

## GEORGE SPENCER

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University of Georgia  
Meigs Hall  
Athens, GA 30602

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### PROFESSIONAL APPOINTMENTS

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

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

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### EDUCATION

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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

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### GRANTS & RESEARCH SUPPORT

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The TIAA Institute (\$66,952) 2022 – 2023  
The Teachers Insurance and Annuity Association of America (TIAA)  
*Title:* "Can State Policies Reduce Racial Disparities in the Time-to-Degree? Evidence of Dual Enrollment and Statewide Articulation in Georgia."  
*Role:* Principal Investigator

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  
*Title:* "Determinants of Dual Enrollment Access: A National Examination of Institutional Context and State-Level Policies."  
*Role:* Principal Investigator

Summer Research Seed Grant (\$9,000) 2021  
University of Georgia, The Louise McBee Institute of Higher Education

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

American Educational Research Association (\$20,000) 2015 – 2016  
Minority Dissertation Fellowship in Education Research  
*Title:* “Improving Transfer Pathways: The Impact of Statewide Articulation Policies.”  
*Role:* Principal Investigator

## **FELLOWSHIPS AND AWARDS**

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Russell Sage Foundation Pipeline Grant for Emerging Scholars 2021

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

Dean’s Summer Fellowship (\$3,000) 2013  
Harvard Graduate School of Education

Graduate School Fellowship (\$10,000) 2011  
Education Pioneers

## **PUBLICATIONS**

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### Peer-Reviewed Articles

(\* indicates current or former graduate student)

- Spencer, G., & Stitch, A. (*Accepted*). College Choice Revisited: Socioeconomic Differences in College Transfer Destinations Among Four-Year College Entrants. *Research in Higher Education*. (First Author)
- Spencer, G., de Novais, J., & Chen-Bendle, E.\*, Ndeka, E.\* (*Accepted*). A Dream Deferred: Post-Traditional College Trajectories and the Evolving Logic of College Plans. *Journal of Higher Education*. (First Author)
- Spencer, G. (2022). The Costs of Time: Examining the Extent of the Credit Loss Penalty in College Transfer. *Journal of Higher Education*.  
<https://doi.org/10.1080/00221546.2022.2141453>
- Spencer, G., & Maldonado, M.\* (2021). Determinants of Dual Enrollment Access: A National Examination of Institutional Context and State-Level Policies. *AERA Open*. (First Author) <https://doi.org/10.1177/23328584211041628>
- Spencer, G. (2021) Off the Beaten Path: Can Statewide Articulation Support Students Transferring in Nonlinear Directions? *American Educational Research Journal*, 58(5), 1070–1102. <https://doi.org/10.3102/0002831221999782>
- 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), 1-36. (Equal authors) <https://doi.org/10.1177/016146812012200509>

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. <https://doi.org/10.1353/rhe.2019.0110>

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. (Equal authors) <https://doi.org/10.1080/00221546.2018.1545498>

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. <https://doi.org/10.1007/s11162-018-9522-2>

### Under Review

Stich, A., Spencer, G., Johnson, B.\*, Baser, S.\* (*Under Review*). Is Option B a Viable Plan B? School Counselor's Sensemaking of a Dual Enrollment Policy in Georgia. Working Paper. *Innovative Higher Education*. (Second Author)

### Research in Progress

Spencer, G., Turpin, R.\*, Hamilton, N.\* The Meritocracy of Transfer: Admissions Requirements and Racial Disparities in Transfer to Public Universities. Working Paper. (First Author)

Spencer, G., & Monday, A.\* Dual Enrollment and Conditional Credit Acceptance: Effects of Georgia's Statewide Articulation Agreement on Degree Completion. Working Paper. (First Author)

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

Spencer, G., Britton, T., Turpin, R.\*, & Kouaho, J. L.\* The Accessibility of Private College Scholarships: Patterns, Disparities, and Explanations. Working Paper. (First Author)

Case, C.\*, Chen-Bendle, E.\*, & Spencer, G. (*Revise & Resubmit*). The Interactions of Social, Cultural, and Economic Capital in the College Completion of Post-Traditional Students. (Equal Authors)

## **SCHOLARLY PRESENTATIONS**

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### Selected Peer-Reviewed Conference Presentations

Spencer, G., Turpin, R., Hamilton, N. (2023). The Meritocracy of Transfer: Admissions Requirements and Racial Disparities in Transfer to Public Universities. [Paper Session]. The American Educational Research Association Annual Meeting Chicago, IL.

Spencer, G., de Novais, J., & Chen-Bendle, E. (2022). A Dream Deferred: College Logics in the "Life Course" of Nontraditional College Graduates. [Poster Session]. The American Educational Research Association Annual Meeting San Diego, CA. (Virtual).

Stich, A., Spencer, G., Johnson, B. (2022). Is Option B a Viable Plan B? School Counselor's Sensemaking of a Dual Enrollment Policy in Georgia. [Roundtable Session]. The American Educational Research Association Annual Meeting San Diego, CA. (Virtual).

- Spencer, G. (2020) College Choice Revisited: Examining Socioeconomic Disparities in Nonlinear College Transfer Destinations [Paper Session]. The American Educational Research Association 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]. The American Educational Research Association 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 [Poster 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. Giving Up or Moving On? Estimating the Effects of Losing Access to State Financial Aid on Postsecondary Trajectories. [Invited Presentation]. Russell Sage Foundation Pipeline Capstone Conference. Chicago, IL.

Spencer, G., & Maldonado, M. (2022). Determinants of Dual Enrollment Access: A National Examination of Institutional Context and State-Level Policies. [Invited Poster Session]. AERA Annual Meeting San Diego, CA. (In-Person)

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. (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.

## **TEACHING EXPERIENCE**

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

- Quantitative Methods I with Lab (Ph.D. cohort)
- 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.

## **ACADEMIC ADVISING AND DISSERTATION COMMITTEE MEMBERSHIP**

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### Doctoral Advising

Mónica Maldonado	Ph.D.	McBee Institute of Higher Education
Renni Turpin,	Ph.D.	McBee Institute of Higher Education
Nyasha Hamilton	Ph.D.	McBee Institute of Higher Education
Juawn Jackson	Ed.D.	McBee Institute of Higher Education
Ronald Johnson	Ed.D.	McBee Institute of Higher Education

### McNair Scholars Program Advising

Eric C. Okanume	B.S	Morehead Honors College
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### Doctoral Committee Membership

Matthew Gregory	Ph.D.	McBee Institute of Higher Education	Member
Jennifer May-Triffiletti	Ph.D.	McBee Institute of Higher Education	Member
Julianne O’Connell	Ph.D.	McBee Institute of Higher Education	Member
Stan Jackson	Ph.D.	McBee Institute of Higher Education	Member
Sarah Burman	Ph.D.	McBee Institute of Higher Education	Member
Collin Case	Ph.D.	McBee Institute of Higher Education	Member
Biljana Birac	Ph.D.	McBee Institute of Higher Education	Member
Joseph-Emery Lyvan Kouaho	Ph.D.	UGA College of Education	Member

### Completed Work on Doctoral Committee

Charles Sanchez	Ph.D.	McBee Institute of Higher Education	Chair	08/2022
Shuntavia Nicole James	Ed.D.	UGA College of Education	Member	12/2022
Margaret Laurence	Ed.D.	McBee Institute of Higher Education	Chair	12/2021
Amanda Yu-Nguyen	Ed.D.	McBee Institute of Higher Education	Chair	12/2021
Casey Geist	Ed.D.	McBee Institute of Higher Education	Member	12/2021
Lynne Cook Mazadoorian	Ed.D.	McBee Institute of Higher Education	Member	12/2021

### Doctoral Student Recognitions and Outstanding Achievements

Charles Sanchez

- 2021 AERA Dissertation Grant
- MIHE’s 2021-2022 Thomas G. Dyer Outstanding Dissertation Research Award

Mónica Maldonado

- UGA Presidential Graduate Fellowship

## **RELEVANT PROFESSIONAL EXPERIENCE**

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Research Associate, Consortium on Financing Higher Education (COFHE), (2013 – 2015)

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

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

Director of Operations, LEAD Summer Business Institute, Kellogg (2005 – 2007)

Program Assistant, Northwestern University, Evanston, IL (2004 – 2007)

## **PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

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### 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

- UGA MIHE: Committee Service
  - Graduate Studies Committee (2019 – 2023)
  - Admissions Review Committee (2021-2023)
  - Faculty Search Committees (2021 and 2022-2023)
  - Professional Development Committee (2021 – 2023)
  - Critical Perspectives on Race (CPR) Series Planning Committee (2021 – 2023)
- UGA: Workshop Panelist, Facilitator, and Presenter Service
  - Research Roundtable: Data Access, Use, and Project Opportunities (January 2022)
  - CPR: Toward More Racially Equitable Communities, Facilitator (April 2021)
  - Research Roundtable: Dissertation Research Funding Roundtable (April 2021)
  - Georgia College Advising Corps, Workshop Presentation (February 2021)
  - IHE Zoomtable on College Access and Success During the Pandemic (June 2020)
  - The Governor’s Teaching Fellows, Workshop Presentation (February 2020)
  - Research Roundtable: New Faculty Introductions (August 2019)
  - Just Education Policy Institute, Small Group Mentor (2021 and 2022)
- NYU Steinhardt: Department Service
  - NYU’s College and Career Lab, Research Associate (2018)
  - NYU’s ALT Department Doctoral Student Day, Co-Chair (2017 – 2018)

### Professional, Board, and Other Service

AERA Division J Dissertation of the Year, Committee Member (2020 – 2023) 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)

Ad hoc Grant Reviewer, 2022 Pipeline Grants Competition, Russell Sage Foundation

Conference Proposal Reviewer: *2021 Association for the Study of Higher Education (ASHE)*, *2023 American Educational Research Association (AERA) Annual Meeting*

Manuscript Reviewer: *Research in Higher Education*, *American Educational Research Journal*, *Education Finance and Policy*, *Journal of Higher Education (Outstanding Reviewer, 2022)*, *Educational Researcher*, *Journal of Student Affairs in Africa*