

JOY JEOUNGHEE KIM

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✚ **Note: My legal name changed from Jeounghee Kim to Joy Jeounghee Kim in the middle of 2021.**

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: U.S. labor standards, occupational regulations, job qualities of the direct care and social service workforce, social welfare policies and programs
- Teaching: Policy analysis, social welfare policies and programs, gender and intersectionality

EMPLOYMENT.....

Faculty director at Center for Women and Work (Fall 2024-Spring 2025)
School of Management and Labor Relations, Rutgers, The State University of New Jersey

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

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

PROFESSIONAL AFFILIATION.....

Rutgers, the State University of New Jersey
Affiliated Scholar, Workplace Justice Lab, School of Management and Labor Relations

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)

EDITORSHIP.....

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

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

* denotes student or postdoctoral co-authors

1. **Kim, J.J.** & Park, J*. (2026). Regulations for clinical supervision in social work: Analysis of state statutes and clinical license applicants. *Clinical Social Work Journal*.
<https://doi.org/10.1007/s10615-025-01025-5>
2. **Kim, J.J.** (2026). The licensed social work workforce from the 2024 Social Work Workforce Survey. *Research on Social Work Practice*. 1-24. <https://doi.org/10.1177/10497315251411525>
3. **Kim, J.J.** (2025b). The self-identified social work workforce from the US Census Bureau's household surveys. *Research on Social Work Practice*. 1-17. <https://doi.org/10.1177/10497315251404909>
4. **Kim, J.J.** (2025a). The nonlicensed social work workforce from the 2024 Social Work Workforce Survey. *Research on Social Work Practice*. 1-16. <https://doi.org/10.1177/10497315251404874>
5. **Kim, J.J.** & Joo, M.M. (2025c). The individual, institutional, and community-level determinants of professional license exam outcomes. *Research on Social Work Practice*, 35(8), 880-891.
<https://doi.org/10.1177/10497315251329521>
6. **Kim, J.J.** & Joo, M.M. (2025b). Characteristics of social work license examinees: Contextualizing exam outcome within educational inequalities. *Research on Social Work Practice*, 35(8), 892-907.
<https://doi.org/10.1177/10497315251326894>
7. **Kim, J.J.** & Joo, M.M. (2025a). The effects of race/ethnicity on the 2018-2022 ASWB Clinical license exam outcome. *Research on Social Work Practice*, 35(8), 908-924. <https://doi.org/10.1177/1049731525133333>
8. Joo, M. M. & **Kim, J.J.** (2025). The earnings premium of a BSW degree for bachelor's level social workers in the United States. *Journal of Social Work Education*, 1-16.
<https://doi.org/10.1080/10437797.2025.2468252>
9. Curran, L., **Kim, J.J.**, & Joo, M.M. (2025). Promoting competence: Multistage conceptualization, empirical evidence, and current controversies on licensure to inform a future research agenda. *Journal of Social Work Education*, 1-16. <https://doi.org/10.1080/10437797.2024.2420091>
10. **Kim, J.J.** (2024). The art and science of social work regulations: How values and data should guide regulatory practices. *Clinical Social Work Journal*, 52, 287-299. <https://doi.org/10.1007/s10615-023-00910-1>
11. **Kim, J.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>
12. **Kim, J.J.**, Joo, M.M., & Curran, L. (2023a). Social work interstate licensure compact: Rationales, expected effects, and a future research agenda. *Clinical Social Work Journal*, 51, 316-327.
<https://doi.org/10.1007/s10615-023-00878-y>

13. **Kim, J.J.**, Joo, M.M., & Curran, L. (2023*b*). Social work licensure: Earning premiums and gender disparity. *Journal of the Society for Social Work and Research*, 14(3), 591-608.
<https://doi.org/10.1086/717330>.
14. Wang, S*, **Kim, J.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>
15. **Kim, J.J.** (2022*b*). Racial disparities in social workers' licensing rates. *Research on Social Work Practice*, 32(4), 374-387. <https://doi.org/10.1177/10497315211066907>
16. **Kim, J.J.** (2022*a*). 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>
17. **Kim, J.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>
18. **Kim, J.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 won the 2022 Nevile-Plowman prize for the best article in the ELRR. It was also the Article of the Month winner in May 2024.
19. **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.chilyouth.2021.106156>
20. **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>
21. **Kim, J.** (2020*b*). 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>
*This article was cited by the Centers for Medicare and Medicaid Services' final rule ([42 CFR Part 446](#))
22. **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>
23. **Kim, J.** (2020*a*). Informal employment and earnings of home-based home care workers in the United States. *Industrial Relations Journal*, 51(4), 283-300. <https://doi.org/10.1111/irj.12299>
24. **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>
25. **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.chilyouth.2019.104394>

26. 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>
27. 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>
28. **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>
29. 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.chilyouth.2013.06.011>
30. **Kim, J.** (2012*c*). 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>
31. **Kim, J.** (2012*b*). Welfare reform and college enrollment among single mothers. *Social Service Review*. 85(4), 69-91. <http://dx.doi.org/10.1086/664951>
32. **Kim, J.** (2012*a*). 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>
33. **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.chilyouth.2011.04.003>
34. **Kim, J.** (2010*b*). 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>
35. **Kim, J.** (2010*a*). 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>
36. **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>
37. **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>
38. **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>
39. 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>
40. 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>

41. Ozawa, M., **Kim, J.**, & Joo, M. (2006a). Volatility in financial conditions of American people. *Journal of Social Policy and Social Work*, 10, 55-67.
42. 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>
43. 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

1. 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.
2. 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

1. **Kim, J.J.** & Park, J*. (under review). Effects of occupational certification and employment setting on childcare employees' compensation.
2. **Kim, J.J.** (under review). Supervisees' payment for clinical supervision: The case of clinical social work.
3. **Kim, J.J.** & Joo, M. M. (under review). State regulation for clinical supervision and license examinees' competence measured by exam passage.
4. **Kim, J.J.** (under review). How licensing boards regulate clinical supervision in social work: The role of regulatory rules and boards' capacities
5. **Kim, J.J.** (under review). Role of workforce research in occupational regulations: Social work as an Example.
6. **Kim, J.J.** (under review). Registered social workers and social service workers in Canada: Analyses of the 2024 Social Work Workforce Survey.

Manuscript In Progress

1. **Kim, J.J.** (In progress). Prevalence and determinants of worker misclassification: Role of off-the-book employment and workers' knowledge
2. **Kim, J.J.**, Lee, A., & Wang, S. (In progress). Complaints about FLSA violations in the home healthcare industry: Analyses of five southern states
3. **Kim, J.J.** (In progress). Extending the FLSA protections to home care workers: Effects on workers' labor market outcomes. <https://doi.org/10.7282/00000139>

Research Report

1. **Kim, J. J.** (2025*e*). An overview of the 2024 Social Work Workforce Study series: A call for a national registry. A Synthesis for Regulators in the 2024 Social Work Workforce Study series. Submitted to the Association of Social Work Boards. <https://www.aswb.org/regulation/research/2024-social-work-workforce-study-series/>
2. **Kim, J. J.** (2025*d*). Registered social workers and social service workers in Canada: Analyses of the 2024 Social Work Workforce Study. Fourth Report of the 2024 Social Work Workforce Study series. Submitted to the Association of Social Work Boards. <https://www.aswb.org/regulation/research/2024-social-work-workforce-study-series/>
3. **Kim, J. J.** (2025*c*). The nonlicensed social work workforce: Analyses of the 2024 Social Work Workforce Survey. Third Report of the 2024 Social Work Workforce Study series. Submitted to the Association of Social Work Boards. <https://www.aswb.org/regulation/research/2024-social-work-workforce-study-series/>
4. **Kim, J. J.** (2025*b*). The licensed social work workforce: Analyses of the 2024 Social Work Workforce Survey. Second Report of the 2024 Social Work Workforce Study series. Submitted to the Association of Social Work Boards. <https://www.aswb.org/regulation/research/2024-social-work-workforce-study-series/>
5. **Kim, J. J.** (2025*a*). The self-identified social work workforce: Analyses of the US Census Bureau's household surveys. First Report of the 2024 Social Work Workforce Study series. Submitted to the Association of Social Work Boards. <https://www.aswb.org/regulation/research/2024-social-work-workforce-study-series/>
6. **Kim, J.** & Joo, M. (2024*d*). The profile of social work license examinees: A racially patterned educational and training journey before the exams (The first report in the Exam Analysis Series). Report to the Association of Social Work Boards. <https://www.aswb.org/wp-content/uploads/2024/08/1.-Kim-Joo-2024-Profile-of-Social-Work-License-Examinees-07-30-2024.pdf>
7. **Kim, J.** & Joo, M. (2024*c*). The determinants of licensing exam outcomes: The compounding effects of individual, institutional, and community factors (The second report in the Exam Analysis Series). Report to the Association of Social Work Boards. <https://www.aswb.org/wp-content/uploads/2024/08/2.-Kim-Joo-2024-Determinants-of-Licensing-Exam-Outcomes-07-29-2024.pdf>
8. **Kim, J.** & Joo, M. (2024*b*). The effects of race/ethnicity on Clinical exam outcome: Diminished (yet persistent) effects when other determinants are controlled (The third report in the Exam Analysis Series). Report to the Association of Social Work Boards. <https://www.aswb.org/wp-content/uploads/2024/08/3.-Kim-Joo-2024-Effects-of-RaceEthnicity-on-Clinical-Exam-Outcomes-07-30-2024.pdf>
9. **Kim, J.** & Joo, M. (2024*a*). 2023 New Jersey Child Care Market Rate Study. Final Report to the New Jersey Department of Human Services. https://www.childcarenj.gov/ChildCareNJ/media/media_library/2023_Child_Care_Market_Rate_Study.pdf
10. **Kim, J.** (2023*c*). Thematic empirical bibliography on social work licensure. Final report to the Association of Social Work Boards.

11. **Kim, J.** (2022*b*). 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>
12. **Kim, J.** (2021*a*). Home care workers: Recognizing historical marginalization and valuing their work. Rutgers School of Social Work New. <https://doi.org/10.13140/RG.2.2.19078.04160>
13. **Kim, J.** & Joo, M. (2022*b*). 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
14. **Kim, J.** & Joo, M. (2022*a*). 2021 Narrow Cost Analyses of Childcare in New Jersey. Childcare Operation, Division of Family Development, NJ Department of Human Services
15. **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>
16. **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
17. **Kim, J.** & Joo, M. (2015*b*). 2014 New Jersey Childcare Market Price Study: Final Report. Childcare Operation, Division of Family Development, NJ Department of Human Services
18. **Kim, J.** & Joo, M. (2015*a*). 2014 New Jersey Childcare Market Price Study: Additional Report. Childcare Operation, Division of Family Development, NJ Department of Human Services

RESEARCH GRANT & CONTRACT.....

External

1. 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-December 2025)
2. Principal Investigator
 Research contract (\$41,404)
Developing the Social Work Workforce Survey
 Association of Social Work Boards (July 2023- December 2024)
3. Principal Investigator
 Research contract (\$98,389)
2023 Analyses of NJ Childcare Market Prices and Childcare Supply
 Division of Family Development, NJ Department of Human Services (July 2023- August 2024)

4. Principal Investigator
Research contract (\$68,358)
2023 Analyses of Narrow Costs of NJ Childcare
Division of Family Development, NJ Department of Human Services (July 2023- August 2024)
5. Principal Investigator
Research contract (\$56,672)
Pass Rate Analyses of Social Work Licensure Examinations
Association of Social Work Boards (July 2023- May 2024)
6. Principal Investigator
Research grant (\$107,799)
Occupational Regulations and Regulatory Practices for the Social Work Profession
Association of Social Work Boards (2021-2022)
7. Principal Investigator
Research contract (\$56,800)
2021 NJ Narrow Cost Analysis of Childcare
Division of Family Development, NJ Department of Human Services (2020-2021)
8. 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)
9. 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)
10. Principal Investigator
Research contract (\$65,763)
2016 NJ Childcare Market Price Study
Division of Family Development, NJ Department of Human Services (2015-2016)
11. 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)
12. 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.....

- 1. Winner of the 2025 *Association of Social Work Boards Contributor Award*, an award that recognizes outstanding contributions to social work regulation (May 20025).
- 2. Article of the Month (May 2024) in the *Economic and Labour Relations Review*
<https://www.cambridge.org/core/journals/the-economic-and-labour-relations-review>
- 3. 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 is available at
<https://drive.google.com/file/d/1vP3msBHBtol3aZSHDY4bMmepTe6FK7WI/view>
- 4. Subject matter expert, Invited member of the technical working group for a nationally representative Worker Survey, conducted by Westat for the U.S Department of Labor Chief Evaluation Office (2023-2028)
- 5. Invited participant, George Washington University Institute for Public Policy Non-Degree Credential Research Network (NCRN) (April 2019)
- 6. Selected participant, IES-ETS PIAAC Training supported by the American Institutes for Research (AIR) (June 2016)
- 7. 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)
- 8. Recipient, National Ph.D. Dissertation Award from Influencing State Policy, Richmond, Virginia (2005)
- 9. Recipient, Dissertation Scholarship, Brown School of Social Work, Washington University in St. Louis (2005)
- 10. Recipient, Richard Morris Titmuss Fellowship, Brown School of Social Work, Washington University in St. Louis (2001-2003)
- 11. Recipient, Graduate Student Fellowship, School of Social Work, University of South Carolina (1999-2001)

PUBLIC SCHOLARSHIP.....

- 1. Invited speaker. *The 2024 Social Work Workforce Study: Implications for Social Workers in Health*. Presentation delivered to [the Coalition for Social Work and Health](#). (November 7, 2025).
- 2. Invited expert, *New Jersey Care Workforce Needs Assessment*. Inaugural meeting to assess the workforce development needs for the childcare and long-term care workforce of New Jersey. New Jersey

Department of Labor (November 23, 2025).

3. Invited panelist. Urban Institute Virtual Convening: The Salience of Earnings Data for Accountability Metrics for Postsecondary Institutions and Programs (June 2, 2025).
4. Invited speaker, *Insight from the 2024 Social Work Census: A Call for National Data Collection System*. The 2025 Association of Social Work Boards Education Meeting: The Role of Regulation in Shaping the Social Work Workforce. Portland, OR (May 2-3, 2025).
5. Invited speaker, *What Do We Know about the Social Work Workforce?* The 2024 Annual Meeting of the Delegate Assembly to Social Work Regulators. San Diego, CA (November 7-10, 2024).
6. Member of Research and Advocacy Advisory Committee, *Financialization and Structural Racism in Home-Based Care: The Intersection of Quality Work and Quality Care*. The Worker Institute, IRL School, Cornell University (Fall 2024 – current)
7. Invited speaker, *The 2024 Social Work Workforce Study: Preliminary Findings*. Social Work Workforce Coalition meeting. Alexandria, VA (September 20-21, 2024).
8. Invited panelist, *The Shifting Politics of the Care Economy*, [Consortium on American Political Economy](#) (July 31, 2024)
9. Invited speaker, CSWE Board of Directors' meeting, *Evidence-based workforce decisions for the social work profession: The role of CSWE* (January 19, 2024)
10. Co-chair, Workforce committee, [Essential Jobs](#), [Essential Care initiatives](#), Paraprofessional Health Institute (PHI) and New Jersey Advocates for Aging Well (Spring 2022 – current)
11. Invited keynote speaker, The 2023 Association of Social Work Boards Education Meeting, *The Art and Science of Social Work Regulations*. New Orleans, LA (April 20-22, 2023). Recording of the keynote is available at <https://vimeo.com/825538397/5551ad28b0>
12. Invited speaker, Social Work Workforce Coalition's virtual meeting, *Why does social work need a workforce study?* (August 25, 2023)
13. Invited 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.
14. 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)
15. Invited 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)
16. Invited panelist, 2023 Association of Social Work Boards Education Meeting, *Evidence-Based Decision-Making for Social Work Regulations*. New Orleans, LA (April 20-22, 2023)
17. Invited member, Advisory Group, *Essential Jobs*, *Essential Care initiatives*, Paraprofessional Health Institute and New Jersey Advocates for Aging Well (Spring 2022 – Summer 2024)

18. Presenter, *Wage Theft in the United States: What Can We Do About It*. Brown Bag Seminar, Center for Women and Work, Rutgers School of Management and Labor Relations (May 1st, 2020)

CONFERENCE PRESENTATION (PEER-REVIEWED)

1. **Kim, J.J.** (Scheduled, 2026). Complaints about FLSA Violations in the Home Health Industry: Analyses of Five Southern States. Oral presentation at the 78th Annual Meeting of the Labor and Employment Relations Association (LERA) Conference, Minneapolis, MN (May 28-31)
2. Joo, M.M. & **Kim, J.J.** (2026). Characteristics of social work license examinees. Poster presentation at the 30th Annual Conference of the Society for Social Work and Research (SSWR), Washington, D.C. (January 14-18, 2026)
3. Joo, M.M. & **Kim, J.J.** (2026). The effect of race and ethnicity on social work clinical license exam outcomes. Poster presentation at the 30th Annual Conference of the Society for Social Work and Research (SSWR), Washington, D.C. (January 14-18, 2026)
4. **Kim, J. J.** & Park, J. (2025). Effects of occupational certifications and employment settings on childcare employees' compensation. Oral presentation at the Association of Public Policy and Management (APPAM) 47th Annual Research Conference in Seattle, WA (November 13-15, 2025)
5. **Kim, J. J.** (2025). Prevalence and determinants of worker misclassification: Role of off-the-book employment and workers' knowledge. Oral presentation at the 77th Annual Meeting of the Labor and Employment Relations Association (LERA) Conference, Seattle, WA (June 12-15)
6. **Kim, J. J.** (2024). Indicators of worker classification, payroll fraud, and wage theft: Evidence from Worker Classification Knowledge Survey. Oral presentation at the 76th Annual Meeting of Labor and Employment Relations Association (LERA)/ILERA 20th World Congress/FMCS National Labor-Management Conference, Manhattan, NY (June 26-30)
7. **Kim, J. J.** & Joo, M. (2024). Social Work Interstate Licensure Compacts: Rationales, Expected Effects, and a Future Research Agenda. Oral presentation at the 28th Annual Conference of the Society for Social Work and Research (SSWR), Washington, D.C. (January 10-14)
8. **Kim, J. 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)
9. **Kim, J. 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).
10. 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)
11. **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)

12. **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)
13. **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)
14. **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)
15. **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)
16. **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)
17. **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)
18. **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)
19. **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)
20. **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)
21. **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)
22. 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)
23. **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)

24. **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)
25. **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)
26. **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)
27. **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)
28. **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)
29. **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)
30. **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)
31. **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)
32. **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)
33. **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)
34. **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)
35. **Kim, J.** (2007). Does training yield positive outcomes for women on public transfer: Implications for Welfare Reform Reauthorization? Paper presented at the 11th Annual Conference of the Society for Social Work and Research (SSWR). San Francisco, CA (1/11-1/14)
36. **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)

37. Ozawa, M., **Kim, J.**, & Joo, M. (2005). Volatility in American life among the rich and the poor. Paper presented at the 9th Annual Conference of the Society for Social Work and Research (SSWR). Miami, FL (1/13-1/16)
38. **Kim, J.** (2004). Female low-wage workers in the 1990s: Gains and Losses. Paper presented at the 8th Annual Conference of the Society for Social Work and Research (SSWR), New Orleans, LA (1/15-1/18)
39. 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)
40. **Kim, J.** (2003). Work, safety net benefits, and disposable family incomes before and after the 1996 welfare reform. 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 Welfare Policy and Services II (BASW)
- 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.) (2009-2022)
- 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 (2020-2024)
- 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 Ph.D. Student

- Jessica Willard (2024 Fall-current)
- Devon Ziminski (2020-2024)

Advisor - Student Research Internship

- Starr Rochelle (Fall 2024-current): MSW student at the School of Social Work
- Alexa Rial (Fall 2023 – Spring 2024): MSW student at the School of Social Work
- Kathryn Woodyard-Grady (Fall 2023 - Spring 2024): MSW student at the School of Social Work
- Mriga Bansal (Fall 2023- Spring 2024): PhD student at the Department of Economics
- Muhua Guo (Fall 2023- Spring 2024): PhD student at the Department of Economics
- Jiyeon Park (2022-current): PhD student at the 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 the School of Social Work
- Karissa Przyhocki (2021): MSW student
- Samantha Kolavitch (2020): MSW student
- Jessica Hatcht (2019): MSW student
- Sicheng Wang (2017-8): PhD student at Edward J. Bloustein School of Planning and Public Policy
- 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

- Member, Council on Social Work Education (CSWE) Minority Fellowship Program (MFP) Advisory Board (October 2025-current)
- External reviewer, Faculty tenure and promotion review, University of Georgia, School of Social Work (2025)
- Mentor, 2024 SSWR Coffee with a Scholar Program, matched with Helen Spencer and Qian Zhang
- Member, 2024 and 2026 Outstanding Social Work Doctoral Dissertation Award review committee. Society for Social Work and Research (October 2023, October 2025)
- Reviewer, Grant proposal for Spencer Foundation (May 2020)
- External reviewer, Faculty tenure and promotion review, University of Tennessee, School of Social Work (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, First in the World Research, Education and Employment Research Center, Rutgers University (2015-2017)
- 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

- Participant. *Spring 2025 Inclusive Leadership Academy*, The University Equity and Inclusion Office at Rutgers University in New Brunswick
- 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

- Chair, Subcommittee on aligning curriculum with workforce needs (2025 Fall -current)
- Member, Curriculum committee (2013-2015; 2025 Fall - current)
- Member, Research Advisory Committee (2024 - 2025)
- Acting chair, Peer Review Committee (Spring 2023)
- Co-chair (2021-2022) & Chair (Fall 2022), Faculty search committee
- Member, DSW executive committee (2022 -2023)
- Member, Ph.D. executive committee (2011; 2017- 2023)
- Primary faculty mentor of Assistant Professor Angela Marloni (2022-2023)
- Primary faculty mentor of Assistant Professor Hannah Szlyk (2020-2021)
- Secondary faculty mentor of Assistant Professor Woojin Jung (2019-2023)
- Member, MAP specialization curriculum committee (2018-current)
- Member, Rules and Procedures Committee (2015-2025 Spring)
- Member, Faculty search committee (2014-2015; 2017-2018; 2018-2019)
- Member, Student learning, outcomes, assessment committee (2015-2017, Spring 2021)
- Member, Scholarship Committee (2012-2013)
- Volunteer, Open house (2010, 2014, 2015, 2019)
- Member, MSW Admission Committee (2008)
- Member, Ph.D. Qualifying Exam workgroup (2009-2023)
- 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.....

- Association of Social Work Boards (July 8, 2025). Historic workforce study reveals new information about the social work profession. <https://www.aswb.org/historic-workforce-study/>
- Association of Social Work Boards (August 15, 2024). The Association of Social Work Boards publishes new research on disparities in pass rates for social work licensing exams. <https://www.aswb.org/new-research-on-disparities-in-pass-rates-for-social-work-licensing-exams/>
- Rutgers School of Social Work (March 26, 2024). Empowering Social Workers: A Conversation on Licensure and Pay Disparity with Dr. Joy Jeounghee Kim. <https://socialwork.rutgers.edu/news/empowering-social-workers-conversation-licensure-and-pay-disparity-dr-joy-jeounghee-kim>
- ASWB (June 28, 2022). Researchers bring much more than a lit review. Newsletter, 32(3). **Topic: social work occupational regulations* <https://www.aswb.org/researchers-bring-much-more-than-a-lit-review/>
- Fry, E. (March 16, 2020). Why dog walkers make more than childcare and eldercare workers? *Fortune*. **Topic: wage and compensations for care workers* <https://fortune.com/2020/03/16/dog-walkers-childcare-eldercare-workers/>
- Tobias, M. (January 29, 2018). Are 55 percent of immigrants in California on welfare? That is an exaggeration. *Politifact*. **Topic: immigration and welfare dependency* <https://www.politifact.com/factchecks/2018/jan/29/steve-cortes/are-55-percent-immigrants-california-welfare-s-exa/>
- Oglesby, A. (July 3, 2014). More high schoolers graduating late. Asbury Park Press. ** Topic: racial inequalities in educational outcomes* <https://www.app.com/story/news/education/2014/07/02/study-high-schoolers-graduating-late/12114725/>
- Linn, A. (October 26, 2013). The class divide: Marriage as a 'luxury good'. CNBC. **Topic:*

racial and class inequalities in marital outcomes <https://www.cnbc.com/2013/10/24/age-as-a-luxury-good.html>

PROFESSIONAL MEMBERSHIP.....

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