

Nicholas W. Hillman

University of Wisconsin-Madison
School of Education
Educational Leadership & Policy Analysis
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Education Building, Room 249
Madison, WI 53706

PROFESSIONAL POSITIONS

2021-current *Professor*
University of Wisconsin-Madison
Department of Educational Leadership & Policy Analysis

2019-current *Director*
University of Wisconsin-Madison
Student Success Through Applied Research Lab

2016-2021 *Associate Professor*
University of Wisconsin-Madison
Department of Educational Leadership & Policy Analysis

2013-2016 *Assistant Professor*
University of Wisconsin-Madison
Department of Educational Leadership & Policy Analysis

2010-2013 *Assistant Professor*
University of Utah
Department of Educational Leadership & Policy

AFFILIATIONS

2022-current *Senior Fellow*
The Institute for College Access and Success

2018-current *Faculty Affiliate*
University of Wisconsin-Madison
Institute for Research on Poverty

2016-current *Faculty Affiliate*
University of Wisconsin-Madison
La Follette School of Public Affairs

EDUCATION

2010 Doctor of Philosophy in Educational Leadership & Policy Studies
Indiana University-Bloomington, School of Education

2005 Masters of Public Affairs
Indiana University-Bloomington, School of Public and Environmental Affairs

2003 Bachelor of Science in Public Affairs
Indiana University-Bloomington, School of Public and Environmental Affairs

SELECT PUBLICATIONS

Books and edited volumes:

4. Hillman, N. & Orfield, G. (2022). *Civil Rights and Federal Higher Education*. Harvard Education Press.
3. Orfield, G. & Hillman, N. (2018). *Accountability and Opportunity in Higher Education: The Civil Rights Dimension*. Harvard Education Press.
2. Perna, L. & Hillman, N. (2017). *Understanding Student Debt: Who Borrows, the Consequences of Borrowing, and the Implications for Federal Policy*. Annals of the American Academy of Political and Social Science. Sage.
1. Hillman, N.; Tandberg, D. & Sponsler, B. (2015). *Public Policy and Higher Education: Strategies for Framing a Research Agenda*. Wiley.

Scholarly publications (book chapters denoted with ^):

34. ^Hillman, N. & Peek, A. (2023). Higher education finance. In M. Bastedo, P. Gumport, & P. Altbach (Eds.) *American Higher Education in the 21st Century (5th Edition)*, Johns Hopkins University Press.
33. ^Hillman, N. (2022). Public policy in higher education: agendas, solutions, and impacts on student success. In N. Bowman (Ed.). *How College Students Succeed*. Stylus Publishing.
32. ^Hillman, N.; Colston, J.; Bach-Hanson, J.; & Peek, A. (2022). The geography of public broad-access universities. In G. Crisp, K. McClure, & C. Orphan (Eds.) *Unlocking Opportunity: Broadly Accessible Institutions*. Routledge.
31. Furquim, F.; Corral, D.; & Hillman, N. (2019). A primer for interpreting and designing difference-in-differences studies in higher education research. In L. Perna (Ed.) *Higher Education: Handbook of Theory and Research*. Vol. 35. Springer.
30. ^Hillman, N. & Boland, W. (2019). Geography and college choice. In M. Gasman & A. Samayoa (Eds.) *Contemporary Issues in Higher Education*. Routledge.
29. Carlson, D.; Elwert, F.; Hillman, N.; Schmidt, A.; & Wolfe, B. (2019). The effects of financial aid grant offers on postsecondary educational outcomes: New experimental evidence from the Fund for Wisconsin Scholars. National Bureau of Economic Research, Working Paper No. 26419.
28. ^Hillman, N. & Kindschy, A. (2018). The finance conundrum for higher education. In K. Webber (Ed.). *Building Capacity in Institutional Research and Decision Support in Higher*

Education. Springer.

27. ^Bell, E.; Fryar, A.; & Hillman, N. (2018). When intuition misfires: A meta-analysis of research on performance based funding in higher education. In E. Hazelkorn, H. Coates & A. McCormick (Eds.) *Research Handbook on Quality, Performance and Accountability*. Edward Elgar.
26. ^Hillman, N. & Crespín-Trujillo, V. (2017). Access and affordability in independent higher education. In C. Morphew & J. Braxton (Eds.) *The Challenge of Independent Colleges: Moving Research Into Practice*. Johns Hopkins University Press.
25. Hillman (2017). Geospatial analysis in higher education research. In M. Paulsen & L. Perna (Eds.) *Higher Education: Handbook of Theory and Research*. Vol. 33. Springer.
24. Hillman, N.; Fryar, A.; & Crespín-Trujillo, V. (2017). Evaluating the impact of performance funding in Ohio and Tennessee. *American Educational Research Journal*. 55(1), 144-170.
23. Hillman, N. & Corral, D. (2017). The equity implications of paying for performance in higher education. *American Behavioral Scientist*. 61(14), 1757-1772.
22. Hillman, N. (2016). Geography of college opportunity: the case of education deserts. *American Educational Research Journal*. 53(4), 987-1021.
21. Hillman, N.; Tandberg, D.; Fryar, A. (2015). Evaluating the impacts of 'new' performance funding in higher education. *Educational Evaluation and Policy Analysis*. 37(4), 501-519.
20. Hillman, N.; Gast, M.; & George-Jackson, C. (2015). When to begin? Socioeconomic and racial/ethnic differences in financial planning, preparing, and saving for college. *Teacher's College Record*. 117(8), 1-28.
19. Hillman, N. (2015). Borrowing and repaying federal student loans. *Journal of Student Financial Aid*. 45(3), 35-48.
18. Hillman, N. (2015). Cohort default rates: predicting the probability of federal sanctions. *Educational Policy*. 29(4), 559-582.
17. Jaquette, O. & Hillman, N. (2015). Paying for default: change over time in the share of federal financial aid sent to institutions with high student loan default rates. *Journal of Student Financial Aid*, 45(1), 3-24.
16. Tandberg, D.; Hillman, N.; & Barakat, M. (2014). State higher education performance funding for community colleges: diverse effects and policy implications. *Teacher's College Record*, 116(12).
15. Hillman, N.; Tandberg, D.; & Gross, J. (2014). Performance funding in higher education: do financial incentives impact college completions? *Journal of Higher Education*, 85(6), 826-857.
14. Hillman, N.; Tandberg, D.; & Gross, J. (2014). Market-based education: does Colorado's

- voucher model improve higher education access and efficiency? *Research in Higher Education*. 55(6), 601-625.
13. McLendon, M.; Tandberg, D.; & Hillman, N. (2014). Financing college opportunity: an analysis of factors influencing state spending on student aid and campus appropriations from 1990-2010. *The Annals of the American Academy of Political and Social Science*. 65 (1), 143-162.
 12. Tandberg, D. & Hillman, N. (2014). State higher education performance funding: data, outcomes and policy implications. *Journal of Education Finance*. 39(3), 222-243.
 11. Hillman, N. (2014). College on credit: a multi-level analysis of student loan default. *Review of Higher Education*. 37(2), 169-195.
 10. Hillman, N. (2013). Economic diversity in elite higher education: Do no-loan programs impact Pell enrollments? *Journal of Higher Education*. 84(6), 806-833.
 9. Hillman, N. & Orians, E. (2013). Community colleges and labor market conditions: how does enrollment demand change relative to local labor market conditions? *Research in Higher Education*, 54(7), pp. 765-780.
 8. Hillman, N. & Orians, E (2013). The role of financial aid in meeting state college completion goals. *Education Finance and Policy*, 8(3), pp. 349-363.
 7. Toutkoushian, R. & Hillman, N. (2012). The impact of state appropriations and grants on access to higher education and outmigration. *Review of Higher Education*, 36(1), pp. 51-90.
 6. Cruce, T. & Hillman, N. (2012). Preparing for the silver tsunami: the demand for higher education among older adults. *Research in Higher Education*. 53(6), pp. 593-613.
 5. Hillman, N. (2012). Tuition discounting for revenue management. *Research in Higher Education*. 53(1), pp. 263-281.
 4. Hillman, N. (2011). The ethical dimensions of student financial aid. *Tertiary Education and Management*. 17(1), pp. 1-16.
 3. Hillman, N. (2010). Who benefits from tuition discounts at public universities? *Journal of Student Financial Aid*, 40(1), pp. 17-30.
 2. Gross, J., Cekic, O., Hossler, D., & Hillman, N. (2009). What matters in student loan default: a review of the research literature. *Journal of Student Financial Aid*, 39(1), pp. 19-29.
 1. Hillman, N., Lum, T., & Hossler, D. (2008). Understanding Indiana's reverse transfer students: a case study in institutional research. *Community College Journal of Research and Practice*, 32(2), pp. 113-134.

Select policy briefs and reports:

21. Hillman, N.; Dziesinski, A.; & You, E. (2024). *Designing Higher Education Funding Models to*

- Promote Student Success: An Introduction to “Capacity Building” and “Equity-Based” Funding Principles.* Student Success Through Applied Research Lab: University of Wisconsin-Madison.
20. Hillman, N. (2023). *Geography of Opportunity Series.* The Institute for College Access and Success: Washington, DC.
 19. Hillman, N. (2022) *Pell Access and Completion Series.* The Institute for College Access and Success: Washington, DC.
 18. Hillman, N.; You, E.; Dancy, K.; Colston, J.; Barnes, C.; & Boynton, S. (2022). *Evaluating Federal Student Loan Repayment Outcomes at Six Research Universities.* Student Success Through Applied Research Lab: University of Wisconsin-Madison.
 17. You, E.; Hillman, N.; & Colston, J. (2022). *Financial Equity Among California Community Colleges.* Student Success Through Applied Research Lab, University of Wisconsin-Madison.
 16. Hillman, N.; Colston, J.; Bach-Hanson, J.; & Peek, A. (2021). *Mapping Rural Colleges and their Communities.* Student Success Through Applied Research Lab: University of Wisconsin-Madison.
 15. Hillman, N. (2020). *Why Rich Colleges Get Richer & Poor College Get Poorer: The Case for Equity-Based Funding in Higher Education.* Third Way: Washington, DC.
 14. Hillman, N. (2020). *The Practical Side of Higher Education Accountability.* National Association of Student Financial Aid Administrators: Washington, DC.
 13. Hillman, N. (2019). *Testimony before the House Committee on Education & Labor: Strengthening Accountability in Higher Education to Better Serve Students and Taxpayers.* U.S. House of Representatives: Washington, DC.
 12. Hillman, N. (2019). *Place Matters: A Closer Look at Education Deserts.* Third Way: Washington, DC.
 11. Hillman, N. (2018). *Designing Financial Aid for California’s Future: Building Capacity to Improve Financial Aid Administration.* The Institute for College Access and Success: Washington, DC.
 10. Hillman, N. (2018). *Making the IPEDS Student Financial Aid Survey Data Meaningful.* National Postsecondary Education Cooperative. U.S. Department of Education: Washington, DC.
 9. Hillman, N., Bruecker, E., & Crespín-Trujillo, V. (2016). *FAFSA Filing Rates in Wisconsin.* WISCAPE Policy Brief: University of Wisconsin-Madison.
 8. Sponsler, B. & Hillman, N. (2016). *Where You Live Rather Than What You Know? The Problem With Education Deserts.* Brookings Institution: Washington, DC.
 7. Hillman, N. (2016). *Why Performance Funding Doesn’t Work.* The Century Foundation:

Washington, DC.

6. Hillman, N. & Weichman, T. (2016). *Education Deserts: The Continued Significance of “Place” in the 21st Century*. American Council on Education: Washington, DC.
5. Campbell, C. & Hillman, N. (2015). *A Closer Look at the Trillion: Borrowing, Repayment, and Default at Iowa’s Community Colleges*. Association of Community College Trustees: Washington, DC.
4. Hillman, N. & Gross, J. (2014). *Can Income-Driven Repayment Policies be Efficient, Effective, and Equitable?* Lumina Foundation: Indianapolis, IN.
3. Hillman, N. (2014). *Designing Better Ways to Regulate Colleges With Too Many Students Who Default on Federal Loans*. Scholars Strategy Network: Cambridge, MA.
2. Hillman, N. (2014). *College Ratings: What Lessons Can We Learn From Other Sectors?* National Institute for Learning Outcomes Assessment: Champaign, IL.
1. Hillman, N. (2012). *Economic Diversity Among Selective Colleges: Measuring the Enrollment Impact of ‘No-Loan’ Programs*. Institute for Higher Education Policy: Washington, DC.

RESEARCH SUPPORT

- | | |
|-----------|--|
| 2024-2025 | <i>Principal Investigator</i>
“Bucky’s Tuition Promise: The effect of tuition-free aid on persistence, completion, and debt for low-income students.” Ithaca S+R and American Talent Initiative. Total Award: \$19,944 . |
| 2024 | <i>Principal Investigator</i>
“Community College Funding Models.” The Association of Community College Trustees. Total Award: \$42,000 . |
| 2023-2025 | <i>Principal Investigator</i>
“State Higher Education Finance Design.” State Higher Education Executive Officers. Total Award: \$415,000 . |
| 2023-2025 | <i>Principal Investigator</i>
“Role of Geography and Local Labor Markets in Measuring Equitable Postsecondary Value.” Bill & Melinda Gates Foundation. Total Award: \$322,073 . |
| 2023-2025 | <i>Co-Principal Investigator (with Dr. Gresham Collom)</i>
“Developing a Dataset of Postsecondary Policies and Programs Providing Financial Support for Indigenous College Students.” Alfred P. Sloan Foundation. Total Award: \$521,611 . |
| 2021-2023 | <i>Principal Investigator</i>
“Equity and Capacity Building in State Postsecondary Finance Models” |

Jointly funded via Bill & Melinda Gates Foundation and Joyce Foundation. Total Award: **\$459,348.**

- 2020-2027 *Co-Principal Investigator (with Dr. Kathryn Boonstra)*
“Evaluating the Wisconsin Teacher Pledge” University of Wisconsin-Madison, School of Education. Total Award: **\$1,325,136.**
- 2020-2022 *Principal Investigator*
“Evaluating Repayment Rate Proposals for HEA Reauthorization” Arnold Ventures. Total Award: **\$199,752.**
- 2020-2021 *Principal Investigator*
“College and Student Success in Rural Communities.” Ascendium Education Group. Total Award: **\$191,765.**
- 2020-2021 *Principal Investigator*
“Measuring Funding Inequality Among California’s Community Colleges. Foundation for California Community Colleges.” Foundation for California Community Colleges. Total Award: **\$6,250.**
- 2019-2020 *Principal Investigator*
“Rural colleges and changing demographics of America” Bill & Melinda Gates Foundation (via Sorenson Impact Center). Total Award: **\$35,000.**
- 2018-2019 *Principal Investigator*
“Equity-based funding in higher education” Joyce Foundation. Total Award: **\$75,000.**
- 2016-2017 *Principal Investigator*
“Student loans and federal risk-sharing policy alternatives” Lumina Foundation and Bill & Melinda Gates Foundation (via Center for American Progress). Total Award: **\$50,000.**
- 2015-2016 *Principal Investigator*
“Two decades of debt: how has the profile of student loan borrowers changed from 1992 to 2012?” National Center for Education Statistics, National Science Foundation, National Postsecondary Education Cooperative under the Association for Institutional Research. Total Award: **\$40,000.** (AIR-NSF Award #: RG15-9327).
- 2013-2014 *Principal Investigator*
“Efficiency and fairness in student loan repayment.” Lumina Foundation Exploring New Models of Student Financial Support. Co-PI, Jacob Gross, PhD (University of Louisville). Total Award: **\$96,000.** (Award #8733).
- 2011-2012 *Principal Investigator*
“College on credit: student and institutional characteristics associated with student loan default.” National Center for Education Statistics, National Science Foundation, National Postsecondary Education Cooperative under the Association for

Institutional Research. Total Award: **\$39,100**. (Federal CFDA #: 47.075, AIR-NSF Award #: SRS-0917729).

HONORS AND AWARDS

- | | |
|------|---|
| 2018 | <i>Excellence in Public Policy</i>
Council on Public Policy in Higher Education, Association for the Study of Higher Education |
| 2017 | <i>Robert P. Huff Award for Research Excellence</i>
National Association of Student Financial Aid Administrators |
| 2017 | <i>Teaching Award</i>
Educational Leadership & Policy Analysis, University of Wisconsin-Madison |

SERVICE

National and State:

- | | |
|-----------|---|
| 2020-2024 | Member, U.S. Department of Education Technical Review Panel “2020/22 Beginning Postsecondary Students Longitudinal Study” |
| 2021-2024 | Member, Kentucky Council on Postsecondary Education’s Student Success Collaborative Advisory Group |
| 2022-2023 | Member, Spencer Foundation Large Grants Review Panel |
| 2023 | Member, National Student Clearinghouse Research Center Income Proxy Technical Advisory Group |
| 2022 | Member, U.S. Department of Education Technical Review Panel “Revisiting the Purpose of the Finance Survey Component” |
| 2021-2022 | Member, AERA Palmer O. Johnson Memorial Award Committee |
| 2020-2022 | Expert Witness (Plaintiff), Lord Abbett Affiliated Fund v. Navient Corporation. Case No. 1:16-CV-112, U.S. District Court, Delaware |
| 2021 | Member, Wisconsin Association of Student Financial Aid Administrators FAFSA Task Force |
| 2020 | Research Consultant, Wisconsin Governor’s Task Force on Student Debt |
| 2019 | Invited Testimony, U.S. House of Representatives Education & Labor Committee |

- 2019 Member, U.S. Department of Education Technical Review Panel “National Postsecondary Student Aid Study:2020”
- 2018-2019 Faculty Expert, University of Wisconsin System Task Force for Advancing Teachers and School Leaders in the State of Wisconsin
- 2017 Invited Testimony, Wisconsin Assembly Committee on Colleges and Universities
- 2017 Member, U.S. Department of Education Technical Review Panel “Exploring Topical Issues in Higher Education”

University & Departmental:

- 2021-2022 Member, Search and Screen Committee for Vice Chancellor for Finance and Administration
- 2020-2022 Member, ELPA Salary Committee
- 2020-2022 Member, ELPA Admissions Committee
- 2017-2022 Member, PROFS Steering Committee
- 2021 Reviewer, OVCRGE’s Understanding and Reducing Inequalities Initiative
- 2020-2021 Co-coordinator, ELPA Higher Education program committee
- 2020 Member, Division of Enrollment Management Pell Pace Group
- 2020 Member, Search and Screen Committee for Director of Student Financial Aid
- 2013-2019 Member, School of Education Graduate Research Scholars Advisory Committee
- 2017-2019 Co-chair, Committee on Undergraduate Recruitment, Admissions, and Financial Aid
- 2017-2019 Chair, ELPA Program Committee
- 2017-2019 Member, School of Education Programs Committee
- 2017-2018 Member, Faculty Senate
- 2017-2018 Member, Search and Screen Committee for Director of Admissions and Recruitment
- 2016-2017 Co-chair, Search and Screen Committee for Director of Student Financial Aid

2016-2018 Co-chair, Scholars Strategy Network

Journal editorial boards:

2022-current Member, Educational Researcher

2019-current Associate Editor, Higher Education: Handbook of Theory and Research

2015-current Member, Educational Evaluation and Policy Analysis

2014-current Member, Research in Higher Education

2014-current Member, Review of Higher Education

2013-2020 Member, American Educational Research Journal

2016-2019 Associate Editor, Journal of Higher Education

2013-2017 Member, Journal of Education Finance

2013-2016 Member, Journal of Higher Education

2012-2016 Associate Editor, Journal of Student Financial Aid

Manuscript reviewer:

American Educational Research Journal (*Outstanding Reviewer Award*, 2015 & 2016); American Journal of Education; Economics of Education Review; Educational Evaluation and Policy Analysis (*Outstanding Reviewer Award*, 2017); Education Finance and Policy; Educational Policy; Educational Researcher; Higher Education; Higher Education Policy; IZA Journal of Labor Policy; Journal of Education Finance; Journal of Higher Education (*Outstanding Reviewer Award*, 2015); Journal of Policy Analysis and Management; Journal of Student Financial Aid; Public Administration Review; Public Finance Review; Review of Educational Research; Research in Higher Education; Review of Higher Education; Sociology of Education; Teacher's College Record

Professional affiliations:

Association for the Study of Higher Education (ASHE); American Education Research Association (AERA); Association of Education Finance and Policy (AEFP); National Association of Student Financial Aid Administrators (NASFAA)

Last updated: 6/10/2024