

2025 NEAIR Election Candidates

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



Samantha Greenwood
Research Analyst
State University of New
York at Buffalo



Daniel Sisco
Associate Director of
Institutional Research
Northampton Community
College

[Treasurer](#) (Select 1 of 3 Candidates)



Erin Dunleavy
Director of Assessment
Wilkes University



Irene Irudayam
AVP, Institutional Research and
Planning
Vermont State University



Joyce Larson
Director of Institutional
Research
Saint Anselm College

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

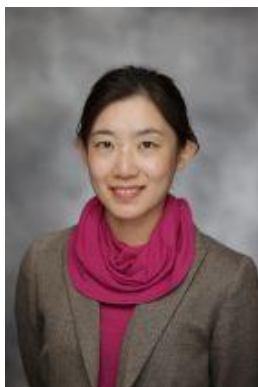


Elina Belyablya
Assistant Director, Institutional
Research
SUNY Monroe Community
College



Jennifer Wu
Chief Engineering Analytics Officer
Penn State College of Engineering

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



Chen Shen
Senior IR Analyst
Boston University



Lester Ko
Director, Institutional Research
Trinity College

[Nominating Committee Member](#) (Select 6 of 7 Candidates. The Private Sector candidate receiving the most votes will become the Nominating Private Sector Representative. The next 5 highest vote-getters become the At-Large Members)



Larry Granillo
Associate Director of
Institutional Research &
Assessment
University of Vermont



Narine Hakobyan
Senior Survey Research Associate
Northeastern University



Rachel Jackson

(most recently) Associate Director of
the Accreditation, Strategic Planning
and Institutional Research and
Effectiveness Office
Mount Saint Mary's University



Cathleen Kisak

Research Designer and Analyst
Carnegie Mellon University



Han Nguyen

Research & Assessment Analyst
Loyola University Maryland



Ananya Pujary

Research Associate/Data Analyst
University of Rhode Island



Ingrid Skadberg

Dean of Institutional Research and
Planning
Quinsigamond Community College

President-Elect Candidates (Pick 1 of 2)



Samantha Greenwood

Research Analyst

State University of New York at Buffalo

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

Higher education, it seems, is headed for some challenging times. DEI is under fire, budgets are shrinking, and institutions are being asked to do more and more with less and less. I have three goals for NEAIR:

First, to provide a safe harbor for IR professionals to connect and commiserate through the annual conference and other connection opportunities throughout the year;

Second, to serve as a lighthouse in the storm, energizing and equipping members to keep moving forward. I aim for NEAIR to continue to offer professional development and other skills training that complements our work rather than competing with it for time in our schedule. The work we do is important and we need good people to do it.

Third, in the spirit of recruiting good people, increasing the involvement of graduate students in the organization to facilitate professional development and future hiring (thank you to Polly Prewitt-Freilino for the inspiration), specifically through graduate poster sessions at the conference and involvement in professional development sessions throughout the year.

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

I have worked in higher ed since 2011 and in IR since 2020 so I bring a passion and perspective from both inside and outside of the profession. I have my PhD in Educational Psychology and Quantitative Methods from UB, a degree in which I focused on statistical methods and their application to higher education problems. I therefore bring technical expertise in institutional research. I also completed the NCES Data Institute in 2022 and AIR LEADS training in 2024. I have presented at AIR in 2021, 2022, 2023, and 2024, at MSCHE in 2023, and at NEAIR in 2023 and 2024. I have served as a proposal reviewer for the AIR conference as well as the NCES Data Institute. In 2024, I volunteered as Dietary Needs Coordinator for the NEAIR conference, an experience I found incredibly rewarding and which prompted me to aim to become more involved in the organization. I will serve in this role again for the 2025 conference. At the University at Buffalo I have served as the managing editor of the Graduate Student Editorial Association and I regularly teach undergraduate courses in statistics and educational psychology.

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?

For this question, I'd like to work backwards. In my time outside of my professional work, I have earned my 200 hour registered yoga teacher certification through Yoga Alliance and I teach 3-5 yoga classes per week. Through this experience (though seemingly unrelated) I have become acutely aware of the language I use when talking about those around me. A yoga class should be a welcoming space to every single individual who sets down a mat and I have taken a long, hard look at the environment I provide for those 60 minutes a day through how I invite people into that

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President-Elect Candidates (Pick 1 of 2)

environment. I have also spent a lot of time considering who has access to those spaces and who doesn't. I would like to use those same skills to advance DEI for NEAIR.

With the changes in federal policies on wording for race/ethnicity and gender categories, I think we as an organization need to spend time working on how that language impacts how we collect data and how we can best honor the humans behind the data points.

I also believe that working with graduate student populations in our professional development initiatives and our annual conference could help to diversify the recruitment pipeline for IR offices.

Finally, as budgets get tighter, working on scholarships for smaller, less well-resourced institutions to attend NEAIR's trainings and conference is also a goal that NEAIR should work toward.

President-Elect Candidates (Pick 1 of 2)



Daniel Sisco

Associate Director of Institutional Research
Northampton Community College

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

As President, my aspiration is to lead NEAIR forward by strengthening its role as a vital resource and support structure for Institutional Research, Assessment, and Institutional Effectiveness professionals. Higher education is facing immense pressure from many directions including enrollment volatility, institutional closures, equity challenges, AI influence, and a rapidly changing federal landscape. With these challenges, it is imperative that we ensure NEAIR supports professionals in not just reacting to these shifts, but also in shaping solutions through data-informed leadership.

My goal is to support networking and professional development opportunities, ensuring that they are relevant, inclusive, and accessible to members at all career stages and institution types. I want to increase our focus on peer-to-peer collaboration, mentorship, and leadership pathways that empower emerging voices and support innovation in the field.

I aim to grow our collective capacity to navigate complex institutional questions through deeper engagement with issues such as data governance, accreditation, and strong research. By leveraging my experience across a wide range of institutions and professional associations, I will work to keep NEAIR at the forefront of the IR/IE profession by being welcoming, responsive, and connected.

My vision is to strengthen NEAIR as a vibrant network where all professionals feel supported, challenged, and equipped to lead change in higher education.

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

I bring over two decades of experience in Institutional Research and Effectiveness, serving at a wide range of institutions across higher education, from public universities and community colleges to large private research institutions and small liberal arts colleges. This broad perspective has equipped me with a unique view of the profession and a deep understanding of the evolving demands that challenge us in IR and IE.

While working at Northampton Community College, I am also a Strategic Data Project Fellow at the Center for Education Policy Research at Harvard University, where I focus on data governance, collaboration, decision-making, and the advancement of data literacy across campuses. This role, along with my IR leadership experience, gives me insight into the strategic and technical challenges our members routinely encounter.

I have been actively engaged with NEAIR for many years serving on several committees such as Membership, IGRA, and Local Arrangements. I was the Mentoring Coordinator for several years, and I have been a proposal reviewer, a presenter, a mentor, and a regular volunteer for our association. While working in Maryland, I was President of MdAIR,

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as well as a member of the Board of Directors. I am also an active member of AIR, SAIR, HEDW, and previously an active member of the HEDS consortium.

These roles have shaped my collaborative, inclusive, and forward-thinking leadership style. I bring a commitment to actively listening, thinking strategically, and building bridges that support the full breadth of NEAIR's membership in a collaborative way.

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?

Diversity, Equity, and Inclusion are foundational to our work in Institutional Research, Assessment, and Institutional Effectiveness. We gather and interpret data that illuminate disparities and inform policies intended to improve student success, close equity gaps, and support institutional transformation. These responsibilities demand that we not only report data on equity, but also embody those principles in how we lead, collaborate, and build community.

Throughout my career, I have worked to create inclusive and equitable environments where people feel welcome, valued, and empowered to contribute fully. I enjoy creating a collaborative environment where ideas and innovation flourish. I believe in the transformational impact of building diverse teams and sharing ideas and experiences. I will foster a culture of belonging where all voices are heard, respected, and considered.

As President, I would support continued efforts to promote diverse representation in conference content, volunteer roles, and leadership positions. I would support an array of diverse professional development to meet our members where their needs are. I would also explore new strategies for community engagement, particularly for members from underrepresented or under-resourced institutions.

My vision is for NEAIR to be a model of inclusive excellence, where each member sees themselves reflected in our leadership, supported in their growth, and empowered to help shape the future of our profession.

Treasurer Candidates (Pick 1 of 3)



Erin Dunleavy

Director of Assessment
Wilkes University

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

Before joining NEAIR, I was new in my role, with little experience and no one around who truly understood the work I was doing. It was an isolating time, and I was trying to figure things out on my own. NEAIR became a lifeline—helping me build skills, make connections, and grow at every stage of my career. I want to ensure that same support continues for others, especially now, as higher education faces increasing uncertainty and shrinking budgets. My goal is for NEAIR to remain a hub for affordable, accessible professional development and meaningful networking. I would also love to see the organization develop a standardized set of trainings that member institutions recognize as evidence of specific, valuable skills.

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

I'm deeply interested in the Treasurer position because it plays a vital role in sustaining NEAIR's mission and ensuring the long-term success of its initiatives. My service on the Membership, Nominations, Grants, PDS, and Conference Planning committees has given me a broad understanding of NEAIR's operations and a deep appreciation for the importance of responsible financial management. These experiences have shown me how thoughtful budgeting and strategic resource allocation directly impact the quality and reach of our programs.

I've also managed budgets in my professional roles, including as a Project Manager where I was responsible for staying within tight financial constraints while delivering high-impact outcomes. Currently, I oversee two contracts for assessment solutions, which requires careful financial oversight and strategic planning. These experiences have strengthened my ability to balance fiscal responsibility with innovation.

I'm excited by the opportunity to collaborate with the Finance and Investment Committees—both to learn from their expertise and to contribute my own insights. As Stephen Covey said, "Begin with the end in mind." I see the Treasurer role as a chance to help shape NEAIR's financial future with clarity, purpose, and integrity.

I'm committed to transparency, collaboration, and stewardship, and I would be honored to serve NEAIR in this capacity.

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?

Everyone deserves to feel respected, valued, and welcomed. In this role, I would work to ensure that NEAIR remains a space where all members—regardless of background or identity—feel a true sense of belonging. My commitment to inclusion is grounded in both professional and personal experience. I've served as a Ryan White HIV/AIDS case manager and as a project manager for the Autism Collaborative Centers of Excellence. I also currently serve on the board of directors for the Autism Society of America NEPA. These roles have shown me the real and lasting harm that exclusion can cause—and the growth that comes from being embraced by a community.

Treasurer Candidates (Pick 1 of 3)

I've led outreach efforts, facilitated trainings for first responders, and advocated for individuals whose voices are too often overlooked. These experiences have shaped my belief that inclusion must be intentional, ongoing, and rooted in empathy.

My experience with NEAIR has been overwhelmingly positive, and I want to ensure that all members feel the same. I will use every resource available—and think creatively—to protect and strengthen the culture of respect that makes NEAIR special. I will also remain approachable and open to feedback, so members feel safe sharing their concerns and ideas. Inclusion is not a one-time effort—it's a continuous commitment. I'm ready to listen, learn, and lead in a way that ensures everyone feels they belong.

Treasurer Candidates (Pick 1 of 3)



Irene Irudayam

AVP, Institutional Research and Planning
Vermont State University

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

My primary goal as Treasurer would be to help strengthen NEAIR's financial foundation so it can continue to support member professional development and expand innovative programming. I would work collaboratively to steward our investment portfolio with care, while maintaining strong internal controls and ensuring transparency in all fiscal operations. I am committed to enhancing our financial reporting to provide the Steering Committee with clear, timely insights that can inform strategic decisions.

I believe NEAIR's growth is closely tied to supporting emerging institutional research professionals, and I would advocate for budget priorities that sustain mentorship programs and professional development opportunities. I would also focus on maintaining sustainable conference financing models that balance accessibility with the delivery of high-quality programming.

My overarching vision is for NEAIR to remain financially resilient, adaptable to the evolving higher education landscape, and steadfast in its role as the premier resource for institutional research professionals in our region.

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

In my previous positions, I have successfully managed substantial budgets, including an annual budget of over half a million dollars, as well as multiple grant-funded budgets. These experiences have strengthened my ability to oversee financial operations at scale, ensure compliance with established policies, and maintain fiscal accountability.

My educational background, combined with extensive experience in data analysis, financial reporting, and regulatory compliance, equips me to maintain accurate financial records and prepare clear, comprehensive Treasurer reports. I have developed forecasting models, monitored expenditures against budgets, and prepared variance analyses to support informed decision-making.

Throughout my career, I have served on numerous committees, chaired strategic initiatives, and collaborated closely with boards and steering committees. These roles have refined my ability to build consensus, communicate effectively, and work toward shared goals—skills that are essential for engaging productively with NEAIR's Finance Committee and Steering Committee.

In my current role, I am part of the finance team, contributing to audit preparation, developing financial revenue forecasts based on enrollment projections, and supporting strategic resource allocation. Additionally, my expertise with database systems (Oracle, PeopleSoft), statistical and visualization tools (Tableau, Power BI), and advanced Excel functions allows me to enhance financial reporting capabilities and strengthen investment monitoring processes.

Treasurer Candidates (Pick 1 of 3)

I am committed to applying my financial acumen, analytical skills, and collaborative leadership experience to ensure NEAIR's continued fiscal health and its ability to invest in professional development opportunities for members.

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 Treasurer, I would view Diversity, Equity, and Inclusion (DEI) as a core element of NEAIR's fiscal and strategic planning. This means ensuring that financial decisions—whether related to budget allocations, conference pricing models, or program funding—are made with equity and accessibility at the forefront. I would advocate for budgets that support mentorship programs, scholarships, and professional development opportunities for members from underrepresented groups, as well as initiatives that amplify diverse voices in institutional research.

From a fiscal standpoint, I would maintain transparency in reporting so members have a clear understanding of how resources are allocated to advance DEI goals. Throughout my professional career, I have worked in diverse teams and served on committees that actively sought input from a wide range of perspectives. This has included mentoring colleagues from different backgrounds, ensuring equitable access to professional growth opportunities, and fostering inclusive spaces for open dialogue. I have also participated in initiatives where budgetary decisions directly influenced inclusion, reinforcing for me the importance of aligning financial priorities with organizational values.

I work closely with several international students, which has strengthened my cultural awareness, broadened my perspective, and enhanced my communication skills. These experiences have deepened my commitment to creating an environment where individuals from all backgrounds feel welcomed, heard, and supported—values I would bring forward in serving as NEAIR Treasurer.

Treasurer Candidates (Pick 1 of 3)



Joyce Larson

Director of Institutional Research
Saint Anselm College

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

I am committed to supporting NEAIR's mission by encouraging members to continue expanding and diversifying our offerings through Professional Development Services (PDS) and the annual conference. There is an amazing amount of creativity, expertise, and generosity in this organization, and by sharing our knowledge and experiences, we strengthen each other and the field of institutional research. Recently, we've taken steps to broaden the reach of our PDS webinars beyond the Northeast region, which not only provides valuable resources to colleagues worldwide, but also raises the visibility of NEAIR and the important work we do. Our greatest strength lies in our members, and encouraging new perspectives and insights helps us all to grow and succeed. I would like to see both our offerings and our reach expand so that NEAIR becomes known as the regional organization to turn to for professional development and knowledge sharing in the IR/IE community.

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

I have been working in higher education for 26 years, 11 of them in institutional research, and have become increasingly involved with NEAIR during that time. Recently, I served on the Professional Development Services (PDS) committee and am currently Associate Program Chair for the 2025 NEAIR Conference in North Bethesda, MD (shameless promotion: registration is currently open and we have an amazing set of presenters – don't miss it!). These experiences have shown me what an important role NEAIR plays in connecting people to build and share expertise in support of individual, student, and larger organizational success.

In the rapidly changing world of higher education and IR/IE specifically, it is critical to be able to count on NEAIR for the long term, which means (among other things) that we must be financially stable. I would like to serve in the role of Treasurer to support this important goal and NEAIR as an organization. Having served on several non-profit boards outside of my "day job", I appreciate the importance of accurate financial record keeping and effective communication of financial position to a thriving organization. Over the years, I have served these boards in various roles including treasurer, so I have some direct experience with the tasks and requirements of the role. I am prudent, attentive to detail and sensitive to the need for timeliness when dealing with finances.

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?

NEAIR members learn from one another, be it through presentations at the annual conference, PDS webinars, mentoring, or networking. Our diversity is our greatest strength, so we must continue to encourage individuals from different backgrounds and experiences to actively participate in the organization and the profession as a whole. It is also important to ensure that the sessions that are offered at the conference and through PDS webinars include strategies that attendees can take back to their campuses to help diverse voices be better heard in their daily work. As an IR professional, I often disaggregate data to help campus partners to see the experiences of populations that might otherwise be hidden, and especially as our usage of AI tools increases, we must be especially mindful of ensuring that all perspectives are included.

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Steering Committee Member –Public Sector (Select 1 of 2 Candidates)



Elina Belyablya

Assistant Director of Institutional Research
SUNY Monroe Community College

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

My tenure with NEAIR will be guided by continuing a great legacy of the professional development community. This vision would be rooted in four key principles—to be NEAIR-wide, NEAIR-wise, and NEAIR-next—each contributing to a robust professional institutional research space and experience.

First, to be NEAIR-wide is to embrace a broad perspective from our diverse membership. I believe NEAIR strength lies in the rich variety of experiences and insights we hold across different areas of expertise and experiences coming from variety of practices across institutions. By expanding our toolset and knowledge we are creating an opportunity to gain a broader understanding of the challenges and successes within our profession.

Second, to become NEAIR-wise is to continue providing a supportive space, a platform, for sharing professional development practices and ideas, new technical skills, professional experiences and expertise that are vital for building the confidence in the profession and achieving the career and personal goals.

Finally, to be NEAIR-next is to ensure the long-term growth and sustainability of NEAIR with the commitment to a professional development practice that is both innovative and relevant for the members to stay current and effective, ensuring that the organization remains a vital resource for years to come.

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

Throughout my career, I have worked on a variety of projects, from mandatory state and federal reporting and national benchmarking studies to local initiatives like predictive analytics platform implementations and data culture transformation efforts within the community college setting. These roles have also involved collaborating with the central system office and colleagues across different sectors. This broad experience has given me a deep historical perspective on the field of Institutional Research, as well as a thorough understanding of its past and present challenges.

In my work, I have developed strong technical skills for research applications while appreciating the role of data in higher education, its limitations, and the implications of its use and misuse. I have presented at state conferences, NEAIR, and the League for Innovation for Community Colleges, and I conducted a NEAIR membership retention study. My Master's degree in Information Technology, with a focus on application development and databases, has served me well in appreciating data resources and analysis techniques. More recently, I have become a dedicated Tableau enthusiast and a member of a Tableau User Group, seeking to expand my skills in data visualization and analysis. These experiences have shaped me into a well-rounded and effective professional, ready to contribute to the NEAIR community.

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?

Steering Committee Member –Public Sector (Select 1 of 2 Candidates)

While serving on various committees and implementation teams, we engage with diverse functional areas and individuals from unique backgrounds, histories, and knowledge bases. These experiences consistently reveal a common truth: the immense richness and opportunities that arise from our natural diversity of perspectives, experiences, and practices. This richness, however, can only be fully realized by fostering a safe, respectful, and inclusive environment that genuinely values each member's identity and contribution.

As an individual who has worked in the community college sector, an institution with a core mission of providing broad access, I've had the privilege of collaborating with many colleagues whose backgrounds were different from my own. My personal belief is that advancing DEI starts with maintaining a curious and open mind in our daily work. It means learning about our own biases and actively applying a prism of diverse viewpoints to the work we do and the deliverables we create. This topic is crucial and guiding for our community driving advancements in data and language use, and institutional process design.

This commitment to diversity, equity, and inclusion is not just a personal belief; it is the cornerstone of a thriving professional organization. It is the engine that makes us truly inclusive, more innovative and resilient for future changes.

Steering Committee Member –Public Sector (Select 1 of 2 Candidates)



Jennifer Wu

Chief Engineering Analytics Officer
Penn State College of Engineering

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

Serving on the NEAIR Steering Committee aligns with my commitment to giving back to a professional community that has played a meaningful role in my growth. Since attending my first NEAIR conference, I have appreciated the collegiality, learning, and connections NEAIR fosters. I look forward to collaborating with diverse colleagues and contributing to strategies that advance NEAIR's mission and expand its impact.

A key goal I hold is to support junior professionals. While NEAIR already offers strong programming, I've observed a noticeable gap between experienced leaders and emerging professionals. Many early-career members have tremendous potential but lack the support needed to step into leadership roles. I hope to help develop programming that offers mentorship, skill-building, and pathways for engagement before formal leadership roles are assumed—an approach I've implemented through OCAIR's Leadership Readiness Program.

I am also interested in strengthening engagement especially for professionals who are new to IR or the Northeast region. These members often face steep learning curves and may not yet feel fully connected to the broader NEAIR community. I would like to explore ways to create accessible, low-barrier entry points such as informal meetups, regional peer circles, or curated "onboarding" resources that help new members build networks and grow in their roles. Supporting them early can cultivate long-term engagement and leadership within NEAIR.

Additionally, I'm interested in contributing to the Grants Committee. Having served on grant review panels, I know how grant programs can set directions, empower innovation, support under-resourced initiatives, and highlight emerging talent. I'd like to help NEAIR ensure its grant offerings reach a broad range of members and advance IR through scholarship, equity, and excellence.

Overall, I am committed to fostering inclusive leadership, supporting members at every level, and helping NEAIR grow as a dynamic, responsive, and forward-thinking professional community.

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

I bring 30 years of higher education experience across diverse roles, which enables me to contribute a broad, inclusive perspective to NEAIR. For the past nine years, I have led an Institutional Research (IR) team at the unit level within a large public university. This position provides deep insight into operational-level data and complements the central IR perspective.

I have actively engaged in the broader IR community through presentations, volunteer roles, and committee service. I have presented at every AIR Forum and NEAIR annual conference since becoming a member. My service to AIR includes roles as proposal and scholarship reviewer, 2023 and 2024 Forum Program and Strategy Committee member, and 2025 Rising Star Award Review Committee member. Within NEAIR, I've contributed as a mentor, proposal reviewer, and

Steering Committee Member –Public Sector (Select 1 of 2 Candidates)

currently serve as the Associate Program Chair for the 2026 annual conference. I also reviewed Best Paper submissions for the Indiana Association for Institutional Research (INAIR).

As the 2023–24 Chair of the Overseas Chinese Association of Institutional Research (OCAIR), I led a dynamic professional community and launched a new leadership readiness program to support junior IR professionals. Additionally, I serve on the American Society for Engineering Education (ASEE) Data Collections Advisory Board.

These collective experiences have honed my leadership, deepened my understanding of our field, and strengthened my commitment to collaboration and professional development within the IR community.

These experiences have equipped me with strong leadership skills, a collaborative spirit, and a commitment to fostering professional growth within the IR community.

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 (DEI) is both a professional responsibility and a personal commitment I carry into all aspects of my work. Within NEAIR, I would promote DEI by supporting broader representation in conference programming, leadership, and community engagement—ensuring that all voices feel valued and heard.

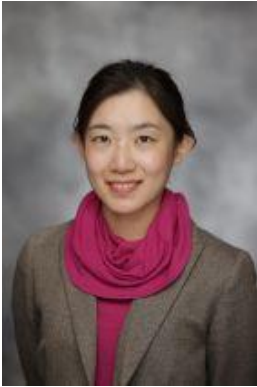
At the 2024 NEAIR conference, I had the privilege of serving on a panel titled "IR/IE Actions to Support DEI Outcomes," where we shared actionable strategies for using data to identify equity gaps and guide inclusive policy decisions. This reflects my deep belief in the role IR professionals play in advancing equity both on campus and within professional networks.

My leadership in launching the Leadership Readiness Program for the Overseas Chinese Association of Institutional Research (OCAIR) further demonstrates this commitment. The program supports junior IR professionals—many of whom are first-generation immigrants or English language learners—by providing leadership training and mentorship. Participants reported increased confidence, stronger engagement, and growing leadership aspirations.

At my institution, I've led efforts to disaggregate data, advocated for inclusive analytics practices, and collaborated with campus partners to close equity gaps. I also prioritize inclusive hiring and intentionally build a team that reflects diverse backgrounds and experiences.

As an immigrant and woman of color in higher education, I understand the importance of creating spaces where people feel seen, respected, and empowered. I am committed to bringing this perspective to NEAIR, working collaboratively to build a more inclusive and equitable community.

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



Chen Shen

Senior IR Analyst
Boston University

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

During my tenure as a steering committee member, I would love to see NEAIR continue evolving as a vibrant learning community that fosters mentorship and collaboration.

Specifically, I hope to help build connections among members at different stages of their careers, creating space for both giving and receiving support. I'm also eager to explore ways to engage members in meaningful opportunities to learn from one another, stay current with new tools and technologies, and grow together as a professional community.

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

I currently serve as a Senior Institutional Research Analyst at Boston University. My professional journey began with NEAIR, where I attended my first IR conference and was matched with a mentor who shaped my path in the field. Since then, I've been committed to giving back through service in both NEAIR and other IR organizations.

My service experience includes:

- NEAIR Grant Proposal Reviewer (2023–2024): Reviewed and provided feedback on grant applications in collaboration with Karen Egypt.
- Boston IR Planning Committee Member (2023, 2024): Helped organize local IR meetings hosted by Boston University and MassBay Community College.
- OCAIR Member-at-Large (2024–2025): Supported onboarding new members, launched a Leadership Readiness Program, and coordinated a monthly newsletter.
- Data Analyst Network (DAN) at BU – Co-Chair, Communication & Outreach Committee (2023–present): Led the launch of the DAN website and supported member engagement and communication.

In all these roles, I've demonstrated a collaborative, hands-on approach to committee work, combining technical execution with strategic planning. My experiences reflect a consistent commitment to strengthening communities through knowledge sharing, mentoring, and thoughtful design of engagement opportunities. I would be honored to bring this energy and experience to the NEAIR Steering 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?

As someone who started their career as an international professional, I deeply value creating inclusive spaces where all voices are heard. My approach to DEI is rooted in both personal experience and professional action.

At the Overseas Chinese Association for Institutional Research (OCAIR), I helped launch a Leadership Readiness Program designed to uplift emerging professionals from diverse backgrounds. Although OCAIR was founded by Chinese-speaking IR professionals, we are now proud to serve members of all racial and ethnic backgrounds who speak many different languages. We believe future IR leaders come from a wide range of identities and lived experiences—and aim to create spaces where they feel empowered and equipped to lead.

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

At Boston University, I serve as Co-Chair of the Data Analyst Network. I helped launch a public-facing website that improves transparency and access, while promoting events that foster collaboration across disciplines. I also added a "personal touch" question to the membership form to encourage connection and help members discover shared interests. I believe that inclusive environments welcome people as they are—beyond job titles or technical roles—and that small design choices can go a long way in building community.

If elected to the NEAIR Steering Committee, I will advocate for initiatives that foster belonging and access, especially for members who are newer to the profession or from underrepresented backgrounds. I would love to help expand mentorship opportunities, amplify diverse voices in our programming, and contribute to shaping a community where all members feel seen, supported, and valued.

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



Lester Ko

Director of Institutional Research
Trinity College

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

During my tenure with NEAIR, my aspirations center on strengthening member engagement, enhancing professional development opportunities, and fostering a vibrant, inclusive community that supports institutional researchers at all stages of their careers. I aim to create pathways for members to connect not only during the annual conference but also throughout the year, leveraging virtual events, online communities, and collaborative projects to maintain momentum and dialogue.

I am also committed to advancing NEAIR's mission through collaborative leadership, transparency, and responsiveness to membership needs. This includes listening actively to feedback, identifying areas for improvement, and developing initiatives that align with both member interests and the broader trends impacting both our field and higher education in general.

Ultimately, my aspiration is to contribute to a NEAIR community that is more connected, more resourceful, and more impactful. Through collaboration and strategic action, I believe we can collectively shape a future in which our work has greater visibility, influence, and value for the institutions and students we serve.

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

Over the years, I have actively contributed to the NEAIR community and the broader institutional research field through a variety of roles that reflect my commitment to service, collaboration, and professional growth. I have served as a conference proposal reviewer for many years, which has deepened my understanding of the diverse interests and needs of our membership while honing my ability to evaluate and support high-quality content. For the past three consecutive years, I have co-presented at the NEAIR conference, engaging with colleagues on topics that matter to our field and fostering dialogue across institutions.

In addition to my involvement with NEAIR, I participated in the AIR LEADS program, which strengthened my leadership skills and expanded my network of IR professionals committed to equity and excellence. More recently, prior to joining a New England Commission of Higher Education (NECHE) institution I was accepted as a Middle States Commission on Higher Education (MSCHE) Peer Evaluator as well.

These experiences have equipped me with the communication, organizational, and collaborative skills necessary to serve effectively in this role and contribute meaningfully to NEAIR's mission.

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? (Maximum length: 250 words)

As a nominee, I plan to advance NEAIR's Diversity, Equity, and Inclusion (DEI) initiatives by fostering meaningful connections and facilitating open, inclusive communication across our membership. I plan to organize networking opportunities that intentionally bring together professionals from diverse backgrounds, creating spaces where ideas,

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

experiences, and higher educational challenges can be shared and addressed collaboratively. Through thoughtful engagement and strategic outreach, I will help ensure that DEI remains a central, visible, and actionable priority within our community.

[Nominating Committee Member](#) (Select 6 of 7 Candidates. The highest Private Sector vote getter becomes the Nominating Private Sector Representative and the next 5 highest vote-getters become the Nominating At-Large Members)



Larry Granillo

Associate Director of Institutional Research & Assessment
University of Vermont

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

With nearly twenty years experience in higher education data reporting at both public and private institutions, I have a long history with the many issues that IR professionals face both in the office and in their career. As someone who has built teams inside my office through hiring employees and around campus by leading formal and informal initiatives, I feel that I have a good sense of what roles and skills a group needs and how to identify the right people to meet them. This combination of experience and skill will help me on the nominating 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?

It is important for every organization to have its leadership reflect the diversity of its members and the community it serves while also doing the work to lift up voices that are overlooked. The nominating committee is a key part of this effort, as it is the frontline for shaping NEAIR's leadership. With my position on the committee, I will reach out to established members and new members alike to find a group of excited and willing candidates who reflect the full diversity of our community and who can help keep NEAIR relevant, timely, and valuable to members and the IR community alike into the future.

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Narine Hakobyan

Senior Survey Research Associate
Northeastern University

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

With over 14 years of experience in Institutional Research, I have progressed from early research roles to my current position as Senior Survey Research Analyst. Throughout my career, I have developed strong leadership skills and a deep understanding of the nuances of higher education across a variety of institutional settings. In a previous role, I co-chaired assessment committees and managed accreditation processes for NECHE and specialized programs, collaborating closely with faculty, administrators, and external accrediting bodies. These experiences have honed the interpersonal and organizational abilities essential for effective nominating committee work.

As an engaged member of the New England institutional research community, I have presented at NEAan conferences and the Annual Higher Education Assessment Conference, contributed a poster at NEAIR, participated in the NEAIR Mentorship Program, and attended numerous NEAIR conferences. These experiences have deepened my commitment to the field and strengthened my dedication to fostering professional networks like NEAIR.

My service on an Institutional Review Board (IRB) further enhanced my ability to evaluate qualifications and make fair, well-informed decisions - skills directly aligned with identifying and nominating qualified candidates for NEAIR leadership.

I am enthusiastic about the opportunity to serve on the NEAIR Nominating Committee and to contribute to the continued growth of our profession by supporting inclusive and thoughtful leadership selection.

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?

My commitment to advancing diversity initiatives stems from both my professional experience and personal background as a multilingual professional who has navigated different cultural and educational systems. Having worked across diverse institutional settings - from a major research university like Northeastern to specialized colleges like William James College – I understand how different institutional contexts require tailored approaches to incorporating multiple perspectives.

During my tenure as co-chair of the assessment committee and as a member of IRB, I regularly interacted with faculty and staff from diverse academic disciplines, administrative units, and cultural backgrounds. These experiences taught me how to facilitate inclusive discussions, ensure all diverse voices were represented and protected in assessment planning, and create collaborative environments where different perspectives on student learning and institutional effectiveness could be shared and valued.

As a Nominating Committee member, I would ensure that NEAIR leadership reflects the full spectrum of our membership and brings varied perspectives to advance our profession inclusively.

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Rachel Jackson

(most recently) Associate Director of the Accreditation, Strategic Planning and Institutional Research and Effectiveness Office
Mount Saint Mary's University

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

I have worked within institutional research for almost 9 years. My first introduction to IR was working at Savannah College of Art and Design in Savannah, Georgia in a large Institutional Effectiveness department that was composed of 20 people. At that institution, I held a more specialized role focused on specific areas of data and reporting. I later transitioned to Mount St. Mary's University in Emmitsburg, Maryland, where I served as Associate Director of Data Management. In this much smaller department of three, I've taken on a broader range of responsibilities, gaining valuable experience in leadership, collaboration, and strategic planning. Both institutions have equipped me with the leadership and teamwork skills to apply to the NEAIR values, vision, and mission.

In addition to my IR roles, I've served on the board of the Maryland Association for Institutional Research (MdAIR), including as President in 2023. During my tenure, I helped organize annual conferences, led board meetings, and ensured that all decisions aligned with our charter. As a team, we launched the inaugural Summer Enrichment Series—an innovative professional development opportunity for members and non-members alike—and successfully transitioned our conferences back to in-person formats in the post-COVID era.

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 advance NEAIR's Diversity, Equity, and Inclusion (DEI) initiatives by drawing on both my academic background in Sociology and the professional development opportunities I've pursued at Mount St. Mary's University. As a former Sociology student, I developed a foundational understanding of social structures, identity, and systemic inequality. At Mount St. Mary's, I've continued to build on that foundation by participating in the university's free DEI workshops offered to employees. These workshops cover critical topics such as disability awareness, allyship, and race/ethnicity. To date, I've completed two of the three DEI certification levels, each of which requires six workshops through the Office of Solidarity, Engagement, and Success Initiatives. These experiences have helped me stay mindful of how my actions and perspectives contribute to broader societal dynamics. I actively apply what I've learned to foster inclusive interactions in both my professional and personal life—with the goal of promoting fair treatment, enhancing representation, and ensuring equity for all.

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Cathleen Kisak

Research Designer and Analyst
Carnegie Mellon University

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 and been a member of NEAIR for six years—most recently at Carnegie Mellon University and previously at Carlow University. As an active NEAIR member, I have served as a conference proposal reader and will be a first-time conference presenter and pre-conference workshop facilitator at the upcoming Bethesda conference.

Beyond NEAIR, I have served for the past four years as a Research Liaison with the Association of Independent Colleges and Universities of Pennsylvania (AICUP). These experiences have deepened my understanding of institutional effectiveness and the importance of collaboration across the higher education landscape.

Throughout my career in higher education—and in earlier roles—I have consistently seen the value of being welcoming, respectful, and open-minded when working with individuals and groups. These principles guided me in creating a structured, comprehensive onboarding process for our Institutional Planning and Effectiveness team to ensure new staff feel informed, supported, and valued from day one.

I understand that professionalism is critical in serving on the nominating committee, especially when evaluating and advancing nominees. Maintaining confidentiality, approaching the process with fairness, and treating all individuals with respect are essential to fostering a positive and inclusive experience for all 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 believe the most effective way to advance DEI initiatives is by consistently modeling inclusive behavior—ensuring everyone has the opportunity to participate, be heard, and feel valued. In any group or committee setting, I make a conscious effort to foster balanced discussions, where all voices are welcomed and no single perspective dominates. I believe the best decisions are made when diverse viewpoints are represented and considered.

My commitment to inclusion is deeply personal. My son is on the Autism Spectrum, and through his experiences, I've witnessed the harm caused when environments are not inclusive. This has shaped my perspective and reinforced my belief that everyone deserves to feel respected, supported, and seen. It has also taught me the importance of listening with empathy and advocating for equitable participation—whether in education, professional settings, or broader communities.

Professionally, I strive to build inclusive practices in my own work by being mindful of how I engage with colleagues, organize meetings, and structure communications. When onboarding new team members, for example, I developed a process designed to help them feel welcomed, informed, and supported from the beginning.

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As a member of the NEAIR Nominating Committee, I would bring this same mindset—ensuring our nomination processes are equitable, inclusive, and representative of the diverse voices within our community.

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Han Nguyen

Research & 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 recently completed my first year as a Research & Assessment Analyst at Loyola University Maryland, where my role has involved improving data processes and coordinating with various campus departments on collaborative projects. These experiences have strengthened my problem-solving, follow-through, teamwork, and professional communication skills that directly align with the responsibilities of the Nominating Committee. My bachelor's degree in data analytics provided a solid foundation in Python and R, which I use to automate tasks and optimize workflow performance, reducing manual workloads for my team. Additionally, I have experience using Canva for poster design, which can support the committee's outreach and announcements.

This year, I presented "From NSSE Chaos to Clarity: Troubleshooting Complicated Survey Data Challenges in Tableau," at Analytics Day 2025. Additionally, I will be presenting at NEAIR 2025 and SAIR 2025, where I look forward to contributing further to the IR community and networking with colleagues.

Although I am still early in my IR career, I am eager to give back to NEAIR for the support it has provided in my professional development. Attending my first NEAIR conference in 2024 through the Endowed Leadership Team Annual Conference Scholarship introduced me to a welcoming community of professionals. Opportunities like this, along with resources such as Monthly Networking events and the IR Guiding Light series, have helped newcomers like me connect, learn, and stay engaged.

Serving on the Nominating Committee would allow me to contribute, collaborate with experienced colleagues, and represent the perspectives of newer professionals in the field.

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?

Previously, as an international student from Vietnam, my background has often been different from those around me, and I've faced unique challenges navigating life in the U.S. without readily available resources or support. At Dickinson College, I was fortunate to find a strong international community that shared experiences of stress, homesickness, and cultural adjustment. In my sophomore year, I worked with four other Vietnamese students to revive the Vietnamese Student Association (VSA), creating a space to celebrate our traditions, share our culture, and support students who felt far from home. I am proud that the VSA remains active today, providing a visible and welcoming presence on campus.

Now in my professional life, I continue to appreciate inclusive environments. I am grateful to work on a team that offers support and understanding, especially during moments when immigration regulations create added stress. At my first NEAIR conference in 2024, I experienced that same sense of belonging—from informal dinner conversations to

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participating in the SIG for IR Professionals of Color. These moments reinforce how important it is to foster spaces where people feel seen and heard.

These experiences have shaped my understanding of how meaningful and impactful intentional DEI efforts can be. As a Nominating Committee member, I will bring that perspective to ensure that candidate slates reflect diverse backgrounds and experiences, while being mindful of promoting inclusion in every step of the nomination and outreach process.

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Ananya Pujary

Research Associate/Data Analyst
University of Rhode Island

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

My background includes data analytics, community engagement, and research-based decision-making, which aligns well with the needs of the nominating committee. My social data science degree emphasized the need for data-driven decision making informed by statistical methods that are crafted with an understanding of social dynamics and working towards equitable outcomes. I bring experience working across academic, nonprofit, and governmental contexts that center inclusivity. Through various research experiences, I've worked with diverse populations and synthesized qualitative and quantitative findings in a way that communicates results clearly to non-technical audiences. As a data analyst in the institutional research field over the past year, my day-to-day work involves collaboration, communication, and managing time-sensitive projects, all essential skills for a nominating committee member. I attended the annual NEAIR conference last year, where I experienced firsthand the depth of knowledge-sharing and the many opportunities for professional growth within the institutional research community. This position offers the opportunity to become more involved in the NEAIR community in a meaningful way, and I'm excited to give back by helping identify diverse, qualified candidates who can support NEAIR's mission 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 a nominating committee member, I would like to set concrete goals that improve diversity, equity, and inclusion in nomination cycles moving forward. I would encourage more inclusive outreach by seeking out nominations from members from different institution types, roles, and backgrounds. I would support the use of demographic data to track representation within NEAIR committees to ensure transparency and accountability. At committee meetings, I would strive to cultivate discussions around representation that are empathetic and respectful. As a data analyst in higher education, I understand the importance of collaborating with people from different backgrounds to foster a welcoming community and support inclusive learning. My research projects have always held DEI as a cornerstone. I've worked on social psychology studies that involved facilitating discussions on community and belonging, especially online. These studies followed protocols that were culturally sensitive, used inclusive language, and made participation accessible to people from different backgrounds. The resulting insights gained from their involvement were more meaningful and representative of the populations we wanted to study.

Outside of work, I contribute to an online crowdsourced archive of food traditions and recipes from underrepresented Indian communities. This project gathers community knowledge from various sources, from a survey form to word of mouth, to create a more representative picture of Indian culinary history and serve as a resource accessible to all. Through these experiences, I've learned that inclusion is a process that is built through intentional listening, equitable participation, and actively seeking out diverse perspectives.

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Ingrid Skadberg

Dean of Institutional Research and Planning
Quinsigamond Community College

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

I have been an active member of NEAIR since I entered the field in the mid-2000s and have had the good fortune of meeting many wonderful colleagues during that time. I have served two terms on the NEAIR Steering Committee, one term as Secretary.

I have led a workshop, presented, or spoken on a panel over a dozen times. I serve as a member of the Executive Team on my campus, co-led strategic planning efforts, and developed the college's non-academic outcomes assessment program. As a member of the nominating committee, I would network and collaborate with my colleagues in order to build the ballot.

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?

An important mission of community colleges is to providing opportunities for underserved populations to advance their education and prepare for the workforce. As an IR professional at a community college, my work helps the leadership understand differences in outcomes between various student groups, enabling them to make informed decisions regarding curriculum, modalities, student services, and processes. In this capacity, advancing DEI is at the core of much of my work. I would apply these same values to my work on the nominating committee.