

PROFESSIONAL PROFILE

Senior institutional research and governance leader with more than a decade of experience advancing data-informed decision-making in higher education and regulated nonprofit environments. Proven board chair with deep familiarity in policy governance, fiduciary oversight, executive accountability, and stakeholder engagement. Longstanding member of the Association for Institutional Research, committed to ethical data use, institutional effectiveness, and strengthening the IR profession through service and leadership.

CURRENT APPOINTMENT

Director of Institutional Research

Office of Planning and Institutional Effectiveness, Virginia State University | 2025 – Present

Provide executive-level leadership for institutional research, analytics, and reporting in support of strategic planning, accreditation, and board decision-making. Lead data governance, predictive modeling, and benchmarking efforts across enrollment, student success, and institutional performance. Advise senior leadership on policy, budget, and program evaluation, translating complex analysis into clear, decision-ready insight while strengthening institutional data literacy.

PRIOR APPOINTMENT

Senior Research Analyst

Office of Institutional Effectiveness, University of Richmond | 2018 – 2025

Served as IPEDS Keyholder and SCHEV Coordinator, ensuring accuracy and integrity of state and federal reporting and supporting SACSCOC compliance. Delivered analytic support for strategic planning, resource allocation, and academic program review. Partnered with senior leaders and governance committees to develop KPIs, dashboards, and reports informing institutional strategy and performance monitoring.

Senior Research Analyst 2017 – 2018

Research Analyst 2013 – 2017

Office of Institutional Research, Longwood University | 2013 – 2018

Provided institution-wide analytic support for planning, evaluation, and policy development. Led external survey reporting, ensured cross-system data integrity, and supported leadership decision-making through advanced quantitative analysis and modeling.

BOARD & GOVERNANCE EXPERIENCE

Chairman, Board of Directors | Richmond Heritage Federal Credit Union | 2020–Present

Lead governance of a federally regulated, historically Black credit union. Oversee strategy, financial integrity, executive accountability, and policy compliance. Chair board deliberations using a disciplined governance framework aligned with fiduciary and regulatory expectations.

President / Advisory Board Member | Richmond Association for Business Economics | 2015 – 2018

Led governance, programming, and member engagement for a professional association serving economists and policy leaders.

Board Member & Vice Chair | East District Family Resource Center | 2015 – 2019

Provided fiduciary oversight and strategic guidance for community-based nonprofit services.

SELECTED EXPERTISE

Institutional Research & Effectiveness - Policy Governance & Board Leadership - Accreditation & Accountability
- Ethical Data Use & Analytics Governance - Strategic Planning & Decision Support

PROFESSIONAL SERVICE & AFFILIATION

SERVICE:

University of Richmond

Planning and Priorities Committee *University Hearing Board (2021-25)* *Student Persistence Working Group (2021-25)*

Longwood University

Longwood Diversity Council (2016-2018) *Data Subcommittee (2015-2018)*

AFFILIATION:

Association for Institutional Research (AIR), Member | 2013–Present

Virginia Association for Institutional Research (VAIR), Board Member (Former 2014-17)

National Association for Business Economics | 2014–Present

Private Directors Association

EDUCATION

Ed.D. in Higher Education Administration, College of William & Mary, Williamsburg, Virginia (*In Progress*)

M.S. in Sociology, Virginia Commonwealth University, Richmond, Virginia

Post-Bacc Graduate Certificate in Applied Social Research, Virginia Commonwealth University, Richmond, Virginia

B.S. Sociology, Virginia Commonwealth University, Richmond, Virginia

CERTIFICATIONS & EXECUTIVE EDUCATION

Robins Integrated Skills Experience (RISE), Robins School of Business, University of Richmond, Richmond, VA.

MBA Essentials, The London School of Economics, *online*.

Certified Credit Union Board Member (CCUB) ™, Credit Union National Association, Washington, D.C.

ESOP Governance Essentials Certificate, Private Directors Association, *online*

Keystone Fellow, National Defense University, Fort Lesley J. McNair, Washington, D.C.

MILITARY SERVICE

Sergeant Major (Ret), United States Army/ United States Army Reserves. *Joint Reserves Directorate of the United States Joint Staff (USJS)*, Suffolk, Virginia

Served as Senior Enlisted Advisor overseeing the training and development of 100+ soldiers across multiple global theaters. Led large-scale operational, engineering, and infrastructure projects and developed future senior leaders through sustained mentorship.

AWARDS & HONORS

- Blackwell Scholar | Longwood University, 2017
- Legion of Merit Medal | United States Department of Defense, 2013
- Meritorious Service Medal | United States Department of Defense, 2013