

2021 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 links below to access candidates for each position.

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



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

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

[Nominations Committee, Public sector \(select one candidate\)](#)

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



President-elect (select one candidate):

Name:	Laura Uerling	Alexander Yin
		
Institution: (sector)	MCPHS University (Private, 4-year)	University of Vermont (Public, 4-year)
Title:	Executive Director, Institutional Research and Assessment	Executive Director of Institutional Research
Education:	A.B. University of Chicago M.A. University of Virginia	B.S. Electrical Engineering, Georgia Institute of Technology M.S. Electrical Engineering, Georgia Institute of Technology M.S. Applied Statistics, The Pennsylvania State University Graduate Certificate in Institutional Research, The Pennsylvania State University Ph.D. Higher Education, The Pennsylvania State University

Name:	Laura Uerling	Alexander Yin
Leadership, Service & Volunteerism:	<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>	<p>NEAIR Ad-hoc committee member on Newcomer to IR workshop Program Chair (2020 conference) Newcomers Facilitator (2019) Conference peer reviewer (2016-2018) Conference review coordinator (2013-2016) Nomination Committee Member (2011) Newcomers committee – appointed member (2010)</p> <p>Other Co-chair, Winooski School Board Trustee (2017-present)</p>
Diversity, Equity & Inclusion:	<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 time working at a primarily minority-serving community college was especially valuable in that regard, as is my personal involvement with gender non-conforming issues. In my experience, providing evidence of these inequities to key campus representatives can result in substantive improvements in this area. For example, in my current position my staff are involved in a project designed to identify and mitigate inherent biases in faculty course evaluations.</p>	<p>Diversity, equity, and inclusion is at the core of everything I do and part of the reason is that it is the right thing to do. I have embraced diversity, equity, and inclusion since they are the foundations to being respectful, leading with integrity, innovating, having an open-mind, and creating a just community. I am a better person because of my DEI work. My work has included advocating for equity in Vermont's educational funding formula to working with our administration, staff, and faculty to understand the impact of our data collection/architecture in creating an inclusive environment to using the data to drive equity and embrace the diversity in higher education. Recognizing the construct of knowledge led to our office presenting "The Role of Data in Creating a Diverse, Equitable, and Inclusive Environment" as part of the IR Guiding Light Webinars. And yes, I am still learning. These experiences relate to the mission and values of NEAIR in that it is the fundamental core of who we are as an organization. We are enriched because of our members' diversity with regards disciplinary backgrounds, institutions worked, demographics, life experiences, and even political perspectives. Yet we are united in our common goal of using data to ensure access to and the creation of knowledge via higher education.</p>

Name:	Laura Uerling	Alexander Yin
Goals Statement:	<p>In my opinion, the most important job of the President is insuring NEAIR's financial health, helping make sure it poised to achieve its strategic plan goals and to meet future challenges. Success in these areas will ensure that NEAIR and 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. Although it is difficult to predict exactly how the IR profession will change in the coming years, the technical, analytical. and subject matter demands of the profession will likely only increase, as will the need for support from NEAIR. Higher education institutions, and IR professionals in particular, will 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>The immediate goal is to reflect on the impact of the pandemic and learn how to evolve NEAIR and institutional research from these lessons. The other goal is to help members understand how participating in NEAIR can foster professional growth beyond knowledge transfer (e.g., development of strategic thinking, leadership skills).</p>

Steering Committee, Two-year Institutions (select one candidate):

Name:	Ross Conover	Karen Egypt
		
Institution: (sector)	Montgomery College (Two-year Institutions)	Anne Arundel Community College (Two-year Institutions)
Title:	Senior Research Analyst	Assistant Director of Data Analytics
Education:	B.S., Earth and Space Sciences, Towson University M.S., Higher Education Administration (concentration in Institutional Research and Planning), Drexel University Pd.D., Higher Education Administration, The George Washington University (in progress)	B.Mus, The Catholic University of America M.M, The Catholic University of America

Name:	Ross Conover	Karen Egypt
Leadership, Service & Volunteerism:	<p>I have had the privilege to work in Institutional Research and Assessment for nearly the last decade. In that time, I have served in the IR and assessment offices of three institutions with positions ranging from analyst to director. I have served on both the IR and IT side of the house--an experience that has largely shaped my views on institutional data management and use in institutional decision-making. Concurrent to these positions, I have served the Maryland Association for Institutional Research for the last five years as both a constituent representative and their treasurer, roles I have loved for many years. Most recently I had the honor to serve as the Associate Local Arrangements Chair for NEAIR's 2020 Baltimore (then Virtual) conference. This was a great experience which largely shaped my interest in continuing my work with the organization as a member of the Steering committee. My personal and professional research has focused substantively on student success and research and includes accepted presentations and papers at numerous conferences including NEAIR, MdAIR, the National Symposium on Student Retention, the Higher Education Data Sharing Consortium Annual Conferences, SAIR, Mid-Atlantic Regional Student Success Conference, and I have lead training for Academic Impressions. I am excited to leverage these experiences to best serve NEAIR in the coming year.</p>	<p>NEAIR Dinner Group Leader (2006), Mentor (2009-2014), Proposal Reviewer (2009, 2013, 2014), Presenter (2010, 2012, 2017, 2018), Nominations Committee Member (2013-2014). AIR Track Proposal Reviewer (2010-2012), Session Facilitator (2011-2014), Presenter (2009, 2010, 2018, 2021), AIR Forum Advisory Group Member (2013). SAIR: Member and Presenter 2018. MdAIR - Member (1999-2002, 2006-2008, 2017), Presenter (2017). Middle States Commission on Higher Education (MSCHE) Peer Evaluator 2014, 2015, 2018, 2019.</p> <p>I have been in institutional research for over 20 years, including 8 years of experience serving as an IR professional for community colleges. Throughout my tenure, I have led a wide range of projects and initiatives supporting reporting, assessment, and strategic planning. I have served on various committees responsible for organizing conferences, workshops, and for reviewing proposals. I currently serve as Assistant Director of Data Analytics, leading dashboard development and survey research at my institution. I understand the unique challenges community colleges face in higher education and will make sure our voice is heard in discussions. During my tenure at Prince George's Community College, I helped write and develop the quantitative analysis to support a \$1,000,000 Adult Basic Education Grant that was awarded from the Maryland Higher Education Commission (MHEC). Through my outside volunteer work, I personally wrote and was awarded four grants from the District of Columbia government, Verizon, and the Advisory Board Foundation that supported the operations of The James Weldon Johnson Community School of the Arts.</p>

Name:	Ross Conover	Karen Egypt
Diversity, Equity & Inclusion:	<p>The advancement of DEI initiatives is a critical component to the continued success of this organization. As data scientists, we have obligations to serve as information stewards and leverage these talents to realize inequity within our professional and educational organizations, confront this inequity head-on, and leverage restorative practices to mitigate past, present and future effects of that inequity. This can be accomplished in a couple of ways. As experts in the collection, analysis, and dissemination of data and information, I would like to see members have access to trainings, presentations, and workshops on how to leverage critical theory frameworks (including critical race theory) in their research to better understand the work and research being done on campuses. Internal to the organization, It is important that our operations, offerings, and voice are representative of our commitment to DEI and creating spaces for all researchers, practitioners, and scholars to participate fully in all that NEAIR has to offer. In nearly every position I have held professionally, I have dedicated time and talent to the DEI work of the organization. I have conducted both qualitative and quantitative studies to identify and dismantle the institutions barrier to student and employee thriving. These efforts were largely inspired by my graduate work focused on underrepresented student success, and this work has continued to largely influence my doctoral work focusing on DEI issues in the classroom at the academy.</p>	<p>The events over the past year exposed deep divides and inspired in us all a deeper commitment towards advancing diversity, equity, and inclusion. Should I be chosen for this role, I will advance diversity, equity, and inclusion (DEI) initiatives by working collaboratively with my colleagues and NEAIR membership to develop professional development and networking opportunities that help IR professionals to guide our institutions in analyzing data through an equity lens and better understand who we are serving and how we can close achievement gaps. I will also look for better ways to support and engage our diverse membership. Professionally, I supported my college's DEI initiatives through leading equity focused research and analysis, including the development of a suite of DEI-focused interactive dashboards supporting program review and identifying trends and equity gaps in student retention and course-level outcomes.</p> <p>I also served on my college's Diversity Committee Data Team charged with analyzing results from the Campus Climate Assessment and developing recommended changes towards a more inclusive and welcoming college campus. Additionally, I served on a panel with colleagues from other institutions discussing best practices in promoting diversity, equity, and inclusion through DEI dashboards during the 2021 AIR Forum. My experiences, including my past service on the nominations committee, directly relate to our strong commitment towards developing a rich, diverse, and inclusive community through sharing our work and exchanging ideas as expressed in our mission and values statements.</p>

Name:	Ross Conover	Karen Egypt
Goals Statement:	<p>NEAIR is an amazing organization, which has provided me with unparalleled opportunity for professional, educational and career development. My goals for NEAIR would be to first ensure that the organization continues to provide the experience for both new and seasoned IR and assessment professionals. I also seek to grow membership through a strong demonstrated value-proposition for the organization, while also providing expanded engagement opportunities for members. I also seek to provide new, relevant, and innovative programming and conferences that address the current needs of members, the state of the field of higher education and IR, and national trends and narratives. NEAIR has always been a place to learn, grow, and advance, and I seek to ensure that it remains that for current and future members alike.</p>	<p>I have personally benefitted from the excellent educational, professional, and networking opportunities provided by NEAIR. I am honored to have the opportunity to give back in an expanded way through working collaboratively with my colleagues to ensure that NEAIR continues to be the premier member services organization offering the very best programming, services, and networking opportunities to its members. I see a greater need for more timely and responsive professional development, mentoring, and networking opportunities to support IR professionals at every stage of their career. I also would like to support and retain NEAIR members who face difficulty in maintaining their membership due to budget freezes and cuts.</p>

Steering Committee, At-large (select one candidate):

Name:	Nancy Becerra-Cordoba	Christina Butler	Gina Calzaferri
			
Institution: (sector)	Trinity College (Private, 4-year)	Tufts University (Private, 4-year)	Temple University (Public, 4-year)
Title:	Director of Institutional Research, Planning and Strategy	Director of Institutional Research	Director, Assessment & Evaluation
Education:	B.S., Environmental Engineering M.S., Environment Engineering and Systems Analysis Ph.D. Urban Affairs and Planning	B.A., Computer Science, Clark University M.B.A., Clark University Grad Certificate in Higher Education Administration, Northeastern University	B.S., Psychology, Franklin & Marshall College MS.Ed, Psychological Services, University of Pennsylvania Ed.D., Higher Ed. Management, University of Pennsylvania




Name:	Nancy Becerra-Cordoba	Christina Butler	Gina Calzaferri
Leadership, Service & Volunteerism:	<p>Since I joined the field of Institutional research in 2013 I have worked in Institutional Research offices across an array of Higher Ed sectors, and I have been actively engaged with professional networks, through conference events, volunteering and committee work. At NEAIR I was part of the ad-hoc committee on membership during for the 2019-2021 Strategic Plan, which was a great opportunity to have conversations with NEAIR members that have been part of the organization for long time, as well as with very recent members, and discuss goals for NEAIR membership in coming years. I am currently member of the Diversity, Equity, Inclusion, and Social Justice (DEISJ) committee, in the subcommittee working on fostering diversity education and training among NEAIR members, starting with a study of DEISJ vocabulary and current practices in HigherEd. I have served as conference volunteer, mentor for newcomers, and I enjoy connecting with people and learning about their paths in IR. Also, I have presented and attended conferences at NEAIR, AIR, AIRPO (conference in the SUNY system), some of our related associations, such as Higher Education Data Warehousing (HEDW), and the national Association for College Admission Counseling (NACAC). During my research and IR career I have been in public and private sector institutions, that range from technical to research, and Liberal Arts traditions; all of this has provided me enriching experiences and insights about the needs and challenges for IR offices and institutions. Furthermore, I bring diverse</p>	<p>I have been working in Institutional Research for nearly 11 years. I have held several roles within my office, starting as an analyst and now as the director. Through my work at my institution, I have been involved in all facets of Institutional Research and have acquired a wide array of skills. Most notably, I have extensive experience managing large, complex data projects and overseeing strategic initiatives. Prior to becoming Director, I was part of our office's leadership team and played a key role in creating a strategic plan and overseeing its implementation. In addition, I served as co-chair of the NEAIR Research subcommittee for the past three years. Through this role, I worked with NEAIR's membership data and assisted with the implementation of new MemberLeap functionality. I collaborated with MemberLeap support staff, the NEAIR Managing Director and the Technology Committee Chair to successfully complete this implementation. I also oversaw the following projects: NEAIR Fast Facts, a membership retention study, conference evaluation poster and historical membership data cleanup. Throughout my IR career, I have presented at several NEAIR and AIR conferences as well as other higher education professional meetings.</p>	<p>I have worked in IR for eight years and Higher Education for over 15 years. I oversee a team of six other full-time staff members and various part-time staff, and graduate/undergraduate student workers. As Director of the Assessment and Evaluation (A&E) Unit, I currently manage a range of assessment and evaluation activities across the University including institution-wide surveys, course and teaching evaluations, placement assessment of incoming students, periodic program review and assessment of student learning and institutional effectiveness. I assist programs with the development of strategies and methods for the assessment of student learning, manage university-wide assessment reporting efforts and oversee the development of assessment resources and professional learning opportunities. I chair or co-chair a number of university-wide committees (Assessment Planning Committee, Assessment of Instruction Committee, University Placement Assessment Committee, Temple University Survey Coordinating Committee) which are comprised of representatives across the university including students, staff, faculty, Associate/Assistant/Vice Deans, and Vice Provosts. I have served on numerous committees including: Temple LMS Selection Committee a University-wide group tasked with assessing various Learning Management Systems and providing recommendations to leadership. Middle States 2020 Steering Committee member and Standard V Workgroup Co-chair- Co-chaired (with a faculty co-chair) a workgroup to gather</p>

	<p>experiences and views of Higher Ed since I have been first, and international student, and then I became a faculty member, before becoming a staff member in the IR profession. At Trinity College I have been active in campus-wide conversations about diversity and inclusion. I volunteered with the Exempt Staff Council (ESC), that represents faculty and staff, in the development of the ESC's racial equity plan. I also participated in the summit "Exploring the historical roots of racial inequity". During my Ph.D. studies and my career as faculty member I was part of the Planners of Color Interest Group of the Association of Collegiate Schools of Planning (ACSP), in a time when we were very few minority members and understood the value of diversifying the composition of urban planners and educators in order to reflect the national population. Moreover, I have provided support to the Grants office and the IRB office, in the grant proposal, evaluation, and data infrastructure for awarded grants. This has been a great experience as I have the opportunity to talk with faculty members and staff about their research interests, brainstorm ideas, then read proposals, and also provide data and methodological support for the grants awardees to reach to the point of dissemination of the research results.</p>		<p>evidence supporting Middle States Standard V and compiled a report to the Middle States Steering Committee. Bachelor of General Studies (BGS) Implementation Group. The new BGS program aims to re-enroll students who have stopped out of college before completing their degree. Served on the Assessment sub-committee which was tasked with developing student learning outcomes and program outcomes for the BGS and develop a plan for the assessment of these outcomes. Additionally, and unique to our IR office, the A&E team runs two nationally certified test centers, one at our main campus and another at a branch campus. The test centers are revenue generating and administer national, standardized tests (i.e., SAT, ACT, LSAT, etc.) as well as a portfolio of computer-based tests, such as certification and licensures. The test centers primarily serve the external Temple community. In collaboration with university leadership and other A&E testing team members, last July, we developed and implemented a test center re-opening plan after the test center had been closed due to COVID-19. The plan included relocation to a new space where we could accommodate social distancing and the implementation of new practices and policies to adhere to city and state health guidelines. I have served NEAIR and other assessment organizations as a presenter, moderator, proposal reviewer, volunteer, sponsor coordinator, and local arrangements coordinator. Additionally, I have been the recipient of the NEAIR leadership travel grant.</p>
--	--	--	--

Name:	Nancy Becerra-Cordoba	Christina Butler	Gina Calzaferri
Diversity, Equity & Inclusion:	<p>My life in the U.S. has been shaped by my experiences as a minority in several overlapping identities and these experiences have allowed me to see and to understand what students, faculty and colleagues also experience on HigherEd. I feel compelled to contribute to improve the understanding of issues of diversity and inclusion at NEAIR, not only because it enriches our professional field and the way we work with data, but also because it improves how we understand and support each other in NEAIR. Even though NEAIR is a great collegial group, it takes intentionality and work to understand what it means to walk in someone else's shoes, and I believe we can foster a systematic and wide approach to unveil areas where we can improve inclusion and social justice in NEAIR and in our campuses. In my campus I have been active in campus wide conversations about diversity and inclusion. I volunteered with the Exempt Staff Council (ESC), that represents faculty and staff, in the development of the ESC's racial equity plan. I also participated in the summit "Exploring the historical roots of racial inequity". During my Ph.D. studies and my career as faculty member I was part of the Planners of Color Interest Group of the Association of Collegiate schools of Planning, in a time when we were very few minority members and understood the value of diversifying the composition of urban planners and educators in order to reflect the national population. I am currently member of the DEISJ committee, in the subcommittee working on fostering diversity education and training</p>	<p>Through my leadership role in my office, I have prioritized providing support to diversity, equity and inclusion efforts at my university. I will be overseeing the development of an internal diversity dashboard that will be used to track progress towards becoming an anti-racist institution. This will involve collecting data, monitoring key metrics and collaborating with other schools and departments to ensure our reporting is meeting users' needs. I am also working with my staff to shift our focus on reporting and compliance towards providing more value added-analysis. For example, rather than just reporting on outcomes of various students groups using data from our student information system, our office can also leverage survey data to provide more insight into disparities. In addition to project work, I regularly attend trainings and webinars on topics related to diversity, equity and inclusion and encourage my staff to do the same. All of the members of my office are involved in DEI-related work so it is necessary that we continuously examine our data collection and reporting practices to ensure inclusivity. Much of my professional experience with DEI efforts relates to the mission and values of NEAIR. In my office, we provide data support that will help students achieve success at our institution. Through our DEI work, we uncover bias, detect gaps in outcomes and identify barriers to success. In order to do this work effectively, we need to constantly be engaging with colleagues and participating in professional development. NEAIR has a mission of promoting</p>	<p>Working in IR, I have received the traditional requests from leadership to compile data on aspects of diversity, equity, and inclusion. Fortunately, my role, particularly serving as chair/co-chair of various university-wide committees, has allowed me, in collaboration with others, to apply this data to impact practice. One example includes my work convening the University Placement Assessment Committee, tasked with providing recommendations and guidance around the placement of incoming students into English, math, and foreign language courses. My responsibilities include facilitating discussions around such issues as whether particular essay topics are giving advantages/disadvantages to particular groups of students with differing backgrounds, or how the implementation of online proctoring might impact students who do not have the needed access to technology. This past fall, I had the unique opportunity to volunteer as a discussion leader for a book group open to all university employees, who read How to be an Antiracist by Ibram X. Kendi. This initiative was led by the office of Institutional Diversity, Equity, Advocacy and Leadership and Human Resources. As part of this initiative, I learned what qualities are critical to being an effective discussion leader, helped develop discussion questions, and had the enlightening experience of guiding (and really mostly listening to) a group of diverse individuals from across the university discussing the challenging subjects of race and racism. The skills I developed as a discussion leader and listener will be</p>

	<p>among NEAIR members, starting with a study of DEISJ vocabulary and current practices in HigherEd.</p>	<p>effectiveness within higher ed and does so by helping to grow and strengthen the careers of IR professionals. It is through NEAIR that members will learn best practices and share ideas with colleagues as they relate to DEI efforts at their own institutions. As a Steering Committee member, I will play a key role in creating a more diverse membership that will enable the sharing of more diverse ideas and experiences.</p>	<p>particularly useful if elected to the steering committee - to guide NEAIR through difficult discussions around DEI issues as well as being an active listener to others' thoughts and experiences around diversity so that we can build and maintain a diverse membership of "individuals with different backgrounds, experiences, and skills," one of NEAIR's core values.</p>
<p>Goals Statement:</p>	<p>My goals for NEAIR as an organization focus on supporting NEAIR's cohesive membership when we are experiencing a multigenerational pipeline, rapid-evolving technology, and data needs in Higher Ed; while fostering NEAIR's research and development for the needs of the IR office of the future. NEAIR as a community is continuously evolving, and as it adapts to the changing needs of data in higher education, I believe it is important that NEAIR keeps not only up to date in skills but keeps its distinct "NEAIRiness", which is one of the key aspects we cherish from our organization. The IR workforce is becoming more multigenerational and that brings lots of great opportunities for diverse ideas, views and skills. I believe that creating living documents, processes and policies, as well as keeping traditions can help NEAIR to respond to the needs of the changing NEAIR membership. For example, the work of the DEISJ committee can lead to best practices to ensure inclusivity in NEAIR. Also, as the NEAIR conference continues to foster our face-to-face beloved interactions, keeping options for members to attend and connect online could provide flexibility to reach members that</p>	<p>Over the years there has been a shift in the IR profession in terms of how people enter the field. In recent years, we have seen more people deliberately seeking out careers in institutional research. Just within my office, we have spoken with several job candidates about how they pursued educational opportunities that would better equip them with the skills and experience needed for an institutional research career. Given this trend, there may be opportunity for more member recruitment among students and recent graduates interested in IR. One of my goals for NEAIR would be to help grow this membership pipeline to ensure long-term stability of the organization. By marketing and recruiting members in the earliest stages of their IR career, we would be forging relationships with people who have the potential to become long-term members. I am also looking forward to using newly collected demographic information via member profiles to help with diversifying our membership. In the past, we lacked data to assess NEAIR's compositional diversity. With more information, we will be able to set more targeted goals for increasing diversity and monitoring our progress.</p>	<p>Continue the ongoing work of diversifying membership; Continue to develop new and innovative ways to support and meet the needs of our membership beyond traditional conferences and workshops (which have been awesomely successful and continue to be valuable); Develop new ways of engaging more senior IR professionals and leadership who typically gravitate more toward AIR.</p>

	<p>couldn't attend otherwise because of budgetary, time constraints, or technological preferences for engagement. Promoting research in our field about our field is critical to keep us in the state-of-the-art or frontier, and support for research grants, as well as research workshops can help us to keep our skills and mindset focused on innovation in our field. Often an IR office can get very busy with every day, operational data needs, which may rely more on descriptive statistics and standard visualizations, beside data quality validation. Besides getting busy with running the today's operations of the IR office we need to work in research and development for the needs of the IR office of the future. Since IR professionals come from many different fields and backgrounds, one key goal for NEAIR is the development and support of the pipeline of future NEAIR members, not only in terms of onboarding, training, and keeping NEAIRiness, but also in terms of delineating the set of competencies and values in the IR profession.</p>		
--	---	--	--

Name:	Diana Danelian	Christi Ewing	Megan Lynch
			
Institution: (sector)	Northeastern University (Private, 4-year)	Howard Community College (Two-year Institution)	Roger Williams University (Private, 4-year)
Title:	Senior Associate Director	Associate Director for Research and Planning	Senior Institutional Research Analyst
Education:	B.S., Biology and Chemistry, Armenian State Pedagogical University M.A., Political Science and International Affairs, American University of Armenia Ed.D., Higher Education Administration, Northeastern University (in progress)	B.A., Psychology w/ Math education minor, Shepherd University M.A., Applied and Behavioral Research, Hood College AIR Holistic Approaches to IR workshop series cohort member	B.A., English lit and a minor in Business, Providence College M.B.A. (concentration in Finance), Providence College

Name:	Diana Danelian	Christi Ewing	Megan Lynch
Leadership, Service & Volunteerism:	<p>My long tenure in the field of institutional research began in 2004 when I helped the American University of Armenia (AUA) to set the grounds for the first IR shop. Since then, I have held different professional roles such as Director of IR & Assessment, served as WASC Accreditation Coordinator/Liaison at AUA, and currently work as Senior Associate Director of Survey Research and Assessment at Northeastern University. I joined NEAIR in 2013, shortly after I moved to New England, and since then the association has become an inevitable part of my life. Over the years I have had several opportunities to serve NEAIR in a variety of roles: as Job Board Manager/Website coordinator on the Membership Committee in 2013-2017; as Mentor in 2016-2019; as a Professional Development Series and Pre-Conference workshop coordinator in 2018-2019, and as a Program Chair for the first virtual 47th NEAIR conference in 2020. Besides a wonderful feeling of being able to give back to the amazing IR community and interacting with my talented regional colleagues, I simply cannot imagine not being involved with NEAIR.</p>	<p>In my role as associate director for research and planning, I've been involved with many large initiatives at our institution - including: Middle States Standard groups during our recent reaccreditation; Malcolm Baldrige Excellence award site visit category teams during our successful journey to become a Baldrige winner; Currently member of the Restructuring Steering Committee to research & provide recommendations for restructuring our Academic Affairs area; Standing member of our Enrollment Management Team which has varying opinions from across campus; had been a part of the NEAIR Strategic Plan Review committee (Professional Development subcommittee); Member of NEAIR NewComers review committee; Past board member of Maryland AIR - also served as past chair of the membership committee; Active participant in the HCC Commission of the Future which occurs every 5 years. I also bring a perspective of transitioning from the public sector (health care satisfaction research) to higher ed.</p>	<p>I have worked in institutional research for 9 years and have been a member of NEAIR for 7 years. My professional experience, education, years of service to NEAIR and my active involvement in my community demonstrate my leadership and collaboration skills and strong work ethic. I have rolled up my sleeves and worked tirelessly in support of NEAIR in various roles and capacities. This coupled with my understanding of the innerworkings of the organization and my eagerness to give back qualifies me to serve as a member of the Steering Committee. Professional experience: I currently serve as the Senior Institutional Research Analyst at Roger Williams University, where I manage external reporting and am responsible for developing research reports, analyses, and interactive dashboards in support of planning, accreditation and decision support for senior administrators and campus community members. I oversee graduate and undergraduate student workers and am passionate about mentoring and developing them through progressively challenging responsibilities, having started my career as an Institutional Research Graduate Assistant. I serve on the Data Integrity and Standards Committee and chair the subcommittee on developing a campus wide data dictionary. In my role, I have focused on creating efficiencies by using technology to streamline data collection and reporting processes, improving data accuracy, and using data visualization best practices to make data more accessible and easier to understand.</p>

			<p>Service to NEAIR: As a member of the Finance Committee from 2016-2019:</p> <ul style="list-style-type: none">• Served as Chair of the Subcommittee on Organizational Fee Restructuring in which the fee policies and procedures of several sister organizations were researched and a final report and recommendation was delivered to the Finance Committee, followed by the Steering Committee for approval. Central to the recommendation was maintaining affordability as well as value for NEAIR members. Led the effort on drafting the policies and procedures of the Investment Committee for the Policies and Procedures Manual• Assisted in the multi-year budgeting process. As a member of the 2019 Conference Planning Team, I assisted in regular conference planning discussions and revisions to the conference evaluation. As Associate Chair of Local Arrangements, I assisted the Chair with planning all aspects of onsite logistics and oversaw a team of volunteers who assisted with audio visual set up for conference rooms, dietary restrictions and dinner group planning. I supported organizational strategic planning as a member of the Environmental Scan committee by researching external trends impacting higher education and NEAIR and developing an extensive report for part of NEAIR's strategic plan in 2019. I have regularly presented at the NEAIR Annual Conference on topics ranging from planning, equity and inclusion, time management, using technology to streamline processes, student retention initiatives and utilizing IPEDS data for decision making, as follows:
--	--	--	--

			<p>Leading for Change- Data Collection and Dissemination Strategies Focused on Racial Educational Equity with members of the Leading for Change Racial Equity and Justice Institute Consortium – 2020; Helping our Institutions Adopt a Datainformed Approach to Racial Equity and Justice –Panelist with members of the Leading for Change Racial Equity and Justice Institute Consortium – 2020; Alternative Measures for Student Success – A Four Year Follow Up with Mackenzie Ramsay and Amy Tiberio – 2020; IPEDS Variables related to Student Retention – Poster presentation with Taylor Locke – 2019, Easy Excel Clean Up Report – 2019; EDEPS + IPEDS = The Crystal Ball Report presentation regarding academic program planning using the Economic Development and Employer Planning System and IPEDS with Jennifer Dunseath – 2018; Developing an Experiential Learning Inventory with Nicholas Costo and Jennifer Dunseath – 2018; Developing an Assessment Plan for IR Offices with Nicholas Costo and Jennifer Dunseath – 2018; Maximizing Impact on Student Retention – An IR and Admissions Collaboration with Jennifer Dunseath, Danielle Rumschik and Amy Tiberio – 2017; Get your Life Back: Manage Your Work and Learn How to Say 'No' – Panelist with Elizabeth Beaulieu, Jennifer Dunseath, Polly Prewitt-Freilino and Rajiv Malhotra – 2017; Implementing a Predictive First Year Student Retention Model with Jennifer Dunseath and Veronika Ancukiewicz – 2016 Involvement with other IR organizations: Member of AIR, Rhode Island Institutional Research (RI-IR) and the Boston Association for Institutional</p>
--	--	--	---



			<p>Research (BAIR), Awarded Julia Duckwall Scholarship to attend 2016 AIR Conference Community Involvement: Serve as Vice Chair of the Providence 5th Ward Committee o Certified Irish dance teacher (TCRG) with An Coimisiun Le Rinci Gaelacha in Dublin, Ireland o Elected to the Rhode Island State Committee from the 7th Representative District – 2010-2014; Regularly volunteer in my community for the Providence Planting Program, the Rhode Island Board of Elections as an election day poll worker and the State of Rhode Island as a get out the vote volunteer.</p>
--	--	--	---

Name:	Diana Danelian	Christi Ewing	Megan Lynch
Diversity, Equity & Inclusion:	<p>For more than three years, along with my colleagues, I represented Northeastern at the Leading for Change Higher Education Diversity Consortium of MA and New England institutions. The team worked tirelessly to contribute to the transparency and consistency of the university's diversity data and identifying emerging practices to address issues that impede student success. I also assisted the President's Council on Diversity and Inclusion with drafting and administering the comprehensive campus climate survey this spring, as part of Northeastern's commitment to creating a diverse and inclusive community. In addition to the profound analyses of survey data, one of the goals is to uncover the effects of intersectionality that are often felt in the classrooms and workplace and address them. I believe these efforts to advance justice and cultural literacy and help eradicate systemic racism align strongly with the mission and values of NEAIR. I view the prospect to serve on a Steering Committee as an opportunity to extend my advocacy for diversity, inclusion, and antiracism that I have been practicing at my work and help the association to create and maintain a diverse, equitable, and inclusive environment for all members and involve more BIPOC, LGBTQIA+, differently-abled, international, and other communities in its governance and activities.</p>	<p>At HCC our Diversity Committee recently received approval to change its name to the Diversity, Equity and Inclusion Committee. Throughout the pandemic the committee was very active and offered over 100 different sessions on various content related to DEI. I attended and actively participated in as many of these offerings as I could whether it was a listening to a podcast and then discussing, participating in a talking circle, or participating in a session that had each participate choose a character of a different race, gender, age group etc. then step through a number of scenarios to see how the experiences of the characters would differ from our own. I feel that these types of offerings and experiences are important for people to participate in in an effort to have a more consistent collective understanding of each other's experiences. We always need to keep these initiatives at the forefront of everything we do.</p>	<p>Advancing equity is an important part of my role at Roger Williams University. Some examples that speak to this are as follows: I played a key role in the development of the inaugural institution wide diversity scorecard that is aligned with the strategic equity action plan in order to assess progress in promoting diversity, equity and inclusion on campus, which was presented to the Board of Trustees before being shared with campus. I presented on the project at the NEAIR Annual Conference and at the Leading for Change Racial Equity and Justice Institute Spring Summit. I compiled data to help secure funding to support students from underrepresented backgrounds in STEM fields including a \$1 million dollar grant from the National Science Foundation. I was awarded the NEAIR Research Grant to conduct qualitative research in support of equity initiatives on campus. NEAIR has an important role to play in supporting equity in higher education this will be an important focus area moving forward. Given the opportunity to serve on the Steering Committee, I would advocate for expanded training, professional development and funding opportunities in support of equity minded research and data practices through programming and grant offerings. Advancing equity within our organization would also be a key priority through increasing support for underrepresented groups.</p>

Name:	Diana Danelian	Christi Ewing	Megan Lynch
Goals Statement:	<p>I am grateful for the nomination to serve as a Steering Committee member and am interested in serving as a Grants Chair-Elect. I have extensive experience in managing grants and scholarships throughout my career and believe that I can make a difference in how NEAIR grants are being managed to promote the membership and the association overall. With the overarching goal to assist the association in building a strong community of IR professionals through increased and engaged membership, more specific goals are to leverage NEAIR grant and scholarship opportunities as ways to: - Incentivize memberships for standing members and draw in new members via marketing; - Encourage seasoned professionals to continue their professional development; - Help newcomers to build their careers and develop expertise and knowledge; - Leverage grants to inspire innovation in IR/IE field - Work with the sponsor coordinator and connect with NEAIR partners to encourage them to fund more grants to NEAIR members.</p>	<p>To continue to provide relevant and accessible information, training, and networking opportunities to those of us doing similar work across different institutions. While 2020 had many challenges - there were also many successes that came from the innovation and ingenuity of those around us - we need to continue with those new ideas allow them to lead us into our "new normal".</p>	<p>I would be honored to serve NEAIR in a leadership role as a member of the Steering Committee. My goals for NEAIR are as follows: To support engagement, innovation and member recognition through: Expansion of grant offerings to: o support participation and engagement in the organization; support the generation of innovative, and inclusive equity minded research and best practices; create a pipeline for student workers into the field. Creation of a prestigious awards program with various categories such as dashboard development, assessment and equity & inclusion to encourage innovation, recognize outstanding contributions and best practices in the field, and to encourage engagement and information sharing among members To continually work to ensure the long-term stability of NEAIR by: Supporting the Finance Committee to continually monitor the fee structure and multi-year budgeting process, plan for the future and identify cost saving measures as well as new revenue opportunities. Supporting strategic planning initiatives by potentially expanding the role of the currently standing ad hoc Environmental Scan committee into a standing Strategic Planning committee within the organization To expand professional development opportunities by: Staying apprised of cutting-edge trends in higher education and institutional research to provide members with the best resources; Continually monitoring offerings to ensure consistency with member needs; Expand virtual and in-person trainings o For example, create one-on-one training sessions by</p>

			<p>identifying experts in certain IR functions who are willing to serve in a special role and assist members with a problem they are facing or a new tool they are learning (similar to the Tableau Doctor at the Tableau Conference) To expand the impact and visibility of NEAIR through: Communication initiatives such as regular newsletters or press releases to industry media ; Possibly exploring ways to collaborate with other higher education or data associations and organizations</p>
--	--	--	---



Nominations Committee, Public Institutions (select one candidate):

Name:	Tiffany Lee	Laura Walker
		
Institution: (sector)	Lincoln University (Public, 4-year)	University System of Maryland (Public, 4-year)
Title:	Assistant Provost for Institutional Effectiveness, Research, and Planning	Senior Institutional Research Data Analyst
Education:	B.S., Finance, The Pennsylvania University M.E.d., Higher Education Administration, The Pennsylvania University Graduate Certificate in Institutional Research, The Pennsylvania University M.S., Finance and Economics, West Texas A&M University Ph.D., Higher Education Administration, Liberty University	B.A., Education, West Chester University Masters, Information Management, University of Maryland College Park

Name:	Tiffany Lee	Laura Walker
Leadership, Service & Volunteerism:	<p>In my role, I serve as a member of the President's executive cabinet and senior administration. I oversee the Office of Institutional Effectiveness, Research, and Planning (OIERP), which serves the University by leading decision support through institutional effectiveness, analytics, survey research, accreditation, academic and administrative assessment, and strategic planning and implementation. These responsibilities allow me to engage with all units throughout the institution to ensure that we provide superior decision support and maintain compliance at all levels.</p>	<p>I have been working in institutional research for four years and in higher education during my entire career. I have an interest in the public sector because I am both an employee of the University System of Maryland and a graduate from two public institutions of higher education. During my years at the System office, I have seen many legislative sessions and have talked with many of our system schools about the impact these sessions have on Maryland public higher education. I am aware of the concerns of public higher education professionals. I was part of the steering committee for Maryland AIR and helped plan their biannual conferences in addition to experience from other jobs where we planned workshops, Research Days and conferences. I have lead one Pre-Conference workshop for NEAIR in addition to presenting virtually during the 2020-21 academic year on Data Wrangling in R and using NSC data in the IR office.</p>
Diversity, Equity & Inclusion:	<p>In this role, I would advance Diversity, Equity, and Inclusion initiatives for NEAIR by offering a perspective from an HBCU professional. I would also apply my training in equity-mindedness when approaching responsibilities. Professionally, I worked with team members and developed and administered Lincoln University's first campus climate survey in the Fall 2018 semester. The survey included students, faculty, and staff and captured a spectrum of information from these stakeholders on their experience as a member of the Lincoln community. Since then, a campus climate task force has been created and acts as a working group within the Strategic Planning Council. The task force works with various areas such as Human Resources and the Health and Wellness sub-division to improve the climate on key findings. Much of the task force initiative focus on equity and inclusion. Although Lincoln is quite diverse, survey findings suggest the institution has room for improvement in creating a sense of belonging.</p>	<p>I've read a few books (How To Be An Anti-Racist, White Fragility, and From Equity Talk to Equity Walk) but I certainly want to do more and put what I've learned and read about into practice.</p>

Name:	Tiffany Lee	Laura Walker
Goals Statement:	During my tenure, I would like to see NEAIR have more people nominated and applying for service positions.	I wanted to give back to Northeast AIR because I have found my experiences at two Northeast AIR annual conferences and my participation in the many, extremely helpful skill-building sessions over the summer to be very positive so I want to give back. I've expressed a desire to be part of NEAIR's DEI initiatives but never heard back so I was pleased to see this invitation. I want to continue to support an organization that has provided such wonderful content with their conferences that I've often wanted to be in two places at once, the selections were that good!

Nominations Committee, At-large (select five candidates):

Name:	Joe Argiro	Erin Dunleavy	Nasrin Fatima
			
Institution: (sector)	Central Ohio Technical College (Two-year Institution)	University of Scranton (Private 4-year)	Binghamton University (Public, 4-year)
Title:	Institutional Research Analyst	Autism Collaborative Centers of Excellence Project Manager	Associate Provost for Assessment and Analytics
Education:	B.A., Sociology, Ohio University	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., English lit, Dhaka University M.A., English lit, Dhaka University M.A., Higher Education Administration, University of New Orleans Ph.D., Higher Education Administration, University of New Orleans




Name:	Joe Argiro	Erin Dunleavy	Nasrin Fatima
Leadership, Service & Volunteerism:	<p>I completed AIR's 2011 Foundation's Institute and have attended conference nearly every year since. Since joining NEAIR in 2015, I have also attended many regional conferences including summer and online workshops. I am the current treasurer, past vice-president, and past-president of the Ohio Association for Institutional Research and Planning which, like AIR and NEAIR, provides educational, professional development opportunities for institutional researchers. I've presented at Ohio IR conferences over the years. A team from COTC, including me, completed the 2011 Institutional Effectiveness Institute. During academy year 2016-17, COTC developed the Great Leaders program for which I was nominated and a participant. In this current academic year 2021-22, I received a nomination from my president, and am a current fellow in, the Ohio Association of Community College's Student Success Leadership Academy where we're learning about how to effectively implement guided pathways as well as a broader set of state-wide institutional reforms. I am currently considering graduate programs in sociology, data science, higher education, and public policy. In my 11 years at COTC, I have gained a broad knowledge of many administrative processes important to higher education including student learning assessment, academic program review, programmatic and institutional accreditation, strategic planning, and state and federal reporting. I was appointed the Evidence File lead during COTC's 2014 and 2018 Higher Learning Commission accreditation reviews and</p>	<p>I have served on the disABILITY conference planning committee for the past three years at my institution. I have also been on search committees for several employees in my department at both of my previous institutions. My work at GCSOM I was a SAFE Zone facilitator, served on the solutions workgroup, committee for maintenance accreditation for Middle States Standard 5 Educational Effectiveness Assessment, 5 year curriculum review taskforce, Title IX taskforce, Curriculum Action Committee, Ad Hoc Committee on Evaluations and Assessments to the Curriculum Action Committee. At NEAIR I served a three year term on the grants committee and have recently started on the Membership Committee.</p>	<p>Binghamton University Currently serving: 1. President's Senior Officers + Group 2. Provost's Council 3. Academic Affairs Council 4. Graduate School Council 5. Binghamton University Road Map (Strategic Planning) Steering Committee 6. Carnegie Classification for Community Engagement Committee 7. Strategic Enrollment Management Steering Committee 8. Virtual Business Intelligence Governance Team Previously Served: 1.MSCHE Self Study Steering Committee 2.Data Governance Steering Committee 3.Information Security Committee 4.Student Retention and Graduation Taskforce 5.Online Program Implementation Executive Committee AIRPO (Association for Institutional Research and Planning Officers). Served as the President and currently serving as the Immediate Past President NEAIR. Previously served as a member for NEIAR Finance Committee SCUP (Society for University and College Planning). Serving as Institutional Direction Planning Academy Member. Also serving as a Council Member for North Atlantic SCUP Regional Council Conference Presentations - AIR, AIRPO, ANNY, Assessment Institute, AERA, ASHE, NEAIR, SCUP, NA SCUP, MA SCUP, and MSCHE Annual Conference.</p>

	<p>managed the document linkages to the assurance argument. While I don't have a direct leadership role in my current position, my projects often require teamwork, collaboration, communication, and strong time-management skills with colleagues from around the college. Outside of my work at COTC, I am the current vice-president and a past-president of my local neighborhood civic association where we work to foster community through neighborhood events as well as advocate for our neighbors at Columbus City Council, the Mayor's office, and other public administration agencies. I completed the 2019 YMCA and United Way of Central Ohio's Neighborhood Leadership Academy.</p>		
--	--	--	--

Name:	Joe Argiro	Erin Dunleavy	Nasrin Fatima
Diversity, Equity & Inclusion:	<p>The Nominating Committee plays a critical role in fostering diversity and inclusion in the association by identifying and promoting people with broad lived experiences into positions of leadership. If elected, (and even if not), I would like to learn more about what NEAIR is doing to ensure that leadership fully-represents the membership and the broader communities which we serve. I would work to support these efforts by identifying opportunities for improvement in consultation with association leadership. Advancing equity in the association, both in terms of leadership roles as well as in terms of access to the professional development resources, may require us to get creative, and perhaps out of our comfort zone, to deliberately find opportunities for increased engagement with the membership. Examples of potential areas of focus include conference delivery, accessibility of resources, and ensuring equitable access to committee and leadership positions. I have a professional, moral, and ethical obligation as an institutional research and effectiveness professional to alert the leaders of my institution to inequities in student outcomes and facilitate discussions around the policies, practices, and priorities that contribute to the disparities. This work takes place at the course, program, division, and institutional levels, and includes breaking data down beyond traditional group definitions in order to examine between-group outcomes. I advocate that we set goals based on ideal student outcomes and not just those of the majority group, (whether it's race, ethnicity,</p>	<p>I have considerable experience working with diverse populations. My first job after college was working as a Ryan White HIV/AIDS Case Manager. I learned much about the impact of stigma, race, gender, socioeconomic status has on health disparities, access to affordable living, and transportation. I then worked at the Geisinger Commonwealth School of Medicine where the institution itself was situated in a predominantly white rural area, but the curriculum needed to be structured in a way to provide experiences and education and my role was to help assess the effectiveness of that. I also served as a safe zone facilitator. In addition to assessing our programs, I have been working with families and people on the spectrum to help connect them to services in our 13 county region. I believe use these unique experiences to help NEAIR as we review nominations.</p>	<p>I believe diversity is an integral component of educational excellence. Coming from a different cultural, educational, and national background, I am an avid believer in understanding and respecting persons coming from diverse academic, socioeconomic, cultural, disability and ethnic backgrounds that perfectly aligns with NEAIR mission and values. I have extensive experience regarding campus-wide diversity, equity, and inclusion effort and initiatives. I have collaborated with our Division of Diversity, Equity and Inclusion office to increase our URM faculty, staff, and students. I also play a major role in our strategic planning to "foster a diverse and inclusive campus culture" and identify the causes of racism on campus.</p>

	<p>socioeconomic status, gender identity, college readiness, or another characteristic). I believe it's important to talk to students to gain knowledge of their experience and preferences. It's critical to make space for diverse views on campus. COTC is preparing to hire its first diversity, equity, and inclusion chief, which I applaud. As a resident of Columbus, Ohio, I've followed the police killings of young, black people in my city and the response of city leaders. Columbus just hired its third police chief in about as many years. I believe that if we don't address the structural inequities such as access to good education, health care, transportation, living-wage jobs, healthy foods, and healthy homes, we cannot eliminate the long-standing inequities that persist today. I have become more in-tune to the 'dog whistle' racism that permeates certain corners of my community and try to call it out wherever possible.</p>		
--	---	--	--

Name:	Joe Argiro	Erin Dunleavy	Nasrin Fatima
Goals Statement:	<p>My aspirations for my tenure, if elected, on the Nominating Committee include knowing that the team worked diligently and professionally to identify and promote a broad suite of candidates that in turn will work to develop quality, timely, and engaging professional development resources for our membership. Even today, while not serving in a formal capacity, I strive to be a responsible steward of the NEAIR brand and the professionals we represent. Specific goals would include exceeding the obligation to identify and contribute candidates to serve NEAIR, supporting the committee as a punctual, respectful, and creative member, and developing opportunities for collaboration between NEAIR and the Ohio Association for Institutional Research and Planning.</p>	<p>NEAIR is a phenomenal organization that I have enjoyed immensely getting to network and develop my assessment skills. I would like help play a role in helping find the candidates that help grow and enhance NEAIR. I also believe that finding the candidates best match will help them develop their professional skills.</p>	<p>In my capacity as the nominating committee member, my goal would be to attract, recruit, and nominate top talents from across the North East region.</p>

Name:	John Ingram	Alexis Jasek	Hui Xiong
			
Institution: (sector)	Community College of Allegheny County (Two-year Institutions)	Berklee College of Music (Private, 4-year)	Wellesley College (Private, 4-year)
Title:	Planning and Research Associate	Accreditation and Research Analyst	Associate Director of Institutional Research
Education:	B.A., University of Dallas	B.A., Psychology of Health and Human Services, University of Buffalo M.S., Social Work, Columbia University	Ph.D., Educational Research and Evaluation

Name:	John Ingram	Alexis Jasek	Hui Xiong
Leadership, Service & Volunteerism:	<p>NCES Data Institute AIR/IPEDS Educator (2019) Conference presenter (2015-present) Local Arrangements (2018, 2011) Summer Workshop presenter (2018) NEAIR Conference Special Interest Group (2018-2020)</p>	<p>My graduate degree in social work and bachelor's degree in psychology help me bring a social justice and people focused lens to the institutional research work that I do at Berklee. I have been in institutional research for three years and before that I worked in education research for 2 years, and 4 years of experience in mental health, social work, and suicide prevention. Through these roles I have been able to identify ways in which data collection overlaps with social issues, and I hope to bring that knowledge to NEAIR.</p>	<p>Associate director of Institutional Research at Lesley University and Wellesley College; Founder of the Boston Higher Education Tableau User group; Committee member at different committees both at Wellesley and outside of Wellesley such as Committee for Diversity, Advisory Committee for Technology and Library, Planning Committee for Women In IR Conference etc.</p>
Diversity, Equity & Inclusion	<p>The cultural crisis of the last two years involves diversity, equity, and inclusion. These terms took on greater meaning in 2020, with a new insistence to drive persistent change. NEAIR has always been pivotal in reinforcing this culture by providing an open, diverse, encouraging environment. As a Steering Committee member, I would use my experience as Executive In Residence for the Forbes Funds. There, I coach executive directors of nonprofits to improve programs that promote equity and diversity in the urban regions of Pittsburgh.</p>	<p>My graduate degree in social work included a vast array of course work and clinical experience working with marginalized populations and on social justice issues. These experiences have made me very passionate about bringing inclusion and equal representation into all the spaces that I am a part of. Through my career in research, evaluation, and IR, I have tried to apply these principles to every aspect of my job and make a conscious effort to prioritize equity in all the work that I do. I think this matches perfectly with the principles of inclusion and creating a welcoming community for all that is present in the NEAIR Values, Vision, and Mission statement and I look forward to the opportunity to contribute to the cause.</p>	<p>Closely involved in Wellesley College's DEI initiative Wellesley Experience.</p>

Name:	John Ingram	Alexis Jasek	Hui Xiong
Goals Statement:	<p>In my 30-plus years as an institutional research professional in higher education, I continually relied on education, support, and networking opportunities through NEAIR. During the extraordinary circumstances of 2020 and 2021, I used the knowledge I gained from NEAIR, and my connections with professionals in our field, to lead colleges and universities through the pandemic's uncertainty. NEAIR's guiding principles supported my recommendation to academic administrators that conversations with students are the only ways to get reliable information to determine their institution's next steps. I encouraged them to use homegrown data obtained through a survey with built-in analysis to produce actionable results. My goals would be to add value to NEAIR by sharing best practices and proven strategies through training. I feel this is particularly important for those new to the profession or who face the challenge of doing more with less. My experience includes work for both four-year private and public schools and two-year public schools, holding leadership roles in other service organizations, and participating in data research projects at a national level. Through all of these, I have been committed to clear communication, active listening, and empathy, so I can understand the needs and goals of the people around me. I believe these are the keys to successful advancement and growth. If elected, I intend to use these practices to help NEAIR return to relevant, in-person conferences and programs in 2022, and celebrate its 50th anniversary in 2023.</p>	<p>I feel very strongly about diversity, equity, and inclusion, and it is my passion and career goal to share what I know and have learned, through my education and past employment, with other people to help move institutions in the right direction. I think volunteering on the nominating committee could help me further these goals since NEAIR is already pushing the needle on DEI in IR. I also find the institutional research community to be very inspiring and thought provoking, and I strive to get to know more members of NEAIR and become more involved in the NEAIR community overall.</p>	<p>Try to identify those who are qualified and passionate personnel for NEAIR committees.</p>

