

HILARY M. SHAGER

University of Wisconsin-Madison
1225 Observatory Drive, Room 103
Madison, WI 53706
hshager@lafollette.wisc.edu
(608) 263-2409

EDUCATION

Ph.D. Public Policy; Minor in Education Sciences, University of Wisconsin-Madison, 2012
Dissertation: “What Role Do Peer Effects Play in Early Childhood Education? Evidence from the 2003 Family and Child Experiences Survey (FACES)”
Dissertation Committee: Dr. Maria Cancian, Dr. Adam Gamoran, Dr. Doug Harris, Dr. Carolyn Heinrich, Dr. Katherine Magnuson (Chair)

M.P.A. Robert M. LaFollette School of Public Affairs
University of Wisconsin-Madison, 2005

B.S. University of Wisconsin-Madison, 1995
Majors: Secondary Education, English; Psychology

ACADEMIC INTERESTS

- The use of research and evidence in the policymaking process
- Social welfare and education policy
- Early childhood education and intervention programs
- The effects of poverty on child and family well-being
- Program evaluation and research methods, and policy analysis
- Evidence-informed policymaking (use of research by policymakers)

PROFESSIONAL EXPERIENCE

Associate Director, University of Wisconsin-Madison Robert M. La Follette School of Public Affairs. March 2014-present. Oversee graduate program and overall administration of school; teach courses.

Director, Wisconsin Family Impact Seminars & Committee Connect. July, 2016-present.

- Lead strategic planning initiatives and policy development to support overall activities and mission of the School
- Provide leadership regarding educational programming for Master of Public Affairs (MPA) and Master of International Public Affairs (MIPA) programs
- Supervise School staff (10), project assistants (13), and teaching assistants (3)
- Collaborate with Director to develop annual budgets, prioritize expenditures, and set organizational and fiscal priorities
- Analyze, develop, and oversee implementation of revenue enhancing strategies and initiatives
- Teach two courses during academic year (currently, PA 974: Evidence-based Policymaking; PA 800: Professional Development Workshop; past, PA 871: Public Program Evaluation)
- Direct translational research and outreach initiatives with the WI State Legislature including the WI Family Impact Seminar and Committee Connect; also work with Evidence Based Health Policy Program, and provide State Agency training

PROFESSIONAL EXPERIENCE, Continued

Research Positions:

Research Analyst-Advanced, Wisconsin Department of Children and Families (DCF). December 2010-March 2014. Design and conduct research and evaluation of department programs, and advise policy makers and program staff.

- Design, oversee, and complete evaluations of DCF programs
- Provide technical assistance to the executive team, department managers, and program staff on matters related to program and policy evaluation, research, and performance
- Develop and promote the department's research and evaluation agenda
- Lead and contribute to department grant writing efforts
- Act as liaison between DCF and third party evaluators
- Review and present recent research and best practices to department staff
- Contribute to the implementation of "KidStat," DCF's performance management strategy

Research Assistant, Institute for Research on Poverty, University of Wisconsin-Madison, under the direction of Professor Katherine Magnuson. June 2006-December 2010. Assisted with projects for the National Forum on Early Childhood Policy and Programs and other funding sources.

- Developed codebook, coded studies, trained research assistants, conducted meta-analysis of early childhood interventions, and co-authored articles stemming from project
- Conducted data analysis and co-authored study of the relationship between changes in maternal education and child academic and behavioral outcomes, utilizing the ECLS-K
- Co-authored literature reviews on early childhood interventions

Research Assistant, Institute for Research on Poverty, University of Wisconsin-Madison, under the direction of Professor Carolyn Heinrich. June 2005-December 2010. Assisted in evaluation and implementation of Families Forward Child Support Debt Reduction Pilot Program in Racine County, WI and subsequent planning for statewide scale up of related child support debt reduction program.

- Assisted in collection, maintenance, and analysis of project data
- Co-authored evaluation reports, journal articles, and literature reviews
- Developed, conducted, and analyzed results of survey for program participants
- Developed protocol for, conducted, and analyzed results from participant focus groups
- Developed materials for and staffed 1-800 program information line

Project Assistant, LaFollette School of Public Affairs, University of Wisconsin-Madison, under the direction of Professor Dennis Dresang. August 2004-May 2005. Assisted in implementation of Lieutenant Governor Barbara Lawton's Wisconsin Women=Prosperity initiative.

- Instructed and managed eight student research groups
- Researched and wrote reports regarding gender disparities in academic achievement, health and well-being, leadership and political participation, and economic sufficiency
- Worked with Lieutenant Governor Lawton's staff and initiative volunteers to develop policy recommendations to address gender disparities
- Presented findings at conferences, and to legislators and constituents

PROFESSIONAL EXPERIENCE, Continued

Teaching Positions:

Associate Lecturer, La Follette School of Public Affairs, University of Wisconsin-Madison. August 2012-December 2013. Taught graduate level course, Public Program Evaluation (Public Affairs 871).

Middle School Language Arts and Social Studies Teacher, EAGLE School, Madison, WI. 1997-2003. Taught 7th and 8th grade language arts and social studies classes for academically gifted and talented students.

- Designed integrated curriculum based on early American and European history
- Advised school newspaper, school literary magazine, and Student Council
- Prepared students for and chaperoned annual eighth grade field trip to Washington, D.C.

High School English and Journalism Teacher, Fort Atkinson High School, Fort Atkinson, WI. 1995-1997. Taught 9th and 10th grade English, Yearbook Journalism, Drama & Speech.

- Developed original curriculum for six English courses
- Directed study program for academically at-risk students
- Advised yearbook staff

Other Positions:

Assistant to the Policy Director, Office of the Lieutenant Governor, Madison, WI. June-August 2004. Researched state and federal policy issues as requested by the Lt. Governor.

- Developed written policy memos for the Lt. Governor and other office employees
- Researched and responded to constituent policy concerns and questions
- Attended meetings and met with constituents on behalf of the Lt. Governor
- Staffed Lt. Governor at various public events

Taped Textbook Coordinator, McBurney Disability Resource Center, UW-Madison. 1992-1994. Managed services for university students with visual impairments and learning disabilities.

- Recruited, trained, managed, and evaluated corps of 30+ volunteer readers
- Developed training materials for students, volunteers, faculty, and employees
- Advised and advocated for students using taped textbook services

GRANT SUPPORT

Ira and Ineva Reilly Baldwin Wisconsin Idea Endowment Grant. (Role: Lead grant writer and principal investigator). Grant to implement “Committee Connect,” program connecting State Legislative leaders with UW-Madison researchers. \$76,281. July 2016-June 2019.

Alumni Relations Career Development Grant. (Role: Lead grant writer, implementation team). Funded by Wisconsin Alumni Association, UW-Madison College of Letters & Science; awarded to La Follette School of Public Affairs to implement “La Follette in Milwaukee” event. \$2,000. Jan. 2016.

Race to the Top Early Learning Challenge, Phase 2. (Role: Grant planning/writing team member; Longitudinal Data System Section Lead). Funded by U. S. Departments of Education and Health and Human Services; awarded to WI-DCF. \$34.05 million. Dec. 2012-Dec. 2016.

GRANT SUPPORT, Continued

National Child Support Noncustodial Parent Employment Demonstration Projects. (Role: Lead grant writer). Funded by U. S. Office of Child Support Enforcement; awarded to WI-DCF. \$194,416 + 66% Federal Matching Funds. Oct. 2012-Oct. 2013 (Year 1; 5-year renewable grant).

Evaluation of the National Child Support Noncustodial Parent Employment Demonstration Projects. (Role: Grant management team member). Funded by U. S. Office of Child Support Enforcement; awarded to WI-DCF. \$1,576,113 + 66% Federal Matching Funds. Oct. 2012-Oct. 2013 (Year 1; 5-year renewable grant).

Wisconsin Educational Collaboration for Youth in Foster Care. (Role: Grant planning/writing team member; Project Steering Committee; Grant project evaluator). Funded by U. S. Administration on Children, Youth and Families; awarded to WI-DCF. \$469,974. Oct. 2012-Oct. 2014.

Wisconsin's Federal Title IV-E Waiver Demonstration Project: Promoting Child Permanency and Well-Being. (Role: Project Steering Committee; Research Team Manager). Funded by U. S. Administration for Children, Youth and Families; awarded to WI-DCF. \$10 million (Expected value over 5 years). Sept. 2012-July 2018.

Developing Home Visiting in Wisconsin through Shared Practice and Mentoring. (Grant planning/writing team member). Funded by U. S. Department of Health and Human Services; awarded to WI-DCF. \$3.124 million. Oct. 2011-Oct. 2013

AWARDS AND HONORS

Enterprise Management Development Academy, State of Wisconsin, Office of State Employee Relations, February 2014.

Discretionary Merit Compensation Award, Wisconsin Department of Children and Families, May 2013.

Honorary Fellowship, Institute for Research on Poverty, University of Wisconsin-Madison, January 2013-present.

Irving Piliavin Award, for demonstrating commitment to studying “real life problems” through the use of advanced statistical techniques and research methodology, University of Wisconsin-Madison School of Social Work, 2012.

American Educational Research Association (AERA) Dissertation Grant, “The Role of Peer Effects in Early Childhood Education: Evidence from the 2003 Family and Child Experiences Survey,” June 2010-June 2011.

Interdisciplinary Training Program in the Education Sciences Fellowship, University of Wisconsin-Madison, 2005-2011.

Institute for Research on Poverty Graduate Research Fellow, University of Wisconsin-Madison, 2005-2011.

AWARDS AND HONORS, Continued

Interuniversity Consortium for Political and Social Research (ICPSR), Accepted to competitive data workshop and stipend recipient, “Examining Child Outcomes and Well-Being in Early Care and Education Settings,” Summer Program in Quantitative Methods of Social Science Research, University of Michigan, July 2008.

La Follette Associate Director’s Award, University of Wisconsin-Madison, May 2005.

La Follette Research Award, University of Wisconsin-Madison, January 2004.

Excellent Educator Award, Wisconsin Center for Academically Talented Youth, 1998.

Hilldale Research Scholarship, University of Wisconsin-Madison, 1993 and 1994.

School of Education Senior Honors Research Award, University of Wisconsin-Madison, 1994.

Phi Beta Kappa, University of Wisconsin-Madison, 1994

Governor’s Academic Excellence Scholarship, University of Wisconsin-Madison, 1990-1994.

PUBLICATIONS

Bogenschneider, K., **Shager, H.**, Eddy, S., & Little, O. (forthcoming). Connecting Research and Policy: The Story of a Wisconsin Family Impact Seminar on Jobs, chapter in *Researcher-Policymaker Collaboration: Strategies for Launching and Sustaining Successful Partnerships*. Taylor and Francis.

Magnuson, K., Kelchen, R., Duncan, G., Schindler, H., **Shager, H.**, & Yoshikawa, H. (2015). Do the Effects of Early Childhood Education Programs Differ by Gender? A Meta-analysis. *Early Childhood Research Quarterly*, 36, 521-536.

Shager, H., Schindler, H. S., Magnuson, K., Duncan, G. J., Yoshikawa, H., & Hart, C. (2013). Can Research Design Explain Variation in Head Start Research Results? A Meta-analysis of Cognitive and Achievement Outcomes. *Educational Evaluation and Policy Analysis*, 35(1), 76-95.

Heinrich, C., Burkhardt, B., & **Shager, H.** (2011). Reducing child support debt and its consequences: Can forgiveness benefit all? *Journal of Policy Analysis and Management*, 30, 755-774.

Magnuson, K. & **Shager, H.** (2010). Early education: Progress and promise for children from low-income families. *Children and Youth Services Review*, 32(9), 1186-1198.

Center on the Developing Child at Harvard University. (2009). *Maternal depression can undermine the development of young children: Working paper #8*.
<http://www.developingchild.harvard.edu>.

Enright, R.D. and the Human Development Study Group. (1996). Counseling within the forgiveness triad: On forgiving, receiving forgiveness and self-forgiveness. *Counseling and Values*, 40(2), 107-126.

PROFESSIONAL REPORTS

- Heinrich, C., Burkhardt, B., **Shager, H.**, & Rosen, L. (2011). *The Families Forward Program: Final Evaluation Report*. Madison, WI: Institute for Research on Poverty. Report prepared for the Wisconsin Bureau of Child Support.
- Magnuson, K. & **Shager, H.** (2011). *The persistence of Head Start program effects: What role does subsequent schooling play?* Memo prepared for the U.S. Department of Health and Human Services, Administration for Children and Families.
- Heinrich, C., Burkhardt, B., & **Shager, H.** (2008). *The Families Forward program: Interim evaluation findings and recommendations*. Madison, WI: Institute for Research on Poverty. Report prepared for the Wisconsin Bureau of Child Support.
- Heinrich, C., Burkhardt, B., & **Shager, H.** (2008). *The Families Forward program: Preliminary evaluation findings and recommendations*. Madison, WI: Institute for Research on Poverty. Report prepared for the Wisconsin Bureau of Child Support.
- Cancian, M., Heinrich, C., Rothe, I., **Shager, H.**, & Burkhardt, B. (2007). *Families Forward: Child support arrears forgiveness program and evaluation report*. Madison, Wisconsin: Institute for Research on Poverty. Report prepared for the Wisconsin Bureau of Child Support.
- Heinrich, C., **Shager, H.**, Rothe, I. & Cancian, M. (2005). *Families Forward Child Support Arrears Forgiveness Program and evaluation: Implementation Report*. Madison, Wisconsin: Institute for Research on Poverty. Prepared for the State of Wisconsin Bureau of Child Support.
- Dall'Asta, R., Lemoine, P., Riggs, B., Rushmer, E. & **Shager, H.** (2005). *Jefferson County Teen Court: A cost-benefit analysis*. Prepared for Kris Moelter, Director Delinquency Prevention Council, Jefferson County, Wisconsin.
- Caucutt, S., Hoekman, A., Key, T., Schmidt, M., **Shager, H.** & Walleser, N. (2005). *Older people, new problems: Implications for long-term health care in Wisconsin*. Prepared for the Wisconsin Joint Legislative Council.
- Geraghty, L., Niles, A., **Shager, H.** & Strei, J. (2004). *K-12 science, math, computer science, and vocational-technical education: Continuing gaps for girls in Wisconsin*. Prepared for Lieutenant Governor Barbara Lawton's Educational Achievement Task Force.

PEER REVIEWED PRESENTATIONS (*presenting author)

- Shager, H.**, Schindler, H. S., Magnuson, K., Duncan, G. J., Yoshikawa, H., & Hart, C. (2015). Can Research Design Explain Variation in Head Start Research Results? A Meta-analysis of Cognitive and Achievement Outcomes. Paper presented by K. Magnuson at the 2015 Society for Research in Child Development (SRCD) Biennial Meeting, March 19-21, Philadelphia, PA.

PEER REVIEWED PRESENTATIONS (*presenting author), **Continued**

- ***Shager, H.** (2014). Do Classroom Skill Levels Contribute to Head Start Classroom Process Quality? Evidence from the 2003 Family and Child Experiences Survey (FACES). Poster presented at the 2014 National Head Start Research Conference on Early Childhood, July 7-9, Washington, DC.
- ***Shager, H.** (2013). Do Preschool Peers Influence Pre-Academic and Behavioral Skill Development? Evidence from Head Start. Paper presented at the 2013 Society for Research in Child Development (SRCD) Biennial Meeting, April 18-20, Seattle, WA.
- ***Shager, H.** (2012). Do Preschool Peers Influence Behavioral Skill Development? Evidence from the 2003 Head Start Family and Child Experiences Survey (FACES). Poster accepted for presentation at the 2012 National Head Start Research Conference, June 18-20, Washington, DC.
- Kelchen, R., Magnuson, K., Duncan, G. J., Schindler, H. S., **Shager, H.**, Yoshikawa, H. (2011). Do the Effects of Early Childhood Programs on Academic Outcomes Vary by Gender? A Meta-Analysis. Paper presented by K. Magnuson at the 2011 Association for Public Policy Analysis and Management (APPAM) Fall Conference, November 3-5, Washington, DC.
- Shager, H.**, Schindler, H. S., Magnuson, K., Duncan, G. J., Yoshikawa, H., & Hart, C. (2012). Can Research Design Explain Variation in Head Start Research Results? A Meta-analysis of Cognitive and Achievement Outcomes. Paper presented by K. Magnuson at the 2012 Association for Education Finance and Policy (AEFP) Annual Conference, March 15-17, Boston, MA.
- ***Shager, H.** (2011). The role of peer effects in early childhood education: Evidence from the 2003 Family and Child Experiences Survey. Poster presented at the American Educational Research Association (AERA) Annual Meeting, April 8-12, New Orleans, LA.
- Kelchen, R., Magnuson, K., Duncan, G. J., Schindler, H. S., **Shager, H.**, Yoshikawa, H. (2011). Do the Effects of Early Childhood Programs on Academic Outcomes Vary by Gender? A Meta-Analysis. Paper presented at the 2011 Society for Research on Educational Effectiveness (SREE) Annual Conference, March 3-5, Washington, D.C.
- Magnuson, K. & ***Shager, H.** (2010). Associations between increased maternal education and children's achievement: Exploring the heterogeneity of effects. Paper presented at the 2010 Association of Public Policy Analysis and Management Fall Research Conference, November 4-6, Boston, MA.
- ***Shager, H.** (2010). Do preschool peers influence behavioral skill development? Evidence from the 2003 Family and Child Experiences Survey. Poster presented at the 2010 Institute of Education Sciences Research Conference, June 28-30, National Harbor, MD.
- ***Shager, H.** (2010). The role of peer effects in Head Start. Poster presented at the 2010 Head Start National Research Conference, June 21-23, Washington, D.C.

PEER REVIEWED PRESENTATIONS (*presenting author), **Continued**

- ***Shager, H.** (2010). The role of peer effects in early childhood education: Evidence from the 2003 Family and Child Experiences Survey. Poster presented at the American Educational Research Association (AERA) Annual Meeting, April 30-May 4, Denver, CO.
- ***Shager, H.**, Schindler, H. S., Hart, C., Duncan, G. J., Magnuson, K., & Yoshikawa, H. (2010). Using meta-analysis to explain variation in Head Start research results: The role of research design. Paper presented at the 2010 Society for Research on Educational Effectiveness Annual Conference, March 4-6, Washington, D.C.
- ***Shager, H.** (2009). What role do peer effects play in Head Start? Evidence from the 2003 FACES survey. Paper presented at the 2009 Association of Public Policy Analysis and Management Fall Research Conference, November 5-7, Washington, D.C.
- Heinrich, C., Burkhardt, B., & **Shager, H.** (2009). Reducing child support debt and its consequences: Can forgiveness benefit all? Paper presented at the 2009 Association of Public Policy Analysis and Management Fall Research Conference, November 5-7, Washington, D.C.
- Magnuson, K., & **Shager, H.** (2009). Ongoing challenges in a new era: Meeting the basic needs of low-income children (“Early education: progress and promise for children from low-income families”). Roundtable presented at the 2009 Association of Public Policy Analysis and Management Fall Research Conference, November 5-7, Washington, D.C.
- ***Shager, H.** (2009). Do preschool peers influence academic skill development? Evidence from a sample of Head Start children. Poster presented at the 2009 Institute of Education Sciences Research Conference, 7-9 June, Washington, DC.
- Magnuson, K. & ***Shager, H.** (2008). The effects of increased maternal education on children’s academic outcomes: Evidence from the ECLS-K. Poster presented at the 2008 Association of Public Policy Analysis and Management Fall Research Conference, 6-8 November, Los Angeles, CA. Also presented at the 2008 Institute of Education Sciences Research Conference, June 10-12, Washington, DC.
- Magnuson, K. & ***Shager, H.** (2008). The effects of increased maternal education on children’s achievement: Evidence from the ECLS-K. 19 April. Paper presented at the weekly Interdisciplinary Training Seminar in Education Sciences, University of Wisconsin-Madison. Also presented by Katherine Magnuson at the Spencer Foundation and National Academy of Education Meeting, Oct. 2007.

INVITED PRESENTATIONS AND GUEST LECTURES

Invited presentation, Public Policy Roundtable, Facilitator, Bowhay Institute for Legislative Leadership Development, Madison, WI, August 2016, 2015, 2014.

Invited presentation, “The Child Welfare System and Foster Care in Wisconsin.” Family Impact Seminar, Madison, WI, February 4, 2015.

INVITED PRESENTATIONS AND GUEST LECTURES, continued

Invited presentation, “Wisconsin’s QRIS Validation Study: The WI Early Child Care Study (WECCS).” Colorado Race to the Top-Early Learning Challenge Evaluation Summit, Denver, CO, January 13, 2014.

Invited presentation, “Positive Impacts and Return on Investment: What We Can Learn from Head Start Research.” Wisconsin Head Start Association Annual Meeting, Madison, Wisconsin, April 25, 2012.

Invited lecture, “Evaluating Social Policy,” Upper Iowa University, Madison, Wisconsin, October 29, 2011.

Invited lecture, “Multi-level Modeling,” Social Work 952: Proseminar in Applied Quantitative Data Analysis, Social Work Department, University of Wisconsin-Madison, November 16, 2009.

Invited lecture (with A. Haskins & N. Mader), “Estimating Causal Effects Using Experimental and Observational Designs.” Interdisciplinary Training Seminar in Education Sciences, University of Wisconsin-Madison. October 10, 2007.

Invited presentation (with E. Rushmer), Jefferson County Teen Court: A Cost-benefit analysis. Paper presented to the Jefferson County Juvenile Delinquency Prevention Council, 2006.

Invited presentation (with N. Walleser). Older people, new problems: Implications for long-term health care in Wisconsin. Paper presented to the Wisconsin Joint Legislative Council, May, 2005.

PROFESSIONAL SERVICE

Reviewer, *Developmental Psychology*, *Economics of Education Review*, *Children and Youth Services Review*, Head Start National Research Conference

Committee Member, University of Wisconsin-College of Letters & Science Climate Committee, September 2015-present; Graduate Career Advising Sub-Committee, March 2014-August 2016

Chair, Child Care Arrangements: Policy, Preferences, and Parental Decision-Making in Low-Income Communities, Association of Public Policy Analysis and Management Fall Research Conference, November 4-6, 2010

Discussant, U.S. Department of Agriculture Small Grants Workshop, Institute for Research on Poverty, University of Wisconsin-Madison, 2007, 2008, 2009

Peer Mentor, for new doctoral students in the Department of Social Work, University of Wisconsin-Madison, 2009-2011

Faculty Search Committee, Department of Social Work, University of Wisconsin-Madison, 2008 fall semester

PROFESSIONAL SERVICE, continued

Board of Directors, Wisconsin Women=Prosperity, Madison, WI. November 2005-January 2007.
Policy and research specialist for non-profit organization dedicated to economic advancement of women

Volunteer, Girl Scouts, 2011-present; Franklin Elementary School, Madison, WI, September 2010-May 2011; September 2007-May 2008

Member, Association for Public Policy Analysis and Management (APPAM), American Educational Research Association (AERA), Society for Research in Child Development (SRCD), Society for Research on Educational Effectiveness (SREE)