

Vikash Reddy
2646 Lake View Avenue | Los Angeles, CA 90039
(801) 391-6800 | vikash@vikashreddy.com

EDUCATION

DOCTOR OF PHILOSOPHY – EDUCATION POLICY **2016**
TEACHERS COLLEGE, COLUMBIA UNIVERSITY **NEW YORK, NY**

Dissertation: *From the Schoolhouse to the Statehouse: Teach For America and its alumni in education policy*

Dissertation Committee: Douglas Ready (sponsor), Susan Fuhrman (second reader)
Jeffrey Henig, Ester Fuchs, Thomas Hatch

- President, Student Senate (2011-2013; Treasurer 2010-2011)
- Coordinator, Policy Student Network (2009-2013)
- Member of *Re-Accreditation Self-Study Steering Committee for MSCHE accreditation*
- Member of *President’s Committee for Community and Diversity (2011-2013)*
- Dept. of Ed. Policy & Social Analysis Dissertation Fellow; 1st Year Fellow, Office of Policy and Research

MASTER OF SCIENCE – ELEMENTARY TEACHING **2007**
PACE UNIVERSITY **NEW YORK, NY**

BACHELOR OF ARTS – GOVERNMENT **2005**
DARTMOUTH COLLEGE **HANOVER, NH**

- National Merit Scholar; Robert C. Byrd Scholar; Witte 1898 Scholar

PROFESSIONAL AWARDS

Teachers College, Columbia University 2024 Early Career Award – One of two recent graduates (within 10 years of degree receipt) whose work has shown influence in the field, with potential for continued future impact.

Diverse Issues in Higher Education 2022 Emerging Scholar – One of 15 recently-graduated researchers, nationwide, whose work is advancing diversity, equity, and inclusion.

EXPERIENCE

CAMPAIGN FOR COLLEGE OPPORTUNITY **LOS ANGELES, CA**
Vice President of Research (2022-2024)

(Senior Director of Policy Research ‘19- ‘22)

- Developed and executed the Campaign for College Opportunity research agenda in collaboration with the organization’s senior leadership.
- Managed the analysis, writing, and production of [Campaign research publications](#), overseeing 28 publications to-date, of which I authored or co-authored 13.

- Co-edited the [Equity, Inclusion, Action series](#), with 14 published and 9 forthcoming briefs, of which I authored or co-authored two briefs.
- Oversaw research related to implementation of reforms to remedial placement at community colleges and transfer pathway reforms in California.
- Supervised fully remote team of one full-time and four part-time research staff, and as-needed consultant researchers.
- Managed the Campaign's [Policy Research Advisory Board](#) and [Expert Advisory Group](#) to ensure the organization's research agenda was informed by experts and developed relationships with experts who review Campaign research.
- Represented the Campaign at meetings and conferences, Campaign-hosted webinars, and calls with news and education media.

UNIVERSITY OF CALIFORNIA, BERKELEY

BERKELEY, CA

Policy Analyst (2017-2019)

- Partnered with CA Student Aid Commission to conduct randomized control trials testing ways to [increase the take-up of the Cal Grant scholarship](#).
- Partnered with CA Community Colleges Chancellor's Office to document [regional disparities in CA community college outcomes](#) using student-level data.
- Collaborated with government agencies in California on ways to link data across agencies and sectors in search of more effective service targeting and delivery.

COLUMBIA UNIVERSITY

NEW YORK, NY

Research Affiliate, Community College Research Center, Teachers College (2017-2020)

(Research Assistant '09-'12; Senior Research Assistant '12-'15; Research Associate '15-'16; Postdoctoral Research Associate, '16-'17)

- Led the creation of [multiple-measures, data-analytic placement algorithms](#) for seven New York community colleges using student-level data.
- Led the implementation of a randomized control trial at two of seven sites evaluating the placement algorithm, and monitoring implementation.
- Assisted with survey design and analysis of a [nationally representative survey documenting policy and reforms in community colleges and four-year universities](#).
- Research on performance funding in higher education, culminating in the book, [Performance Funding in Higher Education](#).

Teaching Fellow for Mayor David N. Dinkins, School of International and Public Affairs

(2011–2015)

- Created and revised syllabi, lectures, assessments, and other materials, and evaluated student work on behalf of Mayor Dinkins' graduate level courses, *Critical Issues in Urban Public Policy* (lecture-based) and *Practical Problems in Urban Politics* (seminar-based).
- Coordinated weekly guest lectures from city and state officials on relevant topics.

Instructor – Klingenstein Center, Teachers College (2015)

- Taught *Introduction to Analytic Research* to participants in the center's program for heads of independent schools.

Policy Student Network Coordinator, Teachers College (Sept. 2009 – July 2013)

- Work with student coordinator and department faculty to plan and hold policy-related events for students across Teachers College with education policy interests.

Teaching Assistant to Prof. Pearl Kane – Klingenstein Center, Teachers College (Summer 2011)

- Assisted professor with syllabus revisions, class planning, content delivery, and evaluation of student work for *Privatization and School Choice*.

PUBLIC SCHOOL 213, NEW YORK CITY DEPARTMENT OF EDUCATION (2005 – 2008) NEW YORK, NY

3rd Grade Teacher, self-contained classroom in East New York

- Taught third grade in a self-contained classroom, responsible for reading, writing, arithmetic, science, social studies, and general development of 20-25 students each year.
- Member of School Consultation Committee, Inquiry Team, and Leadership Committee
- Grade Leader (2007-2008); Teach for America Corps Member (2005-2007)

DARTMOUTH COLLEGE (2004)

HANOVER, NH

Research Assistant to Professor Linda Fowler

- Performed statistical analyses of special rule assignments in the U.S. House of Representatives.

UNITED STATES FEDERAL DISTRICT COURT (SUMMER, 2004)

SALT LAKE CITY, UT

Intern, Office of Chief Judge Dee Benson.

- Primary responsibilities included summarizing incoming briefs, drafting orders, and observing courtroom proceedings.

MATHESON FOR GOVERNOR 2004 (SUMMER, 2004)

SALT LAKE CITY, UT

County Field Coordinator; General Intern

- Worked on three-person team managing field office, field work, and volunteers in the fourth most populous county in Utah. Assisted in main office with research, fundraising, and public relations.

PROFESSIONAL SERVICE

- Member, Data & Tools Advisory Board to the California Cradle-to-Career System (2022-2025)
- Member, Program Committee, 49th Annual Conference of the Association for Education Finance and Policy (2023-2024)
- Advisor to the UC Regents Taskforce on Institutional Growth (2022-2023)
- Member, Advisory Body to the Higher Education Committee of the California Commission on Asian & Pacific Islander American Affairs. (2021-2023)

EDITORIAL EXPERIENCE

- Co-Editor of *Affirming Equity, Ensuring Inclusion, Empowering Action* series produced by the Campaign for College Opportunity

PUBLICATIONS AND PRESENTATIONS

BOOKS & MONOGRAPHS:

Dougherty, K.J., Jones, S.M., Lahr, H., Natow, R.S., Pheatt, L., & Reddy, V. (2016). *Performance Funding for Higher Education*. Baltimore: Johns Hopkins University Press

Dougherty, K. J., & **Reddy, V.** (2013). Performance Funding for Higher Education: What Are the Mechanisms? What Are the Impacts? (K. Ward & L. Wolf-Wendel, Series Eds.) *ASHE Higher Education Report*, 39(2), 1–134.

BOOK CHAPTERS:

Reddy, V. (2023). Branch out: Using Tree Diagrams to Select and Develop Research Questions. In LaPointe Terosky, A., Baker, V.L., & Sun, J.C. (Eds.), *A Practical Guide to Teaching Research Methods in Education: Lesson Plans and Advice from Faculty*. New York, NY: Routledge.

Barnett, E. A., & **Reddy, V.** (2018). College Placement Strategies: Evolving Considerations and Practices. In K. McClarty, K. D. Mattern, & M. Gaertner (Eds.), *Preparing Students for College and Careers: Theory, Measurement, and Educational Practice*. New York, NY: Routledge.

Dougherty, K. J., Natow, R. S., Jones, S. M., Lahr, H., Pheatt, L., & **Reddy, V.** (2015). Origins of the Second Wave of Performance Funding Adoptions. In K. J. Dougherty & R. S. Natow, *The Politics of Performance Funding for Higher Education: Origins, Discontinuations, and Transformations* (pp. 142–172). Baltimore: Johns Hopkins University Press.

ARTICLES FOR SPECIAL EDITION OF JOURNAL:

Dougherty, K.J., Jones, S.M., Lahr, H., Natow, R.S., Pheatt, L., & **Reddy, V.** (2014). Performance Funding for Higher Education: Forms, Origins, Impacts, and Futures. *Annals of the American Academy of Political and Social Science*. 655(1): 163

ARTICLES FOR PEER REVIEWED JOURNALS:

Natow, R.S., **Reddy, V.**, & Ioannou, V. (2023). State-level responses to U.S. federal policy on state authorization for higher education. *Education Policy Analysis Archives*, 31(4).

Linos, E., **Reddy, V.**, & Rothstein, J. (2022). Demystifying college costs: How nudges can and can't help. *Behavioural Public Policy*, 1-22.

Natow, R. S., **Reddy, V.**, & Grant, M. (2020). Technology Use in Developmental Education: Experiences, Challenges, and Rationales. *Community College Journal of Research and Practice*, 44(10–12), 738–756.

Dougherty, K. J., Jones, S. M., Lahr, H., Natow, R. S., Pheatt, L., & **Reddy, V.** (2016). Looking Inside the Black Box of Performance Funding for Higher Education: Policy instruments, organizational obstacles, and intended and unintended impacts. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 2(1), 147–173.

REPORTS & BRIEFS:

Reddy, V. (2024). *Still Left Out: How Exclusion In California's Colleges & Universities Continues To Hurt Our Values, Students, and Democracy*. Los Angeles, CA: Campaign for College Opportunity.

- Fink, J., Tulloch, A.G., Steiger, J., & **Reddy, V.** (2023) “Advancing Equity with Effective Community College Transfer Pathways.” In Siqueiros, M. & Reddy, V. (Eds.). *Affirming Equity, Ensuring Inclusion, Empowering Action* [Series]. Los Angeles, CA: Campaign for College Opportunity.
- Macias, M. & **Reddy, V.** (2023). *Nursing the Future: Ensuring a healthy California with the diverse nursing workforce we need*. Los Angeles, CA: Campaign for College Opportunity.
- Moore, C. & **Reddy, V.** (2022). *Illuminating Innovations: Protecting student enrollment at California Community Colleges amid a pandemic*. Los Angeles, CA: Campaign for College Opportunity.
- Reddy, V.**, Lee, D.H., & Siqueiros, M. (2022). *The State of Higher Education for Asian American, Native Hawaiian, and Pacific Islander Californians*. Los Angeles, CA: Campaign for College Opportunity.
- Reddy, V.** & Morales, J.F., (2022). *Critical Condition: Prescriptions for improving transfer pathways in the health professions*. Los Angeles, CA: Campaign for College Opportunity.
- Reddy, V.**, Ramirez, B. & Siqueiros, M. (2022). *The State of Higher Education for Latinx and Black Angelenos*. Los Angeles, CA: Campaign for College Opportunity.
- Reddy, V.** & Siqueiros, M. (2021). *The State of Higher Education for Latinx Californians*. Los Angeles, CA: Campaign for College Opportunity.
- Reddy, V.**, Siqueiros, M., Campbell, T. (2021). *Examining Disparities in College Opportunity by Gender for Black Californians*. Los Angeles, CA: Campaign for College Opportunity.
- Natow, R.S., **Reddy, V.**, & Ioannou, V. (2021) *How States Respond to Federal Policy on State Authorization for Higher Education: Findings from a Multi-Case Study*. Boulder, CO: State Higher Education Executive Officers Association.
- Reddy, V.** & Ryan, J. (2021). *Chutes or Ladders? Strengthening California Community College Transfer So More Students Earn the Degrees They Seek*. Los Angeles, CA: Campaign for College Opportunity.
- Reddy, V.** & Dow, A. (2021). *California’s Biggest Return: Raising college attainment to 60 percent for all by 2030 will generate \$133 billion in additional federal and state revenue*. Los Angeles, CA: Campaign for College Opportunity.
- Reddy, V.** & Siqueiros, M. (2021). *The State of Higher Education for Black Californians*. Los Angeles, CA: Campaign for College Opportunity.
- Reddy, V.** (2021). *Follow the Money: California systematically underinvests in Black degree attainment*. Los Angeles, CA: Campaign for College Opportunity.
- Reddy, V.**, Siqueiros, M., & Itzkowitz, M. (2020). *The Personal Payoff of a College Education in California’s Colleges and Universities*. Los Angeles, CA: Campaign for College Opportunity.

Linos, E., **Reddy, V.**, & Rothstein, J. (2018). *Increasing the Take-Up of Cal Grants*. Berkeley, CA: California Policy Lab.

Augustine, E., **Reddy, V.**, & Rothstein, J. (2018). *Linking Administrative Data: Strategies and Methods* (White Paper). Berkeley, CA: California Policy Lab.

Barnett, E. A., Bergman, P., Kopko, E., **Reddy, V.**, Belfield, C., & Roy, S. (2018). *Multiple Measures Placement Using Data Analytics: An Implementation and Early Impacts Report* [Report]. New York, NY: Center for the Analysis of Postsecondary Readiness.

Koh, N.J., **Reddy, V.**, & Chatterji, M. (2014). Understanding validity issues surrounding test-based school and teacher accountability policies. *Quality Assurance in Education*, 22 (1)

Working Papers:

Reddy, V. Natow, R.S., **Reddy, V.**, & Grant, M. (2017). *How and Why Higher Education Institutions Use Technology in Developmental Education Programming* (Working Paper). New York, NY: Center for the Analysis of Postsecondary Readiness.

Barnett, E. A., & **Reddy, V.** (2017). *College placement strategies; Evolving considerations and practices* (Working Paper). New York, NY: Center for the Analysis of Postsecondary Readiness.

Dougherty, K. J., Jones, S. M., Lahr, H., Natow, R. S., Pheatt, L., & **Reddy, V.** (2014). *Implementing performance funding in three leading states: Instruments, outcomes, obstacles, and unintended impacts* (Working Paper No. 74). New York, NY: Community College Research Center.

Reddy, V., Lahr, H., Dougherty, K. J., Jones, S. M., Natow, R. S., & Pheatt, L. (2014). *Policy instruments in service of performance funding: A study of performance funding in three states* (Working Paper No. 75). New York, NY: Community College Research Center.

Natow, R. S., Pheatt, L., Dougherty, K. J., Jones, S. M., Lahr, H., & **Reddy, V.** (2014). *Implementing performance funding in three leading states: Instruments, outcomes, obstacles, and unintended impacts* (Working Paper No. 76). New York, NY: Community College Research Center.

Pheatt, L., Lahr, H., Dougherty, K. J., Jones, S. M., Natow, R. S., & **Reddy, V.** (2014). *Obstacles to the effective implementation of performance funding: A multistate cross-case analysis* (Working Paper No. 77). New York, NY: Community College Research Center.

Lahr, H., Pheatt, L., Dougherty, K. J., Jones, S. M., Natow, R. S., & **Reddy, V.** (2014). *Unintended impacts of performance funding on community colleges and universities in three states* (Working Paper No. 78). New York, NY: Community College Research Center.

Dougherty, K. J., Jones, S. M., Lahr, H., Natow, R. S., Pheatt, L., & **Reddy, V.** (2013). *Envisioning performance funding impacts: The espoused theories of action for state higher education*

performance funding in three states (Working Paper No. 63). New York, NY: Community College Research Center.

Reddy, V., Lahr, H., Dougherty, K.J., Jones, S.M., Natow, R.S., & Pheatt, L. (2013) *Performance Funding Policy Instruments: The Theories of Action in Use for Higher Education Performance Funding in Three States*. [Report to the Lumina Foundation]. New York, New York: Community College Research Center.

Lahr, H., Pheatt, L., Dougherty, K.J., Jones, S.M., Natow, R.S, & **Reddy, V.** (2013) *Unintended Impacts of Performance Funding on Community Colleges in Three States*. [Report to the Lumina Foundation]. New York, New York: Community College Research Center.

Pheatt, L., Lahr, H., Dougherty, K.J., Jones, S.M., Natow, R.S, & **Reddy, V.** (2013) *Obstacles to the Effective Implementation of Performance Funding in Community Colleges in Three States*. [Report to the Lumina Foundation]. New York, New York: Community College Research Center.

Op-Eds

Reddy, V. (2019, Sept. 5). "Setting up a needless barrier to a Cal State education." Los Angeles, CA: *Los Angeles Times*. Available at: <https://www.latimes.com/opinion/story/2019-09-04/cal-state-math-requirement-barrier-graduation-rates>

Reddy, V. (2011). "Teachers Alone Can't Create Excellent Schools." *The Answer Sheet*. Ed. Strauss, Valerie. Washington DC: The Washington Post. Available at: http://bit.ly/Teachers_Alone

CONFERENCE PAPERS, PRESENTATIONS, AND ROUNDTABLES:

Reddy, V. (2024). *The State of Higher Education at Santa Rosa Junior College*. Presentation to Administration and Faculty at Santa Rosa Junior College Student Services Coordination Kickoff Meeting.

Reddy, V. (2024). *The Promise and Potential of Linked Data* [panel organized by California Cradle2Career Commission]. Panel participant at Education Trust-West Education Equity Forum.

Reddy, V. (2023). *Equity in Higher Education after Students for Fair Admissions*. Presentation at the Annual Meeting of the Association for Scholarship in Higher Education.

Reddy, V. (2023). *The State of Higher Education in California and in San Juaquin Delta for Asian American and NHPI Students*. Presentation at San Juaquin Delta College Faculty Convocation. San Juaquin, CA.

Reddy, V. (2023). *The State of Higher Education for Asian American and NHPI Californians*. Presentation at the Annual Meeting of Asian Pacific Americans in Higher Education. Oakland, CA

- Reddy, V.** (2023) *Representation Matters: Asian American and NHPI students in the California Community Colleges*. Presentation a joint meeting of the Academic Senate of the CA Community Colleges and the CA Community Colleges Chancellor's Office, Virtual Meeting
- Reddy, V.** (2022). *Addressing the Inequitable Impact of the COVID-19 Pandemic on Student Educational Outcomes in California*, Presentation and Panel Discussion at the 47th Annual Conference of the Association for Education Finance and Policy, Denver, CO.
- Reddy, V.** (2020) *Implementation of AB705 - Guaranteeing Student Access to Transfer-Level English and Math*. Presentation and Panel Discussion at the Annual Meeting Fifteenth Annual National Conference of the American Association of Hispanics in Higher Education, Inc., Costa Mesa, CA.
- Reddy, V.** (2018) *Performance Funding for Higher Education*, Presentation and Panel Discussion at the California Community Colleges Chancellor's Consultation Council, Sacramento, CA
- Natow, R. & **Reddy, V.** (2018) *Technology Use in Developmental Education: Experiences, Challenges, & Decision Making*, Paper presented at the 42nd Annual Meeting of the National Association for Developmental Education, National Harbor, MD.
- Reddy, V.,** (2016) *Using High School Achievement Information to Improve Placement Accuracy in Community Colleges*. Paper presented at the 41st Annual Conference of the Association for the Study of Higher Education, Columbus, OH.
- Reddy, V.,** (2016) *Using Multiple Measures to Improve Placement Accuracy in Community Colleges*. Presentation at the 2016 US Department of Education, Office of Career, Technical, and Adult Education Convening of Minority Serving Community Colleges, Washington, D.C.
- Reddy, V.,** (2015) *From the Schoolhouse to the Statehouse: The role of Teach for America and its alumni in education policy*. Roundtable presentation at the April 2015 Annual Meeting of the American Educational Research Association, Chicago, IL.
- Reddy, V.,** Lahr, H., Dougherty, K.J., Jones, S.M., Natow, R.S., & Pheatt, L., (2014) *Performance Funding: What Policy Instruments and Theories of Action Underlie this Popular Higher Education Policy?* Roundtable presentation at the 2014 Annual Meeting of the American Educational Research Association, Philadelphia, Pennsylvania.
- Lahr, H., Pheatt, L., Dougherty, K.J., Jones, S.M., Natow, R.S, & **Reddy, V.** (2014) *Obstacles and Unintended Impacts: A Study of Performance Funding at Community Colleges in Three States*. Roundtable presentation at the 2014 Annual Meeting of the American Educational Research Association, Philadelphia, Pennsylvania.
- Dougherty, K.J., Jones, S.M., Lahr, H., Natow, R.S., Pheatt, L., & **Reddy, V.** (2014) *Performance Funding and Organizational Learning in Three States: Forms, Hindrances, and State Support*. Paper presented at the 2014 Annual Meeting of the American Educational Research Association, Philadelphia, Pennsylvania (Presented as part of the Symposium entitled: "Performance Funding and Organizational Learning in Higher Education").

Dougherty, K.J., Jones, S.M., Lahr, H., Natow, R.S., Pheatt, L., & **Reddy, V.** (2013) *The Espoused Theory of Action of Higher Education Performance Funding: How Tightly Coupled Is It?* Paper presented at the 38th Annual Conference of the Association for the Study of Higher Education, St. Louis, Missouri.

Natow, R. S., Dougherty, K. J., Jones, S., Lahr, H., Pheatt, L., & **Reddy, V.** (2013). *The Political Origins of "Performance Funding 2.0": Theoretical Perspectives and Comparisons to Performance Funding 1.0.* Paper presented at the American Education Research Association Annual Meeting, San Francisco, CA.

Dougherty, K. J., **Reddy, V.**, & Natow, R. S. (2012). *Two Worlds of State Performance Accountability.* Paper presented at the American Education Research Association Annual Meeting, Vancouver, BC.

Kane, P. R., **Reddy, V.**, & Schou, M. (2012). *Wanted: Head of School -- What You Need To Know Before You Apply.* Presentation at the National Association of Independent Schools Annual Conference, Seattle, WA.

Dougherty, K. J., & **Reddy, V.** (2011). *The Impacts of Performance Funding: Assessing the Research Literature.* Paper presented at the ASHE Public Policy Forum, Charlotte, NC.

OTHER PUBLICATIONS:

Reddy, V., & Barnett, E. (2017, March 29). *Moving to Multiple Measures.* Available at: <http://postsecondaryreadiness.org/moving-to-multiple-measures/>