

Curriculum Vitae

Heather N. McCambly

5519 Posvar Hall 5517

230 S Bouquet St

Pittsburgh, PA 15213

mccambly@pitt.edu

<https://orcid.org/0000-0003-0228-2462>

ACADEMIC POSITIONS

Assistant Professor of Critical Higher Education Policy	2021-Present
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Faculty Affiliate in the Department of Sociology

University of Pittsburgh, School of Education

Faculty Affiliate, Office of Community College Research & Leadership	2021-Present
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University of Illinois, Urbana-Champaign

EDUCATION

PhD, Human Development and Social Policy	2021
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Northwestern University, Evanston, Illinois

Dissertation: *Change Agents or Same Agents?: Grantmakers and Racial Inequity in U.S. Higher Education Policy*

MA, Educational Leadership & Policy	2012
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Portland State University, Portland, Oregon

Focus: Higher Education Policy, Organizations, and Administration

BA, Communication Studies, BA in Art History, <i>summa cum laude</i>	2009
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Portland State University, Portland, Oregon

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

SPONSORED PROJECTS

Alfred P. Sloan Foundation Grant (\$249,000)	2024-2026
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PI. Co-PIs: Drs. Román Liera and Aireale Rodgers. Analyzing the Purposes and Outcomes of Faculty Cluster Hiring Initiatives to Promote Racial Equity

Spencer Large Grant (\$375,000)	2023 & 2024 Finalist, Under Review 2025
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Understanding (E)Quality Politics in Higher Education and Workplace Policy: Untangling Embedded Racism and Limits on Opportunity

Dean's Faculty Research Grant (\$50,000)	2023-2025
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PI, Understanding (E)Quality Politics in Higher Education Policy

Ability2Benefit for Equity Grant funded by ECMC (\$125,000)	2022-2024
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Co-PI with Dr. Eboni Zamani Gallaher. Research sub-award to study the implementation and impact of new Access to Benefit pathways for students of color using promise program scholarship dollars in two states.

Quant4What Conference Grant from the Sloan Foundation (\$12,775)	2022-2023
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PI with Dr. Shanyce Campbell. Title: Quant for What?: Dreaming Toward Quantitative Paradigms for Anti-Racist Transformation

Spencer Conference Grant (\$50,000) <i>PI with Drs. Shanyce Campbell and Sarah Peko-Spicer. Title: Research for What?: Dreaming Toward Quantitative Paradigms for Anti-Racist Transformation</i>	2022-2023
Engaging Youth through Critical Quantitative Methods by The Grable Foundation (\$6,000) Co-PI with Shanyce Campbell	2022
COVID-19 Research Recovery Grant funded by Northwestern University (\$50,000) <i>Co-PI with Dr. Quinn Mulroy. Title: The Rise of (E)Quality Politics</i>	2022-2023
Equity First Documentation Project— Lumina Foundation (\$44,500)	2022
Summer Research Grant, Society for Research on Educational Effectiveness (\$7,500) <i>Grant to produce research on the foundations and educational policy advocacy</i>	2019
Computational Essentials Grant for Social Scientists, Northwestern University (\$1,500) <i>Grant to advance computational research methods among graduate students</i>	2018

FELLOWSHIPS

NAEd/Spencer Postdoctoral Fellowship (\$70,000) <i>Reversing the Research Lens: Analyzing Turns Toward Racial Equity at IES and NSF</i>	2023-2024
NAEd/Spencer Dissertation Fellowship (Offered, \$27,500)	2021
Association of American University Women Dissertation Fellowship (Offered, \$27,500)	2021
Presidential Fellowship, Northwestern University (\$87,000) <i>Northwestern University's most prestigious and competitive doctoral fellowship</i>	2019-2021
Oregon Fellowship, Hatfield School of Government (\$6,000) <i>Grant to fund research with the Oregon University system on race, income, and inequality.</i>	2013

PEER-REVIEWED ARTICLES (15)

*=Graduate student coauthor

- *Couch, C., **McCambly, H.**, & Weddle, H. (Forthcoming 2025). Higher education governance as a mediator of movements toward justice. In P. Rubin & K.A. Riffe (Eds.), *New Directions in Higher Education*. Wiley Online.
- McCambly, H.**, Liera, R., Rodgers, A., & Park, B.* (2025). Analyzing the purposes and mechanisms of faculty cluster hiring initiatives to promote racial equity. *The Journal of Higher Education*. 1–26. <https://doi.org/10.1080/00221546.2025.2546765>
- McCambly, H.** & Peko-Spicer, S.M. (2025). Taking Space for Anti-Racist Research: Learnings from the Margins of Educational Effectiveness. *Journal for Research on Educational Effectiveness*. <https://doi.org/10.1080/19345747.2025.2480553>
- McCambly, H.** & Mulroy, Q. (2024). The Rise of (E)Quality Politics on College Campuses: Then and Now. *Change Magazine for Higher Learning*. <https://doi.org/10.1080/00091383.2022.2078151>
- McCambly, H.**, & Mulroy, Q. (2024). Constructing an Educational “Quality” Crisis: (E)quality Politics and Racialization Beyond Target Beneficiaries. *Educational Evaluation and Policy Analysis*, <https://doi.org/10.3102/01623737231189478>
- McCambly, H.**, Villanosa, K., Mackevicius, C. (2024). Educational Philanthropy’s “Racial Reckoning”

in the Wake of 2020: Understanding Persistence and Change in Grantmakers' Policy Repertoires. *Educational Policy*. <https://doi.org/10.1177/08959048241263843>

McCambly, H. & Aguilar-Smith, S. (2024). Racialized Patterns in the Distribution of Congressional Pork: Implications for Postsecondary Equity and Organizational Transformation. *AERA Open*. <https://doi.org/10.1177/23328584241245>

McCambly, H., Aguilar-Smith, S., Baber, L., Felix, E. R., Hu, X. (2023). Community colleges as racialized organizations: Outlining challenges and opportunities for equity. *Community College Review*. <https://doi.org/10.1177/00915521231182121>

McCambly, H. (2023). Rising Tides Don't Create Racialized Change: Analyzing Institutional Change Projects in Postsecondary Philanthropy's College Completion Agenda. *The Journal of Higher Education*, 0(0), 1–31. <https://doi.org/10.1080/00221546.2023.2203631>

McCambly, H., & Colyvas, J. A. (2023). Dismantling or Disguising Racialization?: Defining Racialized Change Work in the Context of Postsecondary Grantmaking. *Journal of Public Administration Research and Theory*. <https://doi.org/10.1093/jopart/muac021>

McCambly, H., & Colyvas, J. A. (2022). Institutionalizing Inequity Anew: Grantmaking and Racialized Postsecondary Organizations. *Review of Higher Education*, 46(1). <https://doi.org/10.1080/00221546.2023.2203631>

McCambly, H., Mackevicius, C., Villanosa, K. (2022). Answering the Call (for Proposals): Moving Toward Justice in Postsecondary Philanthropy. *Change Magazine for Higher Learning*. <https://doi.org/10.1080/00091383.2022.2078151>

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*. <https://scholarworks.gvsu.edu/tfr/vol12/iss3/7/>

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*.

IN PROGRESS (2 REVISE & RESUBMIT, 3 UNDER FIRST REVIEW, 4 IN PREPARATION)

*=Graduate student coauthor

Mulroy, Q. & **McCambly, H.** (*Revise & Resubmit*). Equalizing access and the rise of (e)Quality politics: The political development of higher education policy, 1969-1999. *Also released as an Annenberg Institute EdWorking Paper, here: www.edworkingpapers.com/ai22-571*

McCambly, H., Aguilar-Smith, S., & Couch, C.* (*Revise & Resubmit*). The Underbelly of Congressional Pork: A QuantCrit Study of Distributive Politics.

McCambly, H., Mulroy, Q., Stein, A.* (*Under Review*). Racialized Reactivity: How Metrics-Formation Contributed to Lasting Inequities in the Field of Medical Education. *Earlier version released as an Annenberg Institute EdWorking Paper, here: <https://edworkingpapers.com/ai24-909>*

McCambly, H., Couch, C.,* & Zapata-Gietl, C. (*Under Review*). (E)Quality Politics in the Trump Administration's Attacks on Federal Higher Education Infrastructure.

Mulroy, Q., Stein, A., & **McCambly, H.** (*Under Review*). Critical Historical-Developmental Analysis:

Uncovering Embedded, Erased, and Entangled Racism in Education.

Rodgers, A., **McCambly, H.** (*In preparation*). The organization changed but what did it learn?: Bringing sociocultural theory into the study of equity-minded organizational learning

McCambly, H. (*In preparation*). The Effects of Anti-Racist Commitments on Grantmakers' Theories of Action: A Causal Analysis of Nine Foundations' Postsecondary Investments.

McCambly, H. (*In preparation*). Federal Funding and Racialized Knowledge Production: Analyzing Federal Education Research Funding 2005-2024.

McCambly, H. & Patel, P., Couch, C. (*In preparation*). Cultural Codes and Racialized Sensemaking: Federal Program Officers as Administrative Policy Actors

BOOKS & EDITED VOLUMES (2)

Baber, L. & **McCambly, H.** (eds.) (2023). Critiques for Transformation: Reimagining Colleges & Communities for Social Justice. Edited Volume. Information Age Press.

Mulroy, Q. & **McCambly, H.** (*Expected Contract from Oxford University Press*). (E)Quality Politics: The Hidden Role of Quality Arguments in Regressive Policymaking

PEER-REVIEWED BOOK CHAPTERS (5)

McCambly, H. (*Forthcoming*) The weight we carry: A personal reckoning with methodological apertures. In L. Patel (Ed.), *Decolonizing Educational Research: From Ownership to Answerability, 10th Anniversary Edition*. Routledge.

McCambly, H. (2023) There is no "J" in "ROI": A Framework Toward Justice in the Era of Venture Philanthropy. In L. D. Baber & H. McCambly (Eds.), *Critiques for Transformation: Reimagining Colleges & Communities for Social Justice*. Information Age Press.

Baber, L. D. & **McCambly, H.** (2023). More Than Critique: Mapping a More Just Future. In L. D. Baber & H. McCambly (Eds.), *Critiques for Transformation: Reimagining Colleges & Communities for Social Justice*. Information Age Press.

McCambly, H., & Rodgers, A. (2023). Practicing Hope, Refusing Harm, and Embodying Love in Scholarly Praxis. In L. D. Baber & H. McCambly (Eds.), *Critiques for Transformation: Reimagining Colleges & Communities for Social Justice*. Information Age Press.

Bragg, D. & **McCambly, H.** (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.

BOOK REVIEWS AND MEDIA (8)

Rodgers, A. J., & **McCambly, H.** (2023). (Book Review) A Dream Defaulted: The Student Loan Crisis Among Black Borrowers by Jason N. Houle and Fenaba R. Addo (2022). *Teachers College Record*.

McCambly, H., Villanosa, K., & Mackevicius, C. (2021). Educational Grantmakers' Conceptualizations of Equity. In de Vries, E., Hod, Y., & Ahn, J. (Eds.), *Proceedings of the 15th International Conference of the Learning Sciences - ICLS 2021*. (pp. 1045-1046). Bochum, Germany: International Society of the Learning Sciences.

- Bethune, A., **McCambly, H.**, Rodgers, A. J., & Villanosa, K. (2020). Insights on (in)equity initiatives in the context of discourse, organizations, and identity. *Conference Proceedings of the 14th International Conference of the Learning Sciences*. <https://repository.isls.org/handle/1/6674>
- 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).

POLICY AND EVALUATION REPORTS (12)

- McCambly, H.** (2025). Report to the Gates Foundation on Partner Engagement and Equity. *Internal report and brief*.
- McCambly, H.,** (2025). Grantmaking and Community Colleges: Tensions and Pathways for Addressing Racialized Inequalities. (Policy brief). Series: *Addressing Racialized Inequalities in Educational Pathways*.
- 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*.
- 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.*

AWARDS

Outstanding Reviewer Award, Journal of Higher Education	2023
Council of Graduate Students of Education Extra Mile Award <i>University of Pittsburgh, Student-nominated award for faculty</i>	2023
School of Education Dean's Distinguished Research Award <i>University of Pittsburgh</i>	2023
American Political Science Association, David Brian Robertson Award Politics and History Best Paper Award for <i>The Rise of (E)quality Politics: The Political Development of Higher Education Policy at FIPSE, 1969-1999</i>	2022
American Educational Research Association Outstanding Dissertation Award <i>Division J—Postsecondary Education</i>	2021-2022
New Scholar Award, Association for Education Finance and Policy (\$2,000)	2020
Honorable Mention, Pre-Doctoral Fellowship, Ford Foundation	2018, 2019
Finalist, Congressional Hispanic Caucus Graduate Policy Fellowship	2013
Award of Excellence, Portland State University <i>Award recognizing academic achievements of one of 5,000 undergraduate students</i>	2009

INVITED TALKS & WORKSHOPS (26)

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- Featured Speaker, Association for the Study of Higher Education, *Navigating Constraints and Restrictions to Federal and State Funding*, Presidential Commission on Responding to the Reshaping of Politics and Policy in Higher Education Webinar Series. June 2025.
- Featured Speaker, ASHE Graduate Student Policy Seminar, March 2025
- Keynote Speaker, Council for Public Policy in Higher Education Pre-conference Session. *In Search of New Visions: Defining the Scope and Purpose of Higher Education Policy Research.* Forthcoming, April 2025
- Featured Speaker, Society for Research on Educational Effectiveness. *Taking Space for Anti-Racist Research: Learnings from the Margins of Educational Effectiveness.* Critical Perspectives in Quantitative Methods Series Webinar 12. Society for Research on Educational Effectiveness, virtual. September 2024.
- Featured Speaker, AERA/EEPA joint webinar: *Critical Approaches to Education Policy Research—Improving Researchers' Capacity to Address Injustice.* May 2024.
- Featured Speaker, AERA Division L Business Meeting Special Panel: *Critical Approaches to Education Policy Research—Improving Researchers' Capacity to Address Injustice.* Presented at the American Education Research Association. Philadelphia, PA. April 2024.

Invited Facilitator, *Where is your head?: A critical quantitative methods workshop*. ASHE Methods Workshops. Minneapolis. November, 2023.

Keynote Speaker, ASHE Graduate Student Policy Seminar, March 2024.

Featured Speaker, ECMC Education Foundation (All staff), July 2023

Featured Speaker, ASHE Graduate Student Policy Seminar, March 2023.

Organizer and Co-Moderator, *It Is Better to Speak: How Ed Philanthropy (and Intermediaries) Can Advance Racial Justice Amidst Backlash*, Jointly hosted by the Philanthropy & Education SIG and AERA Division L (Policy & Politics), April, 2023.

Featured Speaker, “Racialized Change Work.” *Student Equity Planning Institute for the California Community Colleges* hosted by San Diego State University, March, 2023.

Featured Speaker, “More than a DEI Label: Engaging in Racialized Change Work.” *Faculty Allies for Diversity Speaker Series* at Rackham Graduate School at the University of Michigan, February, 2023.

Featured Speaker, “Racialized Organizations: Integrating Critical and Organizational Perspectives to Address Pressing Issues in Education.” *AERA Organizational Theory SIG Panel Series*, January 2023.

Featured Speaker, “Articulating a Theory of Action Toward Critical Quantitative Research.” *Society for Research on Educational Effectiveness Annual Meeting*, September, 2022.

Featured Speaker, “More than a DEI Label: Engaging in Racialized Change Work.” *Racism is Real Speaker Series* at Carnegie Mellon University, April 2022.

Presidential Session Speaker, “Community College as Racialized Organizations.” *Council for the Study of Community Colleges Presidential Session*. April 2022.

Featured Speaker, “Institutionalizing Inequity Anew.” *MSI Coffee Chats Speaker Series* at Rackham Graduate School at the University of Michigan, March 2022.

Featured Speaker. “Philanthropy and Postsecondary Attainment: Promising Practices.” Webinar jointly hosted by The Foundation Review and Grantmakers for Education. Scheduled for February 2021.

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.

Featured Speaker with Dr. Lorenzo D. Baber. “Losing the Privilege of Patience: A Conversation on Educational Philanthropy and Community Colleges in the Time of COVID.” *Democracy’s College Podcast*. September, 2020.

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

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.

Invited participant. “Convening on Quality and Equality in the New Credentialing Landscape.” Hosted by the Lumina Foundation. September 11-12, 2019.

Facilitator. “Equity’s Unspoken Dilemmas: Setting Priorities for Racial Justice.” *Racial Justice and Equitable Outcomes in Community Colleges Institute*. July 25, 2019.

Invited participant and facilitator. “Idea Lab on Equity and Guided Pathways.” *Equity Conscious Community College Pathways* hosted by the Gates Foundation and the University of Illinois. July 11-12, 2019.

ACADEMIC CONFERENCE PRESENTATIONS (41)

- McCambly, H., Liera, R., & Rodgers A.** (2025, April). *Analyzing the Purposes and Mechanisms of Faculty Cluster Hiring Initiatives to Promote Racial Equity*. Paper presented at the American Education Research Association. Denver, CO.
- McCambly, H., Mulroy, Q.,** (2024, November). *Ideas and Ideologies in Higher Education Policy*. Symposium presented as a Featured Session at the Association for the Study of Higher Education. Minneapolis.
- McCambly, H., Liera, R., & Rodgers A.,** (2024, November). *Responding Strategically as Equity-Centered Researchers in a Hostile Racial Climate*. Symposium presented as a Featured Session at the Association for the Study of Higher Education. Minneapolis.
- Peko-Spicer, S. & McCambly, H.,** (2024, September). “*Taking Space for Anti-Racist Research: Learnings from the Margins of Educational Effectiveness*.” September, 2024. Paper presented at the Society for Research on Educational Effectiveness. Washington, DC.
- McCambly, H., Patel, P, Couch, C.,** (2024, April). *Cultural Codes and Racialized Sensemaking: Federal Program Officers as Administrative Policy Actors*. Paper presented at the American Education Research Association. Philadelphia, PA.
- McCambly, H., Villanosa, K.,** (2024, April). *Postsecondary Philanthropy as a Site of Power: Shifting from White-Centered to Equity-Centered Decision-Making Processes*. Paper presented at the American Education Research Association. Philadelphia, PA.
- McCambly, H. & Aguilar-Smith, S.,** (2024, April). *Racialized Patterns in the Distribution of Congressional Pork: Implications for Postsecondary Equity and Organizational Transformation*. Paper presented at the American Education Research Association. Philadelphia, PA.
- McCambly, H., Mulroy, Q., & Stein, A.** (2023, November). *Racialized Reactivity: The Role of Philanthropic and Professional Organizations in Restricting Access to Medical Education, 1901-1931*. Paper presented at the Association for the Study of Higher Education. Minneapolis.
- McCambly, H., & Peko-Spicer, S.,** (2023, November). *Taking Space for Anti-Racist Research: Learnings from the Margins of Educational Effectiveness*. November 2023. Paper presented at the Association for the Study of Higher Education. Minneapolis.
- McCambly, H., Mulroy, Q., & Stein, A.** (2023, September). *Coordinating Closure: The Role of Philanthropic and Professional Organizations in Restricting Access to Medical Education, 1901-1931*. Paper presented at the American Political Science Association. Los Angeles.
- Rodgers, A., McCambly, H., Villanosa, K.** (2023, April). *Leveraging Organizational Theory to Make Educational Systems More Effective and Racially Equitable*. Paper presented at the American Education Research Association. Chicago, IL.
- Mackevicius, C., McCambly, H., Villanosa, K.** (2023, April). *Money Where Your Mouth Is? Racial Equity in Education Grant-Making During Sociopolitical Crises*. April 2023. Paper presented at the American Education Research Association. Chicago, IL.
- McCambly, H., Villanosa, K.,** (2023, April). *Postsecondary Philanthropy as a Site of Power: Shifting from White-Centered to Equity-Centered Decision-Making Processes*. Paper presented at the

American Education Research Association. Chicago, IL.

Symposium Organizer. (2023, April). *Critiques for Transformation: Reimagining Colleges and Communities for Social Justice*. Symposium at the American Education Research Association. Chicago, IL.

McCambly, H., Villanosa, K., Mackevicius, C. (2022, November). *Postsecondary Philanthropy in the Wake of 2020: An Arc Toward Justice?*. Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action, Raleigh, NC.

McCambly, H. *Interest Convergent Organizational Learning: Private Postsecondary Philanthropy and the College Completion Agenda*. (2022, November). Paper presented at the Association for the Study of Higher Education. Las Vegas, NV.

Aguilar-Smith, S., Baber, L., Felix, E. R., Hu, X., **McCambly, H. N.**, & Zamani-Gallaher, E. M. (2022, April). *Community colleges as racialized spaces: outlining challenges and opportunities for equity*. Presidential panel at Council for the Study of Community Colleges Conference. Tempe, AZ.

McCambly, H. (2022, March). *Whose College Completion Agenda?: A Causal Analysis of Nine Foundations' Grantmaking 2000-2019*. Paper presented at the Association for Education Finance and Policy, Denver, (Paper).

Mackevicius, C., **McCambly, H.**, & Villanosa, K. (2022, March). *Education Grantmaking Practices and Racial Equity Movements*. Paper presented at the Association for Education Finance and Policy, Denver.

McCambly, H. & Mulroy, Q. (2021, September). *The Rise of (E)quality Politics: The Political Development of Higher Education Policy, 1969-1999*. Paper presented at the annual meeting of the American Political Science Association, Montreal.

McCambly, H. (2021, November). *Featured Speaker in a Virtual Symposium on Racialized Organizations in Higher* at the Association for the Study of Higher Education (virtual).

McCambly, H., Villanosa, K. & Mackevicius, C. (2021, November). *Losing the "privilege of patience": Education grantmaking and equity movements in 2020*. Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action, Virtual.

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/swcqnf

- 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.
- 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.

NATIONAL SERVICE

Mentor for Spencer/NAEd Dissertation Fellows, National Academic of Education	2025-2026
Participant, NSF-funded WEPAN Convening on Resisting Anti-DEI Attacks	2024
Participant, Equity Accelerator Researcher Impact Convening	2024
Member, ASHE Graduate Student Policy Seminar Planning Committee	2023-2025
Editorial Board, AERA Open	2023-2027
ASHE Dissertation of the Year Award Committee	2023-2025
Editorial Board, Journal of Higher Education	2022-2025
Participant, NSF-funded WEPAN Convening on STEM Faculty Racial Equity	2024
Chair, Philanthropy & Education Special Interest Group at AERA	2022-2024
NSF Panel Reviewer, Broadening Participation in ED-Core	2023
Ad Hoc Reviewer, Sociology of Race & Ethnicity	2022-2023
Ad Hoc Reviewer, Journal of Public Administration Research and Theory	2022-2023
Ad Hoc Reviewer, Educational Researcher	2023-2024
Ad Hoc Reviewer, Sociology Compass	2023-2024
Ad Hoc Reviewer, Educational Evaluation and Policy Analysis	2023-2024
SREE Researchers of Color Collective, Co-Founder and Co-Chair	2019-2022

UNIVERSITY SERVICE

PhD Coordinator, Higher Education School of Education, University of Pittsburgh	2025-
Member, EFOP Undergraduate Program Design and Working Committee School of Education, University of Pittsburgh	2025-2026
Member-at-Large, Equity & Justice Committee School of Education, University of Pittsburgh	2025-2026
Mentor, Mobilization and Political Economy Summer Research Program Department of Sociology, University of Pittsburgh	2024
Member, Planning and Budget Committee School of Education, University of Pittsburgh	2022-2023
Chair, EFOP Scholarship Committee School of Education, University of Pittsburgh	2022-2023

GRADUATE STUDENT ADVISING

Advisor (Chair) for Marialexia Zaragoza (Ph.D., Higher Education)
Advisor (Chair) for Esteban Alcalá (Ph.D., Higher Education)
Advisor (Chair) for Crystal Couch (Ph.D., Higher Education)
Advisor (Chair) for Baili Park (Ph.D., Higher Education)
Co-Advisor for Charlie Diaz (Ph.D., Higher Education)
Advisor (Chair), Stephanie Hoogendoorn (Ed.D., Higher Education)

Advisor (Chair), Chelsea Proulx (Ed.D., Higher Education)

Advisor (Chair), Michelle Yingling (Ed.D., Higher Education)

Advisor to 6-8 M.Ed. in Higher Education students per year.

GRADUATE STUDENT COMMITTEES

* =Student has graduated

Committee (Member) for Jenay Willis (Ph.D., Higher Education)*

Committee (Member) for Ashlyn Salvage (Ph.D., Education Policy), M1 and Dissertation

Committee (Member) for Keanna Cash (Ph.D., Education Policy), M1

Committee (Member) for Audrey Buzard (M.A., Education Policy)*

Committee (Member) for N. Angie Jaimez (UCLA, Ph.D., Higher Education and Organizational Change)

Committee (Member) for Gina Vance (Ed.D., Higher Education)*

Committee (Member) for Paula Davis (Ed.D., Higher Education)*

Committee (Member) for Sharla Anke (Ed.D., Higher Education)*

Committee (Member) for Anthony Gomez (Ed.D., Higher Education)

OTHER PROFESSIONAL EXPERIENCE

Independent Consultant

2016-Present

I contribute to a variety of projects focused on educational equity, policy reform, and organizational learning including NSF-funded grants focused on two-year college transfer, philanthropic practice, and the multi-funder *Credit When It's Due* national policy initiative.

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

MEMBERSHIPS

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