



2019 Election Ballot

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.



David Brown – North Central Texas College. David is the Associate Vice Chancellor of Research & Reporting at North Central Texas College. He started at the college in 2006 with responsibilities in IR and IE. Through the years, he has picked up responsibilities in Strategic Planning, Registrar's Office, Professional Development, SACSCOC Liaison, and the Public Information Officer. David has been a member of TAIR since 2007 where he became an active participant in workshops, roundtables, & special interest groups. David has presented IR related topics at TAIR, SAIR, SPUG, TPUG, & JAM conferences as well as serving on the Awards Committee, TAIR DAC Subcommittee, & TAIR Program Committee. David served a 2-year term on the Executive Committee as the TAIR Member-at-Large for Professional Development. In those two years, TAIR started a Certificate Level I, Level II, and Level III program for professional development completion. At TAIR 2017 in Houston David received his TAIR Level I Certificate of Completion. In 2017, David represented TAIR by serving as the Chair of the

Community College Subcommittee for the 2017 SAIR Conference Planning Committee. David is a big believer in networking and created and maintains both TAIR & SAIR groups on LinkedIn to help facilitate member discussions that increase communication among IR professionals. David earned his Bachelor of Science in Accounting Control Systems and his Master of Business Administration from the University of North Texas. It would be a privilege to serve TAIR in the role of Vice President / President Elect.



Paul Turcotte – Texas A&M University-Central Texas. Honored by the nomination to continue as a member of the executive committee, Paul pledges to actively serve in support of the founder's vision of an inclusive Association using TAIR's strategic plan as a guide to provide year-round resources to develop informed, proficient institutional researchers dedicated to ensuring student success. As an active member of TAIR since 2016, Paul has presented IR-related topics at TAIR, TXAHEA, SACSCOC, TASSCUBO, TACCO, and TCUF. As Treasurer, he continued to increase TAIR's financial stability by growing the reserves, enhancing TAIR's accounting system, documenting procedures, establishing an investment policy, and digitizing records. As an executive committee member, Paul gained an

appreciation for the diversity of our membership and the challenges in managing TAIR and chaired TAIR's Strategic Planning Task Force charged with revising the 2004 strategic plan. Paul serves the Provost of A&M-Central Texas as the Director of Institutional Research and Assessment. He chairs the University Assessment Committee and serves on the University Council, Provost's Council, Academic Council, Staff Council, Institutional Research Board, and Compliance Committee. Paul coordinates the 60x30TX Central Texas Regional Advisory Board and serves on the Texas Association for Higher Education Assessment planning committee. Before 2016, Paul served eight years as a THECB Program Director in the Division of Strategic Planning and Funding by staffing formula advisory committees, assisting with institutional research projects, and helping to staff the 60x30TX Strategic Planning Committee. Before beginning his career in higher education, Paul served as a Financial Research Analyst with American Century Investments and a Supply Corps Officer in the U.S. Navy. He holds a B.A. in Geography with a minor in Mathematics from UT-Austin and an MBA with a concentration in Finance from Baker University.



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Candidates for Communications Officer

The Communications Officer is elected for a two-year term. The Communications Officer is responsible for oversight of the TAIR website, listserv, conference registration website, and providing technical support at the conference.



Carmen Allen is the Assistant Director of Institutional Research at the University of Houston. She has been an active member of TAIR for the past several years, presenting at multiple conferences as well as serving as a program committee member, an awards committee member, and editor of the TAIR newsletter. These experiences have allowed her to become familiar with the operations of the organization and the commitment needed to serve the membership as an officer. Carmen earned her Bachelor's degree from the University of Texas at Austin with a double major in English and African American Studies, and she holds an M.B.A. in Management Information Systems from the University of Houston. Her career in higher education began in 2000, but for the last seven years she has leveraged her analytical, technical, and communication skills in the field of institutional research. Carmen welcomes the opportunity to use her

experience, talents, and abilities to contribute to the success of this great organization by serving as the Communications Officer.



Lillian Marshall has been a part of the Blinn College Institutional Research and Effectiveness team since 2013 when she was hired as a Data Analyst for that department. Prior to that, she worked in the Academic Technology department as a Server Tech. Lillian has conducted specialized training for Blinn employees in Excel and the reporting tool Argos, and developed an internal Project Management Database that the IRE office uses to track data requests. She is also responsible managing Student course evaluations using the online tool Blue. Lillian has been a member of TAIR since 2013 and has hosted conference sessions and a pre-conference workshop.



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Candidates for Treasurer

The Treasurer is elected to a two-year term and is responsible for the collection of annual membership dues, conference and workshop fees, payment of authorized expenses, maintaining financial records of the organization, preparing the annual budget, reconciling financial records, ensuring tax exempt status is maintained, and supporting the Secretary's efforts in maintaining an accurate membership database.



Ed Evans is the Senior Associate Vice President for Information Technology and Chief Information Officer at Texas A&M University-Corpus Christi (TAMU-CC). Under Ed's leadership, TAMU-CC IT has become a more collaborative unit that improves operational credibility, heightens security, enhances teaching & learning, enables research, and delivers digital transformation. Since becoming CIO in 2015, Texas A&M University-Corpus Christi Information Technology has become a comprehensive organization that includes IT Infrastructure & Research Computing, IT User Support Services, Office of Information Security, IT Enterprise Applications, Distance Education, and Teaching & Learning Technologies. In recent years, TAMU-CC IT has completed major infrastructure upgrades, implemented a new data warehouse, begun leveraging a variety of cloud services, and established the University's first high performance compute system (HPC) to support computational research. As CIO, Ed focuses not only on TAMU-CC's technology but also on data assets. He leads efforts to align business processes and technology to improve access to information and create exceptional experiences for TAMU-CC students and faculty. Ed has a Bachelor of Science degree from Texas A&M University and two Master of Science degrees from Purdue University. Prior to joining Texas A&M University-Corpus Christi, Ed spent nearly 20 years at Purdue University in a variety of IT positions ranging from colleges to central IT and comprising areas such as teaching & learning, IT infrastructure, and business intelligence. TAIR is an exceptional organization encouraging and enabling collaboration among the best and brightest minds in Texas. Through TAIR, we will support and empower each other to advance our institutions and our organization to advance Texas higher education and the lives of Texas students.



Isabel Weeden currently serves as the Associate Vice Chancellor of Finance, Analytics & Budget at Texas State Technical College. She manages the Institutional Research and Assessment function as well as the statewide budget process and offices in Waco, Texas. Prior to joining the college in 2013, Isabel worked in public accounting, where she obtained her Certified Public Accountant license. She began her career in the wealth management and investment sector as a Regional Private Banker for Wells Fargo Bank for 12 years. Isabel has a Bachelor's degree in accounting from Tarleton State University and will be pursuing her Master's degree in Data Analytics this coming fall. She would be honored to serve as TAIR's treasurer.



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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.



Tamela Braswell has worked in the field of Institutional Effectiveness and Research for over a decade. Tammy started her career as a programmer/analyst at Vanderbilt University. She then moved to Pellissippi State Community College as Coordinator of Institutional Research and was a member of the Tennessee Association for Institutional Research. A move to Texas prompted a career change to a public school teacher for 12 years. She was also a technology resource on campus. Tammy is currently the Research Associate at Alvin Community College

and is designing and implementing ACC's Program Learning Outcomes, Unit Planning and Comprehensive Program Review processes. She collaborates with campus stakeholders during the College's assessment process. She creates and manages surveys and performs ad hoc reporting. Tammy is the President-elect of the Gulf Coast Association of Institutional Research. She earned an Associate of Science in Computer Science, a Bachelor of Science in Business Administration/Management Information Systems, and a Master of Education in Educational Administration.



Jinny Case currently works in the Office of Institutional Research at The University of Texas at San Antonio as a Senior Institutional Research Analyst, where she has worked since 2013. Jinny's areas of specialty within institutional research are retention and graduation rates, dashboard design, veteran identification, and survey methodology. Prior to her position in Institutional Research, Jinny was part of the Graduation Initiative team at UTSA from 2007 to 2013. During her time with this team, the Graduation Initiative won the THECB STAR award for its Late Intervention program in 2009. Her career in higher education spans fifteen years, starting as a student success professional at Northwest Vista College. Her experience with data, research, and analytics also

includes work at the UT Health Science Center in San Antonio and the U.S. Census Bureau. She is a three-time graduate of UTSA, having earned her Bachelor's and Master's degrees in Sociology along with her doctoral degree in Applied Demography.



Scott R. Furtwengler, Ph.D., is the Assistant Director of Competency Based Assessment at the University of Houston-Downtown. He has served as an instructor, researcher, and administrator in higher education for over twenty years, including roles as Director of Institutional Research at Brazosport College and Dean of the Honors Program at San Jacinto College. He is also a lecturer in Psychological, Health, & Learning Sciences at the University of Houston, where he earned a Ph.D. in Educational Psychology and Individual Differences. His memberships in professional organizations include or has included AIR, TAIR, GCAIR, American Educational Research Association, American Evaluation Association, Southwest Educational Research

Association, National Association for Gifted Children, and the National Collegiate Honors Council. He is a reviewer for the *Journal of Educational Psychology*, the *Journal of Advanced Academics*, and *Gifted Child Quarterly*, and sits on the editorial board for the *Psychreg Journal of Psychology* (PJP). His co-authored article, "Year-long teacher professional development on fifth grade student science outcomes," was recently published in the *International Journal of Science Education*.



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Cadi Lusk joined Texas A&M-Kingsville's Office Institutional Research and Assessment in 2015 and currently serves as the Assessment Analyst/Coordinator. Although relatively new to the realm of Institutional Research, Cadi brings 15 years' experience coordinating and reporting Texas A&M-Kingsville's accreditation activities for SACS-COC, 9 years' experience coordinating and developing university and program-level assessment activities, and 4 years' experience coordinating the University's institutional effectiveness process. She enjoys working more closely with her IR counterparts and welcomes the chance to take a more active role in the TAIR community.



Shane Stewart has been working in higher education for six years, beginning in testing at Columbia State Community College in Columbia, Tennessee. Shane has been at Del Mar College since 2014, serving two years in the Registrar's Office before working in the Office of Institutional Research in 2016. He received his Bachelor's degree in Political Science in 2009 from Eastern Kentucky University. In 2010, he completed his Master's Degree in Political Science from Ohio University.



Michael Tumeo currently serves as the Director of Institutional Research at Southern Methodist University. He began his career in Institutional Research as a Data Analyst, for 4 and a half years, at the University of Texas at Arlington, beginning in May 2001. Michael then joined SMU in January of 2006 as Assistant Director of Institutional Research. In January of 2012 Michael became the Director of Institutional Research. In addition to directing the Office of Institutional Research, and a new Enrollment Management Research Group (EMRG), Michael is facilitating a new Data Governance program at SMU, which began in 2017. Michael has served as a SACSCOC evaluator on multiple onsite review teams. Michael has been a member of TAIR, SAIR, and AIR since 2002. Michael earned his BS (1987) and Ph.D. (1998) in Psychology, from the University of Texas at Arlington, and a MAMFT (1990) in Marriage and Family Therapy from Northeast Louisiana University (now the University of Louisiana, Monroe).



Renée T. Zimmerman, Ed.D. is the Director of Institutional Effectiveness and an Adjunct Professor at Southwest Texas Junior College. In 2014, after twenty years in K12, Dr. Zimmerman began working at SWTJC and continues to look forward to contributing to the opportunities which higher education affords. Dr. Zimmerman strives to provide support in the areas of accreditation, program effectiveness and strategic planning. She is involved in state and national initiatives such as Achieving the Dream, SACSCOC, Pathways and is a THECB Data Fellow. Renée received a Bachelors and Masters degree from Sul Ross State University, RGC and a Doctorate in Educational Leadership from the University of Texas at San Antonio.