

2024 NEAIR Election Candidates

President-Elect (Select 1 of 2 Candidates)



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



Shirley Wong
Special Project Manager
Massachusetts Institute of
Technology

Steering Committee Member – Two-Year Sector (Select 1 of 4 Candidates)



Racheal Chubb
Director of Institutional Research,
Planning, and Effectiveness
Columbia-Greene Community College



Brianna Doyle
Director of Institutional Research and
Grant Procurement
Central Maine Community College



Angelina Medeiros
Director, Strategic Analytics &
Enterprise Systems
Bristol Community College



Sarah Young
Director, Institutional Assessment
Community College of Baltimore
County

Steering Committee Member – At-Large (Select 1 of 3 Candidates)



Amanda Colligan

Executive Director, Institutional
Research & Decision Support
Bridgewater State University



Christopher Hourigan

Director of Institutional Research and
Analytics
Colby College



Alexander Nanni

Associate Director of Institutional
Research
Rogers Williams University

Nominating Committee Member (Select 6 of 8 Candidates. The highest 4-year, Public vote getter becomes the Nominating 4-Year Public Sector Representative and the next 5 highest vote-getters become the Nominating At-Large Members)



Lisa Keating
4-year, Private
Assistant Provost for Institutional
Effectiveness & Planning
Wentworth Institute of Technology



Brandon Kerschner
4-year, Private
Senior Data Analyst
Dickinson College



Emily Orr
4-year, Public
Assistant Director, Institutional
Research
University of Rhode Island



James Redwine
4-year, Private
Research and Assessment Analyst
Loyola University Maryland



James Salamon
4-year, Private
Associate Director of Institutional
Research and Assessment
Massachusetts College of Pharmacy and
Health Sciences



Diann Simmons
4-year, Public
Assistant Dean
University of Massachusetts Boston



Sarah Winger
4-year, Private
Research and Assessment Analyst
Loyola University Maryland



Megan Yosko
4-year, Private
Institutional Research Analyst
Delaware Valley University

President-Elect (Select 1 of 2 Candidates)



Polly Prewitt-Freilino

Associate VP for IR and Evaluation
Mount Holyoke College

What aspirations and goals do you have for NEAIR during your tenure?

I would like to see NEAIR focus on four areas:

1. Enhance the role of IR in decision-making on campus.
2. Foster a greater sense of belonging and collaboration between institutional researchers.
3. Develop volunteer pathways for new members to become more involved in NEAIR
4. Work to increase the diversity of NEAIR through increased opportunities for undergraduate and graduate students to participate in NEAIR

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

My career in Institutional Research has allowed me to develop a broad array of skills. I have had the opportunity to serve as a lead on strategic planning, institutional accreditation, and technology steering committees. I have also worked with the board of trustees on governance and board evaluation processes. Externally, I have had the opportunity to complete an intensive higher education leadership development program through HERS (Higher Education Resource Services).

NEAIR has also greatly developed expertise in important ways, especially with the educational content and networking/mentoring aspects of the organization. I am currently working on the program committee as Associate Program Chair to put together a program that is both educational and engaging at the Newport conference. 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 desire to learn more about being an effective IR leader 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 has prepared me to serve as the next NEAIR as president-elect.

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

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 I had to navigate in 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 understand how members are experiencing NEAIR. Another question for NEAIR to explore is who needs greater access to the profession? and how do we develop a more diverse IR profession?



Shirley Wong

Special Project Manager
Massachusetts Institute of Technology

What aspirations and goals do you have for NEAIR during your tenure?

I am passionate about enhancing our community's cohesion, particularly because of the personal growth I've experienced here. When I first joined, members welcomed me to a group I had very little knowledge of. The support I received from individuals who were willing to extend their friendship, answer my questions, and offer career advice helped me feel the Neairiness. Their encouragement made me realize the value of our supportive network and inspired me to give back in meaningful ways.

My vision for our community includes implementing initiatives such as:

- **Enhanced Networking Opportunities:** By continuing to support our Membership committee's online networking event, we can facilitate stronger connections among members, encouraging collaboration and mentorship across various fields.
- **Professional Development Programs:** Expanding our educational offerings with workshops, webinars, and training sessions tailored to emerging trends and members' needs will help keep our skills sharp and relevant.

By focusing on these areas, I hope to reinforce the sense of belonging within our organization and ensure that our members feel supported and become active volunteers/participants so that they, and NEAIR, can continue to thrive.

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

I served on the Technology Committee for AIR. In this role, I was tasked with helping members have smooth experiences with the conference location technology. Being part to the conference team, I was unexpectedly also tasked with reaching out to and engaging attendees that would be considered wallflowers. I greeted these members to strengthen their connection to our community.

In addition to this, I've contributed in various capacities with NEAIR, from staffing the registration table with a friendly presence at our annual meetings to serving as Associate Program Chair, where I collaborated on creating a successful annual meeting in 2015. I've also faced moments of personal growth, such as overcoming my nervousness while introducing a plenary speaker—especially when she humorously pointed out my anxiety and caused me to turn bright red.

I strive to serve whenever needed and am always grateful for the guidance of those with more experience to help us all move forward together.

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?



Shirley Wong

Special Project Manager
Massachusetts Institute of Technology

I am committed to fostering an inclusive environment where every individual is valued for their unique experiences and perspectives. I believe that inclusivity means recognizing and appreciating the diverse levels of experience and values that each person brings to the table.

In my approach to communication, I prioritize clarity to ensure that what is communicated is understood as intended. I actively seek input from those I respect to gain a broader perspective and fully consider all viewpoints. By taking the time to understand the nuances of each situation, I aim to move forward with reason, patience, and empathy.

In meetings with strong-willed individuals who are passionate about their opinions, I focus on opening lines of communication and valuing each person's perspective. This approach helps us find common ground to work together effectively as a team.

By embracing these principles, I strive to contribute to a culture of respect and understanding where everyone can thrive.

Steering Committee Member – Two-Year Sector (Select 1 of 4 Candidates)



Racheal Chubb

Director of Institutional Research, Planning, and Effectiveness
Columbia-Greene Community College

What aspirations and goals do you have for NEAIR during your tenure?

During my tenure at NEAIR, my primary aspiration is to ensure that our organization evolves while staying deeply connected to our members' needs and the rapidly changing landscape of institutional research. I plan to achieve this by first taking a step back to reflect on our past work and future goals. This includes actively incorporating the voices of our members through mechanisms such as surveys and focus groups while also considering a compilation of feedback received in the past. I would also like to see this work inform the development of a new strategic plan since the most recent is the 2019-2021 plan.

Embedding Diversity, Equity, and Inclusion (DEI) initiatives in all our programming and work is another key priority for me. I believe that fostering an inclusive environment is essential for our growth and relevance, and I aim to ensure that DEI principles are a foundational aspect of every decision we make.

Finally, I aspire to help centralize and integrate institutional research functions across campus groups. Encouraging representatives from various campus areas to participate in NEAIR's training, workshops, and the annual conference will be important in achieving this goal. By broadening our reach and influence, institutions can better leverage IR functions, ultimately addressing institutional goals and priorities more efficiently.

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

With 15 years of experience in institutional research, I have made significant contributions through active participation in various committees. A key accomplishment is the initiation and co-leadership of a Data Governance Workgroup at my previous institution, a role I continue to uphold at my current institution. This effort is aimed at fostering a culture of data quality and integrity, which I believe is essential for the effective and actionable use of data, while also promoting knowledge, trust, and collaboration.

In addition to data governance, I am deeply involved in assessment, strategic planning, and enrollment management. My engagement extends beyond daily responsibilities, as I work closely with colleagues across campus through various committees. I currently serve as Chair of the Institutional Assessment Planning Council and as a member of the Academic Assessment committee, the Non-Instructional Assessment Committee, Strategic Planning Committee, and Enrollment Strategy group. In these roles, my focus has been on integrating the efforts of each committee to enhance collaboration, transparency, and overall institutional effectiveness. Moreover, my committee work extends beyond my institution. I serve on SUNY subcommittees, where I contribute to advancing the Chancellor's vision for SUNY. To stay current with industry trends and expand my network, I regularly attend conferences and workshops. I also maintain active memberships with NEAIR, AIR, and my local IR group. My knowledge and experience, particularly in committee service and working groups, align with and can contribute to advancing the goals of the Steering Committee.

Steering Committee Member – Two-Year Sector (Select 1 of 4 Candidates)



Racheal Chubb

Director of Institutional Research, Planning, and Effectiveness
Columbia-Greene Community College

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

This role presents a significant opportunity to advance DEI initiatives. While DEI is an important and widely discussed topic, there remains a gap in our collective confidence, knowledge, and skills in this area. I strongly advocate for ongoing DEI education in various formats to ensure continuous learning and improvement. Furthermore, I encourage in-depth discussions that foster understanding and enable us to apply DEI principles effectively in our work.

As an IR professional, I employ a data-driven approach by collecting, analyzing, and disaggregating data, administering climate surveys, and facilitating discussions among stakeholders to explore the data further, prompt meaningful dialogue, and inform decision-making. For example, my institution is a member of the Achieving the Dream (ATD) network, and we have several working groups dedicated to advancing student success, especially among marginalized groups. I contributed to the development of a survey for incoming students to assess their needs. To ensure timely dissemination of the results, I created a dashboard, updated weekly, that displays disaggregated data. This tool enables student services to proactively address student needs in real-time and identify gaps in our programs and services. In collaborating with my colleagues, I strive to foster an inclusive environment where everyone feels valued and respected, regardless of their role within the office, institution, or project. Each individual brings unique value, and their perspectives should be thoughtfully considered. The same principle applies to our students. It is vital to create and sustain an environment where all students feel valued, respected, and safe.

Steering Committee Member – Two-Year Sector (Select 1 of 4 Candidates)



Brianna Doyle

Director of Institutional Research and Grant Procurement
Central Maine Community College

What aspirations and goals do you have for NEAIR during your tenure?

My goals for NEAIR during my tenure are to continue to speak to the current issues prevalent in the higher education industry and to provide guidance to its members; to further expand relevant professional development opportunities and involvement by its members; and to provide a more personalized and direct presence to individuals. To evaluate and implement these goals I would follow the strategies I use when making decisions:

1. Time. I take time to evaluate the situation and explore the options.
2. Advice. Asking the advice of mentors or peers is vital to this process.
3. Perspective. I consider the impact the decision will have on others and how similar past decisions have been received, if applicable.

I have had the privilege of serving on multiple committees in my career, both appointed and voluntary, and I believe my experiences would benefit NEAIR while providing me with the opportunity to grow in a new direction. My introduction to the world of Institutional Research was unexpected and overwhelming, but one of the absolute best opportunities for self-discovery of my passions. I hope to impart that passion to others.

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

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 counsels and committees that impact academic policy and institutional trajectory. As a supervisor, I regularly evaluate my team members and disseminate responsibility based on their strengths and areas where growth is needed.

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

The advancement of Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR should be a collaborative effort. Through the experiences I reference below, my role would be to ensure we are meeting people where they are, providing opportunities relevant to their experiences, and offering opportunities to contribute to their own personal growth and the growth of NEAIR. I have worked in higher education for 12 years and IR for five years, with increasing responsibility, and I enjoy participating in new ventures and stepping outside of where I am comfortable. My direct supervisor and I are very different people and approach things in vastly different ways. Through time, trial, and trust, we have arrived at a place where we can freely discuss disparate opinions and respect each other enough to truly listen. We have had difficult discussions, and I can honestly say I have come out as a better person for it. Similarly, as a manager, I intimately understand the importance of cultivating a team where each person contributes in their own unique way.

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.

Steering Committee Member – Two-Year Sector (Select 1 of 4 Candidates)



Angelina Medeiros

Director, Strategic Analytics & Enterprise Systems
Bristol Community College

What aspirations and goals do you have for NEAIR during your tenure?

My aspirations lie in contributing to the steering committee's efforts to advance the organization's mission. I am particularly motivated to help broaden NEAIR's membership to include a wider range of higher education professionals, enhancing the association's impact and relevance to those in data-driven roles. I am enthusiastic about leveraging my experience to advocate for the specific needs of two-year institutions. While the sector is currently facing challenges with enrollment and perceived value, there are many opportunities on the horizon such as free community college in states like Massachusetts. It is an exciting time in higher education, and we know that data professionals are key to the success of all institutions.

While serving on the steering committee, I wish to support NEAIR's growth by fostering an inclusive and dynamic community that reflects the evolving needs of higher education. I feel that I can advocate for the advancement of essential skills that will future-proof our work such as using AI, fostering data literacy and enhancing data-informed decision-making across various roles. I will work to enrich the content and discussions offered at NEAIR events, including the annual conference. I feel it is also important to strive to incorporate broader perspectives beyond IR with data-driven professionals from Financial Aid, Records, Finance, and Information Technology.

My expertise in analytics and technology, coupled with my doctoral research in IT and IR leadership, aligns closely with NEAIR's objectives and needs. I am committed to NEAIR and have been actively involved for more than a decade, presenting at nearly every conference I have attended since 2013. Overall, my background equips me to contribute strategically to the steering committee and support the organization's goals with a forward-thinking approach.

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

As the Director of Strategic Analytics and Enterprise Systems, I have been an integral part of combining two areas that are often separated: Institutional Research and Information Technology. Using the shared skills and interests of the professionals within these areas, we have fostered innovation and strategic development across the college. This unique reporting structure has enabled me to adopt a broader perspective and think creatively about all of my contributions to higher education. In my previous role as the Director of Strategic Analytics and Institutional Research, I supported data-informed decisions and increased accessibility to timely college information. Regular presentations were conducted in order to disseminate important data across the institution. I also improved the integrity of internal and external reports.

In 2011, I earned a Master's Degree in Agency Counseling with a specialization in Co-occurring Disorders from Rhode Island College. Engrossed in my studies, I persisted as a student at RIC, enrolling in the Certificate of Advanced Graduate Studies program in Mental Health. While completing this credential, I continued to gain skill as a Master's Level Counselor, working with a diverse range of clients in a private practice. In 2014, I received my CAGS and became a Licensed Mental Health Counselor in the State of Rhode Island. In addition to my counseling endeavors, I simultaneously worked as the Director of Institutional Research, Planning, and Assessment at Bristol since 2012 and shifted to my current position in 2019. I collaborated with colleagues to implement research projects and support college-wide initiatives such as the NECHE self-study. Aligning with my career interests and experience, I completed my Doctorate in Educational Leadership from Johnson & Wales University in 2022.

Steering Committee Member – Two-Year Sector (Select 1 of 4 Candidates)



Angelina Medeiros

Director, Strategic Analytics & Enterprise Systems
Bristol Community College

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

I often embrace the opportunity to work with those of differing backgrounds, experiences, and opinions. As a leader, I especially welcome a variety of opinions to ensure that we are appropriately serving the college community and its diverse range of needs. During my career, I have led large, cross-functional groups where differing viewpoints are expected due to the array of backgrounds and experiences. My expectation is for the communication of difference to be respectful and professional. I often foster open dialogue and emphasize common goals to reach a consensus that an entire team could support in some way, regardless of their vantagepoint.

During my time at Bristol, I have been involved in several committees ranging from being the Chair for the Institutional Review Board to being a member of our Integrated Planning Council. More recently, I am the lead for the Data Governance Team where I facilitate regular meetings, ensure clear communication, and help bridge gaps between differing departmental priorities regarding data access, use, and application. By fostering a collaborative environment and aligning our objectives, we successfully created a comprehensive data governance team charter for Bristol, streamlined the data request process, published a data dictionary, and assembled a disparate systems list. Integrating diverse perspectives was key to the team's success. I know that I can use a similar approach as I support NEAIR's steering committee and lead associated standing committees.

Steering Committee Member – Two-Year Sector (Select 1 of 4 Candidates)



Sarah Young

Director, Institutional Assessment
Community College of Baltimore County

What aspirations and goals do you have for NEAIR during your tenure?

I look forward to the chance to support NEAIR and advocate for 2-year colleges.

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

While the president of a state-wide affinity group for those in institutional assessment (Maryland Community College Learning Assessment Group), I improved organizational culture and sense of belongingness through creating additional opportunities for members to interact and discuss pertinent issues, including starting and organizing an assessment discussion group. I have the ability to build connections across disciplines. I have broad interests in topics around institutional research and assessment and collaboration experience around assessment writing and communication (AALHE's Emerging Dialogues and Communications committees).

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

At my institution I support the President's Diversity, Equity, Inclusion, and Belongingness council in helping collect and understand information about student and staff perceptions and experiences at the college in these areas.

Steering Committee Member – At-Large (Select 1 of 3 Candidates)



Amanda Colligan

Executive Director, Institutional Research & Decision Support
Bridgewater State University

What aspirations and goals do you have for NEAIR during your tenure?

For me, NEAIR has been a welcoming and inclusive place to connect with others, learn of best practices in the field, collaborate, and creatively problem-solve. I am hoping to support NEAIR in continuing and growing this work to really be a hub for professional development at all levels, an organization of connection, support, and collaboration. As a member of the Steering Committee, I hope to build on the excellent work of the current Committee and continue to make the offerings of NEAIR regular, current, and relevant, and to ensure a robust future of NEAIR as an organization. I also am committed to ensuring that these developments have an intentional focus on diversity, equity, inclusion, and belonging, both for NEAIR as an organization and for the tools that we provide to help support our IR colleagues. I want to push myself and my colleagues across the northeast to innovate, connect, and learn together to support our students, our institutions, and our teams.

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

I have over 10 years of experience in IR and have led an IR office at three different institutions, both in the two and four-year sectors. In my roles, I have seen an array of different resources, funding structures, and understanding of the role of IR and have therefore needed support from an organization like NEAIR in very different ways from strategy and vision to real step-by-step suggestions of how to get work done in a potentially hostile environment. I have also been lucky enough to have been at multiple institutions where racial justice and equity is at the forefront of our mission, and therefore equity-mindedness is embedded in my work.

As a sociologist, my training helps me to see the connections between the micro and macro, to be strategic in the steps we need to take to develop a future that is robust and meets our goals. As a practitioner, I've been both at the campus and at the state policy level. My work has focused not only on policy development and outcome, but also in the technical system development needed to support this work at the campus and state levels. I am a current NEAIR mentor, have represented the 2-year sector as part of an AIR policy group, have advocated for policy and systems change at the state level, and continue to present and learn from my colleagues at conferences focused on student success, data systems development, and diversity, equity, inclusion, and belonging.

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

I have been privileged enough to work at multiple institutions and at the state level where DEIB work is embedded in the expectations for IR work, as well as an over-arching outcome for student and institutional success. This work happens effectively when we continue to reflect, learn, and assess our efforts. A focus on DEIB must be intentional and must be included in all that we do in order to be effective. At my current institution, IR serves as a hub for folks to learn about and actively work on equity-minded sensemaking with their data. We hold regular trainings and develop tools to help our colleagues break down patterns they might see in their data, interrogate equity gaps, and guide them to equity-minded action steps. We are critically engaged in qualitative work to understand how the institution and individual interactions can signal to students, faculty, and staff that they belong and contribute to their long-term personal and professional development. This work is something I am passionate about and is an important step to a more equitable future in higher education. As a member of the Steering Committee, I would ensure to ask my colleagues how our goals relate to DEIB and how it is infused throughout our offerings at all levels.

Steering Committee Member – At-Large (Select 1 of 3 Candidates)



Christopher Hourigan

Director of Institutional Research and Analytics
Colby College

What aspirations and goals do you have for NEAIR during your tenure?

I would like to help ensure that NEAIR remains a valuable training and development resource for professionals as they move through their career trajectory. I think it is important to help members develop not only the technical skills necessary for early success in the field but also some of the softer skills that are required for moving into leadership positions. What does one need to do to become a Director? How does the work of a Director differ from that of other staff in and IR office? How does one become an effective manager, negotiator, and advocate within the specific context of the IR profession? What opportunities for promotion exist beyond the Director? What opportunities exist in IR-adjacent fields? Given the centrality of DEISJ to our organization, how do we ensure that IR professionals from traditionally underrepresented groups are afforded any and all such opportunities for advancement? These are the kinds of questions I would love to help NEAIR address for its members.

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

During my career in institutional research, I have amassed experience and developed expertise in all aspects of the field, including reporting, assessment, data governance and management, and strategic planning. I have worked at variety of institution types (public/private, selective/less-selective, urban/non-urban) and have served as a NECHE team member for 10-year reaccreditation visits and the assessment of 5-year interim reports.

Having been a member of NEAIR for much of my 20+ years in institutional research, I have found the organization to be instrumental to my professional development. Accordingly, I have supported NEAIR in a number of ways over the years. I have presented at the annual conferences, reviewed presentation proposals, served as Associate Program Chair on a conference planning team, and sat on the Finance Committee.

My professional experiences and work for NEAIR have given me diverse insights on the practice of the IR profession, as well as a deep appreciation for and understanding of the foundational role our field plays in ensuring the effectiveness of our institutions. I believe I would have much to contribute to Steering Committee, as we work to enhance the vital role NEAIR plays in onboarding new professionals to institutional research and providing opportunities for growth throughout their professional life cycle. My educational background includes a B.A. in English from Bowdoin College; an M.Ed. in Administration, Planning and Social Policy from the Harvard Graduate School of Education; and an Ed.D. in Higher and Postsecondary Education from Teachers College, Columbia University.

Steering Committee Member – At-Large (Select 1 of 3 Candidates)



Christopher Hourigan

Director of Institutional Research and Analytics
Colby College

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

I believe that achieving greater representation of individuals from diverse backgrounds in institutional research and providing meaningful opportunities for their development and career mobility must be core to NEAIR's mission. In order to achieve these objectives, we should work to understand the unique perspectives of institutional researchers from historically underrepresented populations (whether defined by race/ethnicity, disability status, sexual orientation, gender identity, or any other dimension). I would suggest regular check-ins (surveys, focus groups, etc.) with our members to ensure these diverse needs are being met through the programming we offer. In addition, we need to find networking opportunities for younger institutional researchers from non-traditional backgrounds and ways for them to be successfully mentored by more seasoned professionals. We know that networking and mentoring are important to one's professional development, but they are not always as readily accessible to individuals from underrepresented populations.

Throughout my career, I have supported many initiatives related to diversity, equity, inclusion, and social justice. My experiences include playing a key role in the development, deployment, and analysis of a campus climate survey; providing data for grants to support low income, first generation students, and students with disabilities; and regularly disaggregating key institutional indicators and other data by demographic factors to determine if achievement gaps exists. Moreover, I have taught introductory college courses for several semesters at two public, urban institutions, where many of my students were first generation, students of color, who were often juggling jobs and family responsibilities with their studies.

Steering Committee Member – At-Large (Select 1 of 3 Candidates)



Alexander Nanni

Associate Director of Institutional Research
Rogers Williams University

What aspirations and goals do you have for NEAIR during your tenure?

NEAIR's vision of "providing the best possible programming, services, and networking opportunities" resonates with my own understanding of how best to empower IR professionals. I appreciate NEAIR's core competencies, and I believe that NEAIR has been effective in achieving them by providing high-quality professional development opportunities, supporting members in cultivating a professional network, providing opportunities for leadership, and being inclusive and welcoming.

Building on NEAIR's current successes, I aspire to strengthen the networking opportunities available to NEAIR members, not only among NEAIR members but also with members of other professional organizations. This could be achieved through joint networking events, inviting speakers from other organizations to hold conference workshops, and encouraging NEAIR members to present at conferences held by other organizations.

I aspire to increase the number of participants in the online professional development webinars. One concrete goal would be to attract more participants from outside of NEAIR, for example from other regional professional organizations. Inviting speakers associated with other organizations could also attract larger and more diverse audiences, as those speakers could help promote the webinars within their own professional networks.

Finally, I aspire to keep NEAIR's professional development activities up-to-date in the face of rapid technological change. AI and other technologies are already disrupting many fields, including education, and present both great challenges and great potential. NEAIR can empower IR professionals by providing opportunities to learn to use these tools effectively, efficiently, and responsibly.

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

In my nearly two decades in higher education, I have served in many roles, including associate professor of education, associate dean for international affairs, and associate director of institutional research. I have published articles on diverse topics in education, presented at numerous international conferences, and have been awarded research grants, including two grants related to the assessment of educational programs. I have experience in both qualitative and quantitative research as demonstrated by my publications, and I have reviewed articles for several publications, including The AIR Professional File. I hold an M.Ed. and an Ed.D.; in addition to these degrees, I have completed an M.S. in Analytics from Georgia Institute of Technology and am a current student in their M.S. in Computer Science program. In these programs, I have developed a strong understanding of the theory and practice of analytics. I am a career educator and lifelong learner, and I have developed a broad knowledge of education, analytics, and IR that I would bring to the position.

Since joining NEAIR, I have volunteered for multiple responsibilities. I am a current member of the Information, Governance, Research and Analytics (IGRA) Committee, and in that role I have been creating and sharing the PDS workshop evaluations. I reviewed proposals for the NEAIR conference, and I am also the Mobile App Exhibitor Coordinator. I am interested in serving as a Steering Committee Member-At-Large Representative in order to expand my involvement and continue using my knowledge, skills, and expertise to advance the goals of NEAIR.

Steering Committee Member – At-Large (Select 1 of 3 Candidates)



Alexander Nanni

Associate Director of Institutional Research
Rogers Williams University

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

If I am elected to this position, I will do my utmost to advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR. My education and career have provided opportunities to live and work in diverse environments. I was employed in multicultural environments at Thai universities for over a decade. During that time, I taught students and worked side by side with colleagues from many nations. My time living abroad has shown me time and again the strength that comes from inclusivity. It also provided ample opportunities to learn the necessary humility to learn from individuals of all backgrounds.

I would advance NEAIR's DEI initiatives by ensuring that a DEI lens is applied to all endeavors undertaken by the Steering Committee. In my current IR practice, I strive to empower various groups of stakeholders to have a voice and to achieve equitable outcomes. My IR office routinely applies a DEI lens to data aggregation and disaggregation, and we support campus DEI initiatives by providing stakeholders with timely, unbiased, and accurate data. As a member of the Steering Committee, I would apply the same DEI lens and practices. Looking to my colleagues on the Diversity, Equity, Inclusion & Social Justice (DEISJ) Committee for inspiration and supporting their activities, I would be mindful of potential bias in decisions made by the committee and seek equitable outcomes.

[Nominating Committee Member](#) (Select 6 of 8 Candidates. The highest 4-year vote-getter, Public becomes the Nominating 4-Year Public Sector Representative and the next 5 highest vote-getters become the Nominating At-Large Members)



Lisa Keating

4-year, Private

Assistant Provost for Institutional Effectiveness & Planning

Wentworth Institute of Technology

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

I would like to serve NEAIR as a nominating committee member because I'd like to see NEAIR continue to be the thriving and vital representative of our professional community. In order to thrive, NEAIR needs to continue to recruit talented, relevant leadership. My professional experiences include institutional effectiveness roles in two different organizations, with different institutional accreditors, from analyst to AVP and accreditation liaison officer. I have reported to Finance, the President's office, and Academic Affairs. I am continually proud of the role that institutional effectiveness serves in higher education. We are the internal consultants of the institution. The analyses we apply connect the raw data to the results that inform institutional decision-making.

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

Outreach is an essential task of a nominating committee member. I would work proactively to ensure that potential new candidates were sought beyond typical channels, invited, supported, and warmly welcomed to run for NEAIR leadership roles. Professionally, I strive to do this as I serve on search committees and to hire staff in my own unit. Personally, I have been a volunteer election-worker in areas that require more workers to ensure voter-access.

Nominating Committee Member (Select 6 of 8 Candidates. The highest 4-year vote-getter, Public becomes the Nominating 4-Year Public Sector Representative and the next 5 highest vote-getters become the Nominating At-Large Members)



Brandon Kerschner

4-year, Private
Senior Data Analyst
Dickinson College

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

I have been a NEAIR member for as long as I have been in the field of Institutional Research. I began my journey as a Research Analyst in 2018 and since have become a Senior Data Analyst, a NEAIR presenter and proposal reader, passionate member of our community, and much more. I feel privileged every day that I have the opportunity to work on committees such as Strategic Enrollment Management, Data Governance, Orientation Planning, and with the Student Analysts within my own institution to make a positive impact on campus.

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

In my time at Dickinson College, I have worked closely with many DEI working groups in order to advance diversity, equity, and inclusion at the institution. Some of which include the President's Commission on Inclusivity, administering and providing analysis on the National Assessment of Collegiate Campus Climate Survey, and others including assisting the Popel Shaw Center for Race and Ethnicity and the Center for Spirituality and Social Justice's initiatives. I would be overjoyed to bring these experiences to the NEAIR Nominating Committee to assist in advancing diversity, equity, and inclusion within our community.

Nominating Committee Member (Select 6 of 8 Candidates. The highest 4-year vote-getter, Public becomes the Nominating 4-Year Public Sector Representative and the next 5 highest vote-getters become the Nominating At-Large Members)



Emily Orr

4-year, Public

Assistant Director, Institutional Research
University of Rhode Island

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

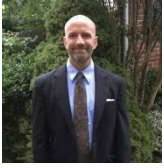
I have worked in Institutional Research for over four years and have progressed from an analyst role to my current position as Assistant Director. In this capacity, I have developed strong leadership skills and a deep understanding of the complexities of higher education. My career has included active contributions to several search committees, where I played an instrumental role in evaluating hundreds of candidates and making informed, balanced decisions. These experiences have equipped me with a keen understanding of the importance of fairness, transparency, and inclusivity in the selection process. Additionally, I have been an active member of the NEAIR community, participating in conferences and contributing to discussions that advance our field. My involvement has reinforced my commitment to the values of NEAIR and my desire to give back to the organization. I look forward to the opportunity to serve on the NEAIR Nominating Committee, where my experience and commitment will be focused on identifying and empowering the leaders who will continue to advance our profession.

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment

Advancing Diversity, Equity, and Inclusion has always been integral to my work in Institutional Research. As Assistant Director, I have been involved in efforts to ensure our data practices and decision-making processes support a diverse and equitable environment. This includes collaborating on initiatives aimed at closing equity gaps and enhancing inclusivity across our institution.

As a member of the nominating committee, I would prioritize ensuring that our leadership reflects the diverse backgrounds and perspectives within our community. This includes not just identifying candidates from underrepresented groups but also ensuring that the selection process is equitable and transparent. Diversity strengthens our organization, and I would work to make sure that our leadership is representative of the full range of talents and experiences in our field. My approach to creating an inclusive environment is to treat everyone with respect and consider all perspectives. On search committees, I have always been mindful of the need to evaluate candidates fairly, without allowing biases to influence decisions. I would bring the same commitment to NEAIR, helping to build a leadership team that embodies the values of diversity, equity, and inclusion.

Nominating Committee Member (Select 6 of 8 Candidates. The highest 4-year vote-getter, Public becomes the Nominating 4-Year Public Sector Representative and the next 5 highest vote-getters become the Nominating At-Large Members)



James Redwine

4-year, Private
Research and Assessment Analyst
Loyola University Maryland

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

Virginia AIR (VAMAP) Board of Directors, 2008-2012 SAIR member, 2005-2016 NEAIR member, 2022-

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

Anyone who knows me would say I am a people person who does not discriminate or judge people, period. I enjoy ALL perspectives - the more diverse, the better.

Nominating Committee Member (Select 6 of 8 Candidates. The highest 4-year vote-getter, Public becomes the Nominating 4-Year Public Sector Representative and the next 5 highest vote-getters become the Nominating At-Large Members)



James Salamon

4-year, Private

Associate Director of Institutional Research and Assessment
Massachusetts College of Pharmacy and Health Sciences

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

As a dedicated member of NEAIR, I offer a unique blend of experience, skills, and commitment that makes me an ideal candidate for the Nominating Committee. My involvement in NEAIR, including my work with the Local Arrangements Committee, the Mentorship Program, and attending numerous NEAIR Conferences, has given me deep insights into our organization's needs and strengthened my commitment to fostering diverse, qualified leadership. My extensive background in institutional research has sharpened my ability to evaluate complex candidate information, a crucial skill for developing a balanced and diverse slate of nominees. This expertise, combined with my proven track record of effective teamwork and communication, enables me to collaborate productively while expressing opinions and remaining open to compromise. I understand the importance of professionalism and discretion in this role, and you can trust me to handle all candidate communications with the utmost respect and confidentiality, ensuring a positive experience for everyone involved.

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

I would actively seek out and encourage a diverse pool of candidates for elected positions. I would ensure that our selection processes are free from bias by developing transparent evaluation criteria that prioritize equity and inclusivity. In line with my advocacy in other professional organizations, I would champion regular DEI training for committee members. My approach would also include implementing structured outreach programs to connect with diverse communities and potential candidates. Additionally, I would support the creation of support networks within NEAIR to help underrepresented members advance into elected roles. I aim to create a more diverse and inclusive environment within NEAIR, where all members feel valued and empowered to contribute their unique perspectives and talents.

Nominating Committee Member (Select 6 of 8 Candidates. The highest 4-year vote-getter, Public becomes the Nominating 4-Year Public Sector Representative and the next 5 highest vote-getters become the Nominating At-Large Members)



Diann Simmons

4-year, Public
Assistant Dean
University of Massachusetts Boston

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

Currently serving as Associate Chair of NEAIR 2024, Local Arrangements Committee

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

Currently we are working on the give back campaign for the NEAIR, 2024 Newport conference. We are reaching out to charitable organizations that have a mission of diversity, equity and inclusion. Personally, I teach in Sociology and always have a disclaimer in my syllabus of an inclusive learning environment.

Nominating Committee Member (Select 6 of 8 Candidates. The highest 4-year vote-getter, Public becomes the Nominating 4-Year Public Sector Representative and the next 5 highest vote-getters become the Nominating At-Large Members)



Sarah Winger

4-year, Private
Research and Assessment Analyst
Loyola University Maryland

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

I have been a professional in Higher Education for over 14 years with varying roles and responsibilities. My experiences that would align with the responsibilities of the Nominating Committee are committee membership and leadership, including search committees. Also, since the Nomination Committee utilizes surveys for nominations, my survey-related experience, skills, and expertise will be beneficial. These include: utilizing various survey platforms, administration (including marketing and promotion), design, analysis, and reporting.

As an example, one role I held for several years - that exemplifies the alignment of my experiences and skills that I would use to serve NEAIR if I was elected to the Nominating Committee - is that of a co-facilitator of the Scholarship of Teaching and Learning (SoTL) Faculty Learning Community (FLC). During that role I was responsible for scheduling meetings, setting agendas, communicating with members, and developing a SoTL Fellowship process. The latter involved generating a call for applications and promoting it across campus venues, development of a rubric for application evaluation, creating an aligned survey for application submissions, organizing and facilitating a selection committee, notifying applicants of the results of the selection process, and guiding applicants through next steps. This work resulted in three cohorts of SoTL Fellows (12 individuals) and numerous benefits to the SoTL FLC, institution (e.g., course and curriculum improvement), and the broader Higher Education community at large (e.g., publications and presentations). I think serving on the NEAIR Nominating Committee would have similar responsibilities and allow me to support NEAIR's Mission, Values, and Vision.

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

As I mentioned, I would like to be of service to NEAIR and help fulfill its Mission, Values, and Vision. In particular, if elected to the Nominating Committee I would like to help ensure that "a rich and diverse community of members that reflect the various sectors of postsecondary education" are nominated and elected to NEAIR governance positions in the upcoming cycle. This is particularly important to me during the current climate where National and state legislature continue to dismantle DEI efforts and support in Higher Education. Therefore, it is the most important time for those of us working in Higher Education to do what we can to promote and support DEI, and each other, with the intentions of improving belonging and inclusiveness at the heart of everything we do.

Nominating Committee Member (Select 6 of 8 Candidates. The highest 4-year vote-getter, Public becomes the Nominating 4-Year Public Sector Representative and the next 5 highest vote-getters become the Nominating At-Large Members)



Megan Yosko

4-year, Private
Institutional Research Analyst
Delaware Valley University

Please share any relevant education, current and past roles, and experiences that demonstrate your ability to serve in this role.

I have been an Institutional Research Analyst at Delaware Valley University for over 2.5 years, where I've developed a solid foundation in data analysis, strategic planning, and institutional effectiveness. My master's degree from Lehigh University has further provided me with advanced research skills and a deep understanding of higher education dynamics. Since January 2023, I've actively contributed to NEAIR by serving on the membership committee, co-hosting monthly networking events, and presenting at the Baltimore 2023 and Portland 2022 conferences. These roles have deepened my understanding of NEAIR's operations and enhanced my ability to foster community and engagement among members. Additionally, I co-hosted the Special Interest Group (SIG) for newcomers at the 2023 annual conference, helping new members integrate into the NEAIR community. My experience in event coordination and networking has been instrumental in building connections and understanding diverse perspectives within NEAIR. I am committed to effective communication, collaboration, and professionalism, all of which contribute to the successful representation of NEAIR's interests and the achievement of the committee's goals.

In this role, how would you advance Diversity, Equity, and Inclusion (DEI) initiatives for NEAIR? What professional and/or personal experience do you have creating an inclusive environment?

In my role as co-host of NEAIR's monthly networking events, I actively work to foster an inclusive and welcoming environment. These initiatives are designed to support members from diverse backgrounds and experience levels, creating spaces where all voices are heard and valued. During our networking events, I prioritize inclusive discussions, ensuring that all members have opportunities to share their perspectives and experiences. I also gather and incorporate feedback to continually improve the inclusivity of these events. In both the monthly networking events and co-hosting the Special Interest Group (SIG) for newcomers at the 2023 conference, I emphasize mentorship and peer support, helping those new to IR navigate the field with confidence. This group, while focused on newcomers, is open to anyone at any stage in IR, promoting a culture of learning and collaboration across different career stages. By creating these supportive and inclusive environments, I aim to contribute to NEAIR's broader Diversity, Equity, and Inclusion (DEI) initiatives, ensuring that all members feel connected and empowered within our community. My approach is driven by a deep commitment to making NEAIR a place where diversity is celebrated, and equity is actively pursued.