

# MICHELE CLAIBOURN

I am a research director – a political scientist, data scientist, community-engaged scholar, and senior administrator – and professor with over 20 years of experience teaching, leading, and managing research and data science teams.

My work centers on action-based research, using the tools of data science to promote accountable governance, make social inequities visible, and impact public policy and movement building.

## PROFESSIONAL EXPERIENCE

2023  
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2021

2021  
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2013

2013  
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2011

2011  
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2002

- **Director of Equitable Analysis, Asst Professor of Public Policy**  
The Equity Center and The Batten School of Leadership and Public Policy, University of Virginia
  - Lead the Equitable Analysis initiative in the UVA Equity Center to provide data tools, research and analysis in collaboration with leaders and advocates promoting regional equity.
  - Manage equitable data science team
  - Teach courses on public interest data and on equitable policy in the Batten School of Leadership and Public Policy.
  - Affiliated Faculty in the School of Data Science, 2024-present
- **Director, Research Data Services & Sciences**  
UVA Library, University of Virginia
  - Build new research data services team to support data use and infrastructure; manage and develop library staff and services for the social, natural, and engineering sciences; provide statistical and data science consultation and instruction to researchers across disciplines.
  - **Data Science Director, The Equity Center**, 2020-2021 (25% appointment), lead the Democratization of Data initiative.
  - **Faculty Affiliate & Lead Data Scientist, Global Policy Center**, 2019-2021 (pro bono), develop predictive analytics on the magnitude, and duration of mass-displacement with Save the Children, International.
  - **Associate Director, Data Science Institute**, 2014-2016 (25% appointment), contribute to services and infrastructure for data-intensive research.
- **Senior Analyst**  
Weldon Cooper Center for Public Service, University of Virginia
  - Design and conduct quantitative and demographic research for local governments, civic sector clients, and the public interest.
- **Assistant Professor**  
University of Virginia (2004-2011) and University of Oklahoma (2002-2004)
  - Design and teach graduate-level research and statistics courses and undergraduate-level courses on political behavior and political psychology.
  - Develop, implement, and publish new research on social capital, electoral responsiveness, and political communication.

## CONTACT

- ✉ mclaibourn@virginia.edu
- 🔗 mclaibourn.github.io
- 🔗 github.com/mclaibourn
- 🔗 linkedin.com/in/mclaibourn

See my [webpage](#) for a more project-oriented portfolio.

### Leadership

Envision, design, and lead research projects with academic and community partners seeking to understand racial and other disparities and to develop policy responses. Manage multiple projects and train and mentor students engaging in community-engaged data science.

Manage teams ranging from 4 to 12 full-time staff, 3 to 6 graduate fellows, and research teams across multiple collaborations on a range of programmatic and research projects.

Founded StatLab, a data science consulting service for members of the UVA community. Built a new division within the library to support the growing data science research community at UVA, recruiting, hiring, and managing a team with diverse skills and talents.

Last updated on 2024-04-24.

2005  
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2002

- **Instructor**  
ICPSR Summer Program in Quantitative Methods, University of Michigan

## Teaching and Writing

20+ years of experience teaching statistics and data science methods, policy, and political behavior to undergraduate and graduate students.

Design data workshop series for student and adult learning communities, including recruiting and mentoring instructors, marketing and assessment, and contributing to select topics.

Experienced writer in multiple formats, from university press books and peer-reviewed journal articles, to action-oriented reports for local and state agencies, educational materials, and informal writing.

Skilled in communicating about data, technology, and policy to stakeholders, advocates, and learners.

2002

## EDUCATION

- **PhD., Political Science**  
University of Wisconsin-Madison 📍 Madison, WI
- **B.A., Political Science**  
Rice University 📍 Houston, TX

1993

## TEACHING AND MENTORING

2024

- **Lead Community Data Fellow Program**  
UVA Equity Center and School of Data Science

|

2023

- **Graduate Courses**  
University of Virginia and University of Oklahoma

- *Imagining Equitable Policy, Public Interest Data: Ethics & Practice, Data Visualization, Saving Lives with Data, Text as Data, Applied Causal Inference, General Linear Models, Linear Models, Applied Time Series, Mixed-Effects Models/Longitudinal Analysis, Introduction to Statistical Analysis*

|

2002

- **REU Mentor**  
School of Data Science, UVA

|

2021

- **University-wide Workshops**  
University of Virginia
  - Data Science in R, Multiple Imputation, Cluster Analysis, Duration Models, Matching Methods, Mixed-Effects Models, Sentiment Analysis, Topic Modeling, Text Classification, Data Wrangling, Linear Modeling

|

2013

- **Undergraduate Courses**  
University of Virginia and University of Oklahoma
  - *Project First Gen +, Research Design & Analysis, The Presidency and the Public, Media & Political Communication, Political Psychology & Decision Making, Citizen Competence in American Democracy, Introduction to American Politics*

|

2020

## PUBLICATIONS

2021

- **Confederate monuments and the history of lynching in the American South: An empirical examination**  
Proceedings of the National Academy of Sciences Oct 2021 (With Kyshia Henderson, Samuel Powers, Jazmin L. Brown-Iannuzzi, and Sophie Trawalter)

## Methods and Tools

Inferential and predictive modeling  
Data visualization and computation  
Spatial analysis  
Text analytics  
Qualitative methods  
R, RStudio, Shiny  
Git, GitHub  
Stata, SPSS, SAS  
Some Python and SQL

The source code is available on [github.com/mclaibourn/mpc\\_cv](https://github.com/mclaibourn/mpc_cv).

- 2015 ● **Bigger on the Inside: Building Research Data Services at the University of Virginia**  
Insights 28: 100-106
- 2013 ● **Citizen Participation and Congressional Responsiveness: New Evidence for Why Participation Matters**  
Legislative Studies Quarterly 38: 59-82 (With Paul Martin)
- 2012 ● **Hearing Campaign Appeals: The Accountability Implications of Campaign Tone**  
Political Communication 29: 64-85
- 2012 ● **Creating Constituencies: Presidential Campaigns, Selective Mobilization, and the Scope of Conflict**  
Political Behavior 34: 27-56 (With Paul Martin)
- 2011 ● **Presidential Campaigns and Presidential Accountability**  
University of Illinois Press, Series on Democracy, Free Enterprise, and the Rule of Law
- 2008 ● **Making a Connection: Repetition and Priming in Campaigns**  
Journal of Politics 70: 1142-1159
- 2007 ● **The Third Face of Social Capital: How membership in Voluntary Associations Improves Policy Accountability**  
Political Research Quarterly 60: 192-201 (With Paul Martin)
- 2005 ● **The Influence of Campaign Advertising**  
Encyclopedia of Public Opinion, Greenwood Press
- 2001 ● **Gender Differences in Citizen-Level Democratic Citizenship: Evidence from the Comparative Study of Electoral Systems**  
Presented to the Midwest Political Science Association (2001)  
(With Virginia Sapiro)
  - 2001 Winner, Sophonisba Breckenridge Award for best paper on Women & Politics, Midwest Political Science Association Annual Meeting
- 2000 ● **Trusting and Joining: An Empirical Test of the Reciprocal Nature of Social Capital**  
Political Behavior 22: 267-291 (With Paul Martin)

## ↳ REPORTS, PROJECTS, AND SELECTED WRITING

- 2024 ● **Charlottesville Urban Heat Islands**  
The Equity Center, University of Virginia (With Beth Mitchell and Lee LeBouef)
- 2023 ● **Stepping Stones Supplemental Report**  
The Equity Center, University of Virginia (With Beth Mitchell and Lee LeBouef)

- 2023 ● **Stepping Stones 2023**  
The Equity Center, University of Virginia (With Beth Mitchell, Lee LeBouef, and the Public Interest Data class)
- 2023 ● **Eastern Shore Climate Equity Atlas Prototype**  
The Equity Center, University of Virginia (With Beth Mitchell and Lee LeBouef)
- 2023 | 2022 ● **Virginia Evictors Catalog**  
The Equity Center, University of Virginia and The RVA Eviction Lab, Virginia Commonwealth University
- 2022 ● **Orange Dot Report 5.0: Family Self-Sufficiency in the Charlottesville Region**  
Network2Work@PVCC, Piedmont Virginia Community College and The Equity Center, University of Virginia (With Ridge Schuyler, Lee LeBoeuf, and Beth Mitchell)
- 2022 ● **Charlottesville Region Climate Equity Atlas**  
Picturing Climate Justice Exhibit, UVA Equity Center and the Jefferson School African American Heritage Center
- 2022 ● **Eastern Shore Social and Economic Equity Atlas**  
The Equity Center, University of Virginia (With Beth Mitchell)
- 2022 | 2019 ● **Charlottesville Regional Equity Atlas**  
The Equity Center, University of Virginia
- 2021 ● **Report for TJPDC: Charlottesville and Albemarle Eviction Cases**  
The Equity Center, University of Virginia (With Jacob Goldstein-Greenwood and Michael Salgueiro)
- 2021 ● **Albemarle County Equity Profile: Centering Equity in Evaluating Well-Being & Quality of Life for Albemarle County Residents**  
The Equity Center, University of Virginia (With Sam Powers, Michael Salgueiro, Siri Russell, Barbara Brown Wilson, and Alissa Ujie Diamond)
- 2021 ● **Albemarle County Child Welfare Study**  
Report to the Albemarle Department of Social Services (With the Public Interest Data Lab)
- 2020 ● **Reading Outcomes and Equity in Virginia**  
The Equity Center, University of Virginia
- 2020 ● **Voices for Equity**  
The Equity Center, University of Virginia
- 2020 ● **Charlottesville Region's Frontline Workers**  
The Equity Center, University of Virginia (With Sam Power)
- 2020 ● **How Easily Can You Shelter in Place?**  
The Equity Center, University of Virginia (With Sam Powers)

- 2020 ● **Charlottesville Child Welfare Study: Understanding Referral Disproportionality**  
Report to the Charlottesville Department of Social Services (With Hannah Lewis and the Public Interest Data Lab)
- 2019 ● **Charlottesville Foster Care Study**  
Report to the Charlottesville Department of Social Services (With Charlotte McClintock and the Public Interest Data Lab)
- 2019 | 2016 ● **Blog posts at UVA StatLab**
- 2018 ● **Charlottesville Child Welfare Study**  
Report to the Charlottesville Department of Social Services (With Charlotte McClintock and the Public Interest Data Lab)
- 2013 ● **Review of Competitive Elections and the American Voter, by Keena Lipsitz**  
Perspectives on Politics 10: 1030-1031
- 2012 ● **Red State, Blue State: Demographic Change and Presidential Politics in Virginia**  
Weldon Cooper Center for Public Service: Numbers Count, July (With Dustin Cable)
- 2012 ● **Blacks in Virginia: Demographic Trends in Historical Context**  
Weldon Cooper Center for Public Service: Numbers Count, April
- 2012 ● **Blog posts at StatChatVA**
- 1994 ● **Fourth-Year Report: Milwaukee Parental Choice Program**  
University of Wisconsin-Madison (With John Witte, Christopher Thorn, and Kim Pritchard)

## 💻 GRANTS AND AWARDS

- 2026 | 2021 ● **Building Capacity for Data-driven Adaptation in Rural Coastal Communities (\$5M)**  
National Science Foundation, Coasts and People  
• Senior Personnel (PI: Karen McGlathery)
- 2021 ● **A Housing Justice Atlas for Virginia (\$25K)**  
4-VA at UVA Collaborative Research Program, University of Virginia  
• Co-Principal Investigator, with Barbara Brown Wilson
- 2021 ● **Needs Assessment and Development of a Proprietary Eviction Database (\$20K)**  
Thomas Jefferson Planning District Commission

- 2021
- **The Charlottesville Regional Equity Atlas: Co-Creating with Our Community (\$87.5K)**  
New Venture Fund's Public Interest Technology University Network Challenge
    - Principal Investigator, with Barbara Brown Wilson
- 2020 | 2018
- **Building a Collaborative Regional Equity Atlas (\$150K)**  
Institute for Museum and Library Services
    - Co-Principal Investigator, with Rebecca Coleman
- 2019
- **Thrive Grant for Project First Gen Plus (\$4K)**  
Office of the Provost and Center for Teaching Excellence, University of Virginia
    - Co-Principal Investigator, with Paul Martin
- 2018 | 2017
- **A Data Catalog to Promote Access to Open Health Data (\$19K)**  
National Network of Libraries of Medicine
    - Co-Principal Investigator, with Bart Ragon
- 2006 | 2005
- **Summer Research Grant**  
Vice-President for Research, University of Virginia
- 2006 | 2005
- **Excellence in Diversity Fellow**  
University of Virginia
- 2004 | 2003
- **Junior Faculty Research Grant**  
University of Oklahoma
- 2003
- **Faculty Enrichment Grant**  
College of Arts and Sciences, University of Oklahoma
- 2002
- **Instructional Technology Grant**  
College of Arts and Sciences, University of Oklahoma
- 2001
- **Midwest Political Science Association Sophonisba Breckinridge Award**  
Best paper on Women in Politics presented at the annual meeting
- 2000
- **National Science Foundation Dissertation Improvement Grant**  
University of Wisconsin-Madison
- 1999
- **Clara Penniman Fellowship**  
Department of Political Science, University of Wisconsin
- 2024
- **Data Science for the Public Good**  
Women in Data Science Charlottesville



## RECENT PRESENTATIONS

- **Data Science for the Public Good**  
Women in Data Science Charlottesville

- 2024  
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2023
- **Stepping Stones Report 2023: Review**  
Multiple presentations to many stakeholder groups
- 2023
- **Workshop on Community-Engaged Research**  
Enviromental Futures Forum, Environmental Institute, UVA
- 2023
- **Stepping Stones Data: Centering Openness, Reproducibility, and Transparency**  
City of Charlottesville Data Analysis Group
- 2023
- **Centering Equity and Community in Smart Communities**  
UVA Grand Challenges Forum
- 2022
- **Centering Equity in Data Visualization**  
Psychology Department DEI Colloquiam, UVA
- 2022
- **Thoughts on Equitable Data Analysis**  
Virginia Equity Cohort, School of Data Science and Weldon Cooper Center for Public Service, UVA
- 2021
- **Mapping Inequity: Partnering for Data-Informed Decision Making**  
International City/County Management Association Webinar
- 2021
- **Panelist, Racial Covenants: The Continuing Legacy of Exclusionary Housing Practices in Albemarle County**  
[housing-practices-in-albemarle-county-fall-2021](#)  
Albemarle County Community Read
- 2021
- **Albemarle County Equity Profile**  
Albemarle County Community Advisory Committees, Albemarle County Board of Supervisors
- 2021
- **Discussant, Data Feminism with Lauren Klein**  
Online Ethics Center, UVA
- 2021
- **Panelist, Being a Good Neighbor in Charlottesville**  
Batten School of Leadership and Public Policy
- 2020
- **A Justice-Oriented Data Science**  
Girls Hoo Code
- 2020
- **Panelist, Data for Social Good in Charlottesville**  
TomTom Foundation's Cities Rising Summit
- 2020
- **Racial Equity and Technology**  
Public Interest Technology-University Network Webinar
- 2019
- **Chair and Moderator, Data & Democracy**  
School of Data Science Datapalooza, University of Virginia

- 2019
  - **Homework and Hubris: Preparing for Community-Engaged Courses**  
Innovations in Teaching Pedagogy Summit, University of Virginia  
(With Paul Martin)
- 2018
  - **Smaller on the Outside: Supporting Researchers through Library and Research Computing/IT Collaborations**  
Southeastern University Research Association IT Meeting
- 2017
  - **Imagining New Ways to Engage Political News**  
UVA Library
  - **From Last to Ancient First: Merging Research Data Services & Social,Natural, Engineering Liaisons.**  
Association of College and Research Libraries Conference
- 2016
  - **Bigger on the Inside: Integrating Research Data Services in Campus-Wide Networks**  
Coalition for Networked Information Fall Meeting
  - **2016 Presidential Debates: Text as Data**  
[DH@UVA](#) Conference, University of Virginia and UVA/CvilleR User Meetup
  - **Congressional Earmarks and the Politics of Representation**  
Center for the Study of Data and Knowledge, University of Virginia
  - **Data Services as Information Services: or, Old Wine, New Bottle**  
ALA Midwinter Meeting (With Ivey Glendon)
  - **Population Projections by Demographic Details: A Multi-Layered Approach**  
Annual Meeting of the Population Association of Americann (With Rebecca Tippett and Qian Cai)
  - **Multilevel Modeling for Population Projections: Projections for Virginia**  
Southern Demographic Association

## PROFESSIONAL ACTIVITIES AND SERVICE

- 2023 |  
2021
  - **Batten Curricular Committee**  
University of Virginia
- 2022 |  
2020
  - **Reimagine CVA Advisory Board**  
Center for Nonprofit Excellence and United Way of Greater Charlottesville
- 2021 |  
2019
  - **Search Committee**  
Data Scientist, MDI Predictive Displacement Project, Save the Children, International

- **Search Committee**  
Associate University Librarian for Research and Learning Services,  
UVA
- **MAPP2Health Data Evaluation Committee**  
Thomas Jefferson Health District  
2019 | 2018
- **Data Science Undergraduate Certificate Committee**  
University of Virginia  
2019 | 2018
- **Co-founder and co-organizer**  
UVA/CVille R Meetup  
2019 | 2014
- **Judge, MSDS Capstone Projects**  
Systems & Information Engineering Design Symposium, UVA  
2019 | 2015
- **Data Science Advisory Board**  
University of Virginia  
2018 | 2014
- **Journal and Award Reviewer**  
2018 | 2002
  - American Journal of Political Science, Journal of Politics, British Journal of Political Science, Political Behavior, Political Psychology, Political Research Quarterly, American Politics Research, Politics and Gender, National Science Foundation, Time-Sharing Experiments for the Social Sciences
- **Advanced Computing Steering Committee**  
University of Virginia  
2017 | 2014
- **Organizer and Host, UVA DataFest**  
University of Virginia  
2016
- **Quantitative Collaborative Steering Committee**  
Colleges of Arts & Sciences, University of Virginia  
2015 | 2013
- **Planning Committee for Graduate Certificate in Survey Research Methods**  
Colleges of Arts & Sciences, University of Virginia  
2013 | 2012
- **Section Chair, Elections and Voting Behavior**  
American Political Science Association Annual Meeting  
2012
- **Philip E. Converse Book Award Committee**  
American Political Science Association's Elections, Public Opinion, and Voting Behavior Section  
2011
- **Graduate Admissions Committee**  
Department of Politics, University of Virginia  
2011 | 2010
- **Undergraduate Studies Committee**  
Department of Politics, University of Virginia  
2011 | 2004

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|-------------------|---|
| 2008              | ● <b>Section Chair, Electoral Campaigns</b><br>Midwest Political Science Association Annual Meeting                             |
| 2008<br> <br>2007 | ● <b>Quantitative Reasoning Assessment Committee</b><br>University of Virginia  |
| 2008<br> <br>2007 | ● <b>Planning Committee for conference on Polling and Democracy</b><br>Miller Center for Public Affairs, University of Virginia |
| 2008<br> <br>2007 | ● <b>Comparative Politics Search Committee</b><br>Department of Politics, University of Virginia                                |
| 2007<br> <br>2006 | ● <b>Graduate Student Selection Committee</b><br>Society of Political Methodology's Annual Meeting                              |
| 2005              | ● <b>Kennedy Oral History Research Director Search Committee</b><br>Miller Center for Public Affairs, University of Virginia    |
| 2005              | ● <b>Undergraduate Honors Thesis award committee</b><br>Department of Politics, University of Virginia                          |