Heather N. McCambly
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EDUCATION
PhD, Human Development and Social Policy   **Expected 2021**
Northwestern University, Evanston, Illinois
> Dissertation: *Change Agents or Same Agents?: Grantmakers and Racial Inequity in U.S. Higher Education*
> Committee: Jeannette Colyvas (chair), Jonathan Guryan, James P. Spillane, Shirin Vossoughi

MA, Educational Leadership & Policy   **2012**
Portland State University, Portland, Oregon
Focus in higher education policy, organizations, and administration

BA, Communication Studies, BA in Art History, *summa cum laude*   **2009**
Portland State University, Portland, Oregon

General Studies, transferred   **2006**
Portland Community College, Portland, Oregon

PROFESSIONAL EXPERIENCE
Research Assistant   **2018-2019**
Institute for Policy Research, Supervised by Emma Adam
Northwestern University

Project Director   **2014-2016**
Office of Community College Research & Leadership
University of Illinois Urbana-Champaign

Program Associate   **2013-2014**
Office of Diversity, Equity, and Student Success
Association of American Colleges and Universities

Public Policy Fellow   **2012-2013**
Oregon University System

Research & Evaluation Intern   **2012**
Gateway to College National Network, Portland, Oregon

Assistant Director of Global & Diversity Initiatives   **2009-2012**
Lewis & Clark College, Portland, Oregon

AWARDS, FELLOWSHIPS, GRANTS

Graduate Research Grant, Northwestern University ($3,000)	2020
New Scholar Award, Association for Education Finance and Policy ($1,000)	2020
Presidential Fellowship, Northwestern University ($87,000)	2019-2021

Northwestern University's most prestigious and competitive doctoral fellowship

Graduate Student Travel Grant, Northwestern University ($800)	2019
Travel Grant, American Political Science Association ($200)	2019
Summer Research Grant, Society for Research on Educational Effectiveness ($7,500)	2019

Grant to produce research on the foundations and educational policy advocacy

Graduate Community Building Grant, Northwestern University ($4,000)	2018 & 2019

Grant to advance community building among graduate students of color

Computational Essentials Grant for Social Scientists, Northwestern University ($1,500)	2018

Grant to advance computational research methods among graduate students

Honorable Mention, Pre-Doctoral Fellowship, Ford Foundation	2018 & 2019
Oregon Fellowship, Hatfield School of Government ($6,000)	2013

Grant to fund research with Oregon University system on race, income, and inequality.

Finalist, Congressional Hispanic Caucus Graduate Policy Fellowship	2013
Award of Excellence, Portland State University	2009

Award recognizing academic achievements of one of 5,000 undergraduate students

Student Commendation Award, Portland State University	2009

HONORS & DISTINCTIONS

Oregon Laurels Graduate Scholarship	2011-2013
Oregon Laurels Undergraduate Scholarship	2008-2009
Diversity Scholarship, Portland State University	2008
Ronald E. McNair Undergraduate Research Scholarship	2007-2008
Jane Kristof Scholarship for Excellence in Research and Writing	2007

PEER-REVIEWED PUBLICATIONS

McCambly, H. & Anderson, E. (2020). Moving the needle or spinning our wheels?: A research-based framework for philanthropic investment in postsecondary equity. *The Foundation Review. A Special Issue on Philanthropy and Postsecondary Completion.*

Haley, K., **McCambly, H.,** & Dolinsky, R. (2018). Perceptions of student identities and institutional practices of intersectional programming, *College Student Affairs Journal*.

McCambly, H., & Haley, K. (2016). Equity and the "B" word: Budgeting and professional capacity in student affairs. *Journal of Student Affairs Research and Practice*.

MANUSCRIPTS & WORKING PAPERS

McCambly, H. & Colyvas, J. *(Under review).* Dismantling or disguising racialization: Defining grantmaking roles and outcomes in higher education policy systems

McCambly, H. & Colyvas, J. *(Under review).* Institutionalizing inequalities anew: Grantmaking and racialized postsecondary organizations.

McCambly, H. & Mulroy, Q. *(In preparation for December 2020 submission).* Equalizing access and the rise of (e)Quality politics: The political development of higher education policy at FIPSE, 1969-1999.

Baber, L. & **McCambly, H.** (eds.) *(In preparation).* Neoliberal no more: Colleges and universities arcing toward justice. Edited Volume.

McCambly, H. & Adam, E.K. *(In preparation).* The effects of school contexts and an ethnic identity curriculum on Black and white and adolescents' diversity ideologies.

BOOK CHAPTERS & OTHER PUBLICATIONS

Bragg, D. & **McCambly, H.** (*Forthcoming, February 2021*) Leading disruptive innovation: Reverse credit transfer for post-traditional transfer students. Edited by J.N. Gardner, M.J. Rosenberg, and A.K. Koch. In *Transfer: Meeting the challenge in American higher education*. Stylus.

McCambly, H. (2018). Equity's Unspoken Dilemmas: Facing Trade-Offs for More Intentional Practice. Feature on Research and Leadership. Vol. 5, No. 1. *Office of Community College Research and Leadership*.

Bragg, D., **McCambly, H.,** & Durham, B. (2016). Catching the spark: Student activism as a catalyst for transformation. *Change Magazine of Higher Learning*.

Humphreys, D., **McCambly, H.,** & Ramaley, J. (2016). *The quality of a college degree: Toward new frameworks, evidence, and policies*. Washington, DC: Association of American Colleges and Universities.

Dolinsky, R., Rhodes, T., & **McCambly, H.** (2016). *Action steps for advancing transfer student success: Lessons learned from cross-institutional collaborations.* Washington, DC: Association of American Colleges and Universities.

Rhodes, T., Albertine, S., Brown, G., Ramaley, J., Dolinsky, R., & **McCambly, H.** (2016). *Collaborating for student transfer: A nationwide Degree Qualifications Profile experiment.* Washington, DC: Association of American Colleges and Universities.

McCambly, H. & Bragg, D. (2015). *Improving a path to equity: Engaging student voices* (Report No. 13). Champaign, IL: Office of Community College Research and Leadership.

Ferren, A., Dolinsky, R., & **McCambly, H.** (2015). Collaborative, faculty-led efforts for sustainable change. *Peer Review: Emerging Trends and Key Debates in Undergraduate Education, 16*(4).

Graham, E. & **McCambly, H.** (2015). *Digging deeper: Low-income students' intersecting identities* (Report No. 12)*.* Champaign, IL: Office of Community College Research and Leadership.

McCambly, H., & Bragg, D. (2015). *Improving a path to equity: Engaging student voices* (Report No. 13). Champaign, IL: Office of Community College Research and Leadership.

McCambly, H., & Graham, E. (2015). *Pathways to results: Five teams, five experiences in the spotlight*. Champaign, IL: Office of Community College Research and Leadership.

McCambly, H. (2015). Pathways to what?: The implications of learning outcomes paradigms for Pathways to Results. *University of Illinois: Update on Research and Leadership.*

Dolinsky, R., & **McCambly, H.** (2014). Civic-minded practices for LGBTQ student success. *Diversity & Democracy, 17*(4).

McCambly, H. (2014). Think bigger: Undermatching, stratification, opportunity, and equity. *Association of American Colleges & Universities: Liberal Education Nation*.

Dolinsky, R., & **McCambly, H.** (2014, July 23). LGBTQ student success in higher ed: Collaborating with diverse practitioners. *Diverse Issues in Higher Education*.

Dolinsky, R. & **McCambly, H.** (2014, May 6). LGBTQ student success in higher education. *Diverse Issues in Higher Education*.

McCambly, H. (2013). Becoming a scholar. *Peer review: Emerging Trends and Key Debates in Undergraduate Education*, *15*(4).

CONFERENCE PRESENTATIONS

McCambly, H., Villanosa, K. & Mackevicius, C. (2021, April). *Losing the "privilege of patience": Education grantmaking and equity movements in 2020*. Paper accepted at the annual meeting of the American Educational Research Association (virtual).

McCambly, H. & Colyvas, J. (2020, November). *Institutionalizing inequality anew: Grantmaking & racialized postsecondary organizations*. Paper presented at the Association for the Study of Higher Education (virtual).

McCambly, H. & Mulroy, Q.W. (2020, November). *The Development of (e)Quality Politics: Higher Education Policy Development at FIPSE*, 1968-1999. Paper presented at the Association for the Study of Higher Education (virtual).

McCambly, H. (2020, June). *Backlash or breakthrough: Making and giving sense to race-*

conscious grantmaking. Full paper accepted as part of organized symposium titled *Insights on (In)Equity Initiatives in the Context of Discourse, Organizations, and Identity* at the International Conference for the Learning Sciences, Nashville, TN.

McCambly, H. & Mulroy, Q. W. (2020, April) *Fighting for (e)quality: The political development of higher education policy at Fund for the Improvement of Postsecondary Education (FIPSE), 1968–1999*. Paper accepted at the annual meeting of the American Educational Research Association (Conference Canceled). tinyurl.com/swcqnfe

McCambly, H. (2020, March). *The design and effects of racialized frames in higher education philanthropy***.** Paper presented at the annual meeting of the Association on Education Finance & Policy (virtual).

McCambly, H. (2019, October). *From rethinking to reshaping: The many modes of philanthropic policy advocacy.* Paper presented at the annual meeting of Grantmakers for Education, New Orleans, LA.

McCambly, H. & Mulroy, Q. (2019, August). *Fighting for (e)quality: The political development of higher education policy at FIPSE, 1968-1999.* Paper presented at the annual meeting of the American Political Science Association, Washington, DC.

McCambly, H. (2019, August). *Analyzing the design and causal effects of frames in inequalities grantmaking in U.S. postsecondary education.* Paper presented at the annual meeting of the European Group on Organizations Studies, Edinburgh, Scotland.

McCambly, H. (2019, April). *Analyzing the design and causal effects of frames in inequalities grantmaking in U.S. postsecondary education.* Paper presented at the annual meeting of the American Educational Research Association, Toronto.

McCambly, H. (2019, March). *Combining methods to trace the causal processes and causal effects of frames on the distribution of grant funds for educational equity.* Paper presented at the annual meeting of the Association on Education Finance & Policy, Kansas City, MO.

McCambly, H. (2018, June). *Persistence and change in inequalities grantmaking.* Paper presented at the Alberta Institutions Conference, Edmonton, Alberta.

McCambly, H. (2017, November). *Equity and ecology: Bringing an ecological perspective to studying power and inequity in higher education.* Paper presented at the Association for the Study of Higher Education, Houston, TX.

McCambly, H., Castillo, C., Muñiz, J. (2017, April). *Lived experiences and critical scholarship.* Paper presented at the Northwestern Black Graduate Students Association Annual Conference, Chicago, IL.

Haley, K., **McCambly, H.**, & Dolinsky, R. (2016, March). *Perceptions of student identities and institutional practices of intersectional pedagogy and programming*. Paper presented at the annual meeting of the American College Personnel Association, Montréal, Canada.

McCambly, H. & Dolinsky, R. (2015, March). *Strengthening LGBTQ students' integration on campus through intersectional practice*. Presented at the NASPA Annual Conference, Indianapolis, IN.

Bragg, D., & **McCambly, H.** (2015, November). *Improving Pathways to Results: Mixing methods to create equity-minded practice*. Poster presented at the annual meeting of the American Evaluation Association, Chicago, IL.

McCambly, H., & Dolinsky, R. (2015, June). *Bridging perspectives on inclusiveness: Foregrounding LGBTQ student success in campus-wide initiatives*. Full-day workshop presented as faculty at the California Institute of Integral Studies' Expanding the Circle Institute, San Francisco, CA.

McCambly, H., & Graham, E. (2015, May*). Bringing equitable solutions to life on campus: A pathway to results from Illinois*. Concurrent session presented at the National Conference on Race and Ethnicity in Higher Education, Washington DC.

McCambly, H., & Dolinsky, R. (2015, May). *And (not "or"): Strengthening LGBTQ students' integration on campus through intersectional practice*. Concurrent session presented at the National Conference on Race and Ethnicity in Higher Education, Washington DC.

McCambly, H. (2015, April). *Integrative learning for equitable outcomes in Illinois and beyond.* Featured speaker at the Curriculum Integration Summit sponsored by the Illinois Community College Board, Bloomington, IL.

McNair, T., **McCambly, H.**, & Rodriguez-Dehmer, I. (2015, April). *Navigating disruptive institutional environments to support community college student success*. Poster presented at the annual meeting of the American Educational Research Association, Chicago, IL.

Cuomo, M., Madera, S., Smith, K., & **McCambly, H.** (2015, March). *Developing a community college student roadmap: Emerging promising practices for success for all students*. Concurrent session presented at the Diversity, Learning, and Student Success Conference presented by the Association of American Colleges & Universities, San Diego, CA.

McCambly, H., & Haley, K. (2014, November). *Equity and the "B" word: Exploring the role of budgeting policy implementation and professional capacity in supporting student success.* Presented at the Association for the Study of Higher Education Conference in Washington, DC.

McNair, T., **McCambly, H.**, & Cuomo, M. (2014, November). *Evaluating* Roadmap*: The effect of a project's theory of action on twelve community college campuses*. Poster presented at the Association for the Study of Higher Education Conference, Washington, DC.

Dolinsky, R., & **McCambly, H.** (2014, August). *Understanding LGBTQ student success: A toolkit for expanding campus practice.* Webinar presented as part of the Diverse Issues in Higher Education Webinar Series, Washington, DC.

Anderson, C., Dolinsky, R. & **McCambly, H.** (2014, May). *Fostering cross-campus collaboration for diversity learning and underserved student success: Uniting academic affairs, student affairs, and contingent faculty*. Concurrent session presented at the National Conference on Race and Ethnicity in Higher Education, Indianapolis, IN.

Dolinsky, R. & **McCambly, H.** (2014, March). *LGBTQ student success in higher education.* Concurrent session presented at the Diversity, Learning, and Student Success Conference presented by the Association of American Colleges & Universities, Chicago, IL.

INVITED PRESENTATIONS

McCambly, H. Featured Speaker. "Philanthropy and Postsecondary Education Attainment." Webinar jointly hosted by The Foundation Review and Grantmakers for Education. Scheduled for January 2021.

McCambly, H. Featured Speaker. "Change Agents or Same Agents?: Grantmaking and Racialization in U.S. Higher Education." *Northwestern University Presidential Fellows Speaker Series*. Evanston, IL. October 23, 2020.

Baber, L. & **McCambly, H.** Featured Speaker. "Losing the Privilege of Patience: A Conversation on Educational Philanthropy and Community Colleges in the Time of COVID." *Democracy's College Podcast*. September, 2020.

McCambly, H. Facilitator. "Moving the Needle or Spinning Our Wheels?: A Research-Based Framework for Philanthropic Investment in Postsecondary Equity." The Kresge Foundation. January 28, 2020.

McCambly, H. Featured Speaker. "Equity's Unspoken Dilemmas: Setting Priorities for Racial Justice." *Office of Community Colleges Research & Leadership's Equity Eye-Opener Webinar Series*. April 2020.

McCambly, H. Facilitator. "Equity's Unspoken Dilemmas: Setting Priorities for Racial Justice." *Racial Justice and Equitable Outcomes in Community Colleges Institute*. July 25, 2019.

TEACHING EXPERIENCE

Co-Instructor for Human Development & Social Policy 435: Advanced Qualitative Methods (Graduate Course)
Northwestern University, 2020

Teaching Assistant for Learning Sciences 451: Culture, Learning & Poverty (Graduate Course)
Northwestern University, 2020

Teaching Assistant for Management and Organization Studies 430: Organizations and Leadership (Graduate Course)
Northwestern University, 2020

Teaching Assistant for Social Policy 351: Policy in Times of Political Transformation,
Northwestern University, 2018 & 2019

Teaching Assistant for the School of Education & Social Policy's Student Leadership Institute,
Northwestern University, 2017 & 2018

Teaching Assistant, Portland State University Art History Department, 2009-2010

Teaching Assistant, Portland State University Communication Studies Department, 2007-2009

LEADERSHIP POSITIONS

Founding Member, SREE Researchers of Color Collective — 2019-Present
A funded special interest group within the Society for Research on Educational Effectiveness supporting the work, professional development, and collective interests of researchers of color.

President, Critical Contexts — 2018-2020
A graduate student group dedicated to applying a justice-oriented lens to policy, education, and learning research; translating research on educational equity into practice; and supporting graduate students with non-dominant identities.

Dept Ambassador, Social Interaction & Organizations at Northwestern — 2018-2019
An interdisciplinary group of students and faculty examining social movements, institutional theory, and organizational sciences.

Treasurer, Critical Contexts — 2017-2018

COMMUNITY/VOLUNTEER SERVICE

Organizer, REEL Writing Lab: Researching Educational Equity and Learning — 2018-2019
A weekly writing lab supporting peer-led student development

Graduate Student Representative, HDSP Faculty Search Committee — 2018-2019
Participated as a full voting member from beginning to end in a successful faculty search process for an urban politics and policy position.

Mentor, SESP Leadership Institute — 2017-2019
A summer bridge program dedicated to improving the experience and supports available to incoming first-generation, low-income students in SESP. I offered intensive support during the program itself and ongoing mentorship to multiple students throughout the academic year.

Member, Bringing Theory to Practice Conference Planning Committee — 2016-2017
Conference theme: Intersectionality and Student Well-Being

Member, NCORE National Advisory Council — 2016-2019
Provided guidance, recommendations, and proposal review for the National Conference on Race and Ethnicity in Higher Education.

Community Mentor — 2009-2013
Met weekly with six high school mentees at the NELA Center for Student Success, an Oregon ASPIRE site. Mentored and created resources for mentorship at organizations such as Albertina Kerr Foster Centers and LEP High School in Portland, OR.

Scholar and Volunteer, Ronald E. McNair — 2007-2012
Following my time as a Ronald E. McNair Scholar, a federally-funded TRIO program for first-generation and minority students, I maintained an active role as a moderator and presenter at multiple symposia and as a scholarship committee member.

MEMBERSHIPS

Phi Kappa Phi Honor Society	Since 2009
Association for the Study of Higher Education	Since 2013
American Educational Research Association	Since 2014
American Political Science Association	Since 2018
American Sociological Association	Since 2018
Association for Education Finance and Policy	Since 2018
Society for Research on Educational Effectiveness	Since 2019