

GEORGE SPENCER

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University of Georgia
Meigs Hall
Athens, GA 30602

PROFESSIONAL APPOINTMENTS

Assistant Professor 2019 – Present
University of Georgia, Institute of Higher Education

Dean's Faculty Fellow 2017 – 2019
New York University, Steinhardt School of Culture, Education, and Human Development

EDUCATION

Ed.D. Education Policy, Leadership, Instruction, & Practice 2017
Harvard Graduate School of Education

Ed.M. Education Policy & Management 2008
Harvard Graduate School of Education

B.S. Communication Studies, Minor: African-American Studies 2004
Northwestern University

GRANTS & RESEARCH SUPPORT

Russell Sage Foundation (\$29,912) 2021 – 2022
Pipeline Grants Competition, funded by The Bill and Melinda Gates Foundation
Title: "Giving Up or Moving On? Estimating the Effects of Losing Access to State
Financial Aid on Postsecondary Trajectories."
Role: Principal Investigator

American Educational Research Association (\$25,000) 2019 – 2020
AERA Grants Program Research Grant, funded by the National Science Foundation
"Determinants of Dual Enrollment Access: A National Examination of Institutional
Context and State-Level Policies."
Role: Principal Investigator

FELLOWSHIPS AND AWARDS

Summer Research Seed Grant (\$9,000) 2020
University of Georgia, Institute of Higher Education

Postdoctoral and Transition Program for Academic Diversity Fellowship New York University	2017 – 2019
Graduate Student Organization (GSO) Faculty Star Award New York University, Steinhardt School of Culture, Education, and Human Development	2019
Minority Fellowship in Education Research (\$20,000) The American Educational Research Association	2015 – 2016
Dean’s Summer Fellowship (\$3,000) Harvard Graduate School of Education	2013
Graduate School Fellowship (\$10,000) Education Pioneers	2011

PUBLICATIONS

Peer-Reviewed Articles

- Spencer, G. (2021) Off the Beaten Path: Can Statewide Articulation Support Students Transferring in Nonlinear Directions? *American Educational Research Journal*. ([LINK](#))
- Britton, T., & Spencer, G. (2020). Do Students Who Fail to Plan, Plan to Fail? Effects of Individualized Learning Plans on Postsecondary Transitioning. *Teachers College Record*, 122(5). ([LINK](#))
- Spencer, G. (2019). Promoting the Attainment-to-Transfer Pathway: Effects of Transfer Associate Degree Policies Across States. *Review of Higher Education*, 43(2), 553-580. ([LINK](#))
- de Novais, J., & Spencer, G. (2019). Learning Race to Unlearn Racism: The Effects of Ethnic Studies Course-Taking. *Journal of Higher Education*, 90(6), 860-883. ([LINK](#))
- Spencer, G. (2019). Can Transfer Guides Improve the Uptake of Major Prerequisites? Evidence from Ohio’s Transfer and Articulation Policy Reform. *Research in Higher Education*, 60(4), 458-484. ([LINK](#))

Under Review

- Spencer, G., & Maldonado, M. (*Revise & Resubmit*). Determinants of Dual Enrollment Access: A National Examination of Institutional Context and State-Level Policies. *AERA Open*.
- Spencer, G. (*Under Review*). The Costs of Time: Examining the Extent of the Credit Loss Penalty in College Transfer. *Journal of Higher Education*.

Research In Progress

Spencer, G., & Stitch, A. College Choice Revisited: Examining Socioeconomic Disparities in Nonlinear Transfer Destinations. Working Paper.

Spencer, G., de Novais, J., & Ndika, E. Long Term College Strivers: The Experiences of Bachelor's Degree Earners with an Extended Time to Degree. Working Paper.

Spencer, G., & Britton, T. The Accessibility and Utility of Private College Scholarships: Patterns, Disparities, and Explanations. Working Paper.

Spencer, G. Giving Up or Moving On? Estimating the Effects of Losing Access to State Financial Aid on Postsecondary Trajectories. Working Paper.

Stitch, A., & Spencer, G. Stratification of Dual Enrollment Participation: A Comparative Case Study of the Curricular Choice Process. Working Paper.

Spencer, G. The Role of State Policies in Improving Academic Momentum and Degree Completion: Evidence of Dual Enrollment in Georgia. Working Paper.

SCHOLARLY PRESENTATIONS

Selected Peer-Reviewed Conference Presentations

Spencer, G. (2020) College Choice Revisited: Examining Socioeconomic Disparities in Nonlinear College Transfer Destinations [Paper Session]. AERA Annual Meeting San Francisco, CA. (Conference Canceled)

Spencer, G. (2020) Determinants of Dual Enrollment Access: A National Examination of Institutional Context and State Policies [Invited Poster Session]. AERA Annual Meeting San Francisco, CA. (Conference Canceled)

Spencer, G., Minott, T. & Shirley, M. (2020) Setbacks to Success: The Role of Credit Loss in Post-Transfer Outcomes [Paper Session]. AERA Annual Meeting San Francisco, CA. (Conference Canceled)

Spencer, G. (2020). College Choice Revisited: Examining Socioeconomic Disparities in Nonlinear College Transfer Destinations. [Paper Session]. Sociology of Education Association Annual Conference, Pacific Grove, CA.

Spencer, G. & de Novais, J. (2019). Gate-Keeping Success: Examining the Relationship Between School Racial Composition and Advanced Course-Taking [Paper Session]. The American Educational Research Association Annual Meeting, Toronto, Canada.

- Spencer, G. & de Novais, J. (2019). Learning Race to Unlearn Racism: The Effects of Ethnic Studies Course-Taking [Paper Session]. Eastern Sociological Society Annual Meeting, Boston, MA.
- Spencer, G. (2018). Off the Beaten Path: Can Articulation Policies Support Students Transferring in Unconventional Directions? [Paper Session]. The Association for the Study of Higher Education Annual Conference, Tampa, FL.
- Spencer, G. & de Novais, J. (2017). Learning Race to Unlearn Racism: The Effects of Ethnic Studies Course-Taking. [Paper Session]. The American Educational Research Association Annual Meeting, New York, NY.
- Spencer, G. & de Novais, J. (2017). Learning Race to Unlearn Racism: The Effects of Ethnic Studies Course-Taking [Paper Session]. The Association for the Study of Higher Education Annual Conference, Houston, TX.
- Spencer, G. (2017). Credit Mobility and Post-Transfer Outcomes: Can Articulation Policies Support Lateral Transfers? [Poster Session]. Association for Public Policy Analysis and Management Annual Meeting, Chicago, IL.
- Spencer, G. (2017). Can Transfer Guides Improve Access to Transferrable Coursework? Evaluating the Impact of Ohio's Transfer and Articulation Policy Reform [Paper Session]. Association for Education Finance and Policy Annual Conference, Washington, D.C.
- Spencer, G. & Britton, T. (2017). Individualized Learning Plans: Do Students Who Fail to Plan, Plan to Fail? [Paper Session]. The American Educational Research Association Annual Meeting, San Antonio, TX.
- Spencer, G. (2016). Promoting the Attainment-to-Transfer Pathway: Effects of Transfer Associate Degree Policies Across States [Paper Session]. The Association for the Study of Higher Education Annual Conference, Columbus, OH.
- Spencer, G. (2015). Improving Postsecondary Pathways: The Impact of Statewide Transfer and Articulation Policies [Invited Poster Session]. The American Educational Research Association Annual Meeting, Washington, D.C.
- Spencer, G. (2015). Replicating the Elite College Experience: Evidence of Honors Program Effects on Postsecondary Outcomes [Roundtable Session]. The Association for the Study of Higher Education Annual Conference, Denver, CO.
- Spencer, G. (2015). Do Incentives Affect Rates of Two-Year Degree Completion? Evidence From New Jersey's Transfer Associate Degree Policy [Poser Session]. The Association for the Study of Higher Education Annual Conference, Denver, CO.

Spencer, G. (2015). Can Short-Term College Outreach Benefit Disadvantaged Students? Evidence from the Philadelphia College Access Program [Poster Session]. The American Educational Research Association Annual Meeting, Chicago, IL.

Invited Presentations

Spencer, G. (2020). College Student Mobility and the Role of Statewide Articulation Policies. Guest lecture at Southern Methodist University, Department of Education Policy and Leadership, Dr. Denisa Gándara.

Spencer, G. (2020). Transfer Patterns and Optimal Pathways: Data and Experiences for Practitioners, Transfer Series: Promoting Equitable Community College Transfer Pathways, NC State Belk Center.

Spencer, G. (2019). College Student Mobility and the Role of Statewide Articulation Policies. University of Georgia, Institute of Higher Education, Education Policy Seminar, Athens, GA.

Spencer, G. (2019). College Student Mobility and the Role of Statewide Articulation Policies. Teachers College, Community College Research Center, New York, NY.

Spencer, G. (2018). College Student Mobility and the Role of Statewide Articulation Policies. Steinhardt School of Culture, Education, and Human Development, The Steinhardt Institute for Higher Education Policy, Speaker Series, New York, NY.

Spencer, G. (2018). College Student Mobility and the Role of Statewide Articulation Policies. University of Delaware School of Education, Education Graduate Association, Speaker Series, Newark, DE.

Spencer, G. (2016). Promoting the Attainment-to-Transfer Pathway: Effects of Transfer Associate Degree Policies Across States. Neag School of Education and Department of Public Policy, Center for Education Policy Analysis Speaker Series, Storrs, CT.

Spencer, G. (2016). Promoting the Attainment-to-Transfer Pathway: Effects of Transfer Associate Degree Policies Across States. The Harvard Graduate School of Education, Education Policy Doctoral Colloquia Series, Cambridge, MA.

RESEARCH EXPERIENCE

Research Assistantships

Research Associate, Consortium on Financing Higher Education (COFHE), Massachusetts Institute of Technology (2013 – 2015)

Research Assistant, READS for Summer Learning, Harvard School of Education (2011 & 2012)

Quantitative Methodology Coursework

Independent Study with John Willett: Applied Longitudinal Data Analysis (2013)
Methods for Improving Casual Inference in Educational Research (2012)
Applied Statistical Analysis with Latent Variables (2012)
Applied Data Analysis (2011)
Introduction to Research Methods and Data Analysis in Education (2010)

TEACHING EXPERIENCE

University of Georgia, Institute of Higher Education (2019 – 2021)

- Quantitative Methods I (with Lab)
- College Choice, Access, and Success
- Quantitative Methods (Ed.D cohort)

NYU Steinhardt School of Culture, Education, and Human Development (2018 – 2019)

- The Politics of Higher Education.
- The High School to College Transition.

DISSERTATION MENTORING

Committee Chair

Charles Sanchez (Ph.D, In Progress)

Committee Member

Matthew Gregory (Ph.D, In Progress)
Julianne O’Connell (Ph.D, In Progress)
Stan Jackson (Ph.D, In Progress)
Margaret Laurence (Ed.D, In Progress)
Amanda Yu-Nguyen (Ed.D, In Progress)
Shuntavia Nicole James (Ed.D, In Progress)
Elizabeth Ndika, (Ph.D, In Progress)
Sarah Burman (Ph.D, In Progress)

RELEVANT PROFESSIONAL EXPERIENCE

College & Career Director, I Have a Dream Foundation, San Francisco, CA (2008 – 2010)

Director of Operations, LEAD Summer Business Institute, Kellogg School of Management, Evanston, IL (2005 – 2007)

Program Assistant, Office of Conference Planning and Food Services, Northwestern University, Evanston, IL (2004 – 2007)

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Professional Affiliations

American Educational Research Association (AERA), Member
Association for the Study of Higher Education (ASHE), Member
Association for Education Finance and Policy (AEFP), Member

Department and University Service

Georgia College Advising Corps, Workshop Presentation (February 2021)

IHE Zoomtable on College Access and Success During the COV Pandemic (June 2020)

The Governor's Teaching Fellows, Workshop Presentation (February 2020)

NYU's College and Career Lab, Research Associate (2018)

NYUs ALT Department Doctoral Student Day, Co-Chair (2017 – 2018)

Harvard Graduate School of Education Student Research Conference, Chair (2010 – 2012)

Professional, Board, and Other Service

AERA Division J Dissertation of the Year, Committee Member (2020 – 2021) Advisory Board

Member, The STEM PUSH Network at the University of Pittsburgh, NSF INCLUDES (Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science) Project #1744446 "*Diversifying Access to Urban Universities for Students in STEM Fields*" (2020 – 2021)

ASHE Full Participation Challenge: 3-Minute Video on Supporting Transfer ([LINK](#))

Advisory Team Member, ETS and College Promise Initiative Ecosystem Design (2021)

Manuscript Reviewer: *American Educational Research Journal*, *Education Finance and Policy*, *Journal of Higher Education*, *Educational Researcher*, *Journal of Student Affairs in Africa*

Conference Proposal Reviewer: 2021 Association for the Study of Higher Education (ASHE) Conference