
Nominees for President

Faron Kinchloe - Baylor University

Faron Kincheloe is the Assistant Director of Institutional Research & Testing at Baylor University. He has worked in Institutional Research at Baylor for over 18 years. Faron has been an active member of TAIR since 2008. He served TAIR as the Communications Officer (Member at Large for Technology) in 2014-2015. Faron was on the TAIR Nominating Committee for 2016. He also served two years on the TAIR Program Committee, first as chair of session coordinators and then as chair of concurrent sessions. Faron was moderator of the SAS SIG at six consecutive TAIR conferences. Faron has presented numerous concurrent sessions and 3 all-day Pre-Conference and Summer workshops. Faron is currently serving TAIR as the manager of TAIR-L. Faron holds a Bachelor of Applied Arts and Sciences from Tarleton State University and a Master of Information Systems degree from Baylor University.



Kara Larkan-Skinner - Our Lady of the Lake University



Kara Larkan-Skinner is the Assistant Vice President of Institutional Effectiveness and Accreditation at Our Lady of the Lake University where she oversees institutional research, assessment, accreditation, the Institutional Review Board, and federal grant development and compliance. Kara's love of research began while serving as a research assistant at the University of Louisville. She entered the research profession as a Research Associate at the TTUHSC in Amarillo, TX. Later, she joined the wonderful world of institutional research and assessment at Amarillo College, where she served as the Director of Institutional Research and Effectiveness. Kara has been active in both the TAIR and AIR organizations for a number of years by presenting at the annual conferences, serving on various committees and workgroups, and serving in leadership roles. Kara is an AIR board member and is the Vice President/Program Chair of TAIR currently. She received her Ed.D. from Texas Tech University in Higher Education Administration with a concentration in community colleges, and received her M.A. and B.A. in Psychology from the University of Louisville. Kara recognizes the role that the TAIR organization played in her professional growth and is honored to be considered for a leadership role within TAIR.

Nominees for Vice President/President Elect

Gabriela Borcoman - Texas Higher Education Coordinating Board

Gabriela is Senior Program Director for Strategic Planning and Funding at Texas Higher Education Coordinating Board (THECB). Prior to working for THECB she was affiliated with Dallas County Community College District, working in several of its colleges. She is a member of TAIR since 2000, being active as a Nominating Committee member, a presenter and a moderator. For several years, she has been a member of the Program Committee, being in charge of creating and distributing the Annual TAIR Conference brochure and concurrent sessions. At THECB Gabriela is working with data from public and for-profit schools and colleges. Her work includes accountability system for public and for-profit institutions, Perkins grant for two-year institutions, TX CREWS, as well as other workforce reports used by all types of institutions. Gabriela holds a PhD in Higher Education Administration with a cognate in Community College Leadership, MS in Human Development and Childhood Disorders, and a Doctor of Medicine degrees.



Teresa Isbell - El Centro College



Dr. Teresa Isbell has over 25 years of experience in leading strategic planning, institutional effectiveness and institutional research practices at two-year community and technical colleges in Texas and Arkansas. She is the current chair for the North Texas Community College Consortium Research and Institutional Effectiveness Committee. Her expertise and experience in strategic planning and institutional effectiveness has contributed to five successful regional accreditation visits. Dr. Isbell has been a member of TAIR since 1999 and has served on the TAIR program planning committee. She was TAIR's first Member-at-Large for Professional Development and secured a BIRC grant from AIR to help establish TAIR's professional development program. Dr. Isbell has published articles on institutional research and assessment. She has presented at AIR, SAIR, TAIR, ASHE, and CSCC conferences.

Nominees for Treasurer

Sherri Caraballo - Texas Wesleyan University

Sherri Caraballo is Director Institutional Research at Texas Wesleyan University. Before Texas Wesleyan University, she worked in the Wisconsin Technical College system for 10 years as the Director of Institutional Research. She moved from Appleton, WI to Burleson, TX in 2006. During her career she worked in various positions ensuring compliance, assessment and planning to improve program delivery, strategic enrollment and short and long term goals in support of the University Strategic Plan. Sherri is past Vice President (2013-2014) Southern Regional Datatel Users Group and past PTO Budget and Finance Committee Member (2006-2012). She received an MBA in 2014 from Texas Wesleyan University. Sherri prides herself on having a strong work ethic and commitment to her employer and colleagues. She is passionate about education and lifetime learning.



Nominees for Treasurer (continued)

Paul Turcotte - Texas A&M University - Central Texas

Paul currently serves the Provost at A&M-Central Texas as the Director of Institutional Research and Assessment. Prior to joining the university in 2016, Paul served as a Program Director for the Texas Higher Education Coordinating Board where he staffed formula advisory committees for 8 years and assisted with an array of institutional research special projects in the division of Strategic Planning and Accountability. Paul served as a Financial Research Analysis with American Century Investments and as a Supply Officer in the United States Navy. He earned a Bachelor of Arts degree from The University of Texas at Austin and a Master of Business Administration from Baker University. Paul would be honored to serve as the association's treasurer.



Nominees for Communications Officer

Morgan Carter - Tarleton State University



Morgan has worked in Institutional Research & Effectiveness at Tarleton for the last 4.5 years and was a tech support in Enrollment Management 5 years prior to that. He was hired as a Senior Database Developer in IRE and was promoted a little over a year later to Coordinator of Institutional Effectiveness. He has presented at TAIR and has been an active member since 2012, serving on the Data Advisory Committee in 2014. Morgan graduated Magna Cum Laude with a Bachelor's degree in Computer Information Systems and a minor in Accounting. He has also earned an MS in Information Systems and an MBA, all from Tarleton. Currently, Morgan is a doctoral student at UNT studying Learning Technologies. He looks forward to helping TAIR continue their growth and reach across the state of Texas.

Lillian Marshall - Blinn College

Lillian Marshall has been a part of the Institutional Research, Effectiveness and Strategic Initiatives team since 2013 when she was hired as a Data Analyst for that department. Prior to that, she worked in the Academic Technology department at Blinn College as a Server Tech where she further enhanced the skills she learned from being in a similar role with the City of Brenham for 15 years. Lillian has conducted specialized training for Blinn employees in Excel, Argos and Discoverer and developed a Project Management Database that the office uses to track data requests.



Nominees for Nominating Committee

Lea Campbell - University of Houston - Downtown



Lea Campbell has served as Director of Academic Assessment at University of Houston-Downtown for the last eight years. In this position she works with faculty and staff to use both traditional assessment tools as well as institutional data sets to document the university's successes and craft data-informed strategies for improvement. She works extensively with the institutional effectiveness standards of specialty and regional accreditation and regularly teaches in the undergraduate math program. Prior to coming to Houston, she served as the Associate Vice Chancellor of Developmental Education at the City Colleges of Chicago and Director of Student Success Initiatives at Lone Star College System. She holds a PhD in Higher Education Administration from University of Texas-Austin, an MS and BA in Mathematics from Eastern New Mexico University, and loves all things data.

Nominees for Nominating Committee (continued)

Edward Hummingbird - Southwestern Indian Polytechnic Institute

Edward Hummingbird is the Director of Institutional Research, Effectiveness and Planning at the Southwestern Indian Polytechnic Institute, a national community college serving Native American and Alaska Native students, in Albuquerque, New Mexico. He has worked previously for the Collin County Community College District (Office of Institutional Research) and the Dallas County Community College District (District Office of Research). He has worked in the field of institutional research for more than eighteen years, with a focus on student success tracking, retention/attrition modeling, non-academic assessment and program review.



Rick Leyva - Richland College



Rick Leyva has worked in Institutional Research and Effectiveness since 2005, previously at El Centro College and currently at Richland College as Director of Institutional Research. He has been an active member of TAIR since 2005, presenting concurrent and pre-conference workshops for TAIR's annual conference and at the Summer Workshops, chairing the Evaluation and the Vendor Fair committees and elected to office of Treasurer in 2010.

Lisa McCarty - Abilene Christian University

Lisa McCarty is the Assistant Director for the Office of Institutional Effectiveness at Abilene Christian University. She has been the Institutional Researcher for the university for 20 years. Lisa has attended TAIR over those years and assisted with Registration Form Committee and most recently the Data Advisory Committee. She earned her BBA in Computer Science from Angelo State University.



Rebecca Richter - Temple College



Rebecca Richter has been a member of TAIR since 1992. She has made many presentations and served several roles in TAIR, including secretary. She considers TAIR a cornerstone for professional development in institutional research and believes that the role of the nominating committee is to select individuals who will uphold the strength and purpose of the organization. Rebecca holds a bachelor's degree from Miami University (Ohio), a master's from the University of Houston—Clear Lake and a doctorate from Sam Houston State University.

Nominees for Nominating Committee (continued)

Ruby Stevens-Morgan - Prairie View A&M University

Ruby Stevens-Morgan is the Director of Institutional Research and Effectiveness at Prairie View A&M University (PVAMU) where she is an adjunct instructor in the Psychology Department. Ruby has worked in education for more than 25 years in various capacities and levels. Ruby was a high school business teacher in Lexington, Kentucky and a statewide consultant in Frankfort for the Kentucky Department of Education (KDE). At the KDE, she managed the Technical Education Database System (TEDS) for Career and Technical Education where she was responsible for technical support, training, and reporting to local, state, and federal agencies. She earned a B.S. degree in Business Education from Auburn University, a M.S. in Curriculum & Instruction and a Ph.D. in Educational Psychology from the University of Kentucky. She is also the founder and executive director of Achievers by Choice, a 501c3 nonprofit community organization to enhance the social and academic skills of disadvantaged youth. Ruby is active in TAIR professional development activities as an attendee and a presenter. She would be honored to serve as a member of the TAIR Nominating Committee.



Cindy Ullrich - Brazosport College



Cindy Ullrich, Brazosport College. Cindy has been a Research Analyst for the past 8 years at Brazosport College. During this time she has been a member of AIR, TAIR, and the Gulf Coast AIR Association (GCAIR). She is currently serving on the TAIR Program Committee as the Evaluation coordinator. In the past she has served as GCAIR President and President Elect/Secretary. Cindy has enjoyed attending TAIR conferences and workshops where she has gained practical and relevant higher education, institutional research knowledge and skills. By attending these TAIR professional development opportunities, Cindy was able to complete the TAIR Level One Certificate of Completion Program.

Cassie West - University of North Texas

Cassie West is a Data Analyst for the University of North Texas. IR is a profession she long hoped to get into and she has enjoyed being part of the IR team for the last three years. At UNT Cassie is responsible for Academic Program Review, 18 Characteristics, US News, Retention Scorecards, SAM, various accreditations campus wide, numerous ad hoc requests, and the proverbial “other duties as assigned.” Previously Cassie worked as a Data Analyst for UNT’s Division of Equity and Diversity and on a research grant partnership between Cal State San Bernardino, West Point, and the US Army. She has found tackling data issues within different contexts to be challenging and rewarding. Cassie holds a Master’s Degree in Psychology and is earning her Doctoral degree in Education Research emphasis on Research, Measurement, and Statistics. Cassie is a member of and has presented at both TAIR and AIR. She has thoroughly enjoyed becoming a member of the TAIR community and looks forward to advancing her participation through the nominating committee. Unfortunately Cassie could not join us for the conference this year, she and her husband are preparing to welcome their first child at the end of the month.

