



Brief Bio for Dr. Ahmed

Dr. Rashid Ahmed is an accomplished academic leader, public health scholar, and data-informed strategist with more than 20 years of experience advancing student success, academic excellence, research, workforce development, and community engagement across higher education institutions in the United States and Canada. He currently serves as a tenured professor at Montclair State University and previously served as the Founding Dean of the College for Community Health. His prior leadership roles include Associate Dean for Academic Affairs at the University of Illinois Chicago and Associate Dean for Research at the University of North Dakota.

Dr. Ahmed holds a Ph.D. in Biostatistics from the University of Waterloo, graduate degrees in Economics, Statistics, and Educational Policy, and completed executive leadership training at Harvard University's T.H. Chan School of Public Health. Throughout his career, he has served at Hispanic-Serving Institutions (HSIs), Predominantly Black Institutions (PBIs), and other Minority-Serving Institutions (MSIs), championing educational access, equity, and student achievement. He is particularly committed to the mission of land-grant institutions and their role in expanding opportunity, advancing applied research, strengthening workforce development, and improving the economic and social well-being of communities.

A collaborative and visionary leader, Dr. Ahmed has extensive experience leading strategic planning, accreditation, faculty development, enrollment growth, fundraising, and interdisciplinary partnerships across public health, nursing, allied health, medicine, behavioral sciences, and community organizations. Working closely with faculty and academic leaders, he helped launch the Doctor of Nursing Practice (DNP) program at the University of North Dakota and supported the development of public health education initiatives at the University of Manitoba. He has also led the development of innovative, workforce-aligned academic programs in health informatics, health data analytics, and public health that prepare graduates for leadership in rapidly evolving healthcare and scientific environments.

Dr. Ahmed has secured more than \$15 million in competitive external funding from agencies including the National Institutes of Health, Health Resources and Services Administration, Substance Abuse and Mental Health Services Administration, and the U.S. Department of Justice. He has also helped secure more than \$3 million in philanthropic and foundation support through partnerships with healthcare systems, foundations, corporations, alumni, and government agencies.

Student success remains at the center of Dr. Ahmed's leadership philosophy. He has led initiatives that improved enrollment, retention, graduation outcomes, licensure readiness, experiential learning opportunities, and workforce placement. Widely respected for his collaborative leadership style, commitment to shared governance, and ability to build consensus across diverse stakeholders, Dr. Ahmed is dedicated to advancing academic excellence, strengthening communities, and preparing the next generation of leaders in the health sciences and STEM fields.

PROFILE SUMMARY

Accomplished academic executive, public health scholar, and data-informed leader with more than 20 years of experience advancing student success, academic excellence, research growth, and community engagement across public research and teaching institutions in the United States and Canada. Demonstrated success leading complex academic enterprises with responsibility for strategic planning, accreditation, faculty development, enrollment growth, fundraising, and fiscal stewardship, including oversight of budgets exceeding **\$25 million** and research portfolios exceeding **\$50 million annually**. A strong advocate for the mission of **land-grant and public-serving institutions**, committed to expanding educational opportunity, workforce development, applied research, and community impact. Proven record of developing and expanding innovative, workforce-aligned academic programs, including **Health Data Analytics, Health Informatics, Public Health, Doctor of Public Health (DrPH), and the Doctor of Nursing Practice (DNP)**, while strengthening enrollment, retention, experiential learning, and career readiness. Successful in securing more than **\$15 million in external funding**, generating significant philanthropic support through partnerships with foundations, healthcare systems, corporations, alumni, and government agencies, and advancing research initiatives that address health disparities, rural health, workforce shortages, and community well-being. Recognized for collaborative leadership, shared governance, and building high-performing teams that drive institutional growth, faculty excellence, student achievement, and long-term public impact.

EDUCATION

- Ph.D. Biostatistics, University of Waterloo, Canada (2004–2010)
- M.Sc. Statistics, University of Western Ontario (1999–2001)
- M.Ed. Educational Policy Studies, University of Western Ontario (1997–1999)
- M.S. Applied Economics, Applied Economics Research Center (1994–1996)
- Essential Management Skills for Emerging Leaders (2017–2018)
- Leadership Strategies for Evolving Healthcare Executives (2017)

EMPLOYMENT

Tenured Professor, (Sept 2024 --)

- Supporting the Interim Dean during a period of leadership transition while maintaining full faculty responsibilities and contributing to continuity of academic and research operations.
- Teaching undergraduate and graduate courses in public health with emphasis on applied research, population health, and policy relevant analysis.
- Mentoring undergraduate and graduate students and advising on research projects, internships, grant opportunities, and career development pathways.
- Continuing leadership in curriculum development, interdisciplinary research initiatives, and student success efforts aligned with institutional priorities.
- Engaging in ongoing scholarly activity, community outreach, and partnership development to advance public health research, education, and community impact.

Founding Dean (June 2023 -- August 2024)

Supervised the comprehensive management of the College for Community Health, encompassing six departments: Communication Sciences and Disorders, Public Health, Counseling, Exercise Science and Physical Education, Family Science and Human Development, and Nutrition and Food Studies. The college delivers over 50 academic programs across all levels, most with specialized accreditations, serving 2,500 students annually (1,600 undergraduates, 900 graduates) and supported by 136 faculty and 35 staff.

Strategic Academic Leadership

- Established a new academic and research college through the merger of multiple departments, defining mission, vision, governance, and operational frameworks aligned with workforce needs, community impact, and research growth.
- Developed and implemented a five year academic and research strategic plan centered on equity, interdisciplinary scholarship, high impact practices, and regional workforce alignment.
- Led institution wide general education reform within the College, reducing credit requirements while embedding inclusive, interdisciplinary, and civic engagement learning outcomes tied to applied research.
- Designed and launched stackable credentials and certificates including health data analytics, Aging Studies, and Doctor of Public Health programs, expanding workforce aligned pathways and increasing graduate enrollment by seventeen percent.
- Recruited and hired nine tenure track faculty aligned with institutional research priorities, interdisciplinary growth areas, and inclusive excellence goals.
- Led shared governance processes, chaired cross college leadership councils, and participated in university wide planning, faculty senate, and academic policy initiatives.

Interdisciplinary Collaboration & Innovation

- Built and sustained multi college research and academic collaborations with Arts and Sciences, Business, Engineering, Medicine, and Nursing to develop joint degrees, interdisciplinary research pathways, and shared scholarly initiatives.
- Scaled experiential, interprofessional, and research engaged learning models, integrating applied research and service learning into more than eighty five percent of undergraduate programs.
- Advanced digital and hybrid instructional innovation including immersive and VR based learning models that expanded access, flexibility, and post pandemic resilience.

- Launched faculty led innovation labs and design thinking workshops to support curriculum redesign, interdisciplinary research integration, and instructional experimentation.

Equity, Inclusion, and Belonging

- Implemented inclusive hiring, mentoring, and retention strategies resulting in a thirty percent increase in underrepresented tenure track faculty appointments.
- Embedded equity centered research and curriculum design principles across all academic units within the College.
- Launched student success and research engagement frameworks focused on first generation and Pell eligible students, improving first to second year retention by eight percent.
- Built partnerships with community and faith based organizations to support culturally responsive education, mentorship, and community engaged research.

Research Growth & Faculty Excellence

- Secured \$5M+ in external grants, including \$3M for youth mental health research and \$2M for immersive tech in education.
- Developed faculty incentive structures, research mentorship programs, and internal funding pipelines to support interdisciplinary scholarship.
- Advanced strategic alignment with NIH and NSF priorities through translational research in health equity, digital learning, and workforce resilience.
- Led faculty research bootcamps and expanded post-award support to scale R2-level productivity.

Fiscal Stewardship & External Relations

- Directed a multimillion dollar annual budget using outcome based allocation models tied to student success, research productivity, and program sustainability.
- Cultivated philanthropic, industry, and foundation partnerships supporting scholarships, research initiatives, workforce pipelines, and community engagement.
- Served as institutional liaison to regional advisory boards, health systems, and economic development agencies, expanding visibility and external investment.
- Co led advancement and alumni engagement initiatives focused on rural health, nutrition, youth development, and workforce readiness.
- Partnered with advancement to secure philanthropic gifts supporting scholarships, clinical training space, and simulation infrastructure.
- Regular engagement with individual, foundation, and corporate donors at the six and seven figure level.

Enrollment Management & Student Success

- Designed data informed domestic and international recruitment strategies increasing total enrollment by eleven percent and graduate enrollment by seventeen percent.
- Developed predictive analytics dashboards linking recruitment, retention, research engagement, and degree completion.
- Aligned student engagement and research participation with financial aid, career readiness, and wraparound support services.
- Launched a first generation student leadership and research engagement academy and strengthened onboarding pathways for Pell eligible students.

Accreditation & Continuous Improvement

- Led successful reaffirmation and new accreditations across multiple programs, ensuring alignment with HLC and national discipline-specific bodies.

- Integrated annual program reviews into college-wide planning and resource allocation cycles.
- Spearheaded data-driven assessment models linking academic outcomes to institutional mission and student impact.

Community Engagement & Service

- Developed public facing research and education initiatives in health literacy, aging, and youth wellness reaching more than twelve thousand community members across three counties.
- Strengthened community university research partnerships addressing K through 12 education, rural health, food security, and workforce development.
- Launched rural health equity collaboratives with clinics and schools supporting applied research, student engagement, and community driven solutions.
- Participated in regional economic development and workforce task forces advancing mobility, access, and digital equity.

Administrative Excellence

- Oversaw recruitment, onboarding, and evaluation of 100+ faculty/staff annually, ensuring alignment with collective bargaining agreements and DEI values.
- Facilitated faculty governance and strategic planning through inclusive, cross-functional leadership structures.
- Led administrative efforts in institutional effectiveness, scenario planning, and digital transformation across academic units.
- Promoted agile administrative models and data transparency across decision-making processes.

Associate Dean for Academic Affairs (ADAA): School of Public Health; University of Illinois Chicago (UIC) (Sept 2020 -- June 2023)

As Associate Dean of Academic Affairs at UIC School of Public Health, a top-ranked, CEPH-accredited R1 school with nationally and globally recognized programs, I oversaw all academic strategy, program quality, and faculty excellence. UIC SPH houses four academic divisions and multiple centers, enrolling approximately 1,100 students across bachelor's, master's, and doctoral degrees. The school is committed to health equity, community engagement, and public health innovation.

Academic Leadership, Strategy & Compliance

- Managed over 25 degree programs encompassing undergraduate, graduate, and doctoral programs, including oversight of curriculum, faculty development, and student success.
- Directed and supervised a large academic team: Assistant Deans for Student Affairs, Admissions & Recruitment, Undergraduate Programs; Directors of DrPH and Graduate Studies (DGS); and academic affairs staff.
- Evaluated, managed, and modified strategic plan implementation alongside the Dean, revising academic goals and success metrics in response to evolving institutional priorities. Initiated groundwork for a new strategic planning cycle.
- Established and led strategic direction for the Office of Academic Affairs, ensuring compliance with university, state, and federal regulations.
- Coordinated CEPH and CAHME accreditation processes and program reviews, maintaining continuous quality improvement and compliance.

- Led curriculum reform efforts, integrating community-engaged learning, equity-centered content, and public health competencies across all programs.
- Advanced shared governance by partnering with faculty senates, department chairs, and early career scholars to reduce administrative burden and strengthen trust in research leadership.

Program Development & Innovation

- Spearheaded creation of interdisciplinary academic offerings including:
 - MPH-MBA (with College of Business), MD-MPH (with College of Medicine), 4+1 BS/MPH, and MSTPP (PhD pipeline program).
- Worked within a multi campus public research system coordinating across health sciences and academic medicine.
- Health Informatics Certificate Program and joint degrees with Roosevelt University and Rush Medical University.
- Collaborated with faculty in Psychology, Social Work, and Counseling to expand interprofessional education initiatives and joint degree programs.
- Expanded online, hybrid, and asynchronous programs, including joint degrees, to better serve working professionals.
- Piloted competency-based learning modules with flexible pacing and mastery-based progression in graduate-level programs.
- Partnered with the Business School to co-develop and launch a Social Entrepreneurship course focused on experiential learning and community collaboration.
- Managed and enhanced interdisciplinary curriculum, including "Epidemics of Injustice" course recognized by accrediting bodies for community and student impact.
- Expanded stackable certificates, online modules, and hybrid offerings for adult learners and health professionals, enhancing workforce-aligned credentialing.

Faculty Excellence & Development

- Oversaw hiring, onboarding, annual reviews, and promotion of tenure/tenure-track and non-tenure faculty in alignment with university policy.
- Hired several tenure-track faculty across disciplines with an emphasis on inclusive and diverse excellence.
- Initiated and implemented structured mentorship and peer support models to enhance faculty retention and scholarly growth.
- Identified pedagogical development needs and led faculty training in inclusive teaching, online instruction, curriculum design, and advising.
- Served as grievance officer and advisor on academic performance, welfare, and conflict resolution.

Collaborative Governance & External Engagement

- Worked closely with Associate Deans for Global Health, DEI, and Community Engagement to align academic and community priorities.
- Served on UIC-wide task forces including Future of Instruction and Senate Committee on Diversity, Equity, and Inclusion.
- Represented SPH on institutional and system-wide academic affairs committees.
- Partnered with Advancement to secure funding for student scholarships, global health initiatives, and innovative academic programming.
- Partnered with employers and industry to align curricula with workforce needs, boosting program marketability and student ROI.

- Partnered with advancement to secure philanthropic gifts supporting scholarships, clinical training space, and simulation infrastructure.

Campuswide Initiatives

- Co-led UIC's Graduate Education Equity Task Force, designing institution-wide recommendations for inclusive admissions and retention practices.
- Represented SPH on system-level working groups for academic innovation, contributing to new frameworks for online credential expansion and micro-pathways.
- Collaborated with the Provost's Office on faculty workload policy revisions and instructional effectiveness measures adopted campuswide.
- Participated in university-wide efforts to standardize assessment and learning analytics infrastructure aligned with student success goals.
- Supported rollout of UIC's first-generation student success initiative, helping build targeted support hubs and coordinated advising networks.
- Advised campus leadership on DEI-related metrics and accountability systems tied to the university's strategic plan.

Student-Centered and Inclusive Practices

- Launched the SPH Success initiative, providing writing, quantitative analytics, and academic skills support for graduate and adult learners.
- Supported the Minority Health Conference and MSAPH student association, strengthening student leadership and representation.
- Enhanced support systems for nontraditional, international, and transfer students, increasing retention and readiness.
- Developed predictive analytics dashboards linking enrollment, retention, and career outcomes to guide data-driven recruitment and budgeting.
- Managed student-faculty union collaborations and grievance cases, ensuring transparent and equitable academic policy practices.
- Strengthened pathways for nontraditional, transfer, and international students through targeted recruitment and academic support.
- Provided direct guidance on student grievances, academic progression, and welfare policies in collaboration with Assistant Deans.
- Ensured student-facing policies, learning outcomes, and services aligned with institutional mission and equity goals.
- This role positioned me at the center of academic innovation, inclusive excellence, and strategic growth, contributing directly to UIC SPH's reputation as a leader in public health education and social impact.

Associate Dean for Research (ADR) & Additional Responsibilities of Associate Dean (AD);
College of Nursing and Professional Disciplines; University of North Dakota (UND) (July 2016 -- Sept 2020)

As Associate Dean for Research and Interim Associate Dean at the University of North Dakota's College of Nursing & Professional Disciplines (UND-CNPD), a CCNE-accredited, R1 institution with strong rural and tribal partnerships. I led research expansion, academic innovation, and strategic engagement. UND-CNPD comprises Nursing, Social Work, and Nutrition & Dietetics, enrolling over 900 students and supported by 100+ faculty and staff. During my tenure, I helped

grow the college's research portfolio from \$500K to over \$14M, contributed to \$100M+ in institutional awards, and co-authored UND's 2017–2022 Strategic Research Plan, which helped elevate UND to R1 status. We launched new graduate programs (DNP, Nurse Anesthesia), established joint degrees with Engineering and Aerospace, and expanded experiential learning, telehealth, and tribal college partnerships to advance equity, workforce pipelines, and community-embedded education.

Strategic Leadership & Research Advancement

- Collaborations across UND (Medicine, Engineering, Aerospace) helped elevate total university awards to \$100M, directly contributing to UND's transition from low R2 to high R2 status and its eventual R1 designation.
- Co-led development of UND's 2017–2022 Strategic Research Plan while serving as Interim AVPR, aligning research infrastructure and growth priorities across the university.
- Oversaw five academic units and five research centers; directly supervised 8 senior administrators and 100+ faculty/staff.
- Led university wide research strategy contributing to advancement from low R2 to high R2 and R1 readiness.
- Oversaw cross college research infrastructure including centers, institutes, cores, and compliance systems.
- Increased grant submissions by 30% and research publications by 15%; secured \$3M+ in research infrastructure funds.
- Simplified research administration processes, reducing faculty burden by 20%.
- Directed pre award and post award research operations and faculty incentive models.
- Reported research performance, ROI, and risk to senior leadership and Boards.
- Led interdisciplinary and non-STEM research aligned with public mission and community impact.

Community & Tribal Engagement

- Developed several community-driven research initiatives across North Dakota, including with tribal communities, IHS, and RAIN program—securing NIH and NIJ grants to address health disparities, violence, and nutrition.
- Integrated experiential learning and community-based curricula, including rural telehealth and culturally grounded nutrition programs.
- Partnered with Governor's Office on workforce development initiatives for nursing and social work; co-designed policy strategies addressing rural and tribal provider shortages.
- Collaborated with VA, Altru, Sanford Health, and Grand Forks Air Force Base to co-develop academic pipelines for nurses, social workers, and nutritionists.

Program Development & Academic Innovation

- Launched multiple online and hybrid graduate programs: DNP, Nurse Anesthesia, and telehealth-integrated tracks.
- Developed joint simulation lab and interprofessional education (IPE) programs across colleges.
- Built joint academic offerings with the College of Engineering and Aerospace (e.g., aerospace health and bio tech-integrated nursing programs).
- Expanded community-based experiential learning, student field placements, and state agency partnerships with the Department of Human Services and Health.

Faculty & Student Success

- Recruited 6 tenure-track faculty and implemented a mentoring program, increasing retention by more than 20%.
- Co-led a cross-college cluster hire with the College of Engineering focused on data analytics and digital health, establishing interdisciplinary faculty lines that supported UND's Grand Challenge in Human Health and strengthened shared research infrastructure.
- Led student success initiatives improving graduate retention by 15% and thesis/project completion by 25%.
- Started and managed "Graduate Day" and 3-Minute Thesis competitions engaging 120+ students annually.

External Relations, DEI & Accreditation

- Raised \$2M+ in private funding for student scholarships and program expansion.
- Partnered with advancement to secure philanthropic gifts supporting scholarships, clinical training space, and simulation infrastructure.
- Oversaw multiple successful accreditation reviews (CCNE, CEPH, CSWE, ACEND).
- Embedded equity into hiring, curriculum, and research strategies; increased underrepresented student enrollment by 12%.
- Collaborated with tribal colleges and community leaders to develop culturally aligned programming and mentorship.
- Partnered with the College of Medicine to develop and launch a new MPH program, aligning public health training with rural medicine, primary care, and health equity goals outlined in UND's strategic plan.
- Participated in campuswide academic leadership councils focused on shared governance, strategic budget alignment, and accreditation preparation.

External Funding Secured at the College during my Tenure (since July2016 -- 2020)

Sponsor	Title	Amount (US \$)
US Department of Justice	Two Community Sexual Assault/Tribal Blueprint of Safety	550,000
Heath Resources & Services Administration	Scholarships for Disadvantaged Students Year 3	640,000
Substance Abuse & Mental Health Services (SAMHSA)	SBIRT Inter professional Training in ND	241,357
National Institute of Health	NCWWI Year 4	147,000
Indian Health Service	RAIN Section 112 HIS - Year 27	416,973
US Department of Health & Human Sources	Child Welfare Stipend Program-UG 2017-19	150,000
MHA Nation	RAIN/Mandan Hidatsa Arikara Education Pipeline	1,160,505
ND Department of Human Services	County, State, Foster Parent Training-UG	522,832
ND Department of Human Services	County, State, Foster Parent Training-UG	28,069
ND Supreme Court	Indian Child Welfare Act (ICWA)	50,000
ND Department of Health	Preventive Health & Health Services	20,000
SAMHSA	Mountain Plains Addiction Technology Transfer Center	775,294
SAMHSA	Mental Health Technology Transfer Center	733,584
SAMHSA	Mental Health Technology Transfer Center School Based	500,000
Health Resources & Services Admin	Nurse Anesthetist Traineeship	19,067
Health Resources & Services Admin	Nurse Anesthetist Traineeship	48,245
US Department of Justice	Oil Impact in ND/MT on Domestic Violence	20,000
National Institute of Health	A Multidisciplinary MARC U-STAR Program at UND year 1	134,047
National Institute of Health	A Multidisciplinary MARC U-STAR Program at UND year 2	268,000
National Institute of Health	NCWWI Year 3	228,893
Indian Health Service	RAIN Section 112 HIS - Year 29	337,341
Indian Health Service	RAIN Section 112 HIS - Year 28	337,225
ND Department of Human Services	Child & Family Services Review 2018-19	475,979
ND Department of Human Services	County & State Employee Training 2018-19	841,741
Otto Bremer Foundation	Preparing Diverse Nursing Students for Success	114,988
ND Department of Human Services	Foster Parent Training 2018-19	915,976
Research Fund for Sunny Univ of Buffalo	Indian Child Welfare Act (ICWA) Year 2	337,592
Research Fund for Sunny Univ of Buffalo	Indian Child Welfare Act (ICWA) Year 3	425,416
SAMHSA	Mountain Plains Addiction Technology Transfer Center	775,294
Health Resources & Services Admin	Nursing Workforce Diversity - RAIN Year 6	500,000
Health Resources & Services Admin	Nursing Workforce Diversity - RAIN Year 7	500,000
Curators of the Univ of Missouri Kansas City	ATTC Regional Centers Opioid State Targeted Response	229,125
National Institutes of Health	NCWWI Year 5	147,000
National Institutes of Health	DACCOTA	163,175
Bush Foundation	Mental Health ID Card	10,000
Total		12,767,967

Advisory Board Member: Master of Healthcare Administration (Spring 2021 -- June 2023)

- Provide input regarding the competencies graduates of our program will need to achieve to become effective leaders in the healthcare industry
- Educate the administration and faculty on the current and future healthcare environment that MHA graduates will be entering to ensure the ongoing relevance of the programs' core curriculum.
- Review and approve a strategic plan that provides supporting goals of the MHA program for each academic year and monitor their achievement.
- Provide guidance in developing new programs, courses and initiatives that are consistent with annual program goals and accreditation requirements.
- Review and monitor progress in the achievement of program CAHME accreditation standards.

Elected Member: University of Illinois Chicago Senate (Fall 2021 -- June 2023)

- Future of Instruction at UIC Taskforce
- Academic Planning Taskforce
- Diversity, Equity, and Inclusion Taskforce
- Member of Search Committee for UIC administrator

Director: Biostatistics, Epidemiology, and Research Design Core under the Dakota Cancer Collaborative on Translational Activity (NIH funded grant: <https://med.und.edu/daccota>), College of Medicine, University of North Dakota (July 2018- Aug 2020)

- Played a pivotal role in advancing multidisciplinary research as part of the Biostatistics, Epidemiology, and Research Design Core under the Dakota Cancer Collaborative on Translational Activity (DaCCoTA), an NIH-funded grant aimed at fostering cancer research and translational science in the region.
- Established strategic partnerships with the Grand Forks Regional Health Authority, VA Medical Center, Altru Hospital, and Sanford Health System, creating a collaborative ecosystem to support health research and improve regional healthcare outcomes.
- Supported the Dakota Cancer Collaborative NIH grant by providing biostatistical expertise and serving as a key member of the Statewide Biostatistics Advisory Group, ensuring robust data analysis and interpretation for impactful research outcomes.
- Fostered interdisciplinary collaboration by engaging with diverse colleges and units at UND, including the College of Engineering, College of Arts & Sciences, Aerospace, College of Law, and Tribal Health Authority, to develop innovative research projects addressing critical societal and health issues.
- Championed initiatives to integrate biostatistics and epidemiology expertise into multi-disciplinary research, supporting faculty and students in securing grants and publishing high-impact studies.
- Worked with the College of Medicine to enhance research infrastructure and build capacity for translational science, aligning with UND's mission to serve rural and underserved populations through impactful healthcare innovation.

Board of Director: Research Manitoba (RM): Appointed by Lieutenant Governor on the recommendation of the Minister (Jan 2019 -- June 2024)

- Managed 50 million dollars budget

- Serve as a trusted advisor to the CEO as she develops and implements RM strategic plan
- Review outcomes and metrics created for evaluating impact and regularly measuring its performance and effectiveness using metrics
- Approve annual budget audit reports and material business decisions meeting all legal and fiduciary responsibilities
- Assist the CEO and board chair in identifying and recruiting other Board Members
- Partner with the CEO and other board members to ensure that board resolutions are carried out
- Serve on committees or task forces and take on special assignments
- Managed funding of \$12,000,000 from the Department of Growth, Enterprise and Trade to promote research in Manitoba

Executive Director: S-Square Statistical Consulting Inc. (Since 2009 --)

- Providing Support in Institute for Clinical and Economic Review (ICER): Economic analysis in assessing the comparative clinical effectiveness and value of crizanlizumab (Novartis) and voxelotor (Global Blood Therapeutics) for the treatment of sickle cell disease
- Providing Statistical Support to the Health Canada on several projects

Board of Director for Peer Review: Manitoba Health, Seniors and Active Living (June 2019 -- July 2021)

- The board is responsible for complying with The Dental Association Act and has overall responsibility for the management and operation of the Association
- Exercise disciplinary jurisdiction over members
- Provide for inquiries or investigations by the board or a committee thereof to ascertain whether the by-laws of the Association have been or are being complied with
- Prescribe and determine the consequences to any member, dental assistant, or dental corporation for the non-observance of any of the by-laws of the Association and determine in which cases the non-observance constitutes professional misconduct or unbecoming conduct
- Make or cause to be made any contract or agreement into which the Association may by law enter
- Suspend the license, certificate of registration, or permit of any member, dental assistant or dental corporation and strike from the register the name of any member dental assistant or dental corporation who has not paid a fee or penalty due under the Act or the by-laws, and impose terms for the reinstatement of the license, certificate of registration or permit if the fee or penalty is paid
- Make by-laws for the exercise and carrying out of the powers imposed upon the board or the Association by this Act
- Make by-laws establishing the qualifications required to be registered on the dental assistants register
- Establish the standards of continuing education, which may be required of members as a prerequisite for the issuing of an annual license

Graduate Faculty Advocates: School of Graduate Studies (Since 2017 -- Aug 2020)

- Identified challenges and opportunities for growth among graduate faculty and students, with emphasis on interdisciplinary development and inclusive academic pathways.

- Promoted a diverse and collaborative campus-wide scholarly community by fostering cross-disciplinary engagement and public scholarship.
- Developed targeted recruitment strategies and international partnerships—particularly with institutions in India, Africa, and South America—to attract high-caliber graduate students.
- Advanced graduate student support through cultural exchange initiatives, enhanced retention strategies, and expanded services for international, women, and underrepresented students.
- Organized international research symposiums to encourage global academic collaboration and interdisciplinary knowledge sharing.
- Conducted research on national trends and best practices in graduate education to inform programmatic enhancements, metrics development, and long-term value creation at UND.
- Strengthened communication platforms between graduate students, faculty, and external stakeholders to foster ongoing dialogue and community engagement.
- Supported HR policies and practices related to graduate research personnel.

Professor (Adj. appointment): Department of Statistics; University of Waterloo (Since 2011 --)

- Engaged in collaborative research with Propel Centre for Population Health Impact and other faculty members at the University of Waterloo
- Providing guest lectures and statistical consulting to the Applied Health Sciences Faculty at the University of Waterloo

Associate Professor (Tenure Track): Department of Community Health Sciences, College of Medicine, University of Manitoba (Since 2013 -- 2022)

- July 2013 – June 2016: Joint appointment University of Manitoba and CancerCare Manitoba
- July 2016 – 2022: Nil appointment
- Supervising Master and PhD students as a core supervisor and as committee members
- Engaged in collaborative research with CancerCare Manitoba and other faculty members at the University of Manitoba
- Strong advocate for the Shastri Indo-Canadian Institute, promoting research collaborations with Indian universities

Chair: South Asia Research Advisory Group (RAG); University of Manitoba (Jan 2014 -- July 2016)

- Countries included: India, Sri Lanka, Nepal, Bangladesh, and Pakistan
- Student Travel Risk Policy: review and approval prior to Senate
- Review of existing supports for international research; recommendations for how to better foster and promote international research
- Review of updated international partnership development process; review of international memberships for continuance
- Review of updated strategy for international student transition and support;
- Faculty/Staff Travel Risk Policy: review and approval prior to Senate; presentation of fiscal year-end report on international activities

Board Member/Economist: Sick Cells — National Sickle Cell Advocacy Nonprofit (2019 -- present)

- Provide strategic governance and oversight, shaping mission-driven advocacy and policy for national sickle cell awareness and research.
- Contribute to annual strategic planning, budgeting, and program evaluation, ensuring sustained organizational growth and impact.
- Advise leadership on stakeholder engagement, including partnership development with federal agencies, healthcare providers, and patient communities.
- Support fundraising and annual reporting efforts; help secure grants and sponsorships to scale storytelling and advocacy programs.
- Champion equity and patient-centered programming, applying expertise in community outreach and public health to enhance initiative design and reach.
- Providing Support in Institute for Clinical and Economic Review (ICER): Economic analysis in assessing the comparative clinical effectiveness and value of crizanlizumab (Novartis) and voxelotor (Global Blood Therapeutics) for the treatment of sickle cell disease
- Providing Statistical Support to the State Agencies on several projects

Associate Vice President of Research (Temp): University of North Dakota (06/2018 -- 12/2018)

- Providing support to the Vice President of Research in managing the 100 Million dollars research funds
- Providing support for human resources specially related to research
- Chair: Associate Dean of Research at the University level
- Managing the majority of Seed grants activities at the University level
- Providing support to the President and Vice President in the implementation of the University-wide Strategic Plan

Board of Directors: Research Data Center (RDC); University of Manitoba (08/2013 -- 07/2016).

- Collaborate with fellow board members to develop and oversee the implementation of the RDC's strategic plan, ensuring alignment with Statistics Canada's goals and objectives.
- Guide the creation and revision of policies and procedures related to data access, research practices, and international collaboration.
- Monitor the RDC's performance against established goals and benchmarks, ensuring that operations are efficient and effective.

Statistical Consultant: Manitoba Centre for Nursing and Health Related Research (08/2013 -- 08/2016)

- Provided advanced statistical consultation for faculty and graduate student research projects across nursing and allied health disciplines.
- Designed and executed quantitative analyses using SPSS, SAS, and STATA for cross-sectional, longitudinal, and experimental studies.
- Advised on sampling strategies, power calculations, and data management plans to support grant submissions and ethics applications.
- Supported over 30 peer-reviewed publications and presentations by developing statistical models, interpreting findings, and co-authoring results sections.

- Delivered workshops and one-on-one training to build capacity in biostatistics, survey analysis, and health services research methods.
- Collaborated with interdisciplinary research teams to analyze health outcomes, workforce trends, and healthcare access disparities.
- Ensured statistical integrity and methodological rigor in support of federally and provincially funded research projects.

Senior Epidemiologist/Biostatistician: CancerCare Manitoba (08/2013 -- 07/2015)

- Established and managed a \$40 million research institute overseeing more than 100 projects, including those funded by foundations, as well as local, provincial, and federal agencies.
- Led and contributed to several high-impact research projects, serving as Co-Investigator or Principal Investigator on key studies.
- Time Trends in Prevalence of Lifestyle Risk Factors for Cardiac and Other Chronic Diseases Among Manitoba Youth, 2008-2012 and the Association with Changes in School Programs and Policies (Principal Investigator)
- Discovering the key to a healthy weight trajectory throughout adolescence: A life course approach from an inequality perspective (Co-PI)
- Evaluation of Ontario's School Food and Beverage Policy: Are Competitive Foods and Issues? (Co-Investigator)
- Improving Access and Quality of Mental Health Services for Youth (Co-Investigator)
- Population based cost analysis of introducing Erlotinib for Non-small cell lung cancer (NSCLC) (Co-Investigator)
- Geographic variation in colorectal cancer (CRC) outcomes and utilization of lower GI endoscopy (Co-Investigator)
- Clinical outcomes of breast and lung cancer patients treated with hormonal agents (Co-Investigator)
- Explore outcomes of women with very early breast cancer (T1mic, T1a and b N0) and also look at the Her-2 subset (Co-Investigator)
- Temporal and Spatial Trends of Lymphoma Incidence, Mortality, and Survival in Manitoba (Co-Investigator)
- Obesity and Physical Activity of Manitoba Youth and Association of Adult Cancers (Principal Investigator)
- Regional Variation and Link Between Youth Smoking rates and adult Lung Cancer (Principal Investigator)

Assistant Professor/Biostatistician: University of Waterloo (07/2002 -- 07/2013).

- Manage the Centre for Population Research Health Impact
- Assists in conducting methodological research including following the research plan, identifying milestones and developing detailed plans for achieving them
- Designs and conducts simulations and analyses and prepares detailed reports
- Collaborates with other researchers on statistical aspects of study design, planning and analysis
- Participates in writing/reviewing manuscripts for publication
- Provides teaching sessions to researchers on basic statistical analysis
- Maintain proficiency in the use of statistical software packages and programming languages
- Supervision of graduate students on their analysis

Statistical Consultant: Department of Wellness, Culture and Sport and the Department of Education, University of New Brunswick (12/2006 -- 12/2011)

- Lead Statistician: Provided statistical expertise for several projects (http://www.unbf.ca/education/herg/sante/index_en.html.)

Statistical Consultant: University of British Columbia (09/2007 -- 04/2008)

- Lead Statistician: Provided analytical support to a school based project, which involved student level datasets, school level information, and community level information (<http://www.projectimpact.ca/home.htm>.)

Statistical Consultant: Health Canada (01/2007 -- 12/2007)

- Provided analytical and writing support to the two research papers.
- The first study examined retailer compliance's effect on youth smoking behavior. Data were used from several sources, such as individual smoking behavior (Canadian Tobacco Use Monitoring Survey, 1995-2005), provincial retailer compliance rates (Health Canada survey), and cigarette prices (Stats Canada 1999-2005). Please access the paper (<http://mpr.aub.uni-muenchen.de/3078/>).
- The objective of this second paper was to determine the extent to which the existence and growth of discount cigarette brands have mitigated the effects of tax increases on cigarette sales. Please access the abstract (http://papers.ssrn.com/sol3/papers.cfm?abstract_id=995074)

Research Associate (Clinical Trials): University of Western Ontario (08/2001 -- 07/2002)

- Investigated the impact of early case detection and intervention in psychosis on outcomes in schizophrenia and related disorders, funded largely by the Medical Research Council of Canada (<http://www.pepp.ca/research1.html>)

Research Assistant (Clinical Trials): London Health Science Center (09/2000 -- 08/2001)

- Investigated the impact of early case detection and intervention in psychosis on outcomes in schizophrenia and related disorders, funded largely by the Medical Research Council of Canada (<http://www.pepp.ca/research1.html>)

Research Assistant: University of Western Ontario (06/1999 -- 08/2000)

- Completed a variety of projects using Ontario Health Survey Data under the supervision of Dr. David R. Bellhouse

Statistical Consultant: Department of Surgery, London Health Sciences Center (04/1999 -- 08/1999)

- Provided Statistical help for many different projects especially for “Assessing Bone Densitometry around Surgery and Prodigy THR’s.”

Statistician/Economist: Social Policy and Development Center (Funded by Canadian International Development Agency), (09/1995 -- 12/1997)

- Conducted statistical and econometric analysis for socio-economic policy research focusing on poverty, labor markets, and public finance.

- Developed data models and regression frameworks to evaluate income distribution, employment trends, and social program outcomes.
- Contributed to national policy briefs and working papers that informed social development strategies at the federal level.
- Collaborated with economists and public sector stakeholders to translate complex datasets into actionable policy recommendations.
- Co-authored research publications and technical reports funded by CIDA, enhancing SPDC's role in evidence-based policymaking.
- Designed and administered household surveys and conducted impact assessments for development programs.
- Estimation and Policy Simulation of a large (over 250 equations) "Provincial Integrated Social Sector Macroeconomic Planning Model" using EVIEWS software
- Provided analysis on several health-related papers
- Program, especially the developmental side of the Social Action Program (SAP)
- Data analysis for the "Social Sector Annual Report 1998"

RESEARCH GRANTS

1. **Title:** Two Community Sexual Assault & Tribal Blueprint of Safety
Funding Source: US Dept. of Justice; Office of Violence Against Women (2015-WR-AX-0021); Principal Applicant: **Rashid Ahmed**
Co-Applicant: Jayasundara, D. (Co-Principal) & Nedegaard, R. (Co-Principal).
Amount: US 550,000 (2015-2020): **Completed**
2. **Title:** Dakota Cancer Collaborative on Translational Activity (DaCCoTA)
Funding Source: NIGMS of the NIH Award Number U54GM128729
Principal Investigator: Marc D. Basson, MD, PhD
Core Lead: Biostatistics, Epidemiology, and Research Design: **Rashid Ahmed**
Direct cost: \$15,718,200; Support Period: 9/1/2018 – 8/31/2023 (**09/2020: Quit UND and no more part of this grant**)
3. **Title:** Pathogenic role of IL-17 receptor signaling the pathogenesis of Streptococcus pneumoniae during an influenza virus co-infection: Funding Source: NIH R01(1R01AI143741-01A1): Funding amount: \$1.25 millions
Principal Applicant: Dr. Nadeem Khan: Co-investigator: **Rashid Ahmed**
Supported Period: 12/03/2019 – 11/30/2024
4. **Title:** Maximizing Access to Research Careers (MARC) Research Program: A Multidisciplinary MACR U-STAR program (2017-2021)
Funding Source: NIH
Funding Amount: \$1,183,947
Principal Applicant: Dr. Glenda Lindseth
Co-Applicant: **Rashid Ahmed**
(**09/2020: Quit UND and no more part of this grant**)

5. **Title:** Examining the impact of a self-compassion intervention on physical activity behaviour among people with prediabetes: A pilot and feasibility study (2019-2022)
 Funding Source: Canadian Institutes for Health Research – Project grant
 Principal Applicant: S. Strachan & M. Jung
 Co- Investigator: **Ahmed, R.**, L. Ferguson, M. Fortier, K. Kowalski, J McGavock, & S. Webber
 Funding Amount: \$145, 000

6. **Title:** Clinical Outcomes and Costs of Treatment of Non-small Cell Lung Cancer in Manitoba with Erlotinib (2015-2018)
 Funding Source: CancerCare Manitoba Foundation
 Principal Applicant: **Rashid Ahmed**
 Amount: \$40,000; Status: Completed

7. **Title:** Time Trends in Prevalence of Lifestyle Risk Factors for Cardiac and Other Chronic Diseases Among Manitoba Youth, 2008-2012 and the Association with changes in School Programs and Policies (2015-2018)
 Funding Source: Heart and Stroke Foundation Manitoba
 Principal Applicant: **Rashid Ahmed**
 Co-investigators: Drs. Jane Griffith and Harminder Sing, Kate McGarry, Tannis Erickson, and Elizabeth Harland
 Amount: \$ 80,000 ; Status: Completed

8. **Title:** Investigating Gender Differences in Lung Cancer Survival in Manitoba (2015-2018)
 Principal Applicant: **Rashid Ahmed**
 Co-investigators: Drs. Jane Griffith, David Dawe, and Marshal Pitz
 Funding Source: CancerCare Manitoba Foundation
 Amount: \$33,000; Status: Completed

9. **Title:** Promoting the Mental Health of Youth through the Implementation of Dialectical Behavioral Therapy (DBT) in Schools
 Funding Source: Canadian Institutes of Health Research (CIHR)
 Principal Applicant: Woodgate Roberta; Co-Investigator: **Rashid Ahmed**
 Status: Completed

10. **Title:** Physical activity among breast cancer survivors: Understanding the impact on biological risk factors and psychological health over time
 Funding Source: Canadian Institutes of Health Research
 Principal Applicant: Sabiston, C. M.: Collaborator: **Rashid Ahmed**
 Amount: \$432, 333; Status: Completed

11. **Title:** Implementing the 2010-2016 Youth Smoking Survey
 Funding Source: Health Canada
 Principal Applicant: Manske, Steve: Co-Investigator: **Rashid Ahmed**
 Amount: \$1.8 million: Status: Completed

12. **Title:** Improving Access and Quality of Mental Health Services for Youth

Funding Source: Manitoba Health Research Council (MHRC)

Co-Investigator: **Rashid Ahmed**

Amount: \$400,000 per year for two years: Status: Completed

UNIVERSITY & PROFESSIONAL SERVICE HIGHLIGHTS:

- Served on multiple search committees at UIC, including roles for Associate Dean (Community Engagement, Global Health, and Senior roles), and Associate Director of Innovation.
- Elected member of the University of Illinois Chicago Senate and active contributor to UIC's Future of Instruction, Academic Planning, and Diversity, Equity, and Inclusion taskforces.
- Held ex-officio roles on core academic oversight committees (DrPH, MPH, Undergraduate, Educational Programs) and contributed to CEPH Accreditation 2022.
- Advisory roles include Master of Healthcare Administration Board, Leadership Council, and Diversity Leadership Committee.
- At UND, chaired and participated in committees such as CNPD Research & Scholarship, Graduate Recruitment, Big Data Faculty Search, and strategic planning for Research & Scholarship.
- National and international service includes advisory positions with MCNHR, ENREB, and biostatistical support to major Canadian health agencies (e.g., Canadian Cancer Society).
- Leadership roles with Statistics Canada Research Data Centre (RDC) as Director and Board Member, and Chair of the Regional Advisory Group.
- Regular peer reviewer for academic journals in health and statistics.

OTHER ACTIVITIES

Sports Activity:

- Champion: Men's Singles (Kitchener, 2003), Mixed Doubles (London ON, 1998)
- Runner-up: Men's Singles (London, 1998), Inter-University Badminton Championship
- Represented: Western Ontario University, Waterloo and others
- Member: Ontario and USA Badminton Associations
- Winner: Inter-Collegiate Badminton Championship