

GEORGE C. SPENCER

Email: george.spencer@uga.edu
Office Phone: (706) 542-2370

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

American Educational Research Association (\$25,000) 2019-2020
Title: 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 2020
University of Georgia, Institute of Higher Education

Postdoctoral and Transition Program for Academic Diversity Fellowship 2017-2019
New York University

Graduate Student Organization (GSO) Faculty Star Award 2019
New York University, Steinhardt School of Culture, Education, and Human Development

Minority Fellowship in Education Research (\$20,000) 2015-2016
The American Educational Research Association

Dean's Summer Fellowship (\$3,000) Harvard Graduate School of Education	2013
Graduate School Fellowship (\$10,000) Education Pioneers	2011

PUBLICATIONS

Peer-Reviewed Articles

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. (2020). 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. (*Revise & Resubmit*). Off the Beaten Path: Can Statewide Articulation Support Students Transferring in Nonlinear Directions? *American Educational Research Journal*.

Research In Progress

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

Spencer, G. The Costs of Time: Examining the Extent of the Credit Loss Penalty in College Transfer. Working Paper.

Spencer, G. Determinants of Dual Enrollment Access: A National Examination of Institutional Context and State-Level Policies. Working Paper.

Spencer, G. & de Novais. 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.

SCHOLARLY PRESENTATIONS

Selected Peer-Reviewed Conference Presentations

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

Spencer, G. (2020, Apr 17 - 21) *College Choice Revisited: Examining Socioeconomic Disparities in Nonlinear College Transfer Destinations*[Paper Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/vsd8y6v> (Conference Canceled)

Spencer, G. (2020, Apr 17 - 21) *Determinants of Dual Enrollment Access: A National Examination of Institutional Context and State Policies* [Invited Poster Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/uuszcxo> (Conference Canceled)

Spencer, G., Minott, T. & Shirley, M. (2020, Apr 17 - 21) *Setbacks to Success: The Role of Credit Loss in Post-Transfer Outcomes* [Paper Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/uxdtf7o> (Conference Canceled)

Spencer, G. (2020). College Choice Revisited: Examining Socioeconomic Disparities in Nonlinear College Transfer Destinations. 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. 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. Eastern Sociological Society Annual Meeting, Boston, MA.

Spencer, G. (2018). Off the Beaten Path: Can Articulation Policies Support Students Transferring in Unconventional Directions? 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. 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. 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? 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. 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? 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. 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. 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. 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. 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. The American Educational Research Association Annual Meeting, Chicago, IL.

Invited Presentations

- 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, *Instructor*.

- EDHI 8910 Quantitative Methods I (with Lab) Fall 2019, Fall 2020
- EDHI 9070 College Choice, Access, and Success Spring 2020
- EDHI 8910 Quantitative Methods (Ed.D cohort) Summer 2020

NYU Steinhardt School of Culture, Education, and Human Development, *Instructor*.

- The Politics of Higher Education. Spring 2019
- The High School to College Transition. Fall 2018, Summer 2018, Spring 2018

Harvard Graduate School of Education, *Teaching Fellow*

- Managing Financial Resources in Nonprofits (James Honan). Fall & Spring 2011 –2017
- Politics and Education Policy in the United States (Martin West). Fall 2016

- Intermediate Statistics. (James Kim). Spring 2014
- Introduction to Statistics for Research (Terry Tivnan). Fall 2011 & 2013
- Academic Writing Services Consultations. Fall 2016 & Spring 2017

HGSE Professional Education Certificate Programs, *Facilitator*

- School Turnaround Leaders. Summer 2017
- Urban School Leaders. Summer 2017
- Post-Secondary Success: In Schools, Communities, and Families. Summer 2017

DISSERTATION MENTORING

Dissertation Chair: Charles Sanchez (PhD expected 2020)

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)

SERVICE

Presentation for The Governor’s Teaching Fellows, “Challenges of Contemporary College-Going: Patterns, Trends, and Strategies.” (February 2020)

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

NYU’s ALT Department Doctoral Student Day, Co-Chair (2017-2018)

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

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*”

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

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

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