

JOY JEOUNGHEE KIM

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School of Social Work, Rutgers, the State University of New Jersey
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- Faculty Webpage: <https://socialwork.rutgers.edu/node/666>
- ORCID: <https://orcid.org/0000-0001-9305-7142>
- Research Gate: <https://www.researchgate.net/profile/Joy-Kim-15>

EDUCATION.....

Ph.D., Social Work, Washington University in St. Louis, St. Louis, MO	2007
<u>Dissertation title:</u> The effects of welfare-to-work strategies on TANF recipients' outcomes: Event history analyses of employment, jobs, welfare use, and economic well-being (Dr. Martha Ozawa, Chair)	
MSW, Social Work, The University of South Carolina, Columbia, SC	2001
Macro concentration	
B.A., Social Welfare, Busan National University, Busan, South Korea	1998

RESEARCH & TEACHING INTEREST.....

- Research: Low-wage work and nonstandard employment, U.S. labor standards, occupational licensure, job qualities of direct care and service workforce, social welfare policies and programs
- Teaching: Policy analysis, social welfare policies and programs, gender and intersectionality

EMPLOYMENT.....

School of Social Work, Rutgers, the State University of New Jersey
Associate Professor (2013-current)
Assistant Professor (2007-2013)

Brown School, Washington University in St. Louis
Adjunct Faculty (2004-2007)

PROFESSIONAL AFFILIATION.....

Rutgers, the State University of New Jersey
Affiliated Scholar, Center for Women and Work, School of Management and Labor Relations
Affiliated Scholar, John J. Heldrich Center for Workforce Development

Washington University in St. Louis
Research Associate, Center for Social Development (2006-2010)
Research Fellow, Martha N. Ozawa Center for Social Policy Studies (2005-2007)

EDITORIORSHIP.....

Associate Editor, *Journal of International Social Welfare* (2021- current)

PUBLICATION.....**Peer-Reviewed Publication**

* Student or postdoctoral co-authors

- Kim, J.**, Joo, M., & Curran, L. (2023). Social work interstate licensure compact: Rationales, expected effects, and a future research agenda. *Clinical Social Work Journal*. <https://doi.org/10.1007/s10615-023-00878-y>
- Kim, J.** (2023). Effects of social work licensure exemptions: Theoretical propositions, evidence, and research agendas. *Research on Social Work Practice*. 33(1), 110-120. <https://doi.org/10.1177/10497315221118106>
- Kim, J.**, Joo, M., & Curran, L. (2023). Social work licensure: Earning premiums and gender disparity. *Journal of the Society for Social Work and Research*. <https://www.journals.uchicago.edu/doi/pdf/10.1086/717330>
- Wang, S*, **Kim, J.**, & Xu, Y. (2022). Inequality in activity participation: Multidimensional disadvantage and daily trips by trip purpose and trip day. *Travel Behavior and Society*. 29, 211-223. <https://doi.org/10.1016/j.tbs.2022.06.013>
- Kim, J.** (2022). Racial disparities in social workers' licensing rates. *Research on Social Work Practice*. 32(4), 374-387. <https://doi.org/10.1177/10497315211066907>
- Kim, J.** (2022). Personal care aides as household employees and independent contractors: Examining the size and job characteristics of the workforce. *Innovation in Aging*. 6(1), 1-10, <https://doi.org/10.1093/geroni/igab049>
- Kim, J.** (2021). Violations of the U.S. minimum wage laws: A method of wage theft. *Journal of Economic Issues*. 55(4), 977-998. <https://doi.org/10.1080/00213624.2021.1982346>
- Kim, J.** & Allmang, S*. (2021). Wage theft in the United States: Towards future research agendas. *Economic and Labour Relations Review [ELRR]*. 32(4), 534-551. <https://doi.org/10.1177/10353046211025194>
This article was the winner of the 2022 Nevile-Plowman prize for the best article in the ELRR
- Kim, J.** & Liu, F-Y*. (2021). Mothers' nonstandard work schedules and the use of multiple and center-based childcare. *Children and Youth Service Reviews*. 128, 106156 <https://doi.org/10.1016/j.childyouth.2021.106156>
- Kim, J.** & Belzer, A. (2021). Return on investment for Adult Basic Education: A look for existing evidence and future directions. *Adult Education Quarterly*. 71(4), 356-372. <https://doi.org/10.1177/07417136211002155>
- Kim, J.** (2020). Occupational credentials and job qualities of direct care workers: Implications for labor shortages. *Journal of Labor Research*. 41(4), 403-420. <https://doi.org/10.1007/s12122-020-09312-5>
- Kim, J.** & Joo, M. (2020). The effects of direct certification in the U.S. National School Lunch Program on program participation. *Journal of the Society for Social Work and Research*. 11(13), 393-413.

<https://doi.org/10.1086/711584>

- Kim, J.** (2020). Informal employment and earnings of home-based home care workers in the United States. *Industrial Relations Journal*, 51(4) 283-300. <https://doi: 10.1111/irj.12299>
- Kim, J.** & Chatterji, S*. (2020). Gender and educational variations in earnings premiums of occupational credentials. *The B.E. Journal of Economic Analysis and Policy*, 20(3), 1-21. <https://doi.org/10.1515/bejeap-2019-0187>
- Kim, J.** & Wang, S*. (2019). Head Start availability and supply gap of childcare slots: A New Jersey study. *Children and Youth Services Review*, 104 <https://doi.org/10.1016/j.childyouth.2019.104394>
- Belzer, A., & **Kim, J.** (2018). We are what we do: Adult basic education should be about more than employability. *Journal of Adolescent and Adult Literacy*, 61(6), 603-608 <https://doi.org/10.1002/jaal.693>
- Joo, M. & **Kim, J.** (2016). National high school graduation rate: Are recent cohorts taking more time to graduate? *Education and Urban Society*, 48(2), 126-150. <https://doi.org/10.1177/0013124514529328>
- Kim, J.** & Joo, M. (2013). 'Trend in US-born dropouts' GED and postsecondary degree acquisition: Differences by gender and race/ethnicity. *Journal of the Society for Social Work and Research*, 4(3), 171-181. <https://www.jstor.org/stable/10.5243/jsswr.2013.12?seq=1>
- Joo, M., & **Kim, J.** (2013). Net effects of poverty on welfare use and dependency among children by family immigration and citizenship statuses. *Children and Youth Services Review*, 35(9), 1556-1565. <http://dx.doi.org/10.1016/j.childyouth.2013.06.011>
- Kim, J.** (2012c). Educational differences in marital dissolution: Comparison of White and African American women. *Family Relations*, 61(4), 811-824. <http://dx.doi.org/10.1111/j.1741-3729.2012.00735.x>
- Kim, J.** (2012b). Welfare reform and college enrollment among single mothers. *Social Service Review*, 85(4), 69-91. <http://dx.doi.org/10.1086/664951>
- Kim, J.** (2012a). The effects of welfare-to-work strategies on welfare recipients' employment dynamics. *Journal of Family and Economic Issues*, 33(1), 130-142. <http://dx.doi.org/10.1007/s10834-011-9272-1>
- Kim, J.**, & Joo, M. (2011). Did PRWORA's mandatory school attendance policy increase attendance among targeted teenage girls? *Children and Youth Services Review*, 33(9), 1616-1623. <http://dx.doi.org/10.1016/j.childyouth.2011.04.003>
- Kim, J.** (2010b). A diverging trend of marital dissolution by income class. *Journal of Divorce and Remarriage*, 51(7), 396-412. <http://dx.doi.org/10.1080/10502556.2010.504091>
- Kim, J.** (2010a). Welfare-to-work programs and the dynamics of TANF use. *Journal of Family and Economic Issues*, 31(2), 198-211. <http://dx.doi.org/10.1007/s10834-010-9180-9>
- Kim, J.** & Joo, M. (2009). Work-related activities of single mothers before and after welfare reform: *Monthly Labor Review*, December 3-17. <http://www.bls.gov/opub/mlr/2009/12/art1full.pdf>

- Kim, J.** (2009*b*). Barriers to work among poor families: Health limitations, family structure, and lack of job opportunities. *Journal of Policy Practice*. 8(4), 317-334. <http://dx.doi.org/10.1080/15588740903176229>
- Kim, J.** (2009*a*). Does training yield positive outcomes for women on public assistance? *Journal of Policy Practice*. 8(3), 204-223. <http://dx.doi.org/10.1080/15588740902828010>
- Pandey, S., & **Kim, J.** (2008). Path to poverty alleviation: Marriage or postsecondary education? *Journal of Family and Economic Issues*. 29(1), 166-184. <http://dx.doi.org/10.1007/s10834-007-9088-1>
- Ozawa, M., **Kim, J.**, & Joo, M. (2006*b*). Income class and accumulation of net worth in the United States. *Social Work Research*. 30(4), 211-222. <http://dx.doi.org/10.1093/swr/30.4.211>
- Ozawa, M., **Kim, J.**, & Joo, M. (2006*a*). Volatility in financial conditions of American people. *Journal of Social Policy and Social Work*. 10, 55-67.
- Ozawa, M., Joo, M., & **Kim, J.** (2004). Economic deprivation and child well-being: A state-by-state analysis of child well-being. *Children and Youth Service Review*. 26(8), 785-801. <http://dx.doi.org/10.1016/j.childyouth.2004.02.021>
- Tirrito, T., Monique E. D., & **Kim, J.** (2002). Social work doctoral education in Australia and New Zealand. *Journal of International and Comparative Social Welfare*. 18(1+2), 137-143.

Book Chapter

- Belzer, A. & **Kim, J.** (2020). The cost of a dollars and cents rationale for Adult Basic Education policy. Chapter 19. In T. S., Smith, M. C., Mizzi, R. C., Merriweather, L. R., & Hawley, J. D. (Eds.), *The handbook of adult and continuing education* (pp. 189-196). Stylus Publishing, LLC.
- Morrow-Howell, N., Tang, F., **Kim, J.**, Lee, M., & Sherraden M. (2004). Maximizing the productive engagement of older adults. Chapter 2. In Mary Wykle, Peter Whitehouse, and Diana Morris (Eds), *Successful aging through lifespan: Intergenerational issues in health* (pp.19-53). Springer Publishing Company: NY.

Manuscript Under Review

- Kim, J.** (Revised and resubmitted). The art and science of social work regulations: How values and data should guide regulatory practices. *Clinical Social Work Journal*. <https://doi.org/10.13140/RG.2.2.23329.89442/2>
- Joo, M. & **Kim, J.** (Revised and resubmitted). The earnings premium of a BSW degree for bachelor's level social workers in the United States. *Journal of Social Work*. <https://doi.org/10.7282/00000184>
- Kim, J.** (Under review). Extending the FLSA protections to home care workers: Effects on workers' labor market outcomes. <https://doi.org/10.7282/00000139>
- Curran, L., **Kim, J.**, & Joo, M. (Under review). Promoting competence: Multi-stage competence, empirical evidence, and current controversies to inform a future research agenda. *Journal of Social Work Education*

Manuscript In Progress

Kim, J. (In progress). Conceptualizing employers' violations of the U.S. Fair Labor Standards Act (FLSA): Towards explanation, prediction, and prevention.

Kim, J. & Park, J. (In progress). Occupational credentials and childcare workers' wages and access to employment benefits.

Manuscript In Preparation

Kim, J. (In progress). Worker's knowledge of labor standards: Analyses of Worker Classification Knowledge Survey

Kim, J. & Joo, M. (In progress). Profile of self-employed social work practitioners: Looking for entrepreneurship or flexicurity in the social service industry?

Kim, J. (In progress). Immigrant concentration and labor standards violations: Analyses of WHISARD & 5-Year ACS by zip code level

Research Report and Other

Kim, J. (2023). Thematic Empirical Bibliography on Social Work Licensure. Final report to the Association of Social Work Boards.

Kim, J. (2022). Employers' violations of the wage and hour rules of the Fair Labor Standards Act (FLSA): Knowledge gaps and data needs. <https://doi.org/10.13140/RG.2.2.12367.15524>

Kim, J. (2021). Home care workers: Recognizing historical marginalization and valuing their work. Rutgers School of Social Work New. <https://socialwork.rutgers.edu/news-events/news/home-care-workers-recognizing-historical-marginalization-and-valuing-their-work>

Kim, J. & Joo, M. (2022). 2021 New Jersey Childcare Market Price Study: Final Report. Childcare Operation, Division of Family Development, NJ Department of Human Services. A condensed version available at https://www.childcarenj.gov/ChildCareNJ/media/media_library/FINAL_2021_NJ_Child_Care_Market_Rate_Survey.pdf

Kim, J. & Joo, M. (2022). 2021 Narrow Cost Analyses of Childcare in New Jersey. Childcare Operation, Division of Family Development, NJ Department of Human Services

Kim, J. & Joo, M. (2018). 2018 New Jersey Childcare Market Price Study: Final Report Childcare Operation, Division of Family Development, NJ Department of Human Services <http://www.childcarenj.gov/getattachment/Resources/Reports-and-Statistics/2017-New-Jersey-Child-Care-Market-Price-Study-pdf.pdf.aspx?lang=en-US>

Kim, J. & Joo, M. (2016). 2016 New Jersey Childcare Market Price Study: Final Report. Childcare Operation, Division of Family Development, NJ Department of Human Services. https://www.state.nj.us/humanservices/news/reports/2016%20price%20studymm_3.7.17.pdf

Kim, J. & Joo, M. (2015). 2014 New Jersey Childcare Market Price Study: Final Report. Childcare Operation,

Division of Family Development, NJ Department of Human Services

Kim, J. & Joo, M. (2015). 2014 New Jersey Childcare Market Price Study: Additional Report. Childcare Operation, Division of Family Development, NJ Department of Human Services

RESEARCH CONTRACT & GRANT.....

External

Principal Investigator

Research grant (\$127,977)

Effects of Social Work Regulatory Rules on Public Safety and Social Workers' Earnings

Association of Social Work Boards (October 2023-September 2025)

Principal Investigator

Research contract (\$41,404)

Developing the Social Worker Census

Association of Social Work Boards (July 2023- December 2024)

Principal Investigator

Research contract (\$98,389)

2024 Analyses of NJ Childcare Market Prices and Childcare Supply

Division of Family Development, NJ Department of Human Services (July 2023- August 2024)

Principal Investigator

Research contract (\$68,358)

2024 Analyses of Narrow Costs of NJ Childcare

Division of Family Development, NJ Department of Human Services (July 2023- August 2024)

Principal Investigator

Research contract (\$56,672)

Determinants of Pass/Fail of Social Work Licensure Examinations

Association of Social Work Boards (July 2023- May 2024)

Principal Investigator

Research grant (\$107,799)

Occupational Regulations and Regulatory Practices for the Social Work Profession

Association of Social Work Boards (2021-2022)

Principal Investigator

Research contract (\$56,800)

2021 NJ Narrow Cost Analysis of Childcare

Division of Family Development, NJ Department of Human Services (2020-2021)

Principal Investigator

Research contract (\$77,800)

2021 NJ Childcare Market Price Study: Before and After the COVID-19 Pandemic

Division of Family Development, NJ Department of Human Services (2020-2021)

Principal Investigator

Research contract (\$52,547)
2018 NJ Childcare Market Price Study & Childcare Supply Study
Division of Family Development, NJ Department of Human Services (2017-2018)

Principal Investigator

Research contract (\$65,763)
2016 NJ Childcare Market Price Study
Division of Family Development, NJ Department of Human Services (2015-2016)

Principal Investigator

Research contract (\$200,000)
2014 NJ Childcare Market Price Study: Establishing the Survey and Analytic Methodologies
Division of Family Development, NJ Department of Human Services (2014-2015)

Principal Investigator

Research grant (\$35,176)
The Dynamics of Union and Income Statuses of Socioeconomically Disadvantaged Women: Evidence from Multilevel Multiprocess Event History Analyses
Lois and Samuel Silberman Foundation (2008-2011)

Internal

1. Postdoctoral Fellow Hire Grant (with Dr. Anna Haley)
Rutgers, School of Social Work (2019-2021)
2. Principal Investigator
Seed research grant (\$9,800)
Domestic Workers Study
Rutgers, School of Social Work (2019-2020)

HONOR & AWARD.....

Invited presentation at the Social Work Workforce Coalition (August 25, 2023) on “Why does social work need a workforce study?”

Member of Technical Working Group for a nationally representative Worker Survey, conducted by Westat for the U.S Department of Labor, Chief Evaluation Office (2023-2028)

Invited keynote speaker at the *2023 ASWB Education Meeting: The Art and Science of Data*. New Orleans, LA (April 20-22, 2023). Recording of the keynote is available at <https://vimeo.com/825538397/5551ad28b0>

Winner of the 2022 [Nevile-Plowman prize for the Best Article](#) in the *Economic and Labour Relations Review* in 2021 (July 2022). *The award ceremony recording available at <https://drive.google.com/file/d/1vP3msBHBtol3aZSHDY4bMmepTe6FK7WI/view>

Invited participant, George Washington University Institute for Public Policy Non-Degree Credential Research Network (NCRN) (April 2019)

Selected participant, IES-ETS PIAAC Training supported by the American Institutes for Research (AIR) (June 2016)

Invited participant, Program for the International Assessment of Adult Competencies (PIAAC) Research-to-Practice Conference, Arlington, VA, supported by the American Institutes for Research (AIR) (December 2015)

Recipient, National Ph.D. Dissertation Award from Influencing State Policy, Richmond, Virginia (2005)
 Recipient, Dissertation Scholarship, Brown School of Social Work, Washington University in St. Louis (2005)

Recipient, Richard Morris Titmuss Fellowship, Brown School of Social Work, Washington University in St. Louis (2001-2003)

Recipient, Graduate Student Fellowship, School of Social Work, University of South Carolina (1999-2001)

CONFERENCE PRESENTATION.....

Kim, J. (2023). Conceptualizing employers’ violations of labor standards: Towards explanation, prediction, and prevention. Paper presentation for the 75th Annual Meeting of Labor and Employment Relations Association (LERA), Detroit, MI (June 1-4, 2023)

Kim, J. (2023). Racial disparities in social workers' licensing rates. Paper presentation for the 27th Annual Conference of the Society for Social Work and Research (SSWR). Phoenix, AZ (January 11-15, 2023).

Joo, M. & **Kim, J.** (2023). The earnings premium of a BSW degree: Occupational closure, mismatch, and profession-specific education and training. Poster presentation for the 27th Annual Conference of the Society for Social Work and Research (SSWR). Phoenix, AZ (January 11-15, 2023).

Kim, J. (2022). Extending the FLSA protection to home care workers: Effects on job qualities. Paper presentation at the Association of Public Policy and Management (APPAM) research conference in Washington, DC (November 17-19, 2022).

Kim, J. (2022). Personal care aides as household employees and independent contractors: Estimating the size and job characteristics of the workforce. Poster presentation at the Association of Public Policy and Management (APPAM) research conference in Washington, DC (November 17-19, 2022).

Kim, J., Joo, M., & Curran, L. (2020). Earnings premiums of social work licensure: Race and gender disparity. Oral presentation at Annual Program Meeting of Council of Social Work Education (CSWE), virtual (11/16-20).

Kim, J. & Allmang S*. (2020). Wage theft in the United States. Poster presentation at the Association of Public Policy and Management (APPAM) Fall Research Conference, virtual (11/11-13).

Kim, J. (2020). Domestic workers: Effects of domestic work status and informal work arrangement on work hours and earnings. Poster presentation at the 24th Annual Conference of the Society for Social Work

and Research (SSWR) in Washington, DC (1/15/- 1/19).

- Kim, J.** & Lyon, Z*. (2020). Surveys of nonstandard, contingent, and informal employment: A critical review. Poster presentation at the 24th Annual Conference of the Society for Social Work and Research (SSWR) in Washington, DC (1/15/- 1/19).
- Kim, J.** (2019). Labor market penalties for domestic workers: Effects of informal work arrangement, working at private homes, occupational credentials, and state variations. Poster presentation at the Association of Public Policy and Management (APPAM) Fall Research Conference in Denver, CO (11/6-11/9).
- Kim, J.** & Ying, Y-T*. (2019). Maternal nonstandard work and use of multiple child caregivers and center care. Symposium presentation at the 20th Annual Conference of the Society for Social Work and Research (SSWR). San Francisco, CA (1/16-1/20).
- Kim, J.**, & Chatterji, S*. (2018). Earning premiums of occupational credentials. Poster presentation at the Association of Public Policy and Management (APPAM) Fall Research Conference, Washington, DC (11/8-11/10).
- Kim, J.**, (2018). Wage theft among low-wage hourly employees. Poster presented at the 19th Annual Conference of the Society for Social Work and Research (SSWR). Washington, DC (1/14-1/18).
- Kim, J.**, (2017). Wage theft among low-wage hourly employees. Oral presentation at the Association of Public Policy and Management (APPAM) Fall Research Conference, Chicago, IL (11/2-11/4).
- Joo, M., & **Kim, J.** (2015). Net effects of poverty on welfare use and dependency among children by family immigration and citizenship statuses. Poster presented at the 19th Annual Conference of the Society for Social Work and Research (SSWR). New Orleans, LA (1/14-1/18).
- Kim, J.**, (2014). National high school graduation rate: Are recent birth cohorts taking more time to graduate? Poster presented at the Association of Public Policy and Management (APPAM) Fall Research Conference, Albuquerque, NM (11/8-11/10).
- Kim, J.**, & Joo, M. (2013). The effects of direct certification in the National School Lunch Program on program participation. 2013 Association of Public Policy and Management (APPAM) Fall Research Conference, Washington, DC (11/7-11/9).
- Kim, J.** (2013). Welfare reform and college enrollment among single mothers. Poster presented at the 17th Annual Conference of the Society for Social Work and Research (SSWR), San Diego, CA (1/16-1/20).
- Kim, J.**, & Joo, M. (2013). Trends and determinants of dropouts' educational mobility: A cross-cohort study. Poster presented at the 17th Annual Conference of the Society for Social Work and Research (SSWR), San Diego, CA (1/16-1/20).
- Kim, J.**, & Joo, M. (2012). Effects of welfare reform on high school attendance. Paper presented at the 16th Annual Conference of the Society for Social Work and Research (SSWR), Washington, DC (1/11-

1/15).

- Kim, J.** (2011). Welfare reform and enrollment in postsecondary schools among single mothers. Poster presented at the 15th Annual Conference of the Society for Social Work and Research (SSWR), Tampa, FL (1/12-1/16).
- Kim, J.** (2010). The trend in marital dissolution by income status: Implications for Healthy Marriage Initiatives. Poster presented 2010 Annual Program Meeting (APM) of the Council of Social Work Education (CSWE), Portland, OR (10/14-10/17).
- Kim, J.** (2010). Growing educational divergence in marriage and divorce: Whites vs. African Americans. Paper presented at the 3rd National Research Conference on Child and Family Programs and Policy, Bridgewater, MA (7/21-7/23).
- Kim, J.** & Joo, M. (2009). Work-related activities of single mothers: How much did TANF recipients really work? Paper presented at the Annual Program Meeting (APM) of the Council of Social Work Education (CSWE), San Antonio, TX (11/6-11/9).
- Kim, J.** (2009). Welfare-to-work programs and the dynamics of TANF use. Paper presented at the 13th Annual Conference of the Society for Social Work and Research (SSWR), New Orleans, LA (1/15-1/18).
- Kim, J.** (2008). Health conditions as a major barrier to employment among poor families. Poster presented at the 136th American Public Health Association (APHA) Annual Meeting & Exposition in San Diego, CA (10/25-10/29).
- Kim, J.** (2008). The effects of welfare-to-work programs on TANF recipients' outcomes. Poster presented at the 54th Annual Program Meeting (APM) of the Council of Social Work Education (CSWE) in Philadelphia, PA (10/30-11/2).
- Kim, J.** (2007). Does training yield positive outcomes for women on public transfer: Implications for Welfare Reform Reauthorization? Paper presented at 11th Annual Conference of the Society for Social Work and Research (SSWR). San Francisco, CA (1/11-1/14).
- Kim, J.** (2006). Impacts of variations in state TANF policies. The 10th Annual Influencing State Policy (ISP) Program. Meeting held in conjunction with the 52nd Annual Program Meeting (APM) of the Council of Social Work Education (CSWE), Chicago, IL (2/16-2/19).
- Ozawa, M., **Kim, J.**, & Joo, M. (2005). Volatility in American life among the rich and the poor. Paper presented at 9th Annual Conference of the Society for Social Work and Research (SSWR). Miami, FL (1/13-1/16).
- Kim, J.** (2004). Female low wage workers in the 1990s: Gains and Losses. Paper presented at 8th Annual Conference of the Society for Social Work and Research, (SSWR) New Orleans, LA (1/15-1/18).
- Ozawa, M., Joo, M. & **Kim, J.** (2004). Economic deprivation and child wellbeing: A state-by-state analysis.

Paper presented at 8th Annual Conference of the Society for Social Work and Research (SSWR) New Orleans, LA (1/15-1/18).

Kim, J. (2003). Work, safety net benefits, and disposable family incomes before and after the welfare reform of 1996. Paper presented at 7th Annual Conference of the Society for Social Work and Research (SSWR) Washington, DC (1/17-1/19).

TEACHING EXPERIENCE.....

Course Teaching

School of Social Work, Rutgers, the State University of New Jersey (2007-current)

- Social Policy Analysis (Ph.D.)
- Research Development Seminar (Ph.D.)
- Professional Development Seminar (Ph.D.)
- Social Welfare Policy and Services I (MSW)
- Social Welfare Policy and Services II (MSW)
- Women's Issues | Gender, Women, and Intersectionality (MSW)
- Methods of Social Work Research I (MSW)

Brown School of Social Work, Washington University in St. Louis (2004-2007)

- Social Welfare Policies and Services (MSW)
- Statistics (MSW)

Course Development/Lead Teacher/Course Coordinator

School of Social Work, Rutgers, the State University of New Jersey

- Social Policy Analysis (Ph.D.) (2009-current)
- Research Development Seminar (Ph.D.) (2017-2021)
- Social Welfare Policy and Services I (MSW) (2016-current)
- Women's Issues (MSW) (2009-2018)
- Social Welfare Policy and Services II: Mental Health (MSW) (2009)

Chair - Ph.D. Dissertation Committee

- Yuhan Wei (2020-current)
- Huiying Jin (2020-current)
- Feng-Yi Liu (2018-2022)
- Jill Stein (2013-2018)
- Eunkwang Beak (2013-2015)

Member - Ph.D. Dissertation Committee

- Alisha Cupid (2021-current)
- Chris James (2019-2022)
- Rebecca Conroy (2018-2022)
- Sangeeta Chatterji (2017-2018)
- Louis Donnelly (2013-2015)

- Soyeon Lee (2007-2008)

Advisor - Ph.D. Research Internship/Independent Study

- Sangeeta Chatterji (2016-2018)
- Feng-Yi Liu (2016-2018)
- Louis Donnelly (2012-2013)
- Inseon Lee (2010)
- Christine Allegra (2008-2009)
- Seungkyung Lee (2007)

Faculty Advisor for PhD Student

- Devon Ziminski (2020-current)

Advisor - Student Research Internship

- Jiyeon Park (2022-current): PhD student at School of Management and Labor Relations
- Liyang Xue (2021-2022): PhD student at School of Communication and Information
- Ye Yao (2021-2022): PhD student at Edward J. Bloustein School of Planning and Public Policy
- Huiying Jin (2021): PhD student at School of Social Work
- Sicheng Wang (2017-8): PhD student at Edward J. Bloustein School of Planning and Public Policy
- Karissa Przyhocki (2021): MSW student
- Samantha Kolavitch (2020): MSW student
- Jessica Hatcht (2019): MSW student
- Zayna Lyon (2016-2018): MSW student
- Katheryn Ferry (2015-2016): MSW student
- Adam Reynolds (2014): MSW student

Mentor - Postdoctoral Associate

- Sky Allmang (2019-2021)

PROFESSIONAL SERVICE.....

Profession

- Session facilitator. *The Future of Care Work Initiative: Taking Care of Care Workers*. Conference hosted by the Worker Institute at the Industrial Labor Relations School of Cornell University. 6/16-17, 2023. New York City.
- Expert informant, *NJ Home Care Worker Study* by RTI International, conducted for the Assistant Secretary for Planning and Evaluation at the U.S. Department of Health and Human Services (April, 2023)
- Member, Technical Advisory Board, *Certified Home Health Aides Capacity Building Project*, NJ Department of Health project with John J. Heldrich Center for Workforce Development (2023 – current)
- Panelist, *2023 Association of Social Work Boards Education Meeting: The Art and Science of Data*. New Orleans, LA (April 20-22, 2023)
- Co-chair, Workforce committee, *Essential Jobs, Essential Care initiatives*, Paraprofessional Health Institute and New Jersey Advocates for Aging Well (Spring 2022 - current)

- Member, Advisory Group, *Essential Jobs, Essential Care initiatives*, Paraprofessional Health Institute and New Jersey Advocates for Aging Well (Spring 2022 - current)
- Reviewer, Grant proposal for Spencer Foundation (May 2020)
- Presenter, *Wage Theft in the United States: What Can We Do About It*. Brown Bag Seminar, Center for Women and Work (CWW) (May 1st, 2020)
- Faculty Mentor of PhD students, Association for Public Policy and Management (2019-2020)
- Reviewer, Paul H Kim Scholarship Award, Korean American Social Work Association (2019)
- Consultant, Office of Childcare Operation, Division of Family Development, NJ Department of Human Services (2015-2018)
- Consultant, Frist in the World Research, Education and Employment Research Center, Rutgers University (2015-2017)
- External reviewer, Faculty tenure and promotion review, University of Tennessee, School of Social Work (2020)
- External reviewer, Faculty tenure and promotion review, St. Louis University School of Social Work (2015)
- External reviewer, Faculty tenure and promotion review, Adelphi University School of Social Work (2014)
- Consulting editor, *Families in Society* (2013-2015)
- Abstract reviewer, Annual Program Meeting of Council of Social Work Education (2011-2013)
- Abstract reviewer, Annual Conference of the Society for Social Work and Education (2011-2013)
- Ad hoc manuscript reviewer (Selected): *Journal of Children and Poverty, Evaluation and Program Planning, Journal of the Society for Social Work and Research, Families in Society, Children and Youth Services Review, Administration in Social Work, The Sociological Quarterly, Journal of Public Administration and Policy Research, Journal of Poverty, Social Service Review, Journal of Labor Research, Family Relations, International Journal of Social Welfare, Relations Industrielles/Industrial Relations*

Rutgers University

- Member, Faculty Search Committee, Public Policy Program at the Edward J. Bloustein School of Planning and Public Policy (2021-2022)
- Elected representative, New Brunswick Faculty Council (2012-2015)
- Member, Subcommittee on student affairs, New Brunswick Faculty Council (2014-2015)
- Member, Rutgers Faculty delegation to Seoul, Korea, The Centers for Global Advancement, and International Affairs (2014)
- Member, South Korea Interest Group, The Centers for Global Advancement, and International Affairs (2013)
- Member, Selection Committee for the Local-Global Partnership Development Grants, The Centers for Global Advancement and International Affairs (2013)
- Faculty marshal, University commencement (2010)
- Faculty adviser, Institute for Health, Health Care Policy, and Aging Research. National Institute of Mental Health's Postdoctoral Fellows in Mental Health Services (2007-2008)

School of Social Work

- Acting chair, Peer review committee (Spring 2023)
- Co-chair (2021-2022) & Chair (Fall 2022), Faculty search committee
- Member, DSW executive committee (2022 -current)
- Member, Ph.D. executive committee (2011; 2017- current)
- Primary faculty mentor of Assistant Professor Angela Marloni (2022-current)
- Primary faculty mentor of Assistant Professor Hannah Szlyk (2020-2021)

- Secondary faculty mentor of Assistant Professor Woojin Jung (2019-current)
- Member, MAP specialization curriculum committee (2018-current)
- Member, Rules and procedures committee (2015-current)
- Member, Faculty search committee (2014-2015; 2017-2018; 2018-2019)
- Member, Student learning, outcomes, assessment committee (2015-2017, Spring 2021)
- Member, Curriculum committee (2013-2015)
- Member, Scholarship Committee (2012-2013)
- Volunteer, Open house (2010, 2014, 2015, 2019)
- Member, MSW admission Committee (2008)
- Member, Ph.D. Qualifying Exam workgroup (2009-current)
- Presenter, Faculty research seminar (Fall 2014; Fall 2022)
- Presenter, Ph.D. Workshop on secondary data analysis (Fall, 2012-2014)
- Guest speaker, Longitudinal data analysis (Fall, 2012; Spring 2015)
- Member, Ph.D. subcommittee on research curriculum (2011)
- Guest speaker, Ph.D. Student association seminar on grant proposal writing (Fall 2008)

SELECTED MEDIA COVERAGE.....

- ASWB (June 28, 2022). Researchers bring much more than a lit review. Newsletter, 32(3).
- Fry, E. (March 16, 2020). Why dog walkers make more than childcare and eldercare workers? *Fortune*.
- Tobias, M. (January 29, 2018). Are 55 percent of immigrants in California on welfare? That is an exaggeration. *Politifact*.
- Oglesby, A. (July 3, 2014). More high schoolers graduating late. Asbury Park Press.
- Linn, A. (October 26, 2013). The class divide: Marriage as a 'luxury good'. CNBC.

PROFESSIONAL MEMBERSHIP.....

- Labor and Employment Relations Association (LERA)
- Non-Degree Credentials Research Network (NCRN)
- Labor Research and Action Network (LRAN)
- Association for Public Policy Analysis and Management (APPAM)
- Society for Social Work and Research (SSWR)