multiple dimensions of diversity beyond gender, race, ethnicity, religion, national origin, so we can consider other dimensions such as age, accent, educational and socioeconomic background, among others. Moreover, we need to recognize the need to diversify the IR field, so practitioners reflect the diversity of the national population. Through our DEI work we can improve the life of fellow IR practitioners and of the student population we serve.

Aspirations and Goals for NEAIR:

My goals for NEAIR as an organization focus on (i) supporting NEAIR's cohesive membership and skills when we are experiencing a multigenerational pipeline, rapid-evolving policy and technology changes, and evolving data needs in Higher Ed; while (ii) fostering NEAIR's research and development for the needs of the IR office of the future.

My first goal is to bring back the focus on educational policy and translate how changes in policy impact the IR field and the needs of the NEAIR members, in terms of skills and membership support. Higher Education is facing many challenges and fast speed changes that impact the IR profession, for example, the Supreme Court decisions on the use of

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Steering Committee Member – At-Large (Select 1 of 2 Candidates)



Nancy Becerra-Cordoba

Associate VP, Decision Support & Institutional Research
Connecticut State Colleges and Universities

race/ethnicity and legacy status in the admission process, changes in FAFSA, policies related to athletes; mergers and acquisitions of institutions, along with other recurrent topics such as the demographic cliff, reliance in tuition, and high discount rates. Many of these policy changes impact the kind of data we use, the questions we are asked and the speed and urgency to provide answers. More and more questions are about numbers with dollar signs, or operational metrics rather than end-of-the-pipe KPIs. Thus, it is critical that we reconsider what training, services and support NEAIR members need to navigate these changes.

NEAIR as a community is continuously evolving, and as it adapts to the changing needs of data in higher education, I believe it is important that NEAIR keeps not only up to date in skills but keeps its distinct "NEAIRiness", which is one of the key aspects we cherish from our organization. The IR workforce is becoming more multigenerational and that brings lots of great opportunities for diverse ideas, views and skills. I believe that creating living documents, processes and policies, as well as keeping traditions can help NEAIR to respond to the needs of the changing NEAIR membership. For example, the work of the DEISJ committee can lead to best practices to ensure inclusivity in NEAIR. Also, as the NEAIR conference continues to foster our face-to-face beloved interactions, keeping options for members to attend and connect online provides flexibility to reach members that couldn't attend otherwise because of budgetary, time constraints, or technological preferences for engagement.

My second goal is to promote research in our field about our field because it is critical to keep us in the state-of-the-art or frontier. Support for research grants, as well as research workshops can help us to keep our skills and mindset focused on innovations in our field. Often an IR office can get very busy with every day operational data needs, which may rely more on descriptive statistics and standard visualizations, and data quality validation. Besides getting busy with running the today's operations of the IR office we need to work on research and development for the needs of the IR office of the future. Artificial intelligence can be an extra tool in our toolbox if used appropriately. Since IR professionals come from many different fields and backgrounds, one key goal for NEAIR is the development and support of the pipeline of future NEAIR members, not only in terms of onboarding, training, and keeping NEAIRiness, but also in terms of delineating the set of competencies and values in the IR profession.

Steering Committee Member – At-Large (Select 1 of 2 Candidates)



Kristen Procopio

Associate Director, Institutional Research & Planning
Rhode Island College

Educational Background:

An advocate for lifelong education-- My educational background started in the arts! This background, while a non-traditional pathway has provided me with essential, creative problem-solving skills and a personal understanding of the many varied and diverse paths that lead us all to the ever-changing field of IR/IE. A.A.S.- Graphic Design, B.F.A.- Illustration, M.A.T.- Visual Arts. I have taken many pre-conference and post-conference workshops as well as MOOCs to hone my data analysis, statistical, query writing and data collection skills. My extreme attention to detail and strong organizational acumen have made me a natural at data integrity and management. Continuing on this educational road, I recently was accepted into a Data Science Graduate Certificate program at URI.

Conference Greeter- 2007-2012, Local Arrangements Committee- 2013, Co-Presenter- 2013, Local Arrangements Chair- 2019, Workshop Coordinator- 2019-2020, Associate Program Chair- 2021

Advancement of Diversity, Equity, and Inclusion for NEAIR:

Diversity, equity and inclusion are paramount to NEAIR as it moves forward as well as to me personally. The 2021 Moving the Needle conference for which I was Associate Program Chair focused on these very issues. As a developer of the conference program, I made sure that we covered ALL areas – even the oft neglected one of disability inclusion. Over the last few years, I have spent a great deal of time looking inward to identify my own personal bias and have actively worked to overcome them as a white, heterosexual, CIS female. I feel strongly that, while this is often difficult work, it is a vital part of running any and all organizations to ensure that everyone receives fair and equitable treatment and opportunities for growth. As a steering committee member-at-large I would be committed to continuing to move NEAIR forward as organization, placing DEI work in the forefront of our membership committee and working diligently to give voice to all underrepresented and underserved members.

Aspirations and Goals for NEAIR:

I am truly honored to be nominated to serve on the Steering Committee-At-Large. Since joining NEAIR, I have developed life-long friendships, found unlimited professional support and developed and strengthened my IR skills through many educational opportunities. If elected, I will bring my dedication, hard work, collaborative nature and energy to any project of which I am a part. Over the course of my nearly 25 years in IR, I have been involved in NEAIR in a variety of ways, and I would love to expand my contribution to include serving on the Steering Committee. NEAIR is, has been and will be a vital organization in helping to move IR and institutional effectiveness professionals forward in this ever-changing higher education landscape. I am excited to continue to bring my passion and love for NEAIR to the Steering Committee-At-Large role by expanding my NEAIR service to include being a part of the governing body. I thoroughly enjoy working with people to create solutions and brainstorm new and innovative ways of connecting IR members and future members to NEAIR. As the IR/IE field is changing rapidly and the need for data and data experts is becoming paramount, I would love to help position NEAIR as a relevant and essential organization for all members, newcomers and long-standing alike. I would really like to delve into membership and review the membership opportunities and benefits that are available to all members, not just conference attendees, as well as look at various ways to increase or solidify our member pool with a focus on diversity, equity and inclusion.

Nominating Committee Member - 2-Year Sector (Select 1 of 2 Candidates)



Amy Boudreaux-George

Senior Research Associate
Bunker Hill Community College

Educational Background:

BA Sociology, MA Applied Sociology, Graduate Certificate Survey Research- University of Massachusetts Boston

With eight years of experience working in Institutional Research, I bring a demonstrated ability to serve as a member of a research team, execute tasks and manage research projects. My time in higher education has led me to volunteer on several committees like co-curricular assessment committee, campus climate survey working group and the Single Stop advisory board.

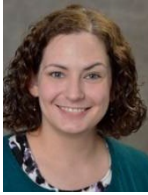
Advancement of Diversity, Equity, and Inclusion for NEAIR:

In my role at Bunker Hill Community College, we focus our practice on inclusion efforts across the campus daily. We constantly discuss the decolonization of higher education and assess barriers to accessing good, affordable education. As a researcher, I have prepared hundreds of analyses that disaggregate outcomes by race, gender, age, socioeconomic status, etc. These kinds of analyses have been used to start grass-roots movements across the college to better support students with the highest rate of drop-out and the lowest rate of course success. Specifically, this includes mentoring programs for Black and Latino men, immigrant students, student parents and students with basic needs insecurity. My experience with DEI leads me to believe professionals within the NEAIR community can and should keep inclusion in their work. I hope to champion the idea of decolonizing research methods so that more people can provide inclusive data analysis on their own campuses.

Aspirations and Goals for NEAIR:

Coming from a large, urban community college, I bring a focus on the 2-year experience and on decolonizing research methods in higher education. My goal is to serve NEAIR while keeping this focus in mind.

Nominating Committee Member - 2-Year Sector (Select 1 of 2 Candidates)



Sarah Young

Director, Institutional Assessment
Community College of Baltimore County

Educational Background:

I have a PhD in Educational Psychology and Educational Technology from Michigan State University. I also have a BA in Psychology and Political Science from University of Michigan. In addition to my formal credentials, I'm an avid, lifelong learner.

Served as president for the Maryland Community College Learning Assessment group for one term during which I organized meetings, established a discussion group, ran the website, and contacted and collaborated with members. Served on Association for Assessment of Learning in Higher Education's Communications and one of their publications committees. In my current position, I connect and support faculty and staff with data and other resources to improve evidence-based decision making at the college.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

I am not sure where NEAIR is at currently with their DEI work, so it is hard for me to say how I would advance it. In my current role, I support the college President's DEI committee through providing results and interpretation of our semi-annual Diversity Climate Survey. I am trained as a Safe Space resource on campus and frequently volunteer or sign up for training related to DEI and assessment because assessment data is most useful when it is promoting equity. I have supported other groups on campus through disaggregating, analyzing, and interpreting student data. In a lot of this work, I have to explicitly provide context where students' intersecting identities are or where their identities intersecting with the particular context of our school, campus, or courses may influence results. To my knowledge, none of my work has touched on anti-racism.

Aspirations and Goals for NEAIR:

To continue to perpetuate the rich and diverse community of members.

Nominating Committee Member - At-Large (Select 5 of 6 Candidates)



Suhua Dong

Director of Institutional Analysis
Gettysburg College

Educational Background:

Ph.D., Higher Education Administration, 2005, Bowling Green State University, OH
MA., British Literature, 1994, Shandong University (China)
BA., English, 1991, Shandong University (China)

From 2003 to 2005, I worked as the Assessment Coordinator for Residence Life at Bowling Green State University, a 4-year public institution. Since the summer of 2005, I have been working in institutional research at a private liberal arts institution--Gettysburg College, first as the associate director (2005-2012) and later as the director (since 2012). At Gettysburg, I have performed a broad range of research and analysis to support institutional planning and decision-making (e.g., assessment of institutional and educational effectiveness). In addition, I have served on various college committees (e.g., assessment committees, retention committee, net tuition revenue committee, and search committees). I have enjoyed attending NEAIR conferences, through which I have learned a great deal about the wisdom, resiliency, and innovation of many NEAIR members. To give back to the community which has helped me grow professionally, I have served my professional organizations many times. For example, in 2022, I had the wonderful opportunity to serve as the Conference Evaluator for the NEAIR Conference. By working closely with the conference leadership team, I successfully performed my responsibilities; the conference evaluation report I put together informed the planning of future conferences. This opportunity also allowed me to gain a deeper understanding of how NEAIR committees work. I have also served as a conference proposal reviewer for NEAIR and AIR numerous times and presented at NEAIR and AIR conferences multiple times. Currently, I serve as a member of the Research, Accountability & Outcomes Assessment Committee of AICUP (Association of Independent Colleges & Universities of Pennsylvania). Lastly, I have served as a peer evaluator for Middle States Commission on Higher Education (MSCHE) and the New England Association of Schools and Colleges (NEASC) accreditation reviews multiple times.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

As a member of the Nominating Committee, I would work diligently to help the Committee recruit candidates with different backgrounds, experiences, and skills. I would help track the demographics of NEAIR community and the leadership teams to get a better sense of the current status of representation. I would encourage the Committee to directly reach out to members from under-represented groups and invite them to run for NEAIR leadership positions. Additionally, I believe it is important to seek out feedback and suggestions from the NEAIR community and listen to their good ideas on how to develop a balanced and diverse slate of candidates. In my current role at Gettysburg, I have integrated diversity and inclusion related questions and analysis into major data products and research reports of my office, identifying concerns and tracking progress. For example, in my survey research, I would provide subgroup comparisons (e.g., by race/ethnicity, socio-economic status, first-generation status) in examining student experience and outcomes. Additionally, for many years, I served as a member of the Campus Climate Study Committee as well as the Implementation Group. By working with diverse representatives across the campus, I contributed to the development of recommendations to advance institutional DEI initiatives. Also, since last year, I have been serving as a co-chair of the Data Governance Council on our campus, helping develop policies on gender data collection, reporting, dissemination, and access.

Nominating Committee Member - At-Large (Select 5 of 6 Candidates)



Suhua Dong

Director of Institutional Analysis
Gettysburg College

Aspirations and Goals for NEAIR:

If elected to serve on the Nominating Committee, I would work to ensure that a diverse pool of capable candidates for all leadership positions is brought to the 2024 ballot. My personal goal is getting to know more about other NEAIR members, learning from fellow volunteers, sharing my service experience with other members who have never been a candidate, and encouraging them to become more involved in NEAIR.

Nominating Committee Member - At-Large (Select 5 of 6 Candidates)



Brianna Doyle

Director of Records and Institutional Research
Central Maine Community College

Educational Background:

I have a Bachelor of Arts degree in English with minors in Journalism and Intercultural Missions and a Master of Science in Library and Information Science with a concentration in Information Science and Technology.

During my 10 years in higher education, I have worked in private and public institutions at both the graduate and undergraduate levels. These experiences have given me opportunities to work with people from many countries, cultures, and education levels. Through my role as an institutional research leader at my current institution, I serve on councils and committees that impact academic policy and institutional trajectory. As a manager, I regularly evaluate my team members and disseminate responsibility based on their strengths and areas where growth is needed.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

I would advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR through recruitment and careful consideration of candidates who reflect the larger NEAIR community. As a manager, I intimately understand the importance of cultivating a team where each person contributes in their own unique way. I was not raised in an area where DEI initiatives were acknowledged. Over the course of my adult life, I have traveled and worked in areas where culture abounds. These opportunities expanded my worldview and have had a profound impact on how I operate, both personally and professionally. Early in my career, I worked with a company that provided education to young, orphaned children in India. Their efforts to provide holistic education to these children especially altered my understanding of DEI work/advocacy, particularly in cultural and economic ways.

Aspirations and Goals for NEAIR:

My primary goal as a member of the nominating committee would be to excel in service to the committee so that it would better serve NEAIR. In addition, I would strive to continue NEAIR's growth toward broader representation.

Nominating Committee Member - At-Large (Select 5 of 6 Candidates)



Rachel Groenhout

Director of Data & Change Management
Colby College

Educational Background:

BA French, University of Maine

MS Brain & Cognitive Sciences, University of Amsterdam

MA French, University of Amsterdam

Graduate Certificate Teaching English for Speakers of Other Languages (TESOL), University of Southern Maine

PhD Literacy Education, University of Maine

Steering Committees: Educause Data Governance Community Group (current), NEAIR (2022), Higher Education Data Governance (HEDGe) (2021)

Conference Service: NEAIR 2022 Conference Local Arrangements Chair

Frequent presenter at: NEAIR, AIR, Educause, NERCOMP, HEDGe, Literacy Volunteers Literacy Research Association

Proposal reviewer for NEAIR, AIR, AERA

Conference volunteer for NEAIR

Association Memberships NEAIR Membership Committee, Job Board Administrator, Raising Readers program evaluation research & children's book selection committee, American Association of University Women member

Advancement of Diversity, Equity, and Inclusion for NEAIR:

I am deeply committed to equity for persons of all backgrounds, demographics, and abilities. Professionally, my work in Institutional Research and in Assessment roles has included researching outcomes across groups of students and serving on committees dedicated to addressing outcome inequalities. In addition, in Data Governance I have led working groups to improve data quality in regard to First-Generation status, international backgrounds, race/ethnicity, gender identities, pronoun selections, and preferred names. I have advocated for these data improvements to ensure institutions can recognize our students, faculty, and staff for whom they are and to ensure outcome gaps can be studied and improved upon. At our institutions, and within our professional organization, we must ensure ongoing research and intentional action plans to continuously improve opportunities, experiences, and outcomes despite structural inequalities and biases that persist within our societal systems of education, law, politics, and even in our data systems. I have also given presentations, designed and taught courses, and conducted academic research in unconscious bias, intercultural language and literacies development, intergenerational language loss, and data ethics. Personally, living abroad for eight years contributed significantly to my awareness and commitment to DEISJ imperatives and my own ability to be an active advocate for all. As an individual, I am learning more every day and seek to serve NEAIR in our ongoing efforts to intentionally improve equity for NEAIR members, as well as advancing our abilities as professionals to ensure our institutions' DEISJ foci include robust data and research to recognize and eliminate outcome gaps and improve experiences for all our constituents.

Aspirations and Goals for NEAIR:

My goal is to create opportunities for NEAIR members through dedicated service to the organization. NEAIR has been a welcoming community and a professional resource for me since I joined the organization 10 years ago. NEAIR is an exceptional organization that will foster myriad opportunities for our members in the years to come. As we navigate the evolving higher ed landscape, I envision NEAIR's role in the development of institutional research and data professionals as an increasingly crucial resource for skill development, experience sharing, and community building. To achieve this vision, we need to continue to have visionary leaders at the NEAIR helm, and I would be honored to help recruit these individuals through the work of the nominating committee if elected to serve.

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Nominating Committee Member - At-Large (Select 5 of 6 Candidates)



Jordan Knicely

Research Analyst
University at Albany, SUNY

Educational Background:

B.A., Psychology, St. Mary's College of Maryland

M.S., Psychology, Lehigh University

I have been a member of NEAIR for about 10 years, first volunteering to help at the check-in table and just recently serving three years on the membership committee. In addition to NEAIR, I currently serve as the Vice President of AIRPO, an IR affiliate in New York. Outside of IR, I serve as board member for the Dance Flurry Organization which supports music and dance in the NY capital region and an annual festival, The Flurry, in Saratoga Springs.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

As an individual belonging to many of our culture's majority groups, I have been privileged to work and learn in a variety of diverse environments and to learn about my own unconscious biases from campus workshops. At the University at Albany, I serve on a Chosen Name / Identity working group to examine how to best align our practices with the variety of individual needs and institutional policies. As a board member on the Community Culture Committee of the Dance Flurry, we strive to make our organization more diverse and inclusive. I am committed to recruiting and nominating candidates with diverse backgrounds and experiences to help provide a supportive and welcoming environment to all of our NEAIR members.

Aspirations and Goals for NEAIR:

Soon after starting in institutional research in 2012, I attended my first NEAIR conference. I found a welcoming group of colleagues that have provided a great source of support over my 10 years in the field. As a member of the nominating committee, my goal is to give back to the NEAIR community and keep our organization vibrant by locating and nominating strong and diverse candidates.

Nominating Committee Member - At-Large (Select 5 of 6 Candidates)



Kathleen McGreal

Senior Research Analyst
Tufts University

Educational Background:

I have an Ed.M. in Education Policy and Management from Harvard Graduate School of Education and a B.A. in Sociology and English from Providence College.

I began my professional career working in professional education at Harvard Graduate School of Education (HGSE). During my four years at HGSE, I planned professional development programs for educators across sectors, from early childhood education to higher education. At HGSE, I gained experience in project management, outreach/communications, and conference/event logistics. I also chaired the intern search committee, during which I recruited, interviewed, and hired undergraduate students to serve as summer interns. In 2022, I served as a volunteer member of the Local Arrangements Committee for NEAIR's annual conference in Portland, Maine. During this time, I gained insight into how NEAIR functions and had opportunities to work with NEAIR members from institutions across Maine. I helped with communications/website graphics, organization of dinner groups, and registration planning and execution, among other duties. In my current position as Senior Research Analyst at Tufts University's Office of Institutional Research (OIR), my focus is undergraduate student surveys, including administration, analysis, and visualizations. My position at Tufts is client-focused, which means I work with constituents across the university from coordinators to directors to deans. Throughout my projects, I communicate with these campus stakeholders via email, Zoom, phone and/or in-person. During my time at OIR, I have served on several search committees for full-time staff members, as well as for part-time student research assistants. The responsibilities of these committees include evaluating resumes and interviewing candidates in an unbiased manner, then helping to on-board the newly hired staff members. I believe these skills and experiences would translate well to a role on the Nominating Committee.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

Diversity, equity, and inclusion would not be an afterthought to my work on the Nominating Committee. I believe that best practices for ensuring a diverse population of nominees should be ingrained in the recruitment process before it starts. This might involve personalized and conversational outreach, meeting candidates in person for informal conversation, utilizing different channels of outreach beyond email, and making sure all members of NEAIR are aware of the benefits of candidacy by ensuring the information is easily accessible on the website. In terms of intersectionality when recruiting candidates, it is important to understand the interaction between various facets of diversity (e.g., how race intersects with gender and with age) to realize what might be making a particular role more (or less) attractive to potential candidates. At Tufts, I served as OIR's representative for the university-wide campus climate survey. This process allowed me to interact with staff across the Tufts' campuses who are advancing DEI and anti-racism efforts. I worked with Chief Diversity Officers, Associate Directors for Diversity and Inclusion Education, Assistant/Associate Deans of Diversity and Inclusion, and the newly appointed Vice Provost for Diversity, Equity, Inclusion, and Justice. These experiences gave me continued insight into DEI as it relates to higher education populations and decision-making. In both my graduate and undergraduate programs, I took classes related to DEI, including those specifically related to DEI and higher education. I also supplement my knowledge through reading books and attending webinars. I have been an active participant in my office's internal DEI efforts, which have included conversations with campus leaders on how to shape our surveys to be inclusive and help them to measure inclusion and belonging. Finally, I have been an advocate for disability and accessibility over the past decade or so. I have volunteered for several organizations over the years, including non-profits that support individuals who have Type 1 diabetes and who are blind. Creating digital accessible content is one of my ongoing goals at OIR.

Aspirations and Goals for NEAIR:

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Nominating Committee Member - At-Large (Select 5 of 6 Candidates)



Kathleen McGreal

Senior Research Analyst
Tufts University

I want to ensure that we have a diverse and skilled group of people nominated for all vacant positions. Of particular importance to me is timely communication with candidates (responsiveness is something I strive for in my daily work). As I described above, I want to make sure the candidacy process and application is inclusive and accessible to those from all backgrounds, including those from underrepresented institution types. As part of this transparency, I would like to ensure that expectations and responsibilities for a position, including time commitment, are clear from the start. I hope that I will be able to help assemble a group of candidates fully invested in furthering the mission of NEAIR. If I have the chance to be a member of the Nominating Committee, I promise to uphold the mission of NEAIR and make all possible efforts to assemble a diverse, passionate, involved, and talented group of nominees.

Nominating Committee Member - At-Large (Select 5 of 6 Candidates)



Tammy Silva

Director, Institutional Research and Assessment
University of Massachusetts Dartmouth

Educational Background:

My educational background is a dual BS in Computer Science and Computer-Oriented Mathematics and a MS in Technology Management. I have worked in the Office of Institutional Research and Assessment for 27 years and have been the Director for 17 of those years.

I have participated as an IPEDS trainer, both when the system first switched from paper to electronic and also when the presentations became more about using the data in the field. I presented using IPEDS Benchmarking at a SCUP (Society of College and University Planning) conference and also presented at the HEUG (Peoplesoft user) conference. I have been a member of several state committees with other public institutions (MPIRN, Data Council member and data collection redesign). As a long-time member of AIR and NEAIR, the connections that I have made through these memberships have expanded my network within the field of Institutional Research and beyond. For NECHE (regional) accreditation, I have been on the university core team for the last three reports, have attended several conferences and presented at one of their workshops.

Advancement of Diversity, Equity, and Inclusion for NEAIR:

Diversity, equity and inclusion efforts are important especially in the higher education realm. I am a member of the MA state-wide public institution task force charged with creating a racial equity strategic plan that enhances the economic and social mobility of all students, especially those who have been underrepresented historically. I also participate on the enrollment goals subcommittee. Our office began training on data equity presentations and framework. As a member of the nominating committee, I would be dedicated to finding a diverse, equitable, and inclusive slate of candidates.

Aspirations and Goals for NEAIR:

NEAIR has been influential to my career throughout the years. Their conferences and workshops, along with the network connections, have provided me with valuable information that also improved our office practices. It is time to give back to the organization, and I hope that this position would help start the journey to assist NEAIR and its members and be a stepping stone to future support of the organization.