

RIGOBERTO J. RINCONES GÓMEZ, Ph.D.

Biographical Sketch

Dr. Rigoberto Rincones Gómez has served nationally and internationally in key leadership roles supporting student success, faculty excellence, scholarly activity, and institutional prominence. He has worked and taught at public and private colleges and universities; in urban, suburban, and rural settings; and with enrollment ranging from 950 to 65,000 students. He has co-authored several books, has designed and facilitated more than 100 workshops in 10+ countries, has published his work in prestigious refereed journal articles, has been keynote speaker in several countries, and has served on several boards.

He is the Founding National Director of Data Coaching for Achieving the Dream (ATD); the most comprehensive reform network for community colleges in U.S. history focusing on improving educational achievement for minority, student of color, and other underrepresented student populations. In this role, he led the recruitment, training, mentoring, and management of 40+ Data Coaches (institutional researchers, planning, and evaluation professionals) who work with 200+ ATD institutions nationwide.

Dr. Rincones has provided technical assistance on key national performance-based initiatives and recognitions including Aspen Prize, Baldrige, Florida Sterling, and AQIP while using 4DX, LEAN, and Design Thinking principles and practices.

Dr. Rincones currently serves as Associate Provost for Institutional Planning, Research, and Effectiveness at Edward Waters College, the oldest HBCU institution of higher learning in Florida. His previous appointment was at the University of North Carolina Wilmington (UNCW) as Associate Provost for Institutional Planning, Analytics, and Effectiveness.

Educational Background: He earned his Ph.D. in Evaluation, Measurement, and Research Design receiving a Provost's Special Recognition and an Outstanding Dissertation Award by Phi Delta Kappa Honor Society. He earned his Bachelor's in Mechanical Engineering and his Specialist and Master's degrees in Project Management in Engineering with Summa Cum Laude Honors and a President's Special Recognition for his second Master's degree in Educational Leadership.

Career Highlights:

Strategic higher education professional with increasing responsibilities and accomplishments in key roles supporting student success, faculty excellence, scholarly activity, and institutional prominence. A trusted colleague and advisor. Have worked at faith-based, public and private, state colleges and universities; from single to multi-campus institutions; in rural, suburban, and urban settings; and with enrollment ranging from 950 to 65,000 students. He has:

- Established 20+ years of higher education experience recognized for implementing and evaluating strategic institutional performance, developing a research agenda with emerging publication, and pioneering data-driven student success initiatives.
- Led the development and streamlining processes of four strategic plans including coaching executive staff and mid-level management on how to create a cadence of accountability and monitor leading and lagging measures of student success.
- Designed and completed a multitude of student success action research projects that have reshaped the student success agenda of colleges and universities.
- Served on numerous advisory boards including the Gates Foundation and AIR.
- Developed a research agenda featured in journals, books, book chapters, evaluation theory/practice monographs, and conventional evaluation reports.
- Taught courses at the developmental, undergraduate, and graduate level, nationally and internationally accruing a record of excellence in classroom teaching and scholarly activity.
- Developed and implemented performance funding strategies and policies (e.g., pay-for-performance) that recognize institutional priorities including those aimed at improving student access, retention, transfer opportunities, and completion rates in alignment with institutions' strategic plans.
- Helped institutions achieve higher level of performance including the Aspen Institute designation as one of the Top Ten Colleges in America, ATD's Leader College Designation, and the highest Institutional Effectiveness recognition from the regional accrediting agency SACSCOC.
- Provided professional service at the local, regional, national, and international level as a valued advisor and colleague.

Areas of Expertise:

- Accreditation
- Assessment
- Analytics
- Bilingual:
English/Spanish
- CCSSE/SENSE
- Collaboration
- Institutional Research, Planning, and Effectiveness
- Logic Modeling
- Policy Development and Analysis
- Postsecondary Education
- Project Management
- Program Evaluation
- Predictive Analytics
- Students' non-cognitive and non-observable traits affecting their academic success
- Teaching and Learning

EDUCATION

- 2012 **Senior Examiner** – Baldrige Performance Excellence Program. Maryland, USA.
- 2002 **Doctor of Philosophy** with a concentration in Evaluation, Measurement, and Research Design Western Michigan University, Michigan, USA. GPA: 4.0
- 2000 **Master of Arts** in Educational Leadership - Western Michigan University, Michigan, USA. Received *Special Recognition* by Western Michigan University's President. GPA: 4.0
- 1998 **Master of Science** in Project Management in Engineering - Universidad Católica Andrés Bello, Caracas, Venezuela. Received *Summa Cum Laude* Honors.
- 1997 **Specialist** in Project Management in Engineering - Universidad Católica Andrés Bello, Caracas, Venezuela. Received *Summa Cum Laude* Honors.
- 1995 **Bachelor of Science** in Mechanical Engineering – Universidad Metropolitana, Caracas, Venezuela.

PROFESSIONAL EXPERIENCE

Edward Waters College, Jacksonville, FL

2017 – present

Oldest Historically Black Colleges and Universities (HBCU) in Florida.

Associate Provost for Institutional Planning, Research, and Effectiveness | Academic Affairs Division

Responsible for advancing a culture of evidence-based decision making while providing expert advice and counsel to senior leadership within the academics and non-academics areas of the institution. Also charged with overseeing and advocating for best practices in Institutional Research, Planning, Effectiveness, and Analytics activities, such as, but not limited to: campus-wide strategic planning implementation informed by integrated data and analysis;

assessment and continuous improvement initiatives; SACSCOC accreditation monitoring and compliance; faculty activity reporting; course evaluations; program reviews; process improvement; and recognition/ranking monitoring.

University of North Carolina Wilmington (UNCW), Wilmington, NC

2015 – 2016

Named one of the most innovative public universities in the South by *U.S. News & World Report*.

Associate Provost for Institutional Planning, Analytics, and Effectiveness | Academic Affairs Division

Provided leadership and general management to the office (15 FTEs) while managing the integration of critical functions of institutional data for a wide range of uses: budgeting and financial planning, enrollment projections, scorecards for productivity analyses, student retention and success, federal and state reporting, regional and specialty accreditation reporting, assessment of student learning outcomes, program outcomes, salary analyses, planning processes, performance metrics, and strategic planning. Charged with rethinking the systems and processes used to gather institutional data and to partner with senior executives to identify emerging issues and key institutional and knowledge needs. Turned around struggling core office functions and team by re-engineering key business processes (e.g., data access, quality control, accuracy, requests, management, production, delivery, and display).

Broward College, Fort Lauderdale, FL

2011 - 2015

One of the largest U.S. colleges enrolling more than 65,000 students from more than 170 nations.

Associate Vice President for Institutional Research, Planning, Effectiveness, and Analytics

Led the Division of Institutional Research, Planning, Effectiveness, and Analytics (IRPEA). Managed a staff of 14 FTEs with an annual operational budget of \$1.35 M. Led, with the support of the Gates Foundation, the most comprehensive study on students' mindset and the non-cognitive and non-observable traits that enable or hinder their academic success. Developed strategies and led efforts to improve overall rating of Broward College:

- Led Aspen Institute's application process which resulted in Broward's designation in 2012 as a Top Ten College based on student success;
- Helped attain highest recognition ever from regional accrediting agency, SACSCOC;
- Developed a comprehensive college-wide continuous improvement process (e.g., senior Baldrige examiner and Sterling specialist at Broward).

Championed (i.e., designed, programmed, deployed) an 'early warning system' to identify at-risk students. Data insights were used to develop specific target campaigns and strategies for those at-risk students. Diagnosed college's *Analytics Maturity Level* and advanced it from *Descriptive* to *Predictive Level* by the time of my transition to UNCW. Member of Broward's SACSCOC Steering Council and authored all five IE chapters for the 10-yr compliance report.

Achieving the Dream (ATD), Silver Spring, MD

2006 - 2018

Nonprofit dedicated to community college student success for low-income students and students of color.

Founding National Director of Data Coaching & Data Coach

Led the recruitment, training, mentoring, and management of all Data Coaches (institutional researchers, planning, and evaluation professionals) who work with 200 ATD institutions nationwide. Spearheaded development of evaluation training materials, tools, and policies used by ATD institutions and data coaches. Collaborated with ATD national founding members and partnered with community college presidents from Minority-Serving Institutions. Worked in partnership with the Association for Institutional Research (AIR) to identify resources to train 40+ data coaches and further develop institutional research capacity (worked and continue to work as a data coach) at the national level. Introduced and trained data coaches in the development and use of logic model, evaluation, and checklists methodologies. Recognized national expert in student success and skilled at guiding colleges in the development, analysis, and use of student outcomes data to inform policy and continuous improvement. Mentored data coaches in asking the right questions, analyzing student outcomes data, and transforming them into powerful and actionable data and information. Developed robust and comprehensive strategies that allow the Achieving the Dream Network to better leverage data.

SELECTED HONORS AND AWARDS

- **AEA's First Spanish Webinar Speaker.** American Evaluation Association. Inaugural Videoconference of the Puerto Rico Evaluation Association. Washington, DC. 2018.
- **Invited Speaker and Facilitator to Inaugural Minority Serving Institutions (MSI) Convening.** Dallas County Community College District. Dallas, TX. 2016, 2017, 2018.

- **Luncheon Plenary Keynote Speaker.** North Carolina Association of Institutional Research (NCAIR). Wilmington, NC, 2016.
- **Golden Apple Award Recipient.** Western Michigan University. Kalamazoo, MI, 2015.
- **Subject Matter Expert (SME) in Institutional Research Practice.** Association for Institutional Research (AIR) Annual Forum. Denver, CO. 2015.
- **Global Ambassador.** Association for Institutional Research (AIR) Annual Forum. Denver, CO. 2015.
- **International Guest Speaker-Ecuador.** Universidad Politécnica Salesiana. Graduate Level Course: Project Planning of Rural Development and Sustainable Management. Quito, Ecuador. 2014.
- **Guest Speaker.** The Power of Execution: The Greatest Secret for a Successful Student Success Agenda. American Association of Community Colleges (AACC). Washington, DC. 2014.
- **SACS-COC Evaluation/Institutional Effectiveness Expert.** Visiting Team. Georgia. 2013.
- **International Guest Speaker-Costa Rica.** International Center of Economic Policy for Sustainable Development [Centro Internacional de Política Económica para el Desarrollo Sostenible (CINPE)]. San José, Costa Rica. 2013.
- **Keynote Speaker.** Community College IR Practitioners: From Number Crunchers to Change Agents. Association for Institutional Research (AIR) Annual Forum. California. 2013
- **Senior Examiner – Baldrige Performance Excellence Program.** Maryland. 2012.
- **Keynote Speaker.** Complete College America – Georgia. Technical College System of Georgia. 2012.
- **Keynote Speaker.** Southeast Evaluation Association Annual Meeting. Florida, USA, 2011.
- **International Guest Speaker.** Caribbean Puerto Rican Evaluation Congress. Puerto Rico, 2009.

SELECTED UNIVERSITY TEACHING EXPERIENCE

- 2015-2018 Department of Educational and Psychological Studies. University of South Florida. Florida, USA. Adjunct Faculty for the graduate course: Supervised Practicum in Applied Evaluation. Guest Speaker for the graduate courses: Theory and Practice of Program Evaluation.
- 2007-2014 Department of Educational Measurement and Research. University of South Florida. Florida, USA. Guest Speaker for the graduate courses: Supervised Practicum in Applied Evaluation.
- 2001-2005 Department of Educational Leadership, Research and Technology. Western Michigan University. Michigan, USA. Adjunct Faculty for the graduate courses: Fundamentals of Evaluation, Measurement, and Research (using compressed video and interactive television). Introduction to Educational Research. Qualitative Research Methods. Program Evaluation.

SELECTED REFEREED PRESENTATIONS AND WORKSHOPS

(100+ presentations in 10+ countries)

Rincones-Gómez, R. (2018, December). *Logic models as new pathways for student success*. Workshop to be presented at the SACSCOC Annual Meeting. New Orleans, LA.

Rodríguez-Campos, L. & **Rincones-Gómez, R.** (2018, March). *Evaluaciones colaborativas paso a paso*¹ [*Collaborative evaluations Step By Step*]. Webinar presented at the American Evaluation Association (AEA). Washington, D.C., USA.

Rincones-Gómez, R. (2016, March). Luncheon Plenary Keynote Speaker. North Carolina Association of Institutional Research (NCAIR). Wilmington, NC.

Rincones-Gómez, R. & Manning, T. (2015, May) *The Role of Institutional Research Offices in Community Colleges*. Opening Forum Session presented at the Association for Institutional Research (AIR). Denver, USA.

SELECTED COMPUTER LITERACY

Microsoft Suite, Project, Lync, and Visio; Banner; Blackboard Learn; Campus Labs; Canvas; Moodle; LISREL; NVIVO; RapidMiner Studio Pro; PeopleAdmin; Power Campus; SQL; SAS; SPSS; Strategic Planning Online; Tableau; TaskStream; TracDat; Workday.

¹ This was the first time the AEA Coffee Break Series offered a webinar in another language (Spanish).