

JOY JEOUNGHEE KIM

390 George St., New Brunswick, NJ 08901
School of Social Work, Rutgers, the State University of New Jersey
Email: jeoukim@ssw.rutgers.edu

 <https://orcid.org/0000-0001-9305-7142>

 **Note:** My legal name changed from Jeounghee Kim to Joy Jeounghee Kim in mid-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: Occupational regulations, U.S. labor standards, 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, 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 AFFILIATIONS.....

Rutgers, the State University of New Jersey
Affiliated Scholar, Workplace Justice Lab, School of Management and Labor Relations (2025-Current)

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)

PUBLICATIONS.....

Peer-Reviewed Journal Publications

* 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*. 36(4). 475-498. <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*. 36(4), 499-515. <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*. Advanced online publication, 1-16.
<https://doi.org/10.1177/10497315251404874>
5. **Kim, J. J.** & Joo, M.M. (2025c). Individual, institutional, and community-level determinants of professional license exam outcome. *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). Effects of race/ethnicity on the 2018-2022 social work clinical license exam outcomes. *Research on Social Work Practice*, 35(8), 908-924.
<https://doi.org/10.1177/10497315251333373>
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*, 61(3), 357-372.
<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*, 61(2), 173-188. <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. (2023b). 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. (2023a). 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.** (2022b). 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.** (2022a). 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 Services Review*, 128, 106156
<https://doi.org/10.1016/j.childyouth.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.** (2020b). 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(3). 393-413.
<https://doi.org/10.1086/711584>
23. **Kim, J.** (2020a). 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.childyouth.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. <https://doi.org/10.1016/j.childyouth.2013.06.011>
30. **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>
31. **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>
32. **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>
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.childyouth.2011.04.003>
34. **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>
35. **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>
36. **Kim, J.** & Joo, M. (2009). Work-related activities of single mothers before and after welfare reform: *Monthly Labor Review*, 132(12), 3-17. <http://www.bls.gov/opub/mlr/2009/12/art1full.pdf>
37. **Kim, J.** (2009b). 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.** (2009a). 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. (2006*a*). 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 Chapters

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.

Manuscripts Revise & Resubmit

1. **Kim, J. J.** & Park, J*. (revised and resubmitted). Effects of occupational certification and employment setting on childcare employees' compensation. Submitted to *Early Childhood Research Quarterly*
DOI: [10.13140/RG.2.2.31086.88642](https://doi.org/10.13140/RG.2.2.31086.88642)
2. **Kim, J. J.** (revised and resubmitted). Registered social workers and social service workers in Canada: Analyses of the 2024 Social Work Workforce Survey. Submitted to *British Journal of Social Work*
3. **Kim, J. J.** (revise and resubmit). How licensing boards regulate clinical supervision in social work: The role of regulatory rules and boards' capacities. Submitted to *Clinical Social Work Journal*
DOI: [10.13140/RG.2.2.31925.74726](https://doi.org/10.13140/RG.2.2.31925.74726)
4. **Kim, J. J.** & Joo, M. M. (revise and resubmit). State regulation for clinical supervision and license examinees' competence measured by exam passage. Submitted to *Clinical Social Work Journal*.
DOI:[10.13140/RG.2.2.19991.64160](https://doi.org/10.13140/RG.2.2.19991.64160)

Manuscript Under Initial Review

1. **Kim, J. J.** (under review). Prevalence and factors of supervisees' payment for clinical supervision: Insights from a National Survey of LCSWs. Submitted to *Journal of Policy Practice and Research*
DOI: [10.13140/RG.2.2.19149.70889](https://doi.org/10.13140/RG.2.2.19149.70889)
2. **Kim, J. J.** (under review). Insights from the 2024 Social Work Workforce Studies in the United States and Canada. Submitted to the *Journal of Social Work*

3. **Kim, J. J.**, Lee, A., & Wang, S. (under review). Complaints about FLSA violations in the home healthcare industry: Analyses of five southern states. Submitted to *Work and Occupations*

Manuscripts In Progress

1. **Kim, J. J.** (in progress). Prevalence and indicators of worker misclassification based on economic realities: Role of workers' knowledge and payment methods
2. **Kim, J. J.** (in progress). Observing worker misclassification and off-the-book employment: Existing studies and future research agendas

Research Reports

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. 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. 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. J. & Joo, M. (2024a).** 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. J. (2023).** Thematic empirical bibliography on social work licensure. Final report to the Association of Social Work Boards.
11. **Kim, J. 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>
12. **Kim, J. J. (2021).** 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. J. & Joo, M. (2022b).** 2021 New Jersey Childcare Market Price Study: Final Report. Office of 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. J. & Joo, M. (2022a).** 2021 Narrow Cost Analyses of Childcare in New Jersey. Office of Childcare Operation, Division of Family Development, NJ Department of Human Services
15. **Kim, J. & Joo, M. (2018).** 2017 New Jersey Childcare Market Price Study: Final Report. Office of 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. Office of Childcare Operation, Division of Family Development, NJ Department of Human Services. https://www.state.nj.us/humanservices/news/reports/2016%20price%20studymmm_3.7.17.pdf
17. **Kim, J. & Joo, M. (2015b).** 2014 New Jersey Childcare Market Price Study: Final Report. Office of Childcare Operation, Division of Family Development, NJ Department of Human Services
18. **Kim, J. & Joo, M. (2015a).** 2014 New Jersey Childcare Market Price Study: Additional Report. Office of Childcare Operation, Division of Family Development, NJ Department of Human Services

RESEARCH CONTRACTS & GRANTS.....

External

1. Principal Investigator
Research grant (\$81,589)
[State Regulation of Clinical Supervision and LCSWs' Density and Earnings: Zip Code-Level Analyses](#)

Association of Social Work Boards (November 2026 – October 2028)

2. Principal Investigator
Research contract (\$136,551)
2026 New Jersey Childcare Market Rate Study
Division of Family Development, NJ Department of Human Services (June 2026 – June 2027)
3. Principal Investigator
Research contract (\$49,175)
2026 New Jersey Childcare Narrow Costs Study
Division of Family Development, NJ Department of Human Services (June 2026 – June 2027)
4. 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)
5. Principal Investigator
Research contract (\$41,404)
Developing the Social Work Workforce Survey
Association of Social Work Boards (July 2023 – December 2024)
6. 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)
7. 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)
8. Principal Investigator
Research contract (\$56,672)
Pass Rate Analyses of Social Work Licensure Examinations
Association of Social Work Boards (July 2023 – May 2024)
9. Principal Investigator
Research grant (\$107,799)
Occupational Regulations and Regulatory Practices for the Social Work Profession
Association of Social Work Boards (2021 – 2022)
10. Principal Investigator
Research contract (\$56,800)
2021 NJ Narrow Cost Analysis of Childcare
Division of Family Development, NJ Department of Human Services (2020 – 2021)
11. 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)

12. 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)
13. Principal Investigator
Research contract (\$65,763)
2016 NJ Childcare Market Price Study
Division of Family Development, NJ Department of Human Services (2015-2016)
14. 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)
15. 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)

HONORS & AWARDS.....

1. Winner of the 2025 *Association of Social Work Boards Contributor Award*, an award that recognizes outstanding contributions to social work regulation research (May 2025).
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 Neville-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. Invited participant, George Washington University Institute for Public Policy Non-Degree Credential Research Network (NCRN) (April 2019)
5. Selected participant (competitive selection), IES-ETS PIAAC Training supported by the American

Institutes for Research (AIR) (June 2016)

6. 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)
7. Recipient, National Ph.D. Dissertation Award from Influencing State Policy, Richmond, Virginia (2005)
8. Recipient, Dissertation Scholarship, Brown School of Social Work, Washington University in St. Louis (2005)
9. Recipient, Richard Morris Titmuss Fellowship, Brown School of Social Work, Washington University in St. Louis (2001-2003)
10. Recipient, Graduate Student Fellowship, School of Social Work, University of South Carolina (1999-2001)

INVITED SPEAKING & POLICY ENGAGEMENT.....

Keynote Speaking

1. Invited keynote speaker. *Insight from the 2024 Social Work Census: A Call for a 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).
2. Invited keynote speaker. *The Art and Science of Social Work Regulations*. The 2023 Association of Social Work Boards Education Meeting. New Orleans, LA (April 21-22, 2023). Recording of the keynote is available at <https://vimeo.com/825538397/5551ad28b0>

Other Invited Speaking or Engagement

1. Invited expert. *Social Work Summit: Beyond Defense – Transforming Social Work During Dangerous Times*. Center for Innovation in Social Work and Health, Boston University School of Social Work. Boston, MA (June 17-18, 2026).
2. Invited speaker. *Regulation of Clinical Supervision in the United States*. Association of Social Work Boards Executive Leadership Meeting. Virtual (April 27, 2026).
3. 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. Virtual (November 23, 2025).
4. Invited speaker. *The 2024 Social Work Workforce Study: Implications for Social Workers in Health*. The Coalition for Social Work and Health. Virtual (November 7, 2025).
5. Invited panelist. *The Salience of Earnings Data for Accountability Metrics for Postsecondary Institutions and Programs*. Urban Institute Virtual Convening. Virtual (June 2, 2025).
6. Invited speaker. *The 2024 Social Work Workforce Studies: Preliminary Findings*. Association of Social Work

Boards Executive Leadership Meeting. Virtual (April 18, 2025).

7. 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).
8. Invited speaker. *The 2024 Social Work Workforce Study: Preliminary Findings*. Social Work Workforce Coalition meeting. Alexandria, VA (September 20-21, 2024).
9. Invited panelist, *The Shifting Politics of the Care Economy*, Consortium on American Political Economy. Virtual (July 31, 2024)
10. Invited speaker. *Evidence-Based Workforce Decisions for the Social Work Profession: The Role of CSWE*. CSWE Board of Directors' Meeting. Virtual (January 19, 2024)
11. Invited speaker. *Why Does Social Work Need a Workforce Study?* Social Work Workforce Coalition's virtual meeting. Virtual (August 25, 2023)
12. 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 (June 16-17, 2023). New York City.
13. 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. Virtual (April 2023)
14. Invited panelist. *A Review of Research on Social Work Regulations*. Association of Social Work Boards Education Meeting. New Orleans, LA (April 21-22, 2023)
15. Invited 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. Virtual (May 1st, 2020)

Presentation at Rutgers School of Social Work

1. Kim, J. J. (2025). *Findings from 2024 Social Work Workforce Studies*. Rutgers School of Social Work Faculty Research Colloquium Brown Bag Seminar. Virtual (December 8).
2. Kim, J. J. (2022). *Social Work Licensure: Key Concepts, Major Goals, and Status of Empirical Evidence*. Rutgers School of Social Work Faculty Research Colloquium Brown Bag Seminar, Virtual (October 17)

Public Testimony

1. Kim, J. J. (2026, February 18). *Written Testimony on House Bill 769: State Board of Social Work Examiners-Provisional License to Practice Social Work - Established*. Submitted to the Maryland House Health and Government Operations Committee, MD.
2. Kim, J. J. (2025, May 13). *Written Testimony on Senate Bill 135/House Bill 279: An Act to Ensure Parity in Social Work Licensure*. Submitted to Joint Committee on Children, Families and Persons with Disabilities, MA.

3. Kim, J. J. (2024, January 25). *Written Testimony on Legislative Document 1990 (H.P. 1273): Resolve, to Establish the Commission to Evaluate the Requirements for Licensing of Social Workers*. Submitted to the Maine Joint Standing Committee on Health Coverage, Insurance and Financial Services, ME

PEER-REVIEWED CONFERENCE PRESENTATIONS.....

1. **Kim, J. J.** (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)
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)
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)
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)
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).
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)
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)

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)
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 (November 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 (November 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 (January 15-19)
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 (January 15-19)
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 (November 6-9)
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 (January 16-20)
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 (November 8-10)
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 (January 14-18)
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 (November 2-4)
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 (January 14-18)
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 (November 8-10)
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 (November 7-9)

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 (January 16-20)
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 (January 16-20)
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 (January 11-15)
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 (January 12-16)
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 (October 14-17)
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 (July 21-23)
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 (November 6-9)
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 (January 15-18)
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 (October 25-29)
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 (October 30-November 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 (January 11-14)
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 (February 16-19)

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 (January 13-16)
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 (January 15-18)
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 (January 15-18)
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 (January 17-19)

TEACHING EXPERIENCES.....

Course Teaching

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

1. [312] Social Welfare Policy and Services II (BASW)
2. [504] Social Welfare Policy and Services I (MSW)
3. [585] Social Welfare Policy and Services II (MSW)
4. [564] Women's Issues | Gender, Women, and Intersectionality (MSW)
5. [505] Methods of Social Work Research I (MSW)
6. [647] Social Policy Analysis (Ph.D.)
7. [691] Research Development Seminar (Ph.D.)
8. [658] Professional Development Seminar (Ph.D.)

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

1. Social Welfare Policies and Services (MSW)
2. Statistics (MSW)

Course Development/Lead Teacher/Course Coordinator

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

1. [312] Social Welfare Policy and Services II (BASW) (2025-Current)
2. [647] Social Policy Analysis (Ph.D.) (2009-2022)
3. [691] Research Development Seminar (Ph.D.) (2017-2021)
4. [504] Social Welfare Policy and Services I (MSW) (2016-2025)
5. [585] Social Welfare Policy and Services II (MSW) (2019-2021)
6. [564] Women's Issues (MSW) (2009-2018)
7. [587] Social Welfare Policy and Services II: Mental Health (MSW) (2009)

Chair - Ph.D. Dissertation Committee

1. Yuhan Wei (2020-2026)
2. Huiying Jin (2020-2024)
3. Feng-Yi Liu (2018-2022)
4. Jill Stein (2013-2018)
5. Eunkwang Beak (2013-2015)

Member - Ph.D. Dissertation Committee

1. Alisha Cupid (2021-Current)
2. Chris James (2019-2022)
3. Rebecca Conroy (2018-2022)
4. Sangeeta Chatterji (2017-2018)
5. Louis Donnelly (2013-2015)
6. Soyeon Lee (2007-2008)

Advisor - Ph.D. Research Internship/Independent Study

1. Sangeeta Chatterji (2016-2018)
2. Feng-Yi Liu (2016-2018)
3. Louis Donnelly (2012-2013)
4. Inseon Lee (2010)
5. Christine Allegra (2008-2009)
6. Seungkyung Lee (2007)

Faculty Advisor for Ph.D. Student

1. Jessica Willard (2024 Fall-Current)
2. Devon Ziminski (2020-2024)

Supervisor - Research Assistantship

Research Assistantship: Graduate Students			
	Years Supervised	Student Name	Enrolled Program
1	2024-2025	Starr Rochelle	Master's in Social Work (MSW)
2	2023-2024	Alexa Rial	MSW
3	2023-2024	Kathryn Woodyard-Grady	MSW
4	2021-2022	Karissa Przyhocki	MSW
5	2020-2021	Samantha Kolavitch	MSW
6	2019-2020	Jessica Hatcht	MSW
7	2016-2018	Zayna Lyon	MSW
8	2015-2016	Katheryn Ferry	MSW
9	2014-2015	Adam Reynolds	MSW

Research Assistantship: PhD Students			
	Years Supervised	Student Name	Enrolled Program
1	2026-Current	Taylor Scott	Social Work
2	2026-Current	Duc Gia Bach Nguyen	Economics
3	2023-2024	Mriga Bansal	Economics
4	2023-2024	Muhua Guo	Economics

5	2022-2025	Jiyeon Park	Labor Relations
6	2021-2022	Liyang Xue	Communication and Information
7	2021-2022	Ye Yao	Planning and Public Policy
8	2021	Huiying Jin	Social Work
9	2017-2018	Sicheng Wang	Planning and Public Policy

Mentor - Postdoctoral Associate

- Sky Allmang (2019-2021)

PROFESSIONAL SERVICES.....

For The Profession

Journal Editorship

	Year	Role	Journal Title
1.	2021-Current	Associate Editor	<i>International Journal of Social Welfare</i>
2	2013-2015	Consulting Editor	<i>Families in Society</i>

Advisory Boards & Technical Panels

	Year	Role	Board/Panel	Agency/Organization
1	2023-2028	Member	Technical Advisory Board of the <i>National Worker Survey</i>	Westat (for the U.S. Department of Labor Chief Evaluation Office)
2	2023-2026	Member	Technical Advisory Board, <i>Certified Home Health Aides (CHHA) Capacity Building Project</i>	John J. Heldrich Center for Workforce Development (for NJ Department of Health)
3	2024-2026	Member	Research Advisory Committee for <i>Financialization and Structural Racism in Home-Based Care: The Intersection of Quality Work and Quality Care</i>	The Worker Institute, Industrial and Labor Relations School, Cornell University
4	2022-2024	Co-chair	Workforce Committee for the NJ <i>Essential Jobs, Essential Care Initiatives</i>	Paraprofessional Health Institute and New Jersey Advocates for Aging Well
5	2022-2024	Member	Advisory Council of the NJ <i>Essential Jobs, Essential Care Initiatives</i>	Paraprofessional Health Institute and New Jersey Advocates for Aging Well
6	2015-2017	Member	Research Advisory Team for <i>First in the World Research</i>	Education & Employment Research Center, Rutgers School of Management and Labor Relations

Activities & Leadership on Behalf of Professional Organizations

Organization		Year	Role	Program
Council of Social Work Education (CSWE)	1	2025-Current	Member of Advisory Board	Minority Fellowship Program (MFP)
	2	2026	Application Reviewer	MFP Masters Application Reader
	3	2026	Application Reviewer	MFP PhD Application Reader
	4	2011-2013	Abstract Reviewer	Annual Program Meeting
Society for Social Work and Research (SSWR)	5	2026	Mentor	Innovation Incubator Mentorship
	6	2023-2025	Dissertation Reviewer	Outstanding Social Work Doctoral Dissertation Award Review Committee
	7	2024	Mentor	Coffee with a Scholar Program
	8	2011-2013	Abstract Reviewer	Annual Conference
Association for Public Policy and Management (APPAM)	9	2019-2020	Mentor	PhD Student Mentoring Program
Korean American Social Work Association (KASWA)	10	2019	Application Reviewer	Paul H. Kim Scholarship Award

External Tenure and Promotion Review for Other Universities

	Year	Role	School/University
1	2025	External Reviewer	School of Social Work, University of Georgia
2	2020	External Reviewer	School of Social Work, University of Tennessee
3	2015	External Reviewer	School of Social Work, St. Louis University
4	2014	External Reviewer	School of Social Work, Adelphi University

Ad Hoc Journal Reviewer

- 1) *Administration in Social Work*
- 2) *Children and Youth Services Review*
- 3) *Evaluation and Program Planning*
- 4) *Families in Society*
- 5) *Family Relations*
- 6) *International Journal of Social Welfare*
- 7) *Journal of Children and Poverty*
- 8) *Journal of Labor Research*
- 9) *Journal of Poverty*

- 10) *Journal of Public Administration and Policy Research*
- 11) *Journal of the Society for Social Work and Research*
- 12) *Relations Industrielles/Industrial Relations*
- 13) *Social Service Review*
- 14) *The Sociological Quarterly*

For Rutgers University

	Year	Role	Committee or Service Entity
1	2025	Participant	Inclusive Leadership Academy, Offered by The Rutgers University Equity and Inclusion Office
2	2021-2022	Member	Faculty Search Committee for Public Policy Program Edward J. Bloustein School of Planning and Public Policy
3	2012-2015	Elected Representative	New Brunswick Faculty Council
4	2014-2015	Member	Subcommittee on Student Affairs, New Brunswick Faculty Council
5	2014	Faculty Delegate to South Korea	The Centers for Global Advancement and International Affairs
6	2013	Member	South Korea Interest Group, The Centers for Global Advancement and International Affairs
7	2013	Member	Selection Committee for the Local-Global Partnership Development Grants, The Centers for Global Advancement and International Affairs
8	2007-2008	Faculty Adviser	National Institute of Mental Health's Postdoctoral Fellows in Mental Health Services, Institute for Health, Health Care Policy, and Aging Research

For The School of Social Work

Committee Service

	Year	Role	Committee or Service Entity
1	2025-2026	Chair	Subcommittee on aligning curriculum with workforce needs
2	2025-Current 2013-2015	Member	Curriculum Committee
3	2024-2025	Member	Research Advisory Committee
4	2023 (Spring)	Acting Chair	Peer Review Committee
5	Fall 2022 2021-2022	Chair Co-Chair	Faculty Search Committee
6	2022-2023	Member	DSW Executive Committee
7	2017-2023 2011	Member	PhD Executive Committee

8	2018-Current	Member	MAP Specialization Curriculum Group
9	2015-2025	Member	Rules and Procedures Committee
10	2018-2019 2017-2018 2014-2015	Member	Faculty Search Committee
11	2012-2013	Member	Scholarship Committee

Faculty Mentoring

	Year	Mentee's Name	Role	Mentoring Description
1	2022-2023	Angela Marloni	Primary mentor	- Met at least once a semester to review individual strategic plans - Took on the role of advisor, cheerleader, and coach - Facilitated networking
2	2019-2023	Woojin Jung	Secondary mentor	
3	2020-2021	Hannah Szlyk	Primary mentor	

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>
- Association of Social Work Boards (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 MEMBERSHIPS.....

- 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)