

2020 NEAIR Candidates for Election

Candidates are listed alphabetically for each position.

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

Leadership, Service and Volunteerism:

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

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

Diversity, Equity and Inclusion:

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

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

Please provide a brief goals statement. What aspirations and goals do you have for NEAIR during your tenure?

Click on the hyperlinks below to access candidates for each position.

[President-elect \(select one candidate\)](#)

[Recording Secretary \(select one candidate\)](#)

[Steering Committee, Private Sector \(select one candidate\)](#)



[Steering Committee, At-large \(select one candidate\)](#)



[Nominations Committee, Two-year Institutions \(select one candidate\)](#)



[Nominations Committee, At-large \(select five candidates\)](#)

President-elect (select one candidate):



Name:	Raldy Laguilles	Laura Uerling
		
Institution: (sector)	Springfield College (Private, 4-year)	MCPHS University (Private, 4-year)
Title:	Director of Institutional Research	Executive Director, Institutional Research and Assessment
Education:	A.B. Chemistry & Philosophy, Amherst College M.S. Biochemistry, University of Maryland-College Park Ed.D. Education Policy & Leadership (concentration: Higher Education Administration), University of Massachusetts-Amherst	A.B. University of Chicago M.A. University of Virginia



Name:	Raldy Laguilles	Laura Uerling
		
Leadership, Service & Volunteerism:	<p>NEAIR Steering committee member (2016-2019), elected for 3 year term and served as Chair of the Technology Committee; Mentor, mentor-mentee connect (2017, 2018); Conference proposal reviewer (2015, 2020); Conference presenter (various from 2010-present); Member (since 2009)</p> <p>AIR Annual Forum program committee member (2015,2016) - assisted and advised AIR Office with program planning; AIR Forum Virtual (2020) - selected for simulated/live session; AIR Forum presenter (various from 2010-present) Member (since 2009)</p> <p>Institutional Member, President's cabinet; Co-Chair, NECHE Standard 8 self-study committee; Co-chair, Institutional outcomes assessment task force; Chair, Springfield College registrar search committee</p> <p>Other Presenter, Higher Ed MUG Meeting (MA Tableau Users Group) (2019) Co-editor, New Direction for Institutional Research on post-graduate outcomes (2016) Amherst College: Reunion Chair (10th Reunion); Treasurer (15th/20th Reunions)</p>	<p>NEAIR Steering Committee member, Chair of NEAIR Grants Committee, NEAIR Membership Committee member (twice) NEAIR Conference Evaluation Coordinator, Presentation reviewer (AIR and NEAIR) Pre-conference workshop presenter, Scholarly paper presenter, Conference poster presenter (all both AIR and NEAIR) Board Chair and Board member of CHERC (Catholic Higher Education Research Consortium) NECHE 10 year accreditation and initial candidacy Evaluation Team member (5+ times) Invited participant in IPEDS Technical Review Panels (multiple occasions)</p>



Name:	Raldy Laguilles	Laura Uerling
		
Diversity, Equity & Inclusion:	<p>We are fortunate to be members of an association that espouses diversity and inclusiveness in our mission, values, and vision statements. Yet, now more than ever, it is not enough to merely be supportive of these worthy ideals. In my experience as an IR professional, I have done my share of analytic work highlighting and sharing results on student success outcomes by race/ethnicity or collaborating on surveys of ALANA populations. But I acknowledge that these merely scratch the surface, and I must try to do more.</p> <p>I envision NEAIR to do our part, as people and professionals, to be more intentional on issues relating to race, class, and gender; and equally important, to be allies of marginalized individuals. For us to make a professional impact in eliminating racism is hard and uncomfortable work and involves self-reflection, a willingness to learn, and the ability to listen. Some may wonder how to even start given one's role in their institution. As an organization, we can start by drawing on one of our strengths: each other. It is our community of practice that can guide these difficult conversations into equitable actions. As IR professionals, we all understand the notion to 'give data a voice,' but now we need to be cognizant of whose voice(s) we are amplifying. Let us commit to address these issues by sharing our experiences and practices through such things as special forums, conference sessions, and virtual discussions.</p>	<p>I believe that a central part of the job for an IR professional is to identify institutional and structural inequities whenever possible, and this has frequently been a focus for my institutional research projects and other volunteer activities. My experience working at a primarily minority-serving community college was especially valuable in that regard, as is my personal experience with gender non-conforming issues. Experience has shown that providing data that identifies gaps and opportunities to key campus individuals result in improvements. For example, we are currently adding a research-based statement to course evaluations to help mitigate gender bias. I have also encouraged my team to submit a proposal to NEAIR to share the research when the project closes.</p>



Name:	Raldy Laguilles	Laura Uerling
		
<p>Goals Statement:</p>	<p>Like many of you, I joined our association for professional development. NEAIR provides a myriad of engagement opportunities for us to learn from others, share our own practices, network, and volunteer. Having been a decade-long active member, I am convinced that our strength as an organization emanates from our members. I would like us to strengthen our pipeline- from new professionals to established veterans, especially with regard to engagement, retention, and relevancy. We are also fortunate to have dedicated volunteers; and I would like the association to think more holistically about our volunteers, from recruitment, to engagement, to stewardship.</p> <p>I make these suggestions in light of the current landscape of higher education. We are working through uncertain and challenging circumstances; and while professional development could take a back seat to more pressing matters, remember that our engaged community at NEAIR is a constant presence both now and in the future.</p>	<p>In my opinion, the most important job of the President is insuring NEAIR's financial health, helping to make sure it's poised to achieve its strategic plan goals and to meet future challenges. Success in these areas will ensure that NEAIR continues to provide valuable services to an increasing membership. These goals are more important than ever as institutions determine the best paths to follow in the wake of the COVID-19 pandemic. Higher education institutions, and IR professionals in particular, have to meet a new, unexpected set of challenges, and I would like to see NEAIR take a leading role in guiding IR professionals and their institutions through this crisis and beyond.</p> <p>Providing low-cost, high-value professional development and networking opportunities should remain a priority. Never before in our history have institutions required accurate, reliable and timely data to help advance their missions and ensure their sustainability more than they do at this time. In addition to insuring the organization's financial health, it will be critical to develop an iterative evaluation process to gauge the health of the organization in other ways, for instance in the relevancy and currency of its programming.</p>

Recording Secretary (select one candidate):

Name:	Karen Frosolid Jones	Ingrid Skadberg
		
Institution: (sector)	American University (Private, 4-year)	Quinsigamond Community College (Two-year Institution)
Title:	Assistant Provost, Institutional Research and Assessment	Dean, Institutional Research and Planning
Education:	B.A., Macalester College M.A., American University Ph.D. (ABD), American University Harvard Management and Leadership in Education (MLE) program	B.A., History; teacher certification in elementary education, Gettysburg College, Gettysburg, PA M.S., Counseling and Human Relations, Villanova University, Villanova, PA Ph.D., Sociology, City University of New York, New York, NY. Dissertation: The New Collegiate Diversity: The Academic Progress of Immigrants in Higher Education


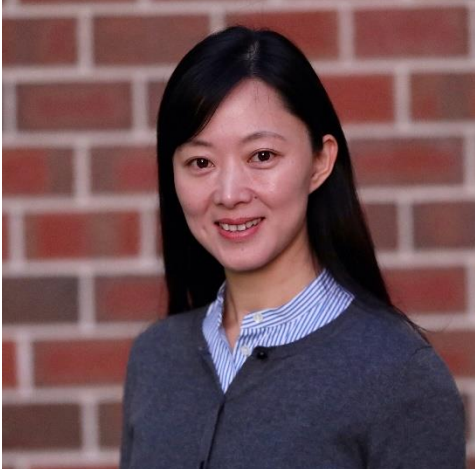

Name:	Karen Frosliid-Jones	Ingrid Skadberg
		
Leadership, Service & Volunteerism:	<p>Examples of Institutional Leadership Positions:</p> <p>Co-chair of two Middle States self-study steering committees, organizing the work of several subcommittees and over 100 people in a two-year effort to achieve re-accreditation.</p> <p>Lead American University's assessment of student learning, working with over 120 programs.</p> <p>Member of numerous committees, including the University Budget Committee and the COVID-19 working group.</p> <p>Professional Association Service:</p> <p>Member of NEAIR and AIR for 20+ years, attending numerous conferences and presenting at most of the ones that I attend.</p> <p>Co-led NEAIR workshops on accreditation and self-study.</p> <p>NEAIR conference volunteer, proposal reviewer, registration desk, etc.</p> <p>NEAIR Nominations and Elections Committee (serving 2017-2018)</p> <p>Associate Program Chair, NEAIR Baltimore Conference 2020 (now virtual)</p> <p>Member of the AIR Nominations and Elections Committee (NEC)</p> <p>Member of over a dozen visiting teams for Middle States accreditation.</p>	<p>Fulbright International Education Administrators Seminar (IEA) grant recipient, Russia, 2020 (postponed until 2021)</p> <p>Executive Leadership Institute participant, 2020-2021</p> <p>North East Association for Institutional Research (NEAIR) member since 2006</p> <p>Steering Committee, 2012-2015</p> <p>Technology Committee Chair, 2013-2015</p> <p>Annual Conference presenter, 2019, 2016, 2011, 2010, 2007</p> <p>Annual Conference panelist, 2015</p> <p>Pre-conference workshop instructor, 2013</p> <p>Summer professional development instructor, 2012</p> <p>Mentor, 2008, 2010, 2012</p> <p>Nominating Committee member, 2010-2011</p> <p>Grants Committee member, 2007-2010</p> <p>Proposal Reviewer, numerous years since 2008</p> <p>Annual Conference Award Recipient, 2007</p> <p>AIR, member since 2006</p> <p>AIR proposal reviewer, 2016</p> <p>Boston AIR member since 2007</p>

Name:	Karen Frosliid-Jones	Ingrid Skadberg
		
Diversity, Equity & Inclusion:	<p>The Secretary plays a key role on the board, and I hope to advance follow-through on the great ideas and initiatives that advance diversity. In other words, while I'm excited about our opportunity to talk about how the 'Black Lives Matter' and other movements apply to IR, I will look for ways that we can apply this to the work of NEAIR.</p> <p>*I've led an effort to do a comprehensive study of campus climate, designing surveys for faculty, staff and students. I worked with the Office of Multicultural Affairs, Campus Life, President's Council on Diversity and Inclusion, deans, the Faculty Senate, Staff Council, students and a new diversity officer to come to agreement about what questions on diversity and inclusion would be asked. Then, when the results came back, I put together a diverse group from across campus to draw mutual conclusions about the results and next steps. I pushed for asking the tough questions and being open to hearing the results.</p> <p>* I am currently an investigator on a NSF ADVANCE grant that is looking into how we collect data on faculty, especially STEM faculty of color and the intersectionality of identities.</p> <p>*For AIR, I ran for the NEC on the platform of improving diversity among AIR leadership.</p>	<p>As institutional researchers, we understand the power of data in shaping policy and opinion. My interest in researching issues relative to diversity and equity started in graduate school. I have a Ph.D. in sociology with concentrations in race/ethnicity, immigration, and education. My dissertation was titled "The New Collegiate Diversity: The Academic Progress of Immigrants in Higher Education." Forty percent of the student body at my current institution identifies as non-white. We also have a large immigrant population. The college is a member of Excellensia, an advocacy organization for Hispanic students and educators. Member institutions commit to improving Hispanic student outcomes. QCC's Office of Institutional Research and Planning developed dashboards to measure our progress in meeting goals based on Excellensia's framework. I am currently working with a committee to determine the actions we will take to improve outcomes. It is understood that as we re-evaluate policies and procedures with an eye toward equity for Hispanic students, outcomes for all students will improve. Beyond my professional responsibilities, I volunteer with Big Brother Big Sister, a mentoring organization for disadvantaged children and teenagers.</p> <p>Relative to NEAIR's mission and values, I believe we can do more to encourage underrepresented groups to enter and grow professionally in our field. Establishing relevant programming and affinity groups might be one way to address this. We can also highlight IR work relative to equity during the annual conference and other professional development opportunities, using equity as a theme.</p>

Name:	Karen Frosliid-Jones	Ingrid Skadberg
		
Goals Statement:	<p>I support NEAIR's mission, vision and values and my goal would be to bring these to life by doing all we can to meet the four competencies outlined on the NEAIR website. In particular:</p> <ul style="list-style-type: none"> * These next few years are likely to bring financial challenges for many of our institutions, so a goal would be for NEAIR to continue to make professional development and networking opportunities affordable and meaningful. * In the short-term, COVID has challenged NEAIR to find ways to expand and enhance its virtual and on-line presence. In the long term, we'll want to learn from our virtual experiences so that we can adopt 'best practices' for future NEAIR events. *Competency #4 is: 'Provide an inclusive and welcoming community for all of its members to support their lifelong learning and development.' My goal would be for NEAIR to explore what it means to be an 'inclusive and welcoming community' in 2020. The Board may develop strategies to gather input on this competency and to implement change. *I hope that NEAIR can re-examine how institutional research, as a profession, can meet the needs of a rapidly-changing higher education landscape. NEAIR can continue to facilitate discussions on the role IT can play in addressing these changes. For example, we have the opportunity to develop recommendations on how IR can contribute to advancing diversity and fostering a supportive campus environment. We may be able to explore issues around federal reporting and accreditation. 	<p>Stellar annual conferences, numerous professional development opportunities, skill building, mentoring, networking; these are some of the thoughts that come to mind when I think of NEAIR. NEAIR's success is largely due to the willingness of its members to share ideas, support each other, and speak candidly about our profession. NEAIR has a stable governance structure and encourages new members to become involved. I believe we should continue to capitalize on these strengths in order to meet our members' needs.</p> <p>NEAIR's membership has increased substantially over the years. As the association grows, one challenge will be to maintain the advantages associated with a smaller organization. I believe we should work toward maintaining these advantages through smaller networking and professional development opportunities.</p> <p>The current NEAIR leadership has done a great job using technology to keep its membership connected through both skills oriented and social activities. I would like to see these opportunities continue beyond the COVID-19 crisis.</p> <p>I believe we should continue to offer high quality conference and other professional development programming that builds both statistical and technical skills, as well as softer management, leadership, and presentation skills.</p>

	<p>My goals for NEAIR are practical as well. As a member of the Board, I would look forward to contributing to discussions on how to expand membership. I will also work to ensure that we make sound choices that will help the organization be on solid ground financially.</p>	<p>Finally, I believe it is important that we continue to lead the association in a way that is fiscally responsible and strive to balance risk taking and innovation with what has proven to work in the past.</p> <p>Thank you for your time and for considering my candidacy.</p>
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Steering Committee, Private Sector (select one candidate):

Name:	Christopher Choncek	Lan Gao	Christopher Vinger
			
Institution: (sector)	Point Park University (Private, 4-year)	Simmons University (Private, 4-year)	New York School of Interior Design (Private, 4-year)
Title:	Associate VP of Institutional Research and Planning	Director of Institutional Research	Director of Institutional Research, Planning & Assessment
Education:	B.A., Psychology, Indiana University of PA M.A., Experimental Psychology, University of Hartford	Ph.D., Higher Education Administration, University of Maryland at College Park (2007) I have been working in institutional research and assessment since then.	B.A., Political Science, Texas A&M University (1993) MBA, Business Administration, The University of Texas at Brownsville (1999) Ph.D., Higher Education from New York University (2019)

Name:	Christopher Choncek	Lan Gao	Christopher Vinger
			
Leadership, Service & Volunteerism:	<p>I have provided service and support to several organizations over my long tenure in the field of Institutional Research (over 25 years). These included:</p> <ul style="list-style-type: none"> - NEAIR Local Arrangements Committee (LAC) Chair/Steering Committee for the Pittsburgh Conference - NEAIR Technology Committee - NEAIR subcommittee for the selection and migration of new membership software - NEAIR conference website coordinator for several years - Chair of Pittsburgh Council on Higher Education (PCHE) IR committee - PCHE task force overseeing Economic Impact Studies in Pittsburgh - Research Committee for the Association of Independent Colleges and Universities of Pennsylvania (AICUP) - Middle States Association Volunteer participating in Self-Study reviews and re-accreditation campus visits <p>Additionally, I've been in the Institutional Research field for over 25 years and have accumulated</p>	<p>I started as Research Associate in the Office of Institutional Research and Assessment at Lesley University. My major responsibilities were to manage the University's mandatory reporting requirements to state, federal, and other external agencies, and respond to internal ad-hoc data requests. I then worked as Senior Project Analyst in the Office of Institutional Research at Harvard University. In this role, I have conducted research and analysis on a wide range of institutional issues including faculty and staff development, student achievement, financial aid initiatives, and program evaluations to support institutional planning and decision-making. I am currently working as Director of Institutional Research at Simmons University. Simmons has been going through some fundamental changes in the past five years, including General Education Reform, the academic redesign and administrative reorganization. In each of these institutional efforts, my responsibilities were to provide accurate data about the University and offer timely and digestible research to assist senior leaders in making informed decisions.</p>	<p>NEAIR: Research Subcommittee (of Technology Committee) Co-Chair from 2018-20; Nominations Committee 2018-19; Strategic Planning Committee, membership subcommittee member 2017-18; Local Arrangements Committee Associate Chair for Jersey City 2017; Local Arrangements Committee member volunteer for New Brunswick 2007; most years I have volunteered at annual conference at a minimum for registration tables and in the last four years I have been a dinner group host; regular proposal reviewer from 2004-2016.</p> <p>AIR: IPEDS Educator 2014-18; regular proposal reviewer 2003-2011; dinner group host volunteer.</p> <p>South Texas Consortium for Institutional Research (STCIR): Held secretary and chair roles from 1996-2001.</p> <p>Middle States Commission on Higher Education (MSCHE): Peer reviewer with service on seven teams since 2005; co-chaired four different institutional self-studies since 2006.</p> <p>And numerous internal committee and task force assignments and leadership positions at my current and previous institutions.</p>

	<p>broad knowledge and experience over that time. I'm certainly aware of the highest priorities in our field and have managed through many of the initiatives addressing these priorities. Some of these would include student learning assessment, institutional effectiveness, accreditation, strategic planning, resource allocation, and issues related to tuition dependency, especially for institutions in the private sector. My comprehensive experiences in these areas (and many others) will enhance my ability to serve on the Steering Committee responsible for identifying emerging IR issues for potential professional development opportunities and conference session topics.</p>	<p>I have been volunteering as a mentor for NEAIR mentoring program for the past three years, and I am currently a coordinator for Mentoring Program at NEAIR Membership Committee. I have been serving at OCAIR (Overseas Chinese Association of Institutional Research) Steering Committee for two years and am currently a co-Editor for OCAIR Newsletter. I have presented at NEAIR annual conference in the past three years, and have always enjoyed the programs and the friendships at NEAIR conference.</p>	
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Name:	Christopher Choncek	Lan Gao	Christopher Vinger
			
<p>Diversity, Equity & Inclusion:</p>	<p>Over the years, I have had several opportunities to serve and support Diversity, Equity and inclusion (DEI) efforts on my campus. Naturally, most of this support comes in the form of direct institutional research that included survey research and the assessment of institutional goals and objectives geared towards the improvement of DEI. In addition to the data provided by my office that focuses on DEI issues, my oversight of the institutional strategic plan required participation on multiple committees designed to address and improve areas related to DEI.</p> <p>In a larger context, I worked with a small team of IR professionals who partnered with the Association of Independent Colleges and Universities in Pennsylvania (AICUP) to construct and administer a Culture of Diversity survey at our respective institutions. It was a comprehensive project that went beyond the “numbers” and included all areas of diversity, not just race or ethnicity. The process and findings were compelling enough to allow our small team to present at the annual NEAIR conference as a 'work share' session.</p>	<p>In 2018, Simmons University formed our Strategy for 2022. As part of our strategy and vision, we proposed a Community Culture Redesign, which led to the form of the Office of Organizational Culture, Inclusion & Equity (OCIE) at Simmons and hiring of our SVP for Diversity and Inclusion. This restructuring of our equity and inclusion efforts underscores the importance of diversity in our community and reflects the strong commitment of Simmons leadership to create an inclusive environment for all our students, faculty, and staff. Our goal is to make Simmons the most inclusive campus in New England. Since the establishment of OCIE, I have worked closely with the SVP to generate our yearly Inclusive Excellence Report, which gathers and reviews demographic data of all constituencies at Simmons. We also present this data to the Student Government Association, Staff Council, Faculty Senate and other appropriate campus constituencies. Gathering and sharing demographic data is the very first step towards recognizing who we are, including race, color, gender, gender identity and expression, sexual orientation, religion, age, national origin, ancestry,</p>	<p>NEAIR is a wonderfully diverse community in some dimensions while we also seem to lack representation among historically underrepresented groups. I believe staying focused on diversity and inclusion will only strengthen the organization and help us all to be more effective. That focus could entail a wide range of initiatives from climate assessment to a review of current policies and practices to mentorship.</p> <p>As a white, cis man who is also part of a marginalized group, I have had to learn about my own privilege and develop a strong understanding of intersectionality. I try to bring this understanding - and my continued learning - into my professional life with humility, as I strongly believe that working collaboratively with others in an inclusive and respectful environment helps everyone in that environment. Most of my personal experience has been from advocacy around LGBTQ+ issues, while my professional work has mostly been limited to reporting on students, faculty, and staff on measures related to diversity, equity, and inclusion.</p>

	<p>The resurgence of energy dedicated to the study of DEI issues on campuses around the country will require IR professionals to be at the forefront of those efforts. Through conference presentations, workshops and webinars, The NEAIR Steering Committee can provide professional development and leadership to its members that will allow them to be more effective as they serve and support their institutions in this emerging area.</p>	<p>disability, veteran status or class/SES. We are also working on creating and promoting ongoing engagement with diversity in people, in curriculum, in the co-curriculum, and in communities at Simmons.</p> <p>This mission and vision of Simmons University aligns well with the values of NEAIR. NEAIR is also committed to creating a rich and diverse community where individuals from different backgrounds, with different experiences, and working in various sectors of higher education are welcomed to contributing to the field of institutional research. As a woman of color and first-generation immigrant, I have gone a long way from hiding my cultural food from others at work to actively engage in the important work of facilitating the enabling conditions for my institution to achieve intellectual, social, and cultural inclusion. I strongly believe that thinking, planning, and decision-making are better when done cooperatively. I think people can be more effective and efficient when they work with other people with different perspectives and skills. I also understand that achieving a diverse and inclusive environment takes time, talent and resources, and I would be willing to contribute my time and will search for talents to help us build and enhance relationships among all of our members at NEAIR.</p>	
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Name:	Christopher Choncek	Lan Gao	Christopher Vinger
			
Goals Statement:	<p>My goal is to add expertise and experience to the NEAIR Steering Committee, especially in the areas of technology and research. Improvements in these areas may be especially important during these challenging times. It will be necessary for the NEAIR organization to continue to strive to be more efficient with its current resources and utilizing technological tools may support this work.</p> <p>In addition, my experience as Local Arrangements Chair and working with the NEAIR Conference Team for the Pittsburgh conference will allow me to best serve and support upcoming conference teams. I look forward to working with those teams and the rest of the steering committee to improve and enhance the entire conference experience.</p> <p>Finally, I have a strong desire to continue contributing to the mission of NEAIR in whatever ways I can. This is especially true during these unprecedented times. Now more than ever, we need a strong organization and its leadership to help guide us through the hard decisions. Serving on the Steering Committee would allow me to be a</p>	<p>I would strive towards making sure our organization continues to support members at various stages of their careers via presentations at conferences, webinars, discussions on listserv and other forums. NEAIR has achieved tremendous success with the hard work of those who came before us. Going forward, we will continue to have an important role to play in helping young professionals get started in the IR field, providing people in the mid of their careers with career development advice, and offering more opportunities to seasoned institutional researchers for them to pass on their knowledge, wisdom and lessons learned to the younger generation. I would like to help build NEAIR as a place that allows all its members to learn, grow, and give, forge long-lasting relationships, and retain lifelong allies.</p>	<p>NEAIR has been the most valuable professional development organization for me due to the quality of its offerings and the ability to network. NEAIR's rapid response in the last few months to provide more online learning webinars signals an opportunity for more offerings in these kinds of formats. The challenge is to maintain and expand high quality professional development and networking opportunities in a variety of formats that serve all of the membership.</p> <p>I would really like to see how NEAIR can support deeper interaction among the membership, especially for communities of interest. For example, trying to support communities of interest around Qualtrics users, SAS users, and other topical interest areas. We already have a variety of SIGs by region, institution sector/type, and tools of the trade that tend to meet under the auspices of NEAIR at the annual conference. How can we find opportunities for NEAIR to support the further interaction of these sub-communities to aid in achieving members' professional development goals? Trying to find opportunities to have</p>

	part of that leadership and to progress and expand on the experiences that I've been able to accumulate in our association.		communities of interest interact on the website or through other media could be a valuable additional service for NEAIR to explore in the coming years.
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Steering Committee, At-large (select one candidate):

Name:	Denise Nadasen	Mary Jane (MJ) Russell	Henry Zheng
			
Institution: (sector)	Association of Public and Land-grant Universities (APLU) (Other Institutions)	Saint Michael's College (Private, 4-year)	Ohio State University (Public, 4-year)
Title:	Director of Research and Data Policy	Director of Institutional Research	Associate Vice President for Strategic Analytics
Education:	<p>B.S., Computer and Information Sciences, University of Maryland University College M.S., Measurement, Statistics, and Evaluation, University of Maryland, College Park Doctorate of Management (D.M.), University of Maryland University College.</p> <p>My research examined disruptive and incremental innovations and their effects on student retention in online courses. Findings revealed that incremental innovations had a more positive effect on retention than disruptive innovations.</p>	<p>B.S., Business Administration/ Accounting M.S., Administration</p> <p>Certified Public Accountant (CPA) Certificate - Design Thinking Gallup-certified Strengths Coach</p>	<p>B.S., Finance, Jinan University MBA, The Ohio State University M.A., Political Science, University of Akron Ph.D., Public Policy and Management, The Ohio State University</p>

Name:	Denise Nadasen	Mary Jane (MJ) Russell	Henry Zheng
			
<p>Leadership, Service & Volunteerism:</p>	<p>I have been in institutional research for over 25 years. I served as President of the Maryland Association of Institutional Research. For NEAIR, I've served in a variety of roles including mentor, nominating committee, and recently on ad hoc committees to review the strategic plan and to do environmental scans for the organization. In addition, I've presented numerous times at various conferences including AIR, NEAIR, SAIR, MdAIR, AERA, AACRAO, SCUP, AASCU, and APLU. I've served on various TRP's for NCES and on a number of statewide committees including one on how to report the revised race/ethnicity codes for state and federal reporting and another on how to evaluate the effects of the baby boom echo on enrollment projections.</p> <p>In my current role at APLU, I serve as a liaison to the Commission on Information, Measurement, and Analysis - a space for member institutions to create a community of practice around the effective and efficient use of data and fiscal planning and decision making. Given the variety of activities in higher education that rely on data, CIMA provides opportunities for cross-functional leaders to have discussions on how to improve the data infrastructure, the strategic analysis capacity, and</p>	<p>Chair of Vermont Society of CPA's annual workshop for CPAs in Industry. Member of the NEAIR Finance committee, Vermont Higher Education Council Data Committee, co-chair of 2020 NECHE (NEASC) reaccreditation steering committee, member of several NEASC visiting teams. Served on NEASC's Annual Report on Finance & Enrollment (ARFE) Committee, as well as Treasurer for several non-profit organizations. Campus project manager for 4 Gallup Studies of Saint Michael's College Alumni and Students, and designed/co-teach an introductory Clifton Strengths for Students course. Member of the leadership team for Green Mountain Higher Education Consortium's 'Project Ensemble,' a shared ERP system. Regular conference presenter on varied topics: financial management process redesign, compliance, dashboards & scorecards, professional effectiveness, student success, and data governance, and published articles in NACUBO Business Officer and Educause Review Online on similar topics.</p>	<p>I have 23 years of professional and leadership experience in higher education. I started in 1997 as an institutional researcher at the Ohio State University and over the past 23 years have made progressive advancements in different professional roles, including:</p> <ul style="list-style-type: none"> - Director of Institutional Research, the Graduate School of the Ohio State University - Business Performance Officer and Director of Strategic Planning, the Ohio State University Medical Center - Administrative Director for Strategic Analytics, the Ohio State University Medical Center - Assistant Vice President for Financial and Human Resources, Office of Academic Affairs, the Ohio State University - Vice Provost for Institutional Research and Strategic Analytics, Lehigh University <p>Currently, I am an Associate Vice President for Strategic Analytics at Ohio State. At my current role, I provide strategic and thought leadership in the development of the strategic analytics program at the Ohio State University. My primary responsibility involves working collaboratively with institutional research, strategy planning, IT, business intelligence, assessment and</p>

<p>fiscal management on campuses. In this role, I have planned three summer conferences and created programming for CIMA tracks at two annual conferences.</p> <p>As part of an organizational management function, I serve on a Networks Working Group, where we examine effective ways to serve members and the organization by expanding our networks and tracking engagement with various stakeholders. This group has worked to identify barriers to organizational effectiveness and implemented several solutions to help the organization better engage members.</p> <p>APLU's Powered by Publics - a Gates-funded initiative - brings together 130 institutions (divided into 16 clusters) to identify barriers to student success and to explore scalable solutions that mitigate these barriers. PxP is designed to help institutions transform while increasing equity and student success. As part of this work, APLU collaborates with external partners to better serve all institutions in higher education. In this capacity, I am currently working with the American Association of State Colleges and Universities to examine the fiscal impact of Covid-19 on institutions and to develop solutions around strategic finance that would increase the financial resilience of public institutions.</p> <p>In addition, I manage the Data Integration Cluster - the cluster that seeks to improve the data capacity of institutions by developing tools that assess an institution's data infrastructure, culture, quality, dissemination, and use. The tool is designed to synthesize best practices around various tasks associated with improved data capacity and to support a community of learning.</p> <p>While my years of experience in IR have provided a sound foundation of understanding the</p>		<p>organizational effectiveness leaders and professionals across the University to create a data-informed decision-making culture.</p> <p>I like to write when time permits. I am currently writing a monthly column on data governance for eAIR Newsletter and other occasional papers. I co-edited with Karen Webber (Professor of Education at University of Georgia and a long time IR practitioner) a book entitled 'Big Data on Campus: Data Analytics and Decision Making in Higher Education', to be published by Johns Hopkins University Press on November 3, 2020. This book includes outstanding contributions from several NEAIR colleagues.</p> <p>Outside of my professional commitments, I have also served in non-profit boards and volunteered in community organizations. I served as a board member and treasurer of Autism Living LLC of Ohio and a member of the Parents Advisory Board of Columbus Special Hockey. Presently, I am a registered volunteer at the Central Ohio Food Bank, participating in food pantry collection and delivery activities as needed. My services and committee work within the institutional research communities include:</p> <p>NEAIR Committee Work, Volunteering, and Presentations:</p> <ul style="list-style-type: none"> - Elected member, Nomination and Election, NEAIR, 2016-2017 - Member, Grants Committee, NEAIR, 2016-2018 - Member, Ad hoc strategic planning support, NEAIR, 2018 and 2019 - Presenter, NEAIR Annual Conference, 2016, 2018 - Instructor, NEAIR Summer Workshops, 2017 <p>AIR Committee Work, Volunteering, and Presentation:</p>
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	<p>organization, my recent professional experiences have prepared me to serve NEAIR in a leadership role.</p>		<ul style="list-style-type: none">- Elected member, Nomination and Election, AIR, 2018-2020- AIR Forums proposal reviewer, 1999-2001, 2016-2019- Presenter, AIR Forum, 1999, 2016, 2017, 2019, 2020 <p>Other Services and Volunteering:</p> <ul style="list-style-type: none">- Chair-elect and member of the Steering Committee, OCAIR, 2020-2022- Board Member and Treasurer, Autism Living LLC of Ohio (non-profit), Jan 2013 - Apr 2016- Member, Parents Advisory Board, Columbus Special Hockey, Jun 2010 - Jan 2016
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Name:	Denise Nadasen	Mary Jane (MJ) Russell	Henry Zheng
			
<p>Diversity, Equity & Inclusion:</p>	<p>In my current role at APLU, I also serve on a Diversity, Equity, and Inclusion committee that is in the process of conducting a climate assessment. We expect to work closely with the President to identify a diversity officer who will create and execute an action plan to support DEI activities at APLU. In my experience, many organizations make a token effort to comply with DEI requirements, but most do not understand the challenges faced by people of color and do not take the time to listen to people of color. As a result, organizations become complicit in sustaining inequitable environments.</p> <p>Covid-19 and the recent protests in support of the Black Lives Matter movement have prompted many organizations to pause and examine where they are with DEI. It creates an opportunity for NEAIR to evaluate ourselves and to reaffirm that we understand what DEI is in an age of vocalizing injustices. Are we doing the things that support the people who have been marginalized? How do we know that we are doing the right things? How do we listen to our members whose voices have been quieted over the years? How do we lift IR professionals who have been overlooked and undervalued?</p>	<p>Members of the NEAIR steering committee act as agents - as positive representatives of the organization and its mission and values. While my role would be more specific to finance, and I cannot claim to have extensive experience or any particular expertise in D&I initiatives, I believe that all members of the leadership team are responsible for ensuring that any policies or programs (macro-level) and procedures or practices (micro-level) are free of implicit or explicit bias and to be alert for even the smallest microaggressions. Diversity comes in many forms, and perceptions of inclusion/exclusion are often very subtle. We are all still learning, and the more we all learn the more we realize how complex, deep, and longstanding some of these issues have become. Tackling them openly, honestly, and with positive intent is a good start, and beginning is critical.</p>	<p>Given recent events, NEAIR's emphasis on diversity, equity and inclusion efforts is timely and critically important. From my early careers as an institutional researcher to becoming a senior data analytics leader at two universities, I have worked collaboratively with colleagues with very diverse backgrounds. For me, supporting DEI is a critical factor of success and should be embraced unconditionally. I am directly responsible for the promotion of several IR professionals with under-represented ethnic backgrounds to various leadership and managerial positions. I made extra efforts to mentor and associate with colleagues from different backgrounds, making good friends along the way. For me, supporting diversity, equity and inclusion is not an empty promise but must be reflected in our actions and in our true beliefs. Positive changes can only happen when our heart and our actions are aligned.</p> <p>If elected, I will address DEI issues starting from myself to explore different opportunities to cultivate and support an inclusive environment through interactions with our colleagues at NEAIR events and activities. I believe that the strong level of support for diversity, equity and inclusion at our workplace should be reflected in how we interact</p>



			<p>with our colleagues in professional associations like NEAIR. Such inclusive efforts can start with a friendly smile to someone you see in the elevator, a handshake after the meeting to thank the speakers for their contribution, or making an effort to network or mentor someone different from you. As a member of NEAIR and one who seeks to become more involved in serving the NEAIR community, I am committed to support NEAIR's commitment to build a diverse, equitable and inclusive environment for our members.</p>
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Name:	Denise Nadasen	Mary Jane (MJ) Russell	Henry Zheng
			
Goals Statement:	<p>My goal is to examine the resiliency and capacity of NEAIR by refocusing on equity, reassuring financial stability, and utilizing the assets of the organization and its members to address the most critical needs of the profession and higher education.</p>	<p>My goals for NEAIR are to support members by enhancing our current member benefits and developing new services for changing times, supported by a sound business model and sufficient financial resources and designed to help our members - and their organizations - thrive.</p> <p>Students aren't (or shouldn't be!) the only learners on a college campus, and NEAIR provides valuable benefits to members in terms of education, resources, and communities of practice to help our members in their current roles, but also to support their professional growth and development. These opportunities, and the other resources and benefits that NEAIR provides, will continue to be critical in the coming years and we must adapt the content and delivery models to meet new demands and public health challenges. Our members will face new and unexpected challenges on their campuses, some unique but many shared by all in higher ed, and the resources and support NEAIR provides will be more valuable than ever. Expanding our mentoring programs, and finding new and more personalized means of outreach and communication, are other ways we might continue to build member engagement and human connections among our members during</p>	<p>Higher education faces a multitude of challenges, including economic uncertainty, state funding cuts, declining enrollment, uncontrollable cost increases, and lack of consistent support for accessibility and social mobility. The COVID-19 crisis and the subsequent disruption of campus operations across the nation worsened these challenges. As a profession, institutional researchers have the responsibility to step up and become more proactive to provide their home institutions with better data intelligence and actionable insights to support strategic and operational decision making. If elected, I would like to work with NEAIR leadership to focus on two initiatives that might be important to our members in this challenging time:</p> <p>1) Professional skills improvement and diversification - I would like to work with NEAIR leadership and members to develop more training opportunities in the soft skill areas to enhance our issue and contextual intelligence. Technical intelligence is important and foundational and will continue to be needed. However, to excel and to lead in this challenging time, we can provide more training opportunities in the areas of issue and contextual intelligence.</p>

		times that don't allow for a normal conference experience.	2) Recognize excellence in Diversity, Equity & Inclusion - I would like to work with NEAIR leadership and members to advocate for the creation of a NEAIR award annually to recognize a university leader or an IR leader who demonstrates excellence in mentoring and supporting IR practitioners from under-represented groups or with diverse backgrounds.
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Nominations Committee, Two-year Institutions (select one candidate):




Name:	Amanda Colligan	Laura Massell
		
Institution: (sector)	Quincy College (Two-year institution)	Community College of Vermont (Two-year institution)
Title:	Director of Institutional Research and Assessment	Director of Institutional Research and Planning
Education:	B.A., Sociology with a concentration in Education, Bridgewater State University M.A., Applied Sociology with a concentration in Education, University of Massachusetts Boston Ed.D., Education Leadership and Policy Studies (coursework only), Boston University	B.S., Biology and Environmental Studies, St. Lawrence University Masters, Science Education, University of Massachusetts - Amherst Doctorate, Education Leadership and Policy, University of Vermont
Leadership, Service & Volunteerism:	Served as a member of the Data Policy Advisory Group of AIR, formed in 2018. Volunteered to review conference proposals for both NEAIR and AIR between 2018 and 2019. Presented collaborative work in research, evaluation, and assessment at multiple regional and national conferences, including ATD Dream, In Pursuit of Equity, Accountability and Success: Latinx Students in Massachusetts Schools, Massachusetts Community College Teaching, Learning, & Student Development Conference.	<ul style="list-style-type: none"> - Newcomers to Institutional Research, Workshop Co-Presenter, 2019 NEAIR Conference (Newport) - Local Arrangement Committee Member for 2015 (Burlington) and 2016 (Philadelphia) NEAIR Annual Conferences - NEAIR Conference Proposal Reviewer, 2015-2018




Name:	Amanda Colligan	Laura Massell
		
Diversity, Equity & Inclusion:	<p>I am a practitioner that values DEI in my everyday work as well as my research. In my work in the past two institutions that I have been at (from 2013 to present), I spearheaded ongoing disaggregation of student success data (by race/ethnicity, gender, Pell status, age, and race/gender intersections) in order to understand equity gaps and look at impacts of student success initiatives. I worked as part of a team to specifically advocate for and understand the experiences of Black and Latino men in higher education at Bunker Hill Community College. I have been an active campus participant in professional development and campus conversations around creating and sustaining a Center for Equity and Cultural Wealth, as well as ongoing program review and academic success equity metrics.</p>	<p>The Nominations Committee plays in an important role in cultivating member-leaders within NEAIR. I pledge to work with NEAIR's formal and informal channels to proactively encourage, recruit, and support the participation of people with the full range of diverse backgrounds, understanding that our organization, our relationships, and the service we provide as IR/E professionals will be enriched and strengthened by incorporating multiple perspectives.</p> <p>Midway in my career, I participated in Howard University's Evaluation Training Institute; its mission was to expand the number and capacity of science and mathematics project evaluators who would plan and implement technically sound and contextually relevant evaluations. Since then, I've read widely on the history of racist ideas, policies, and impacts, and worked with clients and colleagues to uncover, shine the light on, and address disparities within racial/ethnicity, gender, and other groups in my work as an educational program evaluator, and currently as an institutional researcher in a community college setting.</p>




Name:	Amanda Colligan	Laura Massell
		
Goals Statement:	<p>I would love for NEAIR to be more diverse in terms of IR experiences, particularly with regard to community colleges. Success metrics, analysis, and discussion heavily favor selective four-year institutions, however, college students in the US are becoming more diverse in terms of age, life experience, and study patterns, so it is imperative we redefine what success looks like and how we evaluate institutions at all levels with a much more equitable and accessible framework.</p>	<p>I am grateful to the Vermont IR colleague who offered their hearty recommendation to join NEAIR early in my tenure at CCV. Over the past seven years within NEAIR, I have met many friendly, talented, and generous colleagues, gained skills from the rich palette of pre-conference workshops, kept abreast of emerging IR/E issues and trends in official offerings and informal moments during the annual conference, and consulted with conference resources and colleagues long after the drive home.</p> <p>Serving on the Nomination Committee would be an opportunity to give back to the organization that has offered great value to me. In this role, I look forward to working with NEAIR committees who work with members in various phases of their careers and tenure with NEAIR to encourage our members to find ways to share their talents and perspectives with one another and the organization. I believe proactive and ongoing efforts to raise awareness of how members can get involved in the operations and guidance of NEAIR will ultimately generate engaged and diverse member-leaders.</p> <p>Doing so also supports two of NEAIR's strategic goals: 4) create a membership enrollment and engagement plan for new, current, and past members, and 5) develop career development and coaching programs for multiple segments of the IR&E career span. There's much work to be done with and for NEAIR - from Newcomers to IR workshops to Steering Committee leadership and plenty in between. I would welcome the opportunity to help bridge members service to one another and NEAIR as together, we strive for excellence in 'programming, services, and networking opportunities that</p>

		promote and strengthen the skills and knowledge of the institutional research and effectiveness profession in an ever-changing world.'
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Nominations Committee, At-large (select five candidates):




Name:	Erin Dunleavy	Melissa Hartz	Morgan Hawes
			
Institution: (sector)	University of Scranton (Private 4-year)	Colby College (Private, 4-year)	Bridgewater State University (Public, 4-year)
Title:	Autism Collaborative Centers of Excellence Project Manager	Associate Director of Institutional Research and Assessment	Assistant Director, Institutional Research
Education:	B.A. History, B.S. Psychology, Lycoming College, (2007) M.A. in History, University of Scranton, (2010) M.A. in Psychology, Marywood University, (2010) Ph.D. in Human Development with a concentration in Higher Education Administration, Marywood University (2017)	B.A., Communication Studies, Fairleigh Dickinson University, 2011 M.S., Analytics, Georgia Tech, Current Candidate	B.A., Social Work, University of Southern Maine; emphasis on macro practice and policy M.P.P., University of Massachusetts- Dartmouth, with a public management concentration I will begin my doctoral studies in Public Policy at the University of Massachusetts- Boston in Fall 2020. I currently serve as the Assistant Director to the Office of Institutional Research at Bridgewater State University. I am primarily responsible for mandated state and federal reporting (IPEDS), as well the administration and analysis of several campus-wide surveys. In addition, I provide ad-hoc data to support the university's focus on student success initiatives. My background is in research, policy, and evaluation, and with over 10 years of experience in qualitative and quantitative analysis. My expertise is in research, literature review, SPSS, syntax, policy analysis, and evaluation.




Name:	Erin Dunleavy	Melissa Hartz	Morgan Hawes
			
Leadership, Service & Volunteerism:	<p>I can bring unique experience working in a relatively new professional college for 5 years that shortly after I started received its first accreditation from both LCME and Middle States, where they did not need to submit a full annual review of materials other than items that required monitoring. After I left, they have received its first full accreditation. Consequently, I was in a critical position of assessment of the college's curriculum and reporting. Furthermore, I now work in new role at a private university that is slightly outside the traditional IR role, but it still related to the growing trends in IR. I am a project manager for a multi-million dollar grant that seeks to enhance ASD services. My responsibilities involve strategic planning, mission development, coordination of multiple projects both within and outside the University as well as internal evaluation of the university's programming from both a community and institutional perspective. I have also served on the NEAIR grants committee since 2017.</p>	<p>I enjoy giving back to NEAIR and other related organizations through presentations and public speaking. I have presented at every NEAIR Conference since 2017, and am a frequent presenter at the Higher Ed Data Warehousing Conference, usually held annually in April. When COVID-19 changed the venue and nature of our work, I volunteered to give webinars and workshops that would help NEAIR members through the transition. In May, I gave a webinar on giving virtual presentations, and in July, I gave the first installment of a series of technical SQL workshops.</p> <p>In addition to content and professional development, I also devote my time to NEAIR as the Mobile App Coordinator for the Annual Conference. Based on feedback from conference evaluations, I led the transition to Whova in 2018. For the past two conferences, we have had record app download rates, with about 80% of members downloading and participating in the app.</p>	<p>I joined NEAIR in the Fall of 2016, after beginning my career as an analyst in Institutional Research at Bridgewater State University. Since joining the association, I have served membership in a number of capacities as both a conference volunteer and presenter. As a volunteer I have served as the Summer 2019 Local Arrangement Chair, Fall 2019 Dinner Group Coordinator, and as a Fall 2019 Mentor. I have also been a poster presenter at the Fall 2016 NEAIR conference, a co-presenter at the Fall 2016 NEAIR conference, a co-presenter at the Spring 2018 AIR conference, a co-presenter for the Summer 2019 NEAIR workshops, and a co-presenter for the Fall 2019 pre-conference NEAIR workshops.</p> <p>Apart from my membership and commitment to both AIR and NEAIR, I also regularly attend the BAIR (Boston Association for Institutional Research) meetings held biannually with local colleagues in the Boston area.</p> <p>At my institution, I serve in various leadership capacities both within the office and outside of the office, to include my participation on the Racial Equity and Justice Workgroup - as part of the Leading for Change Consortium.</p>

Name:	Erin Dunleavy	Melissa Hartz	Morgan Hawes
			
<p>Diversity, Equity & Inclusion:</p>	<p>I have had a long history of striving to be a part of creating an inclusive environment. My first position out of college was working with people diagnosed with HIV/AIDS as a medical case manager. My job was to make sure this underserved population had access to services as well as quality improvement. During my time at the medical college, I was deeply committed to diversity and inclusion. I served as a SAFE Zone facilitator, Title IX taskforce, a resource advisor. I was also certified as a Title IX Investigator and a certification as a Title IX Resource Coordinator. Part of my current position involves heading a hub that connects families, professionals, and people with ASD with information and services in the community. My experience has shown me how detrimental exclusionary policies are even those that are unintentional, I would strive to create and maintain an inclusive environment at NEAIR.</p>	<p>The members of the Nominating Committee have the unique opportunity to steward the future of the organization by finding and recruiting leadership. As a member of the Nominating Committee, I commit to recruiting leaders that are representative of our varied and diverse membership. I look forward to acting as an advocate, and using my position on this committee to advance Diversity, Equity & Inclusion initiatives within the organization.</p>	<p>I currently sit on the Racial Equity and Justice workgroup for my institution. This workgroup is part of a larger, Leading for Change Consortium- a consortium of public and private colleges that focuses on addressing issues that impeded student success, as evidenced both through practice and data informed decision making. For the last two years, we have come together to examine equity gaps in retention and graduation rates for students of color at BSU (and other universities).</p> <p>I think that the work of the Leading for Change Consortium and Racial Equity and Justice workgroup at Bridgewater State University fits very well with the mission and values of NEAIR, particularly because NEAIR emphasizes the importance of cultivating leadership, promoting diversity and inclusion, and aims to not only examine but enhance IR practices that lead to successful strategies and interventions on both a macro and micro level.</p> <p>If I am selected for this position, I will bring with me the knowledge I possess from the consortium and a commitment to diversity and inclusion- which is important to me on both a personal and professional level. As a woman of color and member of a federally recognized tribe, I am highly</p>




			<p>committed as an advocate for DEI work, and understand the impact of invisibility and silence and thus the importance of uniformity and change. My previous and current academic studies center around identifying issues with intersectionality and navigating systemic oppression for marginalized communities.</p>
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Name:	Erin Dunleavy	Melissa Hartz	Morgan Hawes
			
Goals Statement:	<p>I aspire to uphold the values of NEAIR to help nominating committee with recruiting a rich and diverse leadership that will continue to enhance the knowledge, experience, and skills of the larger group especially in light of the unprecedented challenges we are facing.</p>	<p>I have two main goals in my position as Nominating Committee member. The first is to finding and recruiting a diverse leadership, so that this incredible organization will be steered by a variety of perspectives, professional knowledge, and life experiences. The second goal is to act as a personal resource for those interested in and nominated for service as organizational leaders. I have loved my past three years as Mobile App Coordinator, and I look forward to transitioning from 'behind-the-scenes' service to cultivating personal relationships with individual members. I will bring warmth, professionalism, and good judgment to this important role.</p>	<p>I am a Native woman who values higher education and public service. I feel most connected to a cause when I am researching and examining data that can affect policy changes, and in turn impact the services provided to others leading to positive outcomes. My professional interests include data analysis, data visualization, evaluation, policy development, and qualitative analysis. I possess excellent organizational and communication skills, thrive off deadlines, and have experience with project coordination. I believe that these attributes combined with my strong attention to detail would enable me to thrive as a volunteer for NEAIR. My previous volunteer roles have provided me with wonderful opportunities to grow as both a person and professional, and it is my goal to continue volunteering in an effort to collaborate with my peers and network about issues impacting higher education and institutional research. I strongly believe that my work and volunteer experiences will allow me to continue making a positive contribution to this organization. Thank you for your time and consideration.</p>




Name:	Becky Prior	Jacqueline McKinnon	Alison Vallereux
			
Institution: (sector)	Berklee College of Music (Private, 4-year)	Northeastern University (Private, 4-year)	Emmanuel College (MA) (Private, 4-year)
Title:	Associate Director of Institutional Research	Decision Support Analyst	Director of Institutional Research
Education:	B.A., English, University of Massachusetts at Amherst. M.A., Comparative Literature, University of Colorado Boulder	Bachelor's in Marketing, Johnson & Wales University (2015) Master's in Non-profit Management, Concentration in Leadership, Northeastern University (2017)	B.A., Social and Political Science, Selwyn College, Cambridge University, UK (2006) M.A., Political Science, Northeastern University, USA (2008) Ph.D., Public and International Affairs, Northeastern University, USA (2011)

Name:	Becky Prior	Jacqueline McKinnon	Alison Vallereux
			
<p>Leadership, Service & Volunteerism:</p>	<p>I'm enthusiastic about contributing my time and expertise to the community, and I'm excited about the opportunity to step up my involvement with NEAIR. I first joined NEAIR when I transitioned into IR from admissions in 2015. Since then, I've been a presenter at the annual conference or hosted a SIG each year:</p> <p>2016: Sound Data, co-presenter 2017: The Role of the IR Office Pre- and Post-Merger, panel moderator 2018: Special Topics for Specialized Schools SIG, co-host 2019: Expanding the Conversation: Institutional Research beyond the Institution, presenter</p> <p>I've also served as a proposal reviewer and assisted with the website transition project. Locally, I've been a convener of the Boston-area IR dinner group, served as a board member and committee leader of a volunteer-run nonprofit focused on increasing access to affordable local food, and I'm a long-time member of two community gardens.</p>	<p>Volunteered at last year's conference in Newport, RI at the registration booth. Volunteered at last year's summer workshop at Bridgewater State University, at the registration booth. Volunteered at the conference two years ago in Pittsburgh, PA at the photo area. Volunteered at the conference three years ago in Jersey City, NJ at the Mentor-Mentee meet-up.</p> <p>I love to volunteer when given the opportunity to do so, it's important to me to provide support outside of my day-to-day responsibilities. Other than volunteering, I enjoy spearheading short-term and long-term projects. I consider myself to be a leader, as I am interpersonal as well as results-oriented. I believe leadership, service and volunteerism intertwine.</p>	<p>I have worked in higher education research for the last 13 years on behalf of a variety of institutions (including four years as a Research Analyst at Northeastern University's Center for Labor Market Studies where I conducted research on behalf of the Rhode Island postsecondary system; two years as a Research Analyst at the Consortium for Higher Education where I conducted research to support the work of 35 highly selective private liberal arts colleges in the US; and then for the last 6+ years as the Director of Institutional Research at Emmanuel College (a Catholic liberal arts institution in Boston MA). In addition, I also have a PhD in Public and International Affairs, with a specialization in education policy (in particular, focusing on the student transition from K-12 to higher education). I believe that my comprehensive and varied background in higher education research provides me with a solid foundation to serve as an at-large representative on the Nominating Committee in a thoughtful and successful manner.</p> <p>While I have not previously served on NEAIR or other IR groups in the past - I am eager to do so now. For the last 6 years I have deeply valued the resources, expertise and networking opportunities</p>

			<p>that NEAIR has offered me (especially as someone overseeing a small IR office with limited on campus funding and resources). I would be honored to be elected to serve on the Nominating Committee as a way to give back to an association that has given me so much, both professionally and personally. Furthermore, with the recent developments around COVID-19 this year, this has only reinforced to me the value of NEAIR (as I have benefited so much recently from the ideas, expertise and questions being posed and shared by members during this time) and my desire to increase my connection and contributions to this group.</p>
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Name:	Becky Prior	Jacqueline McKinnon	Alison Vallereux
			
<p>Diversity, Equity & Inclusion</p>	<p>I have a strong personal and professional passion for diversity and inclusion, and I'm always seeking new ways to learn about and engage in this work. At Berklee, I co-authored a report on the experiences of women in the music industry, and presented a paper on gender parity at music festivals, both projects that included the intersection of gender, race, and ethnicity. I served on an internal team that studied student diversity and inclusion concerns at one campus location and provided recommendations, as well as a team focused on food insecurity issues on campus. Currently, I've been working with my colleagues on implementing anti-racism work across all our projects, and I've attended the recent NEAIR DEI meet-ups to learn from peers across institutions.</p> <p>At my previous college, I was the institutional representative to the Forte Foundation, a consortium working to increase women's representation in business leadership, and also served as a founding member and co-chair of the campus LGBTQ Action Group. I look forward to opportunities for inclusive, anti-racist work as part of the Nominating Committee as well.</p>	<p>During these unprecedented times, it is truly important to reflect on our workplace and ourselves. Using what we know and are learning to improve our relationships with those of every sex, color, race and ethnicity is critical to resolving issues that stand today. Northeastern University has taken initiative to listen, learn and improve the way we represent our community, which I can learn from myself and apply to the NEAIR community. If given this opportunity, being part of the Nominating Committee (and in general), I can assure one I would be open-minded and unbiased throughout my tenure.</p>	<p>I deeply appreciate that diversity, equity and inclusion are core to NEAIR's mission and value statement. Fairness and treating people equally is extremely important to me, as is being part of a community that values and priorities both diversity and inclusion. Not just providing opportunities for people from different backgrounds to participate and be involved, but also ensuring that everyone feels that they belong, that they can be successful and that their contributions are valued. I strongly believe that without inclusion, diversity is an empty gesture, and that both are needed for an organization or group to truly thrive.</p> <p>If I am elected to serve as an at-large representative on the Nominating Committee I will listen and will work hard to ensure that the views, perspectives and needs of the entire NEAIR community are represented and to put in place practices that help all institutions/members feel that they belong within the NEAIR community and that their contributions are valued and their needs are supported.</p> <p>When possible, I have tried to use my work in IR to support (and help drive) diversity, equity and inclusivity efforts at my institution. For example,</p>

			<p>over the last year I served on a committee that researched, designed and submitted an HHMI Inclusive Excellence grant application designed to promote a more inclusive learning environment in the sciences at Emmanuel. In addition, after many years of trying to push for a Campus Climate Survey at my institution (which has never been done before) in spring 2020 I was finally able get institutional buy-in to administer a Campus Climate Survey this semester to students, staff and faculty that saw a 40%+ response rate. I am excited to see how we can use these survey results to better understand issues pertaining to diversity and inclusion on our campus and inform/guide subsequent initiatives and practices.</p>
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Name:	Becky Prior	Jacqueline McKinnon	Alison Vallereux
			
Goals Statement:	<p>As someone who was new to IR when I joined NEAIR, I was deeply impressed by the collegiality of the organization and the generosity of individual members. I appreciate NEAIR's work towards providing thoughtful, focused leadership during this challenging time, and I hope to take on this new opportunity to support our organization.</p>	<p>Develop a strong, communicative and interpersonal relationship with current and prospective NEAIR members, while ensuring the mission and vision of NEAIR are reflected in my performance.</p>	<p>If I am elected to serve on the NEAIR Nominating Committee I will strive to ensure that the organization's elections are conducted in a fair, accessible, efficient and accurate manner. I will be eager to work with fellow committee members to ensure that we implement an election process that is welcoming and encourages a variety of candidates from a broad range of institutions, locations and professional backgrounds to participate.</p> <p>In addition, I hope that I can contribute to NEAIR's wider initiatives to support IR professionals, as we all strive to help inform and guide our institution's efforts during a particularly challenging time for higher education and the students we serve.</p> <p>Finally, on a personal level I hope that serving on the NEAIR Nominating Committee will provide me with an avenue to directly contribute and give back to an organization and professional community that has been a great source of support for me over the last 6 years since joining the IR field.</p>