

HILARY M. SHAGER

Institute for Research on Poverty
University of Wisconsin-Madison
3430 Social Science Building
1180 Observatory Drive
Madison, WI 53706-1320
hilary.shager@wisc.edu
(608) 262-7990

EDUCATION

Ph.D. Public Policy; Minor in Education Sciences, University of Wisconsin-Madison
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

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

RESEARCH FOCUS

- The use of research and evidence in the policymaking process
- The use of linked administrative data for social science research
- The effects of poverty on child and family well-being
- Social welfare policy; early childhood education and intervention programs
- Program evaluation and research methods, and policy analysis

PROFESSIONAL EXPERIENCE

Associate Director/Researcher, University of Wisconsin (UW)-Madison Institute for Research on Poverty (IRP). March 2018-present.

- Oversee day-to-day operations of IRP, including strategic planning, research (\$42M+ center portfolio), budgetary, personnel, administration, and dissemination activities
- Serve as principal investigator for evaluations of social policy- and poverty-related initiatives, including technical assistance and research contracts with Wisconsin state agencies (\$15M+)
- Manage development, administration, financing of Wisconsin Administrative Data Core; serve as Principal Investigator for institutional data sharing agreements (8 agencies)
- Develop, implement proposals supporting social policy research & technical assistance projects
- Promote and present research findings to local, state, national, and international audiences
- Supervise IRP staff (39 total; 10 direct), including research, administrative, and outreach staff + graduate and undergraduate students (5); responsibility for hiring and performance evaluation
- Affiliate, UW La Follette School of Public Affairs, UW Center for Family & Child Well-Being

PROFESSIONAL EXPERIENCE, Continued

Associate Director, University of Wisconsin-Madison Robert M. La Follette School of Public Affairs. March 2014-March 2018. **Director**, Wisconsin Family Impact Seminars & Committee Connect. July, 2016-March 2018.

- Provided leadership, including strategic planning and policy development to support overall activities, educational programming and mission of the School
- Supervised School staff (10; 7 direct, 3 indirect), adjunct instructors (4), project assistants (13), and teaching assistants (3), including responsibility for hiring and performance evaluation
- Collaborated with Director to develop annual budgets, prioritize expenditures, set fiscal priorities; developed and oversaw revenue enhancing strategies and initiatives
- Taught two courses during academic year (PA 974: Evidence-based Policymaking; PA 800: Professional Development Workshop; PA 871: Public Program Evaluation)
- Directed translational research and outreach initiatives with the WI State Legislature including the WI Family Impact Seminar and Committee Connect; worked with Evidence Based Health Policy Program and provided state agency training in evidence-informed decision-making

Research Analyst-Advanced, Wisconsin Department of Children and Families (DCF). December 2010-March 2014.

- Designed, oversaw, and completed evaluations of DCF programs
- Provided technical assistance and guidance to the executive team, department managers, and program staff on matters related to program and policy evaluation, research, and performance
- Developed and promoted the department's research and evaluation agenda
- Led and contributed to department grant writing efforts
- Acted as liaison between DCF and third party evaluators (e.g., UW-Madison), including development of requests for proposals and evaluation of applications
- Reviewed and presented recent research and best practices to department staff
- Contributed 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 toll-free program information line

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 department courses
- Directed study program for students at-risk academically
- Advised yearbook staff

RESEARCH SUPPORT

National Research Center on Poverty & Economic Mobility. (Role: Co-Investigator). Cooperative agreement with the U.S. Department of Health and Human Services (DHHS), Office of the Assistant Secretary for Planning & Evaluation (ASPE) to serve as the sole federally funded National Research Center on Poverty and Economic Mobility. \$10,600,000, 2021-2026. \$9,500,000, 2016-2021.

Developing the Next Wave of an Employment-focused Program for Noncustodial Parents. (Role: Principal Investigator). Project under the federally funded Child Support Policy Research Agreement between IRP and the WI Department of Children & Families to support development of a child support-led employment program for noncustodial parents behind in their child support payments. \$400,134. December 2024-December 2026.

Feasibility Study of Wisconsin's Workforce Innovation & Opportunities Act (WIOA) Program. (Role: Co-Principal Investigator). Interagency agreement with WI Department of Workforce Development to study Wisconsin's WIOA program. \$500,000. June 2024-June 2025.

Targeted Analysis Using the Wisconsin Administrative Data Core. (Role: Principal Investigator). Interagency agreement with WI Department of Children and Families to provide technical assistance regarding research and evaluation. \$125,718, July 2024-June 2025. \$125,718, July 2023-June 2024. \$124,169, July 2022-June 2023. \$117, 297, July 2021-June 2022; \$116,040, July 2020-June 2021; \$114,704, July 2019-June 2020; \$112,630, July 2018-June 2019.

Medicaid Evaluation, Research, and Technical Assistance II. (Role: Key Personnel). Interagency agreement with WI Department of Health Services to provide evaluation, research, and technical assistance regarding Medicaid. \$9,360,434. July 2020-June 2025.

RESEARCH SUPPORT, Continued

Child Care Counts Evaluation. (Role: Principal Investigator). Interagency agreement with the WI Department of Children & Families to conduct evaluation of the Child Care Counts Stabilization program, funded by the federal Child Care and Development Block Grant. \$150,000. September 2024-June 2025. \$150,000. September 2023-June 2024. \$203,607. April 2022-March 2023.

Upgrading the Wisconsin Administrative Data Core with Wisconsin Hospital Association Data. (Role: Co-Principal Investigator). Research Cores Revitalization grant from the UW-Madison Office of the Vice Chancellor for Research (OVCR) to acquire and incorporate WHA data into the Wisconsin Administrative Data Core. \$412,544. July 2024-June 2025.

Madison Guaranteed Income Pilot Project. (Role: Co-Principal Investigator). Contract with Give Back Foundation and then Roots & Wings Foundation to provide evaluation and program operational support for Madison Forward Fund (a guaranteed income pilot). \$200,000. April 2024-April 2025. \$499,500. January 2022-June 2024.

Equitable Access to Unemployment Compensation Data Tools. (Role: Co-Principal Investigator). Interagency agreement with WI Department of Workforce Development to conduct research to improve equity of unemployment services and reemployment outcomes, funded by US Department of Labor. \$1,152,300. August 2022-March 2025.

Five County Demonstration Project/Researching New Approaches to Child Support Services. (Role: Principal Investigator) Interagency agreements with WI Department of Children & Families to evaluate child support employment pilot in five WI counties, funded by federal Office of Child Support Services. \$5,250,000, July 2019-March 2025.

Medicaid Evaluation, Research, and Technical Assistance I. (Role: Principal Investigator). Interagency agreement with WI Department of Health Services to support technical assistance regarding Medicaid evaluation and research. \$1,021,382. July 2023-June 2024; \$897,030. July 2022-June 2023.

Statewide Longitudinal Data Systems (SLDS) 2020-2024: Facilitating Data Integration through Equity-Driven Research-Practice Partnerships. (Role: Key Personnel) Award from US Department of Education, Institute of Education Sciences to support research and evaluation partnership between the WI Department of Public Instruction and UW-Madison. \$7,500. March 2020-Feb. 2024.

Building a Transformational Data Resource to Support Housing Research. (Role: Co-Principal Investigator) Award funded by the Wisconsin Alumni Research Foundation to add housing and homelessness related data to the WI Administrative Data Core. \$500,000. July 2020-December 2023.

Tribal Child Support Research. (Role: Principal Investigator). Project under the federally funded Child Support Policy Research Agreement between IRP and the WI Department of Children & Families to lay the groundwork for longer-term research focused on child support in Wisconsin tribal communities. \$166,565. June 2021-December 2022.

RESEARCH SUPPORT, Continued

Wisconsin Preschool Development Grant (PDG). (Role: Principal Investigator) Interagency agreement with WI Department of Children & Families to provide research and evaluation support for state's federal PDG award. \$798,913, July 2021-December 2022. \$1,400,000, Jan. 2020-June 2021.

The Power of Linked Administrative Data: Understanding Racial and Ethnic Differences in SSA and Means-Tested Benefit Receipt and Their Anti-Poverty Effects for Children in Multigenerational Families. (Role: Co-Principal Investigator) Study of extent to which Social Security Administration programs provide support to low-income households with children in multigenerational households, funded by Social Security Administration. \$144,355. October 2021-September 2022.

Wisconsin Administrative Data Core. (Role: Principal Investigator) Award to develop Wisconsin State Advisory Council re: sharing and utilizing administrative data and roadmap for other states to develop agency research partnerships, funded by the Bill & Melinda Gates Foundation. \$497,450. Dec. 2019-Nov. 2021.

Supporting, Translating, and Disseminating Innovative Applied Poverty Research. (Role: Project Manager). Award funded by The JPB Foundation to provide re-grants for rapid research-practitioner evaluations and professional development for underrepresented minority scholars, and support to enhance research dissemination practices. \$1.7 million. May 2018-Dec. 2020.

Wisconsin Children's Court Improvement Project Using Data Exploration in Support of a Continuous Quality Improvement Program. (Role: Principal Investigator). Interagency agreement with the WI Court System to provide technical assistance and evaluation. \$135,197, March 2020-Sept. 2020; \$107,946. Sept. 2018-Sept. 2019.

Alliance for the American Dream. (Role: Project Manager). Award funded by Schmidt Futures to develop proposals to increase the income of 10,000 middle class people in Dane County by 10%. \$1.5 million. April 2018-July 2020.

Ira and Ineva Reilly Baldwin Wisconsin Idea Endowment Grant. (Role: Principal Investigator). Grant to implement "Committee Connect," program connecting State Legislative leaders with UW-Madison researchers. \$76,281. July 2016-June 2019.

Cotter Faculty Fellow Award. (Role: Principal Investigator). Award to develop undergraduate course in evidence-based policymaking, including on-line modules that could be used with other audiences. \$10,000. May 2017-May 2018.

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 US Departments of Education and Health and Human Services; awarded to WI-DCF. \$34.05 million. Dec. 2012-Dec. 2016.

RESEARCH SUPPORT, Continued

National Child Support Noncustodial Parent Employment Demonstration Projects. (Role: Lead Grant Writer). Funded by US 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 US 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 US 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 US 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; Research and Evaluation Lead). Funded by US Department of Health and Human Services; awarded to WI-DCF. \$3.124 million. Oct. 2011-Oct. 2013.

PUBLICATIONS

Berger, L., Collins, J.M., Costanzo, M., Drazen, Y., & **Shager, H.** (2025). Estimating the Anti-Poverty Effects of Social Security Programs for Children in Multigenerational Families. Accepted for publication in *Social Service Review*. Forthcoming.

Curtis, M., Paulsen, K., & **Shager, H.** (2024). Building a Transformational Data resource to Support Housing Research: The Wisconsin Experience. *Cityscape: A Journal of Policy Development and Research*, 26(1), 65-79.

Bogenschneider, K., **Shager, H.**, Eddy, S., & Little, O. (2017). Connecting research and policy: The story of a Wisconsin Family Impact Seminar on jobs, case study in *Researcher-policy maker collaboration: Strategies for launching and sustaining successful collaborations*. J. W. Owen & A. H. Larson (Eds.). New York, NY: Routledge.

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.

PUBLICATIONS, Continued

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

Shager, H., Bauer, Z., & Hostetter, L. (2024). *Child Care Supply and Demand Challenges in Wisconsin*. Report prepared for the Wisconsin Department of Children & Families.
<https://www.irp.wisc.edu/wp/wp-content/uploads/2024/10/Child-Care-Supply-and-Demand-Final-Report-2024.pdf>

Costanzo, M., Drazen, Y., Han, H., Hostetter, L., **Shager, H.**, & Klein Vogel, L. (2024). *Experiences, Characteristics, and Service Needs of Noncustodial Parents with Challenges Meeting Child Support Obligations: Evidence from ELEVATE Parents*. Report prepared for the Wisconsin Department of Children & Families. <https://www.irp.wisc.edu/resource/experiences-characteristics-and-service-needs-of-noncustodial-parents-with-challenges-meeting-child-support-obligations-evidence-from-elevate-parents/>

Shager, H., Hostetter, L., & Bauer, Z. (2023). *Study of the Child Care Counts Stabilization Payment Program: Final Report*. Report prepared for the Wisconsin Department of Children & Families. <https://dcf.wisconsin.gov/files/childcare/covid/pdf/ccc-final-report.pdf>

Jean, J., **Shager, H.**, & Dodge Francis, C. (2023). *Tribal Child Support: Final Report*. Report prepared for the Wisconsin Bureau of Child Support. <https://www.irp.wisc.edu/wp/wp-content/uploads/2023/08/CSRA-2020-2022-T10-08222023.pdf>

Klein Vogel, L., Dennis, A.M., Hostetter, L., **Shager, H.** (2023). *New Approaches to Child Support Services: Custodial Parent Perspectives*. Report prepared for the Wisconsin Bureau of Child Support. <https://www.irp.wisc.edu/resource/new-approaches-to-child-support-services-custodial-parent-perspectives/>

Berger, L., Collins, J.M., Costanzo, M., Drazen, Y., & **Shager, H.** (2022). Understanding Racial and Ethnic Differences in SSA and Means-Tested Benefit Receipt and Their Anti-Poverty Effects for Children in Multigenerational Families. Working paper prepared for the US Social Security Administration. https://rdrc.wisc.edu/files/working-papers/WI22-06_Berger-et-al_Paper_9.28.22.pdf.

PROFESSIONAL REPORTS, Continued

- Berger, L., Collins, J.M., Costanzo, M., Drazen, Y., & **Shager, H.** (2022). Understanding Racial and Ethnic Differences in SSA and Means-Tested Benefit Receipt and Their Anti-Poverty Effects for Children in Multigenerational Families. Research brief prepared for the Social Security Administration, https://rdrc.wisc.edu/files/research-briefs/WI22-06_Berger-et-al_Research-Brief_9.28.22.pdf.
- Shager, H.**, Hostetter, L., & Bauer, Z. (2022). *Child Care Counts Study: Initial Findings*. Memo prepared for the Wisconsin Department of Children & Families.
- Klein Vogel, L., Yeo, V., **Shager, H.** (2021). *Wisconsin's ELEVATE Program: Initial Implementation Report*. Report prepared for the Wisconsin Bureau of Child Support.
- Costanzo, M., **Shager, H.**, Yeo, V., Vogel, L.K., Han, H., & Christenson, P. (2021). *Research Related to Learning More about New Approaches to Child Support Services: Preliminary Baseline Survey Findings about Noncustodial Parents Enrolling in the ELEVATE Program in 2020*. Report prepared for the Wisconsin Bureau of Child Support.
- Smith, J., Drazen, Y., Cook, S., & **Shager, H.** (2021). *Analysis of the Unemployment Insurance Waiting Period in Wisconsin*. Report prepared for the Wisconsin Department of Workforce Development.
- Shager, H. & Berger, L. (2021). Using Linked Administrative Data to Inform Policy and Practice: The Wisconsin Experience. Brief prepared for the Midwest Mobility from Poverty Network, funded by the Bill & Melinda Gates Foundation. <https://poverty.umich.edu/files/2020/02/Wisconsin-MMPN-Gates-memo.pdf>
- Normandin, H., **Shager, H.**, Hildebrand, L., & Martinchek, K. (Eds.) (2018). *Opportunities for Strengthening Wisconsin's Workforce*. Briefing Report for the 36th Wisconsin Family Impact Seminar. University of Wisconsin-Madison.
- Normandin, H., **Shager, H.**, Hildebrand, L., & Virrueta, K. (Eds.) (2017). *A Place to Call Home: Evidence-Based Strategies for Addressing Homelessness across Wisconsin*. Briefing Report for the 35th Wisconsin Family Impact Seminar. University of Wisconsin-Madison.
- Bogenschneider, K., Normandin, H., **Shager, H.**, & Japinga, M. (Eds.) (2015). *Training Today's Youth for Tomorrow's Jobs*. Briefing Report for the 34th Wisconsin Family Impact Seminar. University of Wisconsin-Madison. <http://wisfamilyimpact.org/wp-content/uploads/2015/11/FIS34.pdf>.
- 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. <https://www.irp.wisc.edu/wp/wp-content/uploads/2018/06/T22011Heinrichetal.pdf>

PROFESSIONAL REPORTS, Continued

- 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.***, Bauer, Z., & Hostetter, L. (2024). "Relief, but Not Enough: WI Child Care Stabilization Program." Poster presented at 2024 Association for Public Policy Analysis & Management (APPAM) Fall Research Conference, November 22, National Harbor, MD.
- Shager, H.***, Bauer, Z., & Hostetter, L. (2024). "Child Care Supply and Demand Challenges in Wisconsin." Presented at 2024 Extension All Colleague Conference, November 20, Madison, WI.
- Shager, H.***, Bauer, Z., & Hostetter, L. (2024). "Relief, but Not Enough: WI Child Care Stabilization Program." Poster presented at 2024 National Research Conference on Early Childhood, June 25, Arlington, VA.

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

- Shager, H.*** & Hostetter, L. (2023). "Relief, But Not Enough: A Study of the Child Care Counts Stabilization Program in Wisconsin." Presented at the 2023 National Association of Welfare Research & Statistics (NAWRS) Conference, October 8-11, Salt Lake City, Utah.
- Han, H., Costanzo, M., Drazen, Y., Hostetter, L., Klein Vogel, L., and **Shager, H.** (2023). "Noncustodial Parents at Risk of Missing Child Support Payments: A Profile." Presented at the 2023 National Association of Welfare Research & Statistics (NAWRS) Conference, October 8-11, Salt Lake City, Utah.
- Berger, L. M., Collins, J. M., Costanzo, M. A., Drazen, Y., & **Shager, H.** (2022). "Understanding Racial and Ethnic Differences in SSA and Means-Tested Benefit Receipt and Their Anti-Poverty Effects for Children in Multigenerational Families." Presented at the 2022 Association for Public Policy Analysis and Management (APPAM) Fall Conference, November 16-19, Washington D.C.
- ***Shager, H.** (2019). "Bridging the Agency-Academic Divide to Integrate Data and Serve 'the Whole Child': The Wisconsin Experience." Presented at the 2019 Association for Public Policy Analysis and Management (APPAM) Fall Conference, November 7-9, Denver, CO.
- ***Shager, H.** (2019). "Building and Using Integrated Data Systems (IDS) to Promote Cross-Agency Problem-Solving in Human Services: The Wisconsin Experience." Presented at the 2019 National Association for Welfare and Statistics Workshop, July 29-31, New Orleans, LA.
- ***Shager, H.**, Normandin, H., & Tseng, V. (2017). Using Research to Build Better Public Policy: Tips for Working with State Legislators and Other Policymakers. Session presented at the 2017 Association for Public Policy Analysis and Management (APPAM) Fall Conference, November 2-4, Chicago, IL.
- 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.
- ***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.

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

- ***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.
- ***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.

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

***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.

INVITED PRESENTATIONS AND GUEST LECTURES

Invited presentation (full-day training), Data-Informed Decision Making, Wisconsin Department of Children & Families Leadership Foundations Training, Madison, WI, June 2025 (under contract); June 2024; June 2023; May 2022, June 2021, October 2020, May, 2019, May 2018, May 2017, January 2016, March 2015.

Invited lectures, Logic Models: Why Should a Program Work, and What Should You Measure? Evaluation in Higher Education, virtual, University of Toronto, February 2025; February 2023; February 2022; February 2021.

Invited presentations, Child Care Supply and Demand Challenges in Wisconsin. Southern Region Collaboration Team, November 14, 2024; Northwest Wisconsin Early Childhood Collaborating Partners, November 12, 2024; Milwaukee Early Childhood Education Coalition, virtual, November 1, 2024; WI Department of Children & Families “Tuesday Talks,” virtual, August 2024.

Invited lecture, Introduction to the Wisconsin Administrative Data Core. School of Human Ecology Doctoral Seminar, University of Wisconsin-Madison, October 2024.

INVITED PRESENTATIONS AND GUEST LECTURES, Continued

Invited presentation, Successful Models of Data Sharing in Cross-Sector Collaboration: The Wisconsin Administrative Data Core. National Academy of Medicine Action Collaborative on Combatting Substance Use and Opioid Crises Cross-Sector Action Virtual Workshop Series, virtual, September 2024.

Invited presentation, The Institute for Research on Poverty (IRP): Reducing Poverty via Researcher, Practitioner & Community Partnerships. Extension/Center for Financial Security Conference, Madison, WI, July 2024.

Invited lecture, Evaluating Change: Partnerships with Government and Community Organizations, Social Work 442: Generalist Practice with Communities and Organizations, University of Wisconsin-Madison, November 14, 2023.

Invited lecture, Does Money Reduce Poverty?: Guaranteed Income, Related Programs, and Research, Social Work 206: Introduction to Social Policy, University of Wisconsin-Madison, November 14, 2023.

Invited lecture, Program Implementation and Process Evaluation, Social Work 945: Evaluation Research, University of Wisconsin-Madison, October 18, 2023.

Invited presentation (with C. Frederick, K. Bryz-Gornia, Katie Thornton), What's New with the Wisconsin Administrative Data Core (WADC)? Institute for Research on Poverty Seminar Series, University of Wisconsin-Madison, September 28, 2023.

Invited presentation (with L. Hostetter), Child Care Counts Stabilization Program: Final Report Findings, WI Department of Children & Families, Virtual, April 6, 2023.

Invited presentation (webinar) (with M. Collins, N. Pilkauskas, & L. Pittman), *Children Living in Grandparent-led and Multigenerational Families: Implications for Policy and Practice*, WI Department of Children & Families Learning Exchange, Virtual, April 5, 2023.

Invited presentation (with L. Hostetter & Z. Bauer), Child Care Counts Stabilization Program: Initial Findings, WI Department of Children & Families, Virtual, January 11, 2023.

Invited presentation, Poverty & Inequality in Dane County, United Way of Dane County Early Childhood and Family Wellbeing Delegation, Virtual, October 25, 2022.

Invited presentation (training), Using Policy Research, Professional Development in Public Affairs for State Wisconsin Legislative Staff, June 2022.

Invited presentation (webinar) (with S. Cook, L. Berger, M. Curtis, & K. Trastek-Nelson), The Wisconsin Approach to Developing Administrative Data Resources for Research & Evaluation, Institute for Research on Poverty, May 11, 2022.

<https://www.irp.wisc.edu/resource/the-wisconsin-approach-to-developing-administrative-data-resources-for-research-evaluation/>

INVITED PRESENTATIONS AND GUEST LECTURES, Continued

- Invited presentation**, Promising New Policies and Programs to Address Child Poverty, Wisconsin Leadership Council on Early Years, Virtual, April 28, 2022.
- Invited presentation**, The Centrality of Housing: What Do We Know? How Can We Integrate What We Know? Milwaukee Child Welfare Partnership Council Meeting, Virtual, September 24, 2021.
- Invited presentation**, Using Data Integration to Solve Complex Problems, WI Youth Services Conference, Virtual, April 28, 2021.
- Invited lecture**, The Role of Cities in Anti-Poverty Programming & Policymaking, Urban Planning 215: Welcome to Your Urban Future, University of Wisconsin-Madison, March 8, 2021.
- Invited lectures**, Logic Models & Grant Writing, Social Work 840: Advanced Macro Practice, University of Wisconsin-Madison, November 5, 2020
- Invited presentation**, Performance Management, Wisconsin Department of Children & Families, Madison, WI, February 27, 2020.
- Invited presentation**, Interdepartmental Research Using Education Data, Wisconsin Department of Public Instruction, Madison, WI, August 13, 2019.
- Invited presentation**, Using Linked Administrative Data to Inform Policy & Practice: The Wisconsin Experience, Midwest Mobility from Poverty Network, May 8, 2019.
- Invited presentation**, From ITP to EBP: Elevating the Role of Research in Policymaking, Interdisciplinary Training Seminar in Education Sciences, University of Wisconsin-Madison, February 15, 2019.
- Invited presentation**, The Institute for Research on Poverty (IRP) at UW-Madison: Reducing Poverty via Researcher, Practitioner, and Community Partnerships, Wednesday Nite @ The Lab, Wisconsin Public Television, January 16, 2019.
- Invited presentation**, Analytics Today: the Power of Partnerships, WI Digital Government Summit, Madison, WI, November 29, 2018.
- Invited presentation**, How to Be a Good Policy Research Consumer, Professional Development Training in Public Affairs for State of Wisconsin Legislative Staff, June 15, 2018.
- Invited presentation**, Early Childhood Research in Action: How to Connect with Policymakers and Make a Difference, Center for Family & Child Well-Being, University of Wisconsin-Madison, February 2018.
- Invited presentation**, Recruiting and Onboarding Evaluators, National Legislative Program Evaluation Society, Madison, WI, September 2017.

INVITED PRESENTATIONS AND GUEST LECTURES, Continued

Invited presentations, Presenting Like a Pro, Professional Development Roundtable, Wisconsin Women in Government, Madison, WI, June 2017.

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. Wisconsin Family Impact Seminar, Madison, WI, February 4, 2015.

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 presentation, The Effects of Increased Maternal Education on Children's Achievement: Evidence from the ECLS-K. Paper presented at the weekly Interdisciplinary Training Seminar in Education Sciences, University of Wisconsin-Madison, April 19, 2008.

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 WI Joint Legislative Council, May, 2005.

AWARDS AND HONORS

Permanent Principal Investigator Status, University of Wisconsin-Madison, April, 2024

College of Letters & Science Early Career Award, University of Wisconsin-Madison, April 2017

AWARDS AND HONORS, Continued

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-March 2014.

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.

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.

PROFESSIONAL SERVICE

UW-Madison Committee Member, IRP Executive Committee, March 2018-present; L&S Committee on Academic Staff Issues (CASI—elected position), August 2023-present; IRP Justice, Equity, Diversity & Inclusion Committee (founding member), January 2022-present; L&S Director of Business Services Search & Screen Committee, September 2023-December 2023; La Follette School of Public Affairs Strategic Planning Committee, Fall 2019; University of Wisconsin-Madison College of Letters & Science Assistant Dean for Research Administration Hiring Committee, August-September, 2019; University of Wisconsin-Madison Reproductive Equity Cluster Hiring Committee, May 2018-May 2019; University of Wisconsin-Madison College of Letters & Science Professional Development and Recognition Committee, January 2018-May 2020 (co-chair); University of Wisconsin-Madison College of Letters & Science Climate Committee, September 2015-May 2020; Graduate Career Advising Sub-Committee, March 2014-August 2016

Reviewer, William T. Grant Foundation, *Child Development*, *Developmental Psychology*, *Economics of Education Review*, *Children and Youth Services Review*, Head Start National Research Conference

Board of Directors, Wisconsin Women in Government, Madison, WI. August 2018-January 2022. Subcommittees: Executive Committee (member at large), Programming & Professional Development, Scholarships (Chair).

Member, United Way of Dane County, Two-Generation Cross-Systems Team, January 2020-present; Public Policy Committee (interim chair), July 2020–August 2022.

Member, State Superintendent’s Wisconsin Education Research Advisory Council. September 2018-present; 2012-2017. WI Department of Public Instruction.

Member, Association for Public Policy Analysis and Management (APPAM).