

TAIR Candidates – Spring 2022

VP/President Elect



Carmen Allen, Galveston College

Carmen Allen serves as the Director of Institutional Effectiveness and Research at Galveston College. However, she has worked in higher education for more than twenty years in various capacities. For the last ten years, Carmen has been an active member of the institutional research community. She has served TAIR as the Communication Officer, newsletter editor, and as a member of multiple program committees. She is also an active member of GCAIR and AIR, and has delivered presentations at the TAIR, SAIR, and AIR annual conferences.

Carmen holds a B.A. in English and African American Studies from the University of Texas at Austin and an MBA in Management Information Systems from the University of Houston. She is currently pursuing an Ed.D. in Educational Leadership from Lamar University; her research interests are issues of racial and gender equity and intersectionality in higher education. As TAIR Vice President, she would seek to use technology in support of the values put forth in the TAIR strategic plan (ACED):

- **Advocacy** – speak from a common voice for researchers
- **Collaboration and Communication** – engage members in a dialog about institutional research
- **Education** – share knowledge and practice
- **Diversity** – benefit from the varying perspectives and broad knowledge of our members

Carmen believes that TAIR is positioned to grow and thrive as an organization. If she is given the opportunity to serve in this capacity, we will look back at the few years and be able to say that we “ACED” the challenges before us!



Morgan Carter, Tarleton State University

Morgan is the Director of Institutional Analytics, Effectiveness, and Accreditation at Tarleton State University where he has worked for the past 14 years. Morgan started out as a Technology Support Specialist in Enrollment Management automating business processes and implementing the institutions first CRM. After gaining an understanding of how the student information system functioned, he learned how to report the data to various stakeholders and transitioned to the Institutional Research office. After a few years of being a Senior Database Developer, he got involved with SACSCOC initiatives and transitioned to the Director of Institutional Effectiveness. All that experience helped the university’s recent reaffirmation and continuous compliance initiative. Morgan holds a

BS, MS, and MBA all from Tarleton. He is currently a PhD doctoral candidate at the University of North Texas studying Learning Technologies.

Morgan has been a member of TAIR since 2012 and has previously served the organization by being a session facilitator, session presenter, and on the Executive Committee as the Communications Officer. The experience and connections through the TAIR organization have been critical in his institutional research and effectiveness involvement. That evolution continues today when IR/IE offices are being asked to do more with less. Jason Simon and Kara Larkan-Skinner's recent publication "Changing Nature and Expectations of Institutional Research" shed light on this new era of institutional research. Morgan hopes to use that knowledge to advance TAIR's strategic plan and further the organization another 40+ years.

Morgan would be honored to serve you and would appreciate your vote!

Professional Development



Laura Wichman, McLennan Community College

Dr. Laura Wichman is the Director of Institutional Research at McLennan Community College (MCC) in Waco. Laura has been at MCC for over 13 years in various roles support the institutions data needs and decision making. In addition to working for Institutional Research, Laura also teaching as an adjunct for MCC and enjoys seeing the students as more “than numbers.” In December 2020, Laura graduated from Texas A&M University – Commerce with a Doctorate of Education in Higher Education. Prior to graduating from A&M Commerce, she received a Bachelors and Masters from Tarleton State University, and three A.A.S. degrees from MCC. Laura has been an active member of TAIR, and hopes to continue to support the organization in this role.



Chris Warner, Texas A&M University – Commerce

Chris Warner has been the Reporting Coordinator at Texas A&M University-Commerce since 2016. Before that he served as a satellite campus site coordinator. Chris has offered professional development sessions at his institution on IR-related subjects including survey design basics and institutional data for academic and administrative departments.

Chris has been a member of TAIR since 2016 and has both presented and served on the TAIR program committee.

Secretary



Daniel Chupe-O'Hanlon, Austin Community College District

Daniel currently holds the position of Institutional Researcher and Labor Market Analyst in the Office of Institutional Research and Analytics (OIRA) at ACCD. He started at the college in 2010 with responsibilities in Strategic-Master Planning/ Administrative Planning and Assessment / Evaluation, as well as IE College wide. As part of the ongoing growth and change at ACC, Daniel has also taken on responsibilities in Labor Market Researcher, Research Analyst, Project Management, Data Request Coordination, ongoing just-in-time training for various systems and topics, Geographic Information Systems (GIS) and others systems/ software's. He has also expanded is knowledge in supervisory, management, and leadership skills over the past decade at ACCD as President of the Professional Technical Association. One element is clear, that Daniel has been a change agent in all positions/ occupations/ careers/ companies/ agencies/ organizations worked at.

Daniel has been a member of TAIR since 2010 as a member and he became more active and engaged member by working to support the annual conference in various functions that started as session coordinator up to and including local arraignments in 2018/ 2019. Daniel has also presented/ co-presented in workshops, concurrent sessions. He has also supported TAIR at various levels the Summer Workshops, as needed. Additionally, Daniel has presented on national conferences on subjects of planning, assessment, labor market, and change.

Daniel earned his Master of Science in Business and Leadership from Tarleton State University in fall of 2018. He also holds a BA in Urban Planning Public Policy from the University at Buffalo.

Daniel has exceptionally dedicated professional with keen interpersonal, communication, and organizational skills, as well as budget management, policy development, and resource allocation expertise.

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 Secretary.



Michelle Hernandez-Perez, University of Houston – Downtown

Michelle Hernández-Pérez, Ph.D., is the Assistant Director of Assessment for Competency-Based Programs at the University of Houston-Downtown. She completed her Master’s and Ph.D. in Experimental Psychology at Auburn University. She has taught mostly research methods and statistics at Auburn University, Alabama State University, Savannah State University, Georgia Southern, and the University of Houston-Downtown. She has served in various assessment positions at Savannah State University, Lee College, and the University of Houston-Downtown. In her current position, she has developed content for the Competency-Based courses, taught one of the courses, and assessed direct and indirect data. Her ideal day involves many hours tinkering with data in excel and developing data visualizations.

Nominating Committee



Carol Tucker, University of Houston-Downtown

Carol Tucker is the Director of Institutional Research at the University of Houston-Downtown. She has worked in institutional research for nearly 20 years and has been a member of TAIR since 2004. She earned her bachelor and master's degrees from the University of St. Thomas. Carol has been a member of both the program committee and the executive committee and hopes to continue to serve TAIR by helping to identify candidates for future elections.



Gloria Hurtado Diaz, Collin College

I was born and raised in Mexico City. Became a computer engineer in 1990. I worked for Oracle de Mexico as a consultant for four years. In 1995 I came to United States to live with my family. I started working at Collin College in 2012 as a Technical Coordinator for the Testing Office. In 2017, I became a member of the Institutional Research Office where I oversee state reports, IPEDS reports and the official enrollment reports for the District.



Jiashi Zhao, Texas A&M University-Corpus Christi

Dr. Jiashi Zhao is a lead data analyst at PAIR at Texas A&M University-Corpus Christi. She earned her doctoral degree from Texas A&M University-Commerce in Higher Education in 2013, and was working as a data analyst in the Graduate school in her Alma Mater until 2018 when she came to join the PIR team at TAMUCC. She has led & supported her Analytics team to present two topics at 2021 TAIR Conference. She has also participated in TAIR workshops and conferences that she has found beneficial to her role.



Michele Hancock, Tarleton State University

Michele Hancock currently serves as the Accreditation and Compliance Specialist at Tarleton State University in Stephenville, Texas. She earned a Master of Science degree in Management from Tarleton State University, and is excited to start a Doctorate of Strategic Leadership at Liberty University in the spring of 2022. Michele has eight years of experience in higher education degree program planning and development, curriculum compliance, and accreditation. Her current role allows her to oversee areas of accreditation and academic compliance while granting her the opportunity to explore new ways data can aid in academic program development. She enjoys her role in the Office of Institutional Analytics, Effectiveness, and Accreditation and contributing to the office's collective institutional knowledge and experience. Michele loves to serve Tarleton State University and welcomes the opportunity to take a more active role in the TAIR community.



John Gonzalez, North Central Texas College

John Gonzalez is currently serving as an Assessment Analyst for the Office of Researching and Reporting at North Central Texas College. Where he specializes in SQL, IPEDS and state reporting, ad hoc data pulls, and the occasional dashboard. He is also responsible for the school's participation in National Community College Bench Mark Project. He spends much of his time automating and stream lining the schools reporting processes. This is so he can pursue his real passion, looking for ways to use data to make the school and world around him a better place. John is a proud Marine Corps veteran and looking for a way to be more active in the TAIR community.



Vicky Morris-Dueer, University of Texas at Arlington

Vicky has served for the past fifteen years in the Institutional research/effectiveness field. Currently, she serves as the Director of Data Management and Assessment in the College of Education at UTA where she leads data collection and analysis related to accreditation and teacher certification. She is also the current president for the *Rocky Mountain Association for Institutional Research* group where she has been a long-time member. Last year, she presented at the TAIR conference and along with her colleague, received the Best Presentation award.

In past roles, Vicky oversaw the IR/IE offices at two smaller institutions and has worked as a senior researcher at two R1's under great directors that supported her growth as a leader. Before coming to institutional research, her career began in classroom assessment for STEM programs analyzing longitudinal data on misconceptions and attitudes about science held by students. Topics near and dear to Vicky's heart include developing data literacy among stakeholders and developing avenues to put data in action for stakeholders. She earned a master's degree in Educational Psychology from the University of New Mexico. Vicky lives in Arlington with her husband, cat, and 'tripawd' mastiff. After hours, Vicky works with a local rescue and enjoys reading literature about important topics in higher education.