

PAUL G. RUBIN

University of Utah
 1721 Campus Center Drive, SAEC 2237
 Salt Lake City, UT 84112
paul.rubin@utah.edu

EDUCATION

University of Georgia, Athens, Georgia Ph.D., Higher Education	2017
University of Pennsylvania, Philadelphia, Pennsylvania M.S.Ed., Higher Education	2011
Boston College, Chestnut Hill, Massachusetts B.A., Communication and Political Science	2008

ACADEMIC APPOINTMENTS AND PROFESSIONAL EXPERIENCE

University of Utah, Salt Lake City, Utah

Assistant Professor, Department of Educational Leadership and Policy	2020–Present
Research Affiliate, Collaborative for Higher Education Research & Policy	2022–Present

Postdoctoral Research Associate, Department of Educational Leadership & Policy 2018–20
“Degrees When Due.” Funded by the Lumina Foundation, Kresge Foundation, Ascendium Philanthropy, and ECMC Foundation (Sub-Contract of \$610,918 from the Institute for Higher Education Policy of total \$5,000,000 budget). PI: Jason Taylor, University of Utah.

United States Senate, Washington, D.C.
 Education and Oversight Fellow, Office of Senator Elizabeth Warren 2017–18

University of Georgia, Institute of Higher Education, Athens, Georgia

Project Manager and Lead Graduate Researcher	2015–17
Graduate Research Assistant	2013–15

“The Distinct Role of Intermediary Organizations in Fostering Research Utilization for State College Completion Policy.” Funded by the William T. Grant Foundation (\$350,000). PI: Erik Ness & Co-PI: James Hearn, University of Georgia.

Storbeck/Pimentel & Associates, Media, Pennsylvania
 Research Analyst 2011–13

University of Pennsylvania Law School, Philadelphia, Pennsylvania
 Admissions and Financial Aid Graduate Assistant 2010–11

Arcadia University, Glenside, Pennsylvania
 Enrollment Management Counselor 2008–10

PUBLICATIONS

Peer-Reviewed Journal Articles

Rubin, P. G., Billings, M. S., Hammond, L., & Gándara, D. (2022, Online First). State higher education funding during COVID-19: Exploring state-level characteristics influencing financing decisions. *American Behavioral Scientist*. <https://doi.org/10.1177/00027642221118270>.

Rubin, P. G., Ayscue, J. B., & Uzzell, E. M. (2022). Analyzing Congressional Research Service reports on education: How is information used at Congress's think tank? *AERA Open*, 8(1), 1-17. <https://doi.org/10.1177/23328584221117166>.

Hammond, L., Adams, P., **Rubin, P. G.**, & Ness, E. C. (2022). A rhetorical analysis of intermediary organization documents on college completion policy. *Educational Policy*, 36(2), 377-406. <https://doi.org/10.1177/0895904819888231>.

Rubin, P. G. (2021). Political appointees vs. elected officials: Examining how the selection mechanism for state governing agency board members influences responsiveness to stakeholders in higher education policy-making. *Education Policy Analysis Archives*, 29(115), 1-23. <https://doi.org/10.14507/epaa.29.5214>.

Rubin, P. G., & Ness, E. C. (2021). State higher education governing agencies and the knowledge brokering process: Investigating their role as multi-facing organizations in the United States. *Higher Education Policy*, 34(3), 643-663. <https://doi.org/10.1057/s41307-019-00155-z>.

Ness, E. C., **Rubin, P. G.**, & Hammond, L. (2021). Becoming a “game changer”: Complete College America's role in U.S. higher education policy fields. *Higher Education*, 82(1), 1-17. <https://doi.org/10.1007/s10734-020-00619-x>.

Taylor, J. L., **Rubin, P. G.**, Kauppila, S. A., & Davis, L. (2021). Unpacking implementation capacity and contexts for degree reclamation strategies: What factors move the equity needle? *Education Policy Analysis Archives*, 29(27), 1-32. <http://dx.doi.org/10.14507/epaa.29.5473>.

Lee, J. C., Ciarimboli, E. B., **Rubin, P. G.**, & González Canché, M. S. (2020). Borrowing smarter or borrowing more? Investigating the effects of a change in federal loan policy. *The Journal of Higher Education*, 91(4), 483-513. <https://doi.org/10.1080/00221546.2019.1650583>.

Rubin, P. G., & González Canché, M. S. (2019). Test-flexible admissions policies and student enrollment demographics: Examining a public research university. *The Review of Higher Education*, 42(4), 1337-1371. <http://doi.org/10.1353/rhe.2019.0068>.

Rubin, P. G., & Hearn, J. C. (2018). The policy filtering process: Understanding distinctive state responses to the national college completion agenda in the United States. *Education Policy Analysis Archives*, 26(60), 1-28. <http://doi.org/10.14507/epaa.26.3447>.

Book Chapters

Rubin, P. G. (In Press). Politics of governance reform in the United States. In J. Jungblut, M. Maltais, E. C. Ness, & D. Rexe (Eds.), *Comparative higher education politics: Policymaking in North America and Europe*. Springer.

Ness, E. C., **Rubin, P. G.**, Gándara, D., & Hearn, J. C. (In Press). Political volatility in state commitment to college completion efforts. In J. A. Delaney (Ed.), *Volatility in state spending for higher education*. American Educational Research Association. [peer-reviewed book chapter]

Rubin, P. G. (2021). Context matters in state higher education policy making. In R. M. Taylor, & A. F. Kuntz (Eds.), *Ethics in higher education: Promoting equity and inclusion through case-based inquiry* (pp. 147-149). Harvard Education Press.

Rubin, P. G., Ciarimboli, E. B., & Coco, L. B. (2020). Governing boards and their relationship to gender issues in higher education. In N. Niemi & M. Weaver-Hightower (Eds.), *The Wiley handbook of gender equity in higher education* (pp. 91-104). John Wiley & Sons, Inc.
<https://doi.org/10.1002/9781119257639.ch5>.

Ness, E. C., Hearn, J. C., & **Rubin, P. G.** (2018). The SHEEO and intermediary organizations. In D. A. Tandberg, B. A. Sponsler, R. W. Hanna, & J. P. Guilbeau (Eds.), *The state higher education executive officer and the public good: Developing new leadership for improved policy, practice, and research* (pp. 163-192). Teachers College Press.

Rubin, P. G., & Hagood, L. P. (2018). Performance-based funding: The new normal for state accountability policies. In J. L. Blanchard (Ed.), *Controversies on campus: Debating the issues confronting American universities in the 21st century* (pp. 345-358). Praeger.

Policy Reports and Public Scholarship

Arroyo, C., Garcia, N. M., Haynes, G., Kim, J., **Rubin, P. G.**, & Vega, B. E. (2022, May). Student success & funding. In V. A. Sansone & M. Hernandez (Eds.), *An ASHE Institute report with Puerto Rican higher education leaders: Working beyond borders to cultivate knowledge and support for Puerto Rican colleges and universities* (pp. 30-38). Association for the Study of Higher Education.
https://www.ashe.ws/Files/PRCU/report_ASHE2021-PuertoRico_FINAL.pdf. [authors in alphabetical order]

Davis, L., Pocai, J., Taylor, J. L., Kauppila, S. A., & **Rubin, P. G.** (2022, April). *Lighting the path to remove systemic barriers in higher education and award earned postsecondary credentials through IHEP's Degrees When Due initiative*. Institute for Higher Education Policy.
<https://www.ihep.org/publication/lighting-the-path-degrees-when-due/>.

Rubin, P. G., Kauppila, S. A., Taylor, J. L., & Davis, L. (2022, February). *Bowling Green State University: Expanding programs and addressing barriers to serve more students with some college, but no degree*. Institute for Higher Education Policy. <https://www.ihep.org/publication/bgsu-case-study/>.

Kauppila, S. A., **Rubin, P. G.**, Taylor, J. L., Stovall, K. L., & Davis, L. (2021, October). *Anoka-Ramsey Community College: Implementing Degrees When Due within a complex institutional and policy context*. Institute for Higher Education Policy. <https://www.ihep.org/publication/arcc-case-study/>.

Rubin, P. G., Kauppila, S. A., Taylor, J. L., Stovall, K. L., & Davis, L. (2021, September). *Shasta College: Aiding the community by serving individuals with some college, but no degree*. Institute for Higher Education Policy. <https://www.ihep.org/publication/shasta-college-dwd/>.

Rubin, P. G. (2018, September). "Research" use in federal education policy & what academics can do to increase their involvement. *A Community of Higher Ed Scholars: The Official Blog of AERA Division J*. <http://aeradivisionj.blogspot.com/2018/09/research-use-in-federal-education.html>.

Rubin, P. G. (2018, July). Q&A with Congressional Fellows: Paul Rubin. *American Educational Research Association*. <https://www.aera.net/Newsroom/AERA-Highlights-E-newsletter/AERA-Highlights-July-2018/Q-A-with-Congressional-Fellows-Paul-Rubin>.

Book Review

Rubin, P. G. (2022). Book review: *Educating the top 100 percent: Policy pathways for public higher education* by S. G. Katsinas, N. J. Bray, & M. J. Kanter. *Teachers College Record*.
<https://journals.sagepub.com/pb->

[assets/cmscontent/TCZ/Book%20Reviews%20Collection%202022/August%202022/Educating%20the%20Top%20100%20Percent-1659715911.pdf](https://assets.cmscontent/TCZ/Book%20Reviews%20Collection%202022/August%202022/Educating%20the%20Top%20100%20Percent-1659715911.pdf). [invited submission]

PRESENTATIONS

Refereed Conference Presentations

2023: American Educational Research Association

2022: American Educational Research Association; Association for the Study of Higher Education

2021: Association for Education Finance and Policy; American Educational Research Association; Association for the Study of Higher Education

2020: Association for Education Finance and Policy; Council for the Study of Community Colleges [conference cancelled due to COVID-19]; American Educational Research Association [conference cancelled due to COVID-19]; Association for the Study of Higher Education

2019: Student Financial Aid Research Network; Association for Public Policy Analysis & Management; Association for the Study of Higher Education

2018: American Educational Research Association; Volatility in State Spending for Higher Education (University of Illinois at Urbana-Champaign)

2017: American Educational Research Association; Association for Public Policy Analysis & Management; Association for the Study of Higher Education

2016: American Educational Research Association; Association for the Study of Higher Education

2015: Institutional Design Frontiers Summit (Arizona State University); American Educational Research Association; Association for the Study of Higher Education

2014: Association for the Study of Higher Education

Invited Speaking Engagements

“Ethics in Higher Education Panel: Free College Tuition for All?” Stanford University, Graduate School of Education’s Student Group Humanistic Inquiry & Research in Education (HIRE). Virtual Panel. May 2021.

“State Boards of Regents and the College Completion Agenda: Examining their Role and the Influence of Appointment on the Policy Process.” University of Utah, Department of Educational Leadership & Policy Higher Education Seminar Series. Salt Lake City, Utah. October 2018.

“Insights on Sharing Education Research with Capitol Hill.” American Educational Research Association Webinar. November 2017.

“Scholars Who Lunch: Conversations with Newly Minted and Early Career Scholars.” Association for the Study of Higher Education annual conference. Houston, Texas. November 2017.

“Congressional Fellows Research and Policy Talk.” Association for the Study of Higher Education annual conference. Houston, Texas. November 2017.

“Qualitative Research: Tools and Methods.” University of Georgia, Integrative Conservation (ICON) Program. Athens, Georgia. November 2016.

FUNDED RESEARCH

“Summer Support to Work on Grant Proposal Submission/Publication.” 2023

Funding: University of Utah College of Education Leading Educational Advances in Research and New Technologies (LEARNT) Award and Grant Program (\$5,000)

Role: Principal Investigator

“Exploring Underlying State Values Influencing Policy-Making.” 2021–23

Funding: VP for Research, University of Utah, Research Incentive Seed Grant Program (\$15,000)

Role: Principal Investigator

Consultancy Work

“Students versus Institutions: How Policymakers Distribute Funds to Higher Education during an Economic Recession.” PI: Denisa Gándara, University of Texas at Austin & Co-PI: Meredith Billings, Sam Houston State University. 2021–23

Funding: Spencer Foundation (\$59,757)

TEACHING AND ADVISING

Courses Taught

University of Utah:

ELP 6500/7500: Sociocultural Foundations of U.S. Higher Education

ELP 6570/7570: Higher Education Finance

ELP 6711: Internship in Educational Leadership (Higher Education)

ELP 6960/7960: Special Topics: Contemporary Policy Issues in Higher Education

ELP 7440: Educational Policy

ELP 7545: Higher Education Administration

ELP 7590: Higher Education Finance, Budgeting, & Planning

ELP 7660: Research Practicum

University of Georgia:

EDHI 8930: Qualitative Research in Higher Education (Teaching Assistant w/ Erik Ness)

EDHI 9500: Policy Studies in Higher Education (Teaching Assistant w/ Erik Ness)

Student Advising (University of Utah)

Doctoral Student Advising:

Cheri Daily, Educational Leadership and Policy (Ph.D.)

Lucas English, Educational Leadership and Policy (Ph.D.)

Melanie Heath, Educational Leadership and Policy (Ph.D.)

*Doctoral Student Dissertation/Capstone Committee Member (In Progress; *Chair):*

Ethan Hacker, Educational Leadership and Policy (Ph.D.)

*Jennifer Handrop, Higher Education Administration (Ed.D.)

Quentin Hodges, Educational Leadership and Policy (Ph.D.)

Tramaine Jones, Educational Leadership and Policy (Ph.D.)

Susan Knott, Higher Education Administration (Ed.D.)

Danielle Susi-Dittmore, Educational Leadership and Policy (Ph.D.)

Nancy Woller, K-12 Leadership and Policy (Ed.D.)

Doctoral Student Dissertation/Capstone Committee Member (Completed):

Kris Coles, Ed.D., Higher Education Administration (2022): *Utilizing the organizational culture framework to inform strategic enrollment management planning at a four-year open admission institution.*

Natalie Lecy, Ph.D., Social Work (2022): *The effects of adverse childhood experiences on college graduation.*

Valerie Guerrero, Ph.D., Educational Leadership and Policy (2021): *An investigation of staff practices in organizational context.*

Guest Lectures/Invited Class Talks

“Power and Knowledge Construction.” Introduction to Inquiry, University of Utah, Department of Educational Leadership & Policy. Salt Lake City, Utah. Instructor: Chris Linder. October 2022.

“State Systems and Governance of Higher Education.” Higher Education Policy, University of Iowa, Department of Educational Policy and Leadership Studies. Iowa City, Iowa. Instructor: Graham Miller. October 2021.

“Doctoral Education.” Internship in Educational Leadership (Higher Education), University of Utah, Department of Educational Leadership & Policy. Salt Lake City, Utah. Instructor: Sharon Aiken-Wisniewski. October 2018; October 2019; November 2020.

“State Financing of Higher Education.” Higher Education Finance, University of Utah, Department of Educational Leadership & Policy. Salt Lake City, Utah. Instructor: Jason Taylor. February 2019.

“Data Use in Decision-Making and Secondary Data Sources.” Quantitative Research Methods, University of Utah, Department of Educational Leadership & Policy. Salt Lake City, Utah. Instructor: Jason Taylor. November 2018.

“Digital Tools for Qualitative Research.” Qualitative Research in Higher Education, University of Georgia, Institute of Higher Education. Athens, Georgia. Instructor: Erik Ness. March 2017.

“Principal-Agent Theory.” Policy Studies in Higher Education, University of Georgia, Institute of Higher Education. Athens, Georgia. Instructor: Erik Ness. October 2016.

“Values in Educational Policy: Preferential College Admissions at the University of Texas at Austin” (with Erin B. Ciarimboli). Educational Policy Analysis, University of Georgia, Department of Lifelong Education, Administration, & Policy. Lawrenceville, Georgia. Instructor: Elizabeth DeBray. May 2015; May 2016.

FELLOWSHIPS, HONORS, AND AWARDS

University of Utah College of Education Early Career Research & Scholarship Award, Nominee	2022
ASHE/Ascendium Fellow, Team Member on Student Success & Funding Research Team	2021
University of Utah Postdoc Travel Assistance Award	2019
AERA Congressional Fellowship/AAAS Science & Technology Policy Fellowship	2017
William L. Boyd National Education Politics Workshop, Emerging Scholar	2016
AERA Division J Emerging Scholars Workshop, Participant	2016
AERA Division J Graduate Student Travel Grant	2016
ASHE Graduate Student Policy Seminar, Participant	2014
Ph.D. Scholar of Excellence Assistantship, University of Georgia	2013

PROFESSIONAL DEVELOPMENT

“Early Career Faculty Workshop.” Association for the Study of Higher Education. September 2022.

“Research Mentor Training.” Department of Family and Preventive Medicine and the Center for Clinical and Translational Science, University of Utah. March 2021.

“Make Your Classroom More Equitable: Inclusive Teaching Practices Workshop.” Kelly Hogan and Viji Sathy, University of North Carolina at Chapel Hill. Salt Lake City Community College, Salt Lake City, Utah. November 2018.

SERVICE**Service to the Profession***American Educational Research Association (AERA):*

AERA Congressional Fellowship Selection Committee	2021–Present
AERA Annual Meeting Proposal Reviewer	2014–Present
Member, AERA Division J Student Travel Grant Committee	2020

Association for the Study of Higher Education (ASHE):

ASHE Annual Conference Proposal Reviewer	2014–Present
ASHE Annual Conference Program Committee: Section Co-Chair, Posters & Roundtables	2023
ASHE Graduate Student Policy Seminar Planning Committee	2023
Member, ASHE Outstanding Book Award Committee	2022–23
ASHE Annual Conference Session Chair	2015, 2016, 2019
Member, <i>ASHE at 50</i> Strategic Planning: Voice/External Relations Workgroup	2019

Editorial Board Member, The Journal of Higher Education 2022–25

Ad Hoc Manuscript Referee: AERA Handbook of Education Policy Research; AERA Open; Economics of Education Review; Education Policy Analysis Archives; Higher Education Politics and Economics; Journal of Diversity in Higher Education; Research in Higher Education; SN Social Sciences; The Review of Higher Education

Additional Professional Service:

AAAS Science & Technology Policy Fellowship Application Reader	2018–Present
SHEEO Association Policy Conference Proposal Reviewer	2018

Service to the University, College, and Department

University of Utah:

Member, Graduate School & Union Student Leader Scholarship Committee	2021–Present
Member, Union Scholarship for Future Alumni Committee	2021–Present
Search Committee Member, Deputy Exec. Director, Scholarships & Financial Aid	2021

University of Utah, College of Education

Member, College of Education Marketing & Communications Committee	2021–Present
Member, College of Education Scholarship Committee	2021–Present

University of Utah, Department of Educational Leadership & Policy:

Manager of Department’s Social Media Accounts	2020–Present
Member, M.Ed. in Student Affairs Recruitment & Admissions Committee	2020–Present
Member, Ed.D. in Higher Educ. Administration Admissions Committee	2018–Present
Faculty Liaison, Ph.D. Professional Development Committee	2020–22
Search Committee Member, Higher Education Career-Line Position	2022
Search Committee Co-Chair, Tenure-Track Assistant Professor	2021–22

PROFESSIONAL AFFILIATIONS

American Educational Research Association (AERA)	2014–Present
Division J: Postsecondary Education	
Division L: Educational Policy and Politics	
Association for the Study of Higher Education (ASHE)	2014–Present
Association for Public Policy Analysis & Management (APPAM)	2017–Present
Association for Education Finance and Policy (AEFP)	2020–Present