

# SEARCH PROFILE:

CHIEF DATA, RESEARCH AND ANALYTICS OFFICER

**Achieving**  
the **Dream** 

# TABLE OF CONTENTS

ABOUT ACHIEVING THE DREAM	3
ATD LEADERSHIP TEAM AND GOVERNANCE STRUCTURE	5
LEADERSHIP AGENDA FOR THE NEXT CHIEF DATA, RESEARCH AND ANALYTICS OFFICER	5
NOMINATIONS AND APPLICATIONS	8



Achieving the Dream (ATD) is a partner and champion of more than 300 community colleges nationwide. Our vision is for every college to be a catalyst for equitable, antiracist, and economically vibrant communities — so that all students can access life-changing learning that propels them into community-changing careers. ATD is pleased to invite inquiries, nominations, and applications for the position of Chief Data, Research and Analytics Officer. Reporting to the President and CEO and serving as a member of the president’s leadership team, ATD seeks a visionary leader who will lead the research and assessment team, building our capacity to measure impact and effectiveness of the organization and the programs in the organization as well as supporting colleges in building their data and analytics capacity.

## ABOUT ACHIEVING THE DREAM

Since 2004, Achieving the Dream has partnered with more than 300 community colleges, providing institutions with integrated, tailored support for every aspect of their work — from foundational capacities such as leadership, data, and equity to intentional strategies for supporting students holistically, building K–12 partnerships, and more. We call this Whole College Transformation. Our vision is for every college to be a catalyst for equitable, antiracist, and economically vibrant communities. We know that with the right partner and the right approach, colleges can drive access, completion rates, and employment outcomes — so that all students can access life-changing learning that propels them into community-changing careers.

Achieving the Dream (ATD) believes that equity — our core founding principle — is the driving force to achieve the educational, economic, and social benefits of higher education for the students we serve. We believe that when colleges intentionally design and implement antiracist and just structures, policies, and practices that combat oppression, students and their communities thrive. Higher education must interrogate the disconnect between institutionalized practices that impact student success and the systemic structures and processes that continue to oppress and exclude students based on the intersection of race,

ethnicity, gender identity, language, (dis)ability, sexual orientation, economic status, and/or religion.

Achieving the Dream remains steadfast in our commitment to delivering student-centered strategies to guide and support colleges to disrupt and dismantle historical systemic discriminatory legacies, structures, and barriers that prevent community members from prospering. We expect ATD Network colleges to honor their institutional responsibilities to create and invest in thriving local communities by leveraging their leadership positions to actualize social, economic, and racial justice. Through bold actions, colleges must transform their practices to target and eliminate specific barriers to student success and address their students’ needs by centering equity within their local context.

Achieving the Dream emphasizes the use of data and evidence to drive change within community colleges, and in state and federal policy, and to strengthen communities by relentlessly addressing universal inequities within higher education. Through the years, ATD has demonstrated that innovative, evidence-based community college programs and interventions can produce and sustain improved student success and lead to increased social and economic mobility for all students and families.

## ABOUT ACHIEVING THE DREAM (CONT.)

Foundations of Transformation is ATD's core program, an intensive three-year engagement led by expert coaches and designed to build foundational capacities for student success, focusing on matters including equity, data, teaching and learning, leadership, community partnerships, and student supports. Members of ATD's coaching team conduct a comprehensive assessment and data analysis, using ATD's Institutional Capacity Assessment Tool (ICAT), of the college to identify equity gaps and critical areas for improvement. Based on insights revealed through this process, coaches pull from their extensive experience to adapt ATD's frameworks to the individual context of each institution, including its student demographics, legislative environment, mission and theory of change, past initiatives and student success efforts, and other factors in order to guide the institution toward a holistic transformation to advance student success.

To learn more about this program and ATD's other initiatives visit: <https://achievingthedream.org/our-work/>.

In addition, to learn more about ATD's growth, achievements, and next steps in its journey, please review the latest [Annual Report](#) and [Strategic Vision](#).

### CORE COMPETENCIES

**Collaboration:** Demonstrates respect, humility, and willingness to collaborate when seeking to understand others and making decisions.

**Equity Mindset:** Demonstrates capacity to recognize and address racialized structures, policies, and practices that produce and sustain racial inequities.

**Learning Orientation:** Embraces challenges, new ideas and different perspectives as an opportunity to learn; continually seeks out and applies new learning to activate change or improvements.

**Systems Thinking:** Defines the system and one's role in the system. Sees relationships and the dynamic elements of the holistic system and executes work accordingly. Influences the system and maps connections to ATD's external landscape.





## ATD LEADERSHIP TEAM AND GOVERNANCE STRUCTURE

The new Chief Data, Research and Analytics Officer will join a forward-thinking, mission driven leadership team. The Chief Data, Research and Analytics Officer joins the Chief Strategy Officer/Vice President, External Relations; Chief Operating Officer; Chief of Staff; Chief Learning Officer; and Chief Program and Network Officer as direct reports of the President and CEO.

Achieving the Dream's President and CEO, Dr. Karen A. Stout, has served in the position since 2015. Prior to joining ATD, Dr. Stout was president of Montgomery County Community College (PA) from 2001 to 2015, where she led the college through a transformation

process to improve student success. The college distinguished itself as an ATD Leader College, earned the prestigious Leah Meyer Austin Award in 2014 for its college-wide approach to student success, and won numerous awards for work on campus sustainability.

ATD is led by a 12- to 15-person Board of Directors that provides strategic and fiscal stewardship for the organization and includes nationally recognized leaders from both inside and outside higher education who bring vast and diverse experiences and a lifelong commitment to educational equity and student success.

## LEADERSHIP AGENDA FOR THE NEXT CHIEF DATA, RESEARCH AND ANALYTICS OFFICER

It is expected that the Chief Data, Research and Analytics Officer will work with the research and assessment team to create a research and evaluation agenda that connects with the organization's strategic plan with priorities, goals, and deliverables identified for the team as well as for each team member; work with the IT department in analyzing current tools and platforms to design a solution for more efficiently and effectively doing the work and systemizing procedures to optimize data processes and enhance methods for data collection, analysis, and reporting; collaborate with

other members of the leadership team and the research and assessment staff to generate reports and thought leadership to influence broader educational practices and share ATD's impact with current and prospective institutional partners; guide organizational assessment and assessment of the individual colleges in the network, assessment of program effectiveness and work with external evaluators, and assessment of the impact of the organization at large; and support ATD's President and CEO in making informed decisions that enhance educational outcomes and organizational performance.

# LEADERSHIP AGENDA FOR THE NEXT CHIEF DATA, RESEARCH AND ANALYTICS OFFICER (CONT.)

## PRIMARY RESPONSIBILITIES:

### Strategic Leadership

- Develop and implement a comprehensive research, data, and analytics agenda in support of ATD's mission, vision, and strategic priorities.
- Serve as a thought leader within the higher education research and data industry and represent ATD in related collaboratives, professional associations, and conferences.
- Collaborate with research partners in the higher education sector to share insights and best practices.

### Team Leadership and Development

- Lead a team of research and data specialists, fostering a culture of collaboration and relationship building.
- Provide mentorship and professional learning opportunities to team members.

### Organizational Effectiveness

- Oversee research, data, and analytic efforts to assess effectiveness of ATD programs and services.
- Draw strategic data insights to inform continuous improvement of programs and services.

### Research and Innovation

- Foster a culture of innovation by encouraging the exploration of new research methodologies, technologies, and approaches.
- Drive the development and implementation of advanced analytics capabilities to generate actionable insights.
- Oversee data democratization to support internal data access and data informed decision making (e.g., dashboards and other techniques).
- Lead development of key performance indicators and performance targets in support of ATD Network performance.
- Build a data services line to help create a culture of evidence and inquiry among ATD Network colleges.
- Lead the design and delivery of one of ATD's signature events, the annual Data and Analytics Summit.

- Primary Data Collection
  - Conceptualize research design methodologies and research instruments (quantitative and qualitative) to gather important information from ATD customers (service users) and prospective service users (i.e., market research).
  - Organize and develop protocols for ATD opportunity assessments used to diagnose college student success needs in the field of practice.
  - Coordinate outcome-based program evaluation design, implementation, analysis, and reporting for external grants through both the internal research team and external evaluators.
  - Oversee all data analysis related to ATD's Institutional Capacity Assessment Tool (ICAT) and lead periodic updates to the survey instrument.
- Secondary Data Analysis
  - Design and carry out strategies for tracking secondary data sources (IPEDs, College Scorecard, NSC, PDP, LMI, Census data, etc.) to glean descriptive, comparative, and longitudinal insights about ATD colleges served.
  - Oversee secondary data analysis to inform selection criteria for ATD cohort college efforts.
  - Manage template design, submission, and review of data to inform the ATD annual award process.



# LEADERSHIP AGENDA FOR THE NEXT CHIEF DATA, RESEARCH AND ANALYTICS OFFICER (CONT.)

## Organizational Collaboration

- Collaborate with the executive leadership to identify opportunities for leveraging research and data to inform organizational decision making and advancement.
- Work closely with ATD program and other teams to understand their research and data needs.
- Collaborate with Information Technology on data storage and integration across platforms and systems, to ensure data security and privacy, and overall management/governance of data resources.
- Work with the Development team on design of intended outcomes and research methods for outcomes assessment with external grants.

## MINIMUM QUALIFICATIONS:

The successful candidate must have a master's degree in research methods, market research, data analytics, data science or a related field; and must have a significant and progressive record of sustained leadership experience in a supervisory role as well as demonstrated successful experience in developing and implementing applied data strategies and advanced analytics solutions within the higher education context.

## DESIRED QUALIFICATIONS:

- Strong business acumen and ability to align research and data strategies with organizational goals and priorities.

- Strong ability to translate data into meaningful and actionable insights.
- Ability to think strategically and drive innovation within the unique context of higher education.
- Excellent leadership, communication, and interpersonal skills; relational.
- Demonstrated ability to manage multiple applied projects and priorities in a fast-paced environment.
- Ability to adapt to changing circumstances and organizational needs, demonstrating resilience and agility.
- Deep knowledge of and experience with applied research methodologies, including descriptive, correlational, quasi-experimental, etc.
- Highly experienced in conceptual research design, especially primary data collection tools and instruments (quantitative and qualitative).
- Experience with outcome-based program evaluation techniques and applications.
- Knowledge of Institutional Research functions within higher education.
- Knowledge of nonprofit organizations and related market research applications.

Salary range: \$190,000-\$210,000

Desired start date: November 1, or as soon as is feasible

Work location: Silver Spring, Maryland/Hybrid

Travel: Moderate





## NOMINATIONS AND APPLICATIONS

Achieving the Dream is being assisted by Academic Search in filling this position. Prospective candidates may arrange a confidential discussion by contacting Dr. Shirley Robinson Pippins at [Shirley.Pippins@academicsearch.org](mailto:Shirley.Pippins@academicsearch.org) or Andrea Cowsert at [Andrea.Cowsert@academicsearch.org](mailto:Andrea.Cowsert@academicsearch.org). Applications and nominations should be submitted electronically to [AchievingtheDream@academicsearch.org](mailto:AchievingtheDream@academicsearch.org). Applications must include a cover letter that addresses the expectations and responsibilities discussed in the leadership agenda above; a curriculum vitae; and a list of at least five professional references with contact information, including telephone and email, and a note indicating the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate. This position is open until filled, but only applications received by **August 15, 2024**, can be assured full consideration.

*Achieving the Dream is committed to creating and maintaining a diverse work environment and is proud to be an equal opportunity employer. ATD strongly encourages applicants from diverse and historically underrepresented backgrounds to apply. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the role.*

*Employment policies and decisions at ATD are based upon merit, qualifications, performance, and business needs. All qualified candidates will receive consideration for employment without regard to age, race, color, national origin, gender (including pregnancy, childbirth or medical conditions related to pregnancy or childbirth), gender identity or expression, religion, physical or mental disability, medical condition, legally protected genetic information, marital status, veteran status, or sexual orientation.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Achieving the Dream in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

