

Candidates for Vice-President/President-Elect

The Vice-President/President-Elect is elected for a three-year term, serving as Vice-President/President-Elect for the first year, President for the second year, and Immediate Past President for the third year. The Vice-President also serves as the Program Chair responsible for planning the following year's Annual Conference and fulfills the duties of the President in his/her absence.



Daniel Chupe-O'Hanlon –
Austin Community College
Daniel currently holds the position of Institutional effectiveness Analyst in the Office of Effectiveness and Accountability (OIEA) at Austin Community College District (ACCD) where he has worked

since 2010. He has taken on responsibilities and tasks in Strategic Planning, Assessment, Labor Market Research, Project Management, Data Request Coordination, ongoing just-in-time training for various systems and topics, Geographic Information Systems (GIS) and many other areas. Over the past decade he has also served as the ACCD President of the Professional Technical Association. He earned his Master of Science in Business and Leadership from Tarleton State University and his BA in Urban Planning Public Policy from the University at Buffalo.

Daniel has been a member of TAIR since 2010 and served on several program committees working to support the annual conference in various functions including session coordinator and local arrangements chair in 2018-2019. He has also supported TAIR with planning assistance for Summer Workshops which have been held at ACC for the past few years. Daniel has actively presented workshops and concurrent sessions for both TAIR and at the national level.

Daniel asks for your support and vote to keep TAIR both informative, engaged, and a leader across the State of Texas in every changing world of IR and confluence with Analytics. It would be a privilege to serve TAIR in the role of Vice President / President Elect.



Dan Su – *Texas A&M University - Commerce*

Dan Su holds a doctoral degree in Educational Psychology from Texas Tech University. During her doctoral study in Educational Psychology, she explored the educational theories, research methodologies, statistics, which shaped her focus in quantitative research and influenced her professional path in choosing institutional effectiveness and research. In the past ten plus years, she has worked at various positions in Institutional Assessment, Effectiveness and Research offices in one private college and three public universities in Texas. Through different positions in IER, she expanded her vision and abilities to provide university executives, faculty and staff with accreditation guideline, assessment, measurement methodology training, strategic planning and analysis of institutional and comparative data, in support of institutional goals, such as: student success key performance measures, accreditation, formula funding, fiscal resources, decision-making, policy examination and formation etc. Dan Su is a motivated self-starter, who has demonstrated ability to work as an analytical and strategic thinker. Dan Su exhibits the capability of organizing, prioritizing, and overseeing multiple projects under pressing and overlapping deadlines. She taught for a few universities as adjunct professor on statistics, research methods and other courses. She currently serves as the Executive Director of Institutional Effectiveness and Research as well as an Adjunct Professor at Texas A&M University-Commerce. Dan Su has served as the Secretary for TAIR from 2018-2020.



Candidates for Secretary



Lillian Marshall – *Blinn College* Lillian Marshall is the lead Data Analyst in the Office of Institutional Research and Effectiveness at the Blinn College District in Brenham, Texas. She has been working in institutional research since 2013 and has been a member of TAIR since that time. Lillian has been an active participant in TAIR, conducting both concurrent sessions and pre-conference workshops and serving on various committees.



Christopher Warner

Texas A&M University - Commerce

Chris Warner holds a Master's Degree in History from Texas A&M University-Commerce. He has worked as an adjunct professor and as a branch campus director. Chris has been in Institutional Research since 2016.

Candidates for Professional Development



Bonnie Hurford (*Tarrant County College*) has been in the field of Institutional Research since 2005. She is currently a Lead Programmer Analyst at Tarrant County College, and previously worked as a Senior Database Developer at Tarleton State University. She earned both a Bachelors in Computer Information Systems with a minor in History and a Masters in Information Systems from Tarleton. She attended her first TAIR Conference in 2006, has served as a member of the TAIR Planning Committee for the 2019 and 2020 Conferences, and earned the Level 1, Level 2, and Level 3 TAIR Professional Development Certificates. Outside of higher education, Bonnie is currently serving as Vice Regent for the Eagle Mountain Chapter of the Daughters of the American Revolution.



Dr. Richard Kent Plott (*Texas Southern University*) always supports professional development for his colleagues in the ever-evolving responsibilities for Institutional Research. Dr. Plott is a collaborative decision-maker who received an Excellence Award for Organizational Development and as a Master Presenter from the National Institute for Staff and Organizational Development (NISOD) from The University of Texas at Austin. Richard completed certifications for Institutional Research from Florida State University (in conjunction with the Association of Institutional Research) and from Carnegie Mellon University as a Chief Information Officer. Dr. Plott is a frequent presenter of symposiums and workshops for institutional research at state, regional, and national conferences.

Richard works diligently to merge our ever-increasing responsibilities of Institutional Research into all operations of the college. Dr. Plott's current efforts include coordinating assessment, compliance, predictive modeling, and systemic reporting.

Dr. Plott brings a strong background in information technology management to the research shop. Richard has implemented multiple data warehouses for real-time dashboards, key performance indicators, scorecards, and other intelligence tools. He has also served as the college liaison to the Southern Association of Colleges and Schools – Commission on Colleges and brings an in depth understanding of compliance management.

Candidates for Nominating Committee

The Nominating Committee, chaired by the Immediate Past-President, is responsible for preparing a slate of candidates for the next TAIR election. This year, two members will serve a one-year term and two members will serve a two-year term in order to adjust to a by-law change approved at the TAIR 2018 Annual Conference. The decision of which members will serve one or two years will be left to the discretion of those elected in consultation with the Immediate Past-President and members of the TAIR Executive Committee.



Kristina Beltran – *Sam Houston State University*
Kristina Beltran currently serves as the Director of Institutional Research at Sam Houston State University. After completing her master's degree in Statistics in May of 2017, she began her career in

Institutional Research as an IR Analyst, where she specialized in program tracking studies, Tableau dashboards, and institutional surveys. Kristina is an active member of TAIR; she presented at the 2019 TAIR conference, facilitated a summer workshop, and looks forward to serving in any other capacity she can. She appreciates the chance to serve on the Nominating Committee.



Meghan Kajihara – *North Central Texas College*
Meghan Kajihara is an Assessment Analyst at North Central Texas College. She graduated from the University of North Texas with a BA in Anthropology and History in 2016 and has broad research and program evaluation experience from

her degree, her National Service work with AmeriCorps VISTA, and her work as a Research Associate at the xREZ Art+ Science Lab. Though she is brand new to the field of IR, she has jumped in head-first and is eager to learn from her new TAIR colleagues. With infectious enthusiasm and a passion for service, she is grateful for the chance to put her hat in the ring to be a part of the Nominating Committee.



Robert Lorick – *Tarrant County College*
Robert Lorick has worked in Higher Education since 2005. He has a M.S. in Marketing Research and is Currently Director of

Academic Analysis at Tarrant County College District (TCCD) as well as being the Chair of the Institutional Review Board (IRB). Robert is a Certified Institutional Review Board Professional (CIP). Robert has worked both at the community college and university (UTA) during his career in Institutional Research (IR) and has presented at both TAIR and AIR.



Mansour Salami – *El Centro College (DCCCD)*
Mansour Salami's career in the Institutional Research field began 13 years ago in the IR Office at The University of Texas at Arlington. After seven years, he joined El

Centro College in 2013 as a Senior Research Analyst where he provides data and information in support of administrative decision-making and strategic priorities. He received a M.A. in Mathematics/Statistics from Arizona State University (1987), M.S. in Computer Science from University of Central Texas (1979) and a B.S. in Mathematics from Karaj College (1978).