

Isabel McMullen

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EDUCATION

B.A. with Distinction

2017 **University of Michigan. Ann Arbor, MI**

Honors Political Science and Spanish

Additional education

2017 **Summer Program in Quantitative Methods of Social Research**

Inter-University Consortium for Political and Social Research.

Coursework included: Regression Analysis, Race and Quantitative Methodology.

EMPLOYMENT

2017- Senior Research Analyst (Junior Analyst until January 2021)

W.E. Upjohn Institute for Employment Research, Kalamazoo, MI

PUBLICATIONS

ORCID: 0000-0002-1831-7175

Journal Articles

Collier, D., & **McMullen, I.** (2021). Modeling First Year Stop Out of Kalamazoo Promise Scholars: Mapping Influences of Socioeconomic Advantage and Pre-College Performance to College Performance and Persistence. *Journal of College Student Retention: Research, Theory & Practice*.

<https://doi.org/10.1177/15210251211029631>

Collier, D. A., & **McMullen, I.** (2020). Sometimes a Long and Winding Road: An Exploration of Kalamazoo Promise Stop Out and Re-Enrollment. *Journal of College Student Retention: Research, Theory & Practice*. <https://doi.org/10.1177/1521025120958631>

In Review

Martínez, D., Collier, D.A., Byrd, C., & **McMullen, I.** A Promise Kept for Whom? College Access, Success, and the Limits of Race-Neutral Tuition-Free Programs.

Working Papers

McMullen, I., & Collier, D.A. A Path of More Persistence: An Examination of the Effects of the Kalamazoo Promise on the Postsecondary Success of Stop Outs.

Hershbein, B., **McMullen, I.**, Pittelko, B., Timmeney, B. 2021. "Beyond degrees: Longer term outcomes of the Kalamazoo Promise." Upjohn Institute Working Paper 21-350. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. <https://doi.org/10.17848/wp21-350>

Collier, D.A., **McMullen, I.** A Promise Between Siblings: An Examination of Relationships Between Having an Older Sibling and College Enrollment and Academic Performance Within Kalamazoo Promise Scholars.

Forthcoming

McMullen, I., & Collier, D.A. Exploring the Relationship Between COVID-19 and Immediate 2-Year College Enrollment and Persistence Among Kalamazoo Promise Scholars. *New Directions for Community Colleges. Free College: Budgets, Mission, & the Future.* Expected Fall 2023.

Additional Projects

McMullen, Isabel and Brad J. Hershbein. 2021. "Beyond Degrees: The Kalamazoo Promise and Workforce Outcomes." Policy and Research Brief. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. <https://doi.org/10.17848/pb2021-37>

Collier, Daniel A, **Isabel McMullen**, and Brad J. Hershbein. 2021. "How College Enrollment Changed for Kalamazoo Promise Students Between Fall 2019 and Fall 2020." Policy Paper No. 2021-025. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. <https://doi.org/10.17848/pol2021-025>

Miller-Adams, Michelle, Brad Hershbein, Bridget Timmeney, and **Isabel McMullen**. 2017. Promise Programs Database. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. www.upjohn.org/promise/database.

PRESENTATIONS

- 2021 *A Path of More Persistence: An Examination of the Effects of The Kalamazoo Promise on the Postsecondary Success of Stop Outs.* Presented at the Association for Education Finance and Policy National Conference, (virtual).
- 2020 *Examining the effects of the Kalamazoo Promise on postsecondary success of stopouts.* Presented at the Association for the Study of Higher Education National Conference, (virtual).
- 2020 *Modeling first year stop out of Kalamazoo Promise scholars: Mapping influences of socioeconomic advantage and pre-college performance to college performance and stopping out.* Presented at the Student Financial Aid Research Network, (virtual).
- 2020 *An exploration of Kalamazoo Promise Scholars who stop out of college, and who may return.* Presented at the Association for Education Finance and Policy National Conference, (virtual).

PROFESSIONAL SERVICE

- 2021 - Member, Diversity, Equity, Inclusion Committee, *W.E. Upjohn Institute, Kalamazoo, MI*
2020 - Member, Intercultural Development Committee, *The Kalamazoo Promise, Kalamazoo, MI*

RELEVANT SKILLS

Languages: Spanish

Program proficiencies: SPSS, STATA, R.