

James Salamon

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Professional Summary

Strategic data leader with over 10 years of experience turning complex data into clear, actionable insights that drive informed decision-making. Expert in building and managing large-scale data systems, designing and analyzing surveys, applying practical statistical techniques, and implementing assessment programs. Proven track record of delivering measurable results that support organizational goals, with strong skills in data governance, accreditation support, and innovative problem-solving.

Technical Skills & Core Competencies

- **Programming:** R, Python, SQL
- **Data Visualization & Reporting:** Tableau (Desktop, Prep, Server), Power BI, Advanced Microsoft Excel
- **Statistical & Survey Tools:** JAMOVI, JASP, SPSS, Qualtrics, Microsoft Forms
- **Enterprise Systems & Data Platforms:** Workday ERP, Ellucian Banner & Colleague, Salesforce CRM, Oracle Database, Microsoft Power Automate, Microsoft SQL Server, Data Cookbook
- **Project Management & Collaboration Tools:** Microsoft OneDrive, Microsoft SharePoint, Microsoft Teams, Asana, Zoom
- **Open-Source & Development:** RStudio, Positron, DBeaver, DuckDB, Azure Data Studio, JupyterLab, VS Code, Git, Typst
- **Core Competencies:** Statistical Analysis, Predictive Modeling, Survey Design, Institutional Research, Learning Outcomes Assessment, Data Governance, Data Visualization, Business Intelligence, Process Improvement, Project Management, Strategic Planning, Stakeholder Engagement, Cross-functional Collaboration

Professional Experience

Massachusetts College of Pharmacy and Health Sciences (MCPHS) | Boston, MA

June 2020 – Present

Associate Director, Office of Institutional Research and Assessment | July 2022 – Present

Lead institutional research and assessment for a multi-campus health sciences university.

- Built Institutional Research and Assessment Database using Azure Data Studio and SQL, enhancing data accessibility.
- Manage university-wide assessment programs, including course evaluations and academic data collection.
- Use Asana to coordinate team projects, aligning with institutional priorities.
- Develop data governance policies, improving quality and compliance.
- Ensure IPEDS and NECHE accreditation compliance.
- Collaborate with academic leadership on customized assessment strategies.
- Provide ongoing data support and research for university strategic initiatives.
- Deliver dashboard presentations to the Institutional Assessment Committee.
- Support strategic planning for Institutional Research and Assessment.

Assistant Director, Office of Institutional Research and Assessment | June 2020 – July 2022

Established scalable data systems and processes for institutional research.

- Created Services Request Form, reducing project turnaround time.
- Conducted high-impact research for leadership and regulatory bodies.
- Provided research design expertise to faculty and staff.
- Designed and administered annual surveys, setting baseline metrics.
- Enhanced and maintained OIRA data library.

The New School | New York, NY

January 2017 – June 2020

Research and Business Systems Analyst, Office of Institutional Research and Decision Support | *October 2018 – June 2020*

Provided data analysis and reporting, optimizing efficiency with technology.

- Delivered approximately \$18,000 in annual cost savings by replacing a third-party vendor with custom-built Qualtrics survey solutions and process automation.
- Designed reports using SQL, SPSS, R, and Tableau across Workday, Oracle, and SQL Server.
- Ensured compliance with federal, state, and accreditation reporting.
- Conducted data quality audits, advising HR, Payroll, Finance, and IT.
- Created Workday ERP reports for academic planning and budgeting.
- Enhanced operational reports and IR database integrations.

Data Analyst, Office of Student Success | *January 2017 – October 2018*

Developed data processes and conducted retention research.

- Created Data Project Request Ticket System, streamlining requests.
- Led and presented retention study for the College of Performing Arts.
- Produced statistical reports on enrollment, retention, and demographics.
- Established standards for statistical approaches and reproducibility.

Research Foundation of The City University of New York | New York, NY

Workforce Management Analyst | NYC 311 | *May 2015 – January 2017*

Provided workforce analytics for NYC 311 operations.

- Created trend analyses and efficiency metrics for senior management.
- Developed call volume and staffing forecasting models.
- Analyzed seasonal patterns for operational improvements.
- Managed vendor payments.

School Professionals | New York, NY

Data Analyst/Research Consultant | NYC Department of Education | *October 2014 – May 2015*

Supported research and policy for NYC Department of Education.

- Processed external data requests and FOIL inquiries.
- Authored policy briefs and conducted literature reviews.
- Applied descriptive and inferential statistics for policy projects.

Professional Presentations

- **May 2026 Association for Institutional Research (AIR) Forum 2026 | AIR** | *Technology & Tools Speaker Session Presenter*
- Presented session titled “JASP: Accessible, Free, and Open-Source Stats Tool” at the 60th National AIR Forum.
- Refined 2025 NEAIR presentation based on audience feedback to deliver a stronger, more focused Technology & Tools session.

- Introduced JASP as a free, open-source statistical tool for institutional research, demonstrating its point-and-click interface, descriptive and inferential analysis capabilities, and APA-style reporting outputs through live examples.
- Expanded on practical, cost-effective strategies for IR offices to adopt transparent, reproducible workflows without relying on enterprise software.
- **November 2025 North East Association for Institutional Research (NEAIR) Annual Conference | NEAIR | *Data, Analytics, and Decision-Making Speaker Session Presenter***
- Presented session titled “JASP: Accessible, Free, and Open-Source Stats Tool.”
- Introduced JASP, a free and open-source statistical software, to institutional research professionals across all experience levels and institution types.
- Demonstrated its intuitive interface for conducting efficient, reproducible analyses (e.g., t-tests, ANOVAs, regression) and generating publication-ready outputs.
- Highlighted real-world applications to streamline workflows, enhance reporting transparency, and promote data accessibility for campus stakeholders, contributing to cost-effective practices.
- **June 2025 Sharpen Your Skills Toolkit Series | NEAIR | *Professional Development Services Series Presenter***
Presented a webinar titled “Integrating Quarto with RStudio” and provided participants with a custom-built interactive roadmap to help streamline their institutional research workflows.
- **August 2024 Sharpen Your Skills Toolkit Series | NEAIR | *Professional Development Services Series Presenter***
Delivered a webinar titled “Revolutionizing Data Dynamics: R as a Catalyst for Institutional Research Excellence,” demonstrating key data analysis and visualization techniques while empowering participants to automate workflows and tackle complex challenges with RStudio.
- **June 2022 Assessment Training| MCPHS | *Developer and Presenter***
Delivered faculty training on assessment planning and data collection.
Presentation materials continue to be used by faculty as ongoing resources.
- **November 2021 Mitigating Gender Bias in Student Evaluations of Teaching| MCPHS and NEAIR | *Primary Researcher & Presenter***
Poster presented at North East Association for Institutional Research (NEAIR) Annual Conference (November 2021); Informed institutional changes at MCPHS Conducted original research examining gender bias in student evaluations of teaching; presented findings via poster session to institutional researchers at NEAIR, directly contributing to revisions in course evaluation processes at Massachusetts College of Pharmacy and Health Sciences (MCPHS).

Research and Scholarship

- **Providing Care to an Underserved Older Adult Community Utilizing an Interprofessional Education and Practice Opportunity | *Co-Author***
Manuscript submitted to Journal of Interprofessional Care (December 15, 2025); Presented at the 2024 Annual MCPHS Faculty Scholarship Showcase Led mixed-methods evaluation of student-run interprofessional education (IPE) clinics integrating dentistry, dental hygiene, and pharmacy disciplines, assessing improvements in collaborative competencies among students and health outcomes for low-income older adults in federally subsidized housing.
Developed original survey instruments, designed custom Tableau dashboard for data visualization, and contributed to IRB-approved study supported by a Massachusetts College of Pharmacy and Health Sciences Center for Interprofessional Practice and Education Grant.
- **Evaluating Interprofessional Competence via Team Observed Structured Clinical Encounters and Standardized Patients | *Co-Author***
Manuscript completed and in preparation for submission (2025) Contributed to large-scale mixed-methods study assessing interprofessional competence among dental hygiene, nursing, pharmacy, and physician assistant students through team observed structured clinical encounters (TOSCEs) with standardized patients. Performed data curation, formal analysis, validation, and software support, including descriptive statistics, ANOVA comparisons of facilitator-evaluated ICAR scores across disciplines using JASP, and dependent t-

tests of pre/post student self-reported ICCAS competence using SPSS—demonstrating significant improvements in perceived interprofessional skills overall and within each discipline.

Professional Associations & Leadership

- **North East Association for Institutional Research (NEAIR)** | *June 2020 – Present*
Annual Conference Presenter; Mentor for Annual Mentoring Program; Finance Committee Member; 2024-25 Nominating Committee Elected Member; 2024 NEAIR Gives Back Coordinator; Active Member.
- **Association for Institutional Research** | *January 2017 – Present*
Coffee Chat Moderator – Facilitate informal virtual discussions that offer members a space to connect and exchange ideas around shared challenges and emerging topics in the field; Active Member.
- **EDUCAUSE** | *June 2020 – Present*
Active Member.
- **Boston Area Institutional Researchers (BAIR)** | *June 2020 – Present*
Active Member.
- **The Society of Economics and Education** | *October 2013 – Present*
Representative.

Education & Credentials

- **Certificate in Infographics and Data Visualization**
Parsons School of Design at The New School, New York, NY | *September 2018 – May 2019*
- **Master of Arts in Economics and Education**
Teachers College, Columbia University, New York, NY | *September 2013 – October 2014*
- **Bachelor of Arts in Economics and in Russian Studies**, Minor in Psychology
Wheaton College, Norton, MA | *August 2009 – May 2013*

Professional Certifications & Training

- **CITI Program Certifications**
 - Health Information Privacy and Security (HIPS) | *July 2025 – July 2026*
Verification: <https://bit.ly/james-citi-hips>
 - Group 1: Survey, Educational, and Social/Behavioral Research | *July 2025 – July 2028*
Verification: <https://bit.ly/james-citi-survey-educational-social-behavioral-research>
- **EDUCAUSE**
 - New Managers Institute | *September 2025*
Verification: <https://bit.ly/james-new-managers-institute>
 - Data Governance Essentials | *May 2024*
Verification: <https://bit.ly/james-data-governance>
- **Colleges of the Fenway**
 - Completed Leadership Management Program | *April 2023*
- **R for IR Workshop Series** | *July 2022 - November 2022*
 - Completed a multi-part professional development series