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EDUCATION

Ph.D. Sociology and Education, Columbia University, 2011
Dissertation: *Credentials in Context: The Meaning and Use of Associate Degrees in the Employment of IT Technicians*

M.S. Public Policy, Bloustein School of Planning and Public Policy, Rutgers University, 2000

B.A. Psychology and Spanish, Douglass College, Rutgers University, 1996

EMPLOYMENT

Rutgers, the State University of New Jersey, School of Management and Labor Relations, Piscataway, NJ
Director, Education and Employment Research Center, 2021- present
Associate Research Professor, Labor Studies and Employment Relations, 2021 – present
Associate Director, Education and Employment Research Center, 2015 - 2021
Assistant Research Professor, Labor Studies and Employment Relations, 2015 – 2021
Affiliated Faculty, Higher Education Ph.D. program, 2015 - present
Researcher, Heldrich Center for Workforce Development, Bloustein School of Planning and Public Policy, 2011 – 2014

Community College Research Center, Teachers College, Columbia University, New York, NY
Research Affiliate, 2011- 2018
Research Associate, 2005–2011

Mathematica Policy Research, Inc., Princeton, NJ
Senior Research Analyst, 1998–2005

Response Analysis Corporation, Princeton, NJ
Statistics and Sampling Assistant, 1996–1997

New Brunswick Public Schools Adult Learning Center, New Brunswick, NJ
Teachers Assistant, 1994–1996

PEER REVIEWED PUBLICATIONS

Romano, R. M., Kirshstein, R., Horn, W., D'Amico M., & Van Noy, M. (2019). Adjusting College Costs for Noncredit Enrollments: An Issue for Data Geeks or Policymakers? *Community College Review*, *47*(2), 2019, 159-177. https://doi.org/10.1177/0091552119835030

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Smith, A, E., Jussim, L., Eccles, J., Van Noy, M., Madon, S., & Palumbo, P. (1998). Self-Fulfilling Prophecies, Perceptual Biases and Accuracy at the Individual and Group Level. *Journal of Experimental Social Psychology,* 34(6), 5360-561.

BOOKS

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Van Noy, M., McKay, H., & Bragg, D. (2021). *Lessons Learned from TAACCCT*, Los Angeles, CA: New Directions for Community Colleges, Volume 2021, Issue 193. https://onlinelibrary.wiley.com/toc/15360733/2021/2021/193

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McKay, H. & Van Noy, M. (2020). The Goals and Context for TAACCCT. In Van Noy, Michelle, McKay, Heather & Bragg, Debra (Ed.). *Lessons Learned from TAACCCT*, p. 15-21. New Directions for Community Colleges, Volume 2021, Issue 193. https://onlinelibrary.wiley.com/toc/15360733/2021/2021/193

Vinton, J., Van Noy, M., Haviland, S. & Blondin, J. (2020). TAACCCT as a Facilitator for Organizational Change: Clark State's Advanced Manufacturing Program Reforms. In Van Noy, Michelle, McKay, Heather & Bragg, Debra (Ed.). *Lessons Learned from TAACCCT*, p. 117-127. New Directions for Community Colleges, Volume 2021, Issue 193. https://onlinelibrary.wiley.com/toc/15360733/2021/2021/193

Clark, H., Jassal, P., Van Noy, M., & Paek, P. (2018). A New Work and Learn Framework: Forging Formal and Informal Learning Through Innovative Assessment Design. In. Dirk Ifenthaler (Ed.). *Digital Workplace Learning*, pp. 23 -41. Springer International Publishing. https://doi.10.1007/978-3-319-46215-8

Cleary, J., Kerrigan Reid, M., & Van Noy, M. (2017). Towards a New Understanding of Labor Market Alignment. In Michael B. Paulsen (Ed.). *Higher Education: Handbook of Theory and Research, Volume 32,* Springer International Publishing. pp. 577-629. https://doi.10.1007/978-3-319-48983-4_12

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Van Noy, M. & Zeidenberg, M. (2014) *Hidden STEM Knowledge Producers: Community Colleges' Multiple Contributions to STEM Education and Workforce Development*, National Research Council. https://sites.nationalacademies.org/cs/groups/dbassesite/documents/webpage/dbasse_088831.pdf

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Van Noy, M. (2008). [Review of the book *Community Colleges Respond to Local Needs? Evidence from California* by Duane Leigh & Andrew Gill]. *The Review of Higher Education*, *31*(3), 374-375.

REPORTS AND PUBLICATIONS

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D'Amico, M., Van Noy, M., Srivastava, A., Bahr, P., & Xu, Di. (2023). *Collecting and Understanding Noncredit Community College Data: A Taxonomy and How-To Guide for States*. Education and Employment Research Center, Rutgers University. https://sites.rutgers.edu/state-noncredit-data/wp-content/uploads/sites/794/2023/11/State-Noncredit-Taxonomy_EERC_11.17.23.pdf

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Van Noy, M., Hughes, K., & Bjorn, G., (2023). *Its Own Standard: Approaches to Quality in Community College Noncredit Workforce*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/Documents/Centers/EERC/Its%20Own%20Standard%20-%20Approaches%20to%20Quality%20Final%20Formatted%206.14.23.pdf

D'Amico M., Bassis, V., Nissen, P., & Van Noy, M. (2022). *Iowa Noncredit Data Snapshot*. Education and Employment Research Center, Rutgers University. https://sites.rutgers.edu/state-noncredit-data/wp-content/uploads/sites/794/2023/05/Iowa-State-NDC-report-final-5.1.23.pdf

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Van Noy, M. & Michael, S. (2022). *Executive Summary*: *Promoting Quality, Creating Value Executive Summary: Organizational Influences in the Non-Degree Credential Marketplace*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/Documents/Centers/EERC/Market%20Processes%20Executive%20Summary-V2%204.25.22.pdf

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Van Noy, M. & Hughes, K. (2022). *A Snapshot of the Shifting Landscape of Noncredit Community College Education*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/Documents/Centers/EERC/Snapshot%20of%20Shifting%20Landscape%20Issue%20Brief.FINAL_0.pdf

Van Noy, M. (2021). *Career Decision Making and Community College Noncredit Students: Lessons from the Literature*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/Documents/Centers/EERC/Decision%20making%20lit%20review%20final%202.15.2022.pdf

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Van Noy, M. (2020). *Identifying High Quality Industry Certifications*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/identifying_high_quality_industry_certifications_issue_brief_110820_final.pdf

Edwards, R. & Van Noy, M. (2020). *Student Decision Making about Community College Information Technology Programs and Careers*. Education and Employment Research

Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/images/nsf-ate_survey_paper_formatted_9.8.pdf

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Van Noy, M. & Perez-Johnson, I. (2004). *Targeted Help to the Hard to Employ: Outcomes of Two Philadelphia Welfare-to-Work Programs*. Princeton, NJ: Mathematica Policy Research, Inc.

Haimson, J. & Van Noy, M. (2003). *Developing the IT Workforce: Certification Programs, Participants, and Outcomes in High Schools and Two-Year Colleges*. Princeton, NJ: Mathematica Policy Research, Inc. https://files.eric.ed.gov/fulltext/ED489854.pdf

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Van Noy, M. (2000). *A Delicate Balance—Cost Control and Quality School Construction*. New Jersey Policy Perspectives.

Hulsey, L., Van Noy, M., & Silverberg, M. (1999). *The 1998 National Survey of Local School-to-Work Partnerships: Data Summary*. Mathematica Policy Research, Inc. https://www.mathematica.org/media/publications/pdfs/education/stw_partnerships_1998.pdf

INVITED PRESENTATIONS

"Building the Noncredit Community College Data Infrastructure: The Intersection of Policy and Data" Continuing Education Association of New York, keynote address, November 2023.

"Emerging Uses of Labor Market Information (LMI) at Postsecondary Institutions", NASEM Roundtable on Systemic Change in Undergraduate STEM Education, National Academies of Science, Engineering, and Medicine, October 2023 (with Victoria Coty).

"Assessing the Value of Non-Degree Credentials", AACC State Directors Meeting, July 2023, Boston, MA.

"The Evolving Landscape of Non-Degree Credential Quality", Nondegree Credentials Partner Meeting, National Conference of State Legislatures and EERC, January 2023.

"Making Sense of Quality in the Non-Degree Credential (NDC) Marketplace-Implications for Policymakers", National Skills Coalition State of the State Conference, November 2022.

"Using Wage Outcomes to Define Postsecondary CTE High Return Pathways", ECMC Foundation CTE Leadership Collaborative 2022 Convening, October 2022.

"Job Search Sentiment from the Class of 2023", Handshake, September 2022, webinar.

"Career Development with Equity in Mind", Inside Higher Education, August 2022, webinar.

"Career Development as a Central Part of Community College Equity Mission", Texas Community College Teachers Association, February 2021.

"Ensuring Equity in Non-degree Credentials During Precarious Economic Times", National Council for Workforce Education, keynote address panelist, October 2020 (with William Rodgers and Amy Ellen Duke-Benfield).

"A Quality Framework for Microcredentials", Digital Badges Interest Group, Association of College and Research Libraries, webinar, June 2020. (with Heather McKay).

"Non-Degree Credentials—What is Quality and How to Assess it?", Midwest Higher Education Compact, webinar, February 2020.

"Thinking About Quality for Digital Credentials", IMS Digital Credentials Summit, Atlanta, GA, February 2020 (with Heather McKay and Josh Johnson).

"Non-Degree Credentials—What is Quality and How to Assess it?", Midwest Higher Education Compact, webinar, February 2020.

"Non-Degree Credentials—What is Quality and How to Assess it?", Council on Higher Education Accreditation, Washington DC, January 2020 (with Stamenka Uvalic-Trumbic).

"Career Success for All: The Equity Role of Community Colleges in Career Preparation (keynote)", Community College League of California annual conference, November 2017, San Jose, CA.

"Plenary Panel: How Institutions Can Work with Industry (panelist)", Texas Higher Education Coordinating Board, Marketable Skills Conference, April 2016, Austin, TX.

"Community College STEM Pathways", National Academy of Science Committee on Barriers and Opportunities in Completing 2-year and 4-year Degrees, January 2014, Irvine, CA.

"The Community College Role in Workforce Training", National Academy of Science Committee on Barriers and Opportunities in Completing 2-year and 4-year Degrees, September 2013, Washington, DC.

"Aligning Higher Education with the Job Market: How Colleges and Universities Can Proactively Address the Accountability Challenge", New Jersey President's Council Task Force on the Alignment of Higher Education Programs and New Jersey Workforce Needs, Hoboken, NJ, September 2013 (with Jennifer Cleary).

"Scaling Non-credit to Credit Programs", Transformative Change Learning Lab Convening, February 2013, Anaheim, CA.

"Structure in Career-Technical Programs", CUNY Higher Education Seminar Series, December 2012, New York, NY.

"The Role of Community Colleges in STEM Workforce Training", National Academies, Board of Science Education, December 2008, Irvine, CA.

"The Role of Community Colleges", Conference Board, Business and Education Council, October 2008, New York, NY (with Katherine Hughes).

"Clarifying the Landscape of Noncredit Workforce Education: State Policies and Community College Practices", New England Workforce Network Conference, March 2008, Springfield, MA (with Jane Miley).

PRESENTATIONS

"Exploring How Community Colleges Engage in Regional Economic Development", National Science Foundation ATE PI Meeting, Washington DC, October 2023.

"The Economic Development Role of Community Colleges", National Council of Workforce Education, October 2023. Baltimore, MD.

"Illuminating Noncredit's Role in Supporting State and Local Employment", National Council of Workforce Education, October 2023. Baltimore, MD.

"Demystifying the Hidden College, New Research on Noncredit Quality", League for Innovation in the Community College, EERC, October 2023, webinar, (with Katherine Hughes, et al.).

"Community College as the Engine for Advanced Technician Training", Manufacturing Momentum Summit: Building the Future Defense Force, September 2023.

Emerging Insights into Labor Market Information (LMI) Usage in Postsecondary Education", EERC, August 2023, webinar.

"Building the Noncredit Community College Infrastructure: The Intersection of Policy and Data", SHEEO Higher Education Policy Conference, August 2023, Denver, CO., (with Paula Nissen and Amy Cable).

"Illuminating Economic Development in Community Colleges: Lessons from NSF ATE Grants", HITEC Conference, July 2023, Atlanta, GA, (with Marilyn Barger).

"How Colleges and Universities are using Labor Market Information (LMI)", National Council on Workforce Education (NCWE), May 2023, webinar, (with Monica Reid Kerrigan and Genevive, Bjorn).

"How Colleges and Universities are using Labor Market Information (LMI)", AIR Forum, May 2023, Cleveland, OH.

"Labor Market Information (LMI) Usage by Two Year Colleges", The Council for the Study of Community Colleges 64th Annual Conference, April 2023, Chicago, IL, (with Monica Reid Kerrigan).

"Building the Non-Degree Credential Data Infrastructure: Community College Noncredit Education", Non-degree Credentials Research Network, March 2023.

"The Hidden Innovation Infrastructure: Office Hours - Education and Workforce Data", February 2023, webinar, (with Marilyn Barger and William Mabe).

"You Can't Have One Without the Others", AAC&U's Annual Conference, January 2023, San Francisco, CA., panelist, (with Paul Gaston et al.).

"Making Sense of Quality in the Non-degree Credential Marketplace – Implications for Policymakers", National Skills Coalition's Skills in the States Forum, November 2022, New Orleans, LA.

"Workforce & Continuing Education", Northern Virginia Community College (NOVA), National Council of Workforce Education (NCWE), October 2022, Portland, OR.

"The Hidden Innovation Infrastructure: Can We Define ATE's Impact on Economies?", NSF ATE PI Meeting, October 2022, Washington, D.C., (with Marilyn Barger).

"I've Always Been Good at Computers", NSF ATE Annual Meeting, (with Renee Edwards et al.,)

Quality Decision Making in Community College Noncredit Education, National Council on Workforce Education (NCWE) Annual Conference, October 2022, Portland, OR., (with Kelia Lozada).

"Taming the Noncredit Landscape: A Taxonomy to Define and Measure Noncredit Education", National Council on Workforce Education (NCWE) Annual Meeting, October 2022, Portland, OR., (with Paula Nissen).

"Using Wage Outcomes to Define Postsecondary CTE High Return Pathways", ECMC Foundation CTE Leadership Collaborative 2022 Convening, October 2022.

"The Future of Jobs, Work, Learning and Life….Now! JFF Horizons Conference, June 2022, New Orleans, LA., (with Jake Hirsh-Allen et al.)

"Making Non-Credit Programs A Route to Upward Mobility," American Association of Community Colleges, May 2022, New York, NY., (with David Baime and Anthony Caison).

"Breaking Down Silos to Build In-Demand Pathways", National Career Pathways Network, May 2022, webinar, (with Sarah Janes and Lee Lambert).

"Noncredit Data: The Why, the How, and the Potential with IPEDS", SHEEO IPEDS Coordinator Workshop and State Data Conference, May 2022, webinar. (with Mark D'Amico and Richard Romano).

"Organizational Influences on Quality in the Non-Degree Credential Marketplace" Non-degree Credentials Research Network Conference, April 2022.

"Talking About Credit vs. Non-Credit Issues", Community College Voice Podcast, April 2022.

"Using Labor Market Information to Improve Program and Credential Quality." Virtual Innovations Conference hosted by the League for Innovation in the Community College, March 2022.

"The Shifting Landscape of Noncredit Community College Workforce Education", League for Innovation in the Community College, March 2022.

"The Shifting Landscape of Noncredit Community College Workforce Education," League for Innovation in the Community College. February 2022.

"Using Labor Market Information to Improve Program and Credential Quality," National Council on Workforce Education webinar, January 2022, (with Victoria Coty).

"Bridging the Organizational Divide Between Credit and Non-Credit Programs, Reimagine: Workforce Development Institute Conference, January 2022, Jacksonville, FL.

"Using Labor Market Information (LMI) to Improve Program and Credential Quality" NCWE Webinar, January 2022.

"Bridging the Organizational Divide Between Credit and Non-Credit Programs", Workforce Development Institute, January 2022, Jacksonville, FL.

"Lessons From Europe: Shaping Career and Technical Education for the Future of Work," National Career Pathways Network Conference, November 2021 (with Justin Vinton).

"The Impact of the Pandemic on IT Pathways", National Career Pathways Network Conference, November 2021 (with Danette Coughlan).

"Credentials book" Non-degree Credentials Research Network webinar, October 2021 (with Paul Gaston).

"Faculty-Advisor Relationship Impact on Student Pathways to IT Careers/Education," National Council for Workforce Education, October 2021 (with Matthew Cloud).

"Evidence-Based Practices to Advance Career Pathways," National Council for Workforce Education Annual Conference, October 2021 (with Sarah Costelloe, Eric Heiser).

"Using Labor Market Information to Improve Program and Credential Quality," National Council for Workforce Education Annual Conference, October 2021 (with Paula Nissen and Ben Magill).

"EU Models and Highlights of VET and Technician Education" The Labor and Employment Relations Association Annual Conference, June 2021, (with Justin Vinton, Heather McKay and James Boyle).

"Judging Colleges By Their Students' Career Outcomes,' Inside Higher Education's The Key Podcast, April 2021.

"Evidence-Based Practices to Advance Career Pathways," Institute of Education Sciences What Works Clearinghouse Practice Guide Webinar; April 2021 (with Sarah Costelloe and Eric Heiser)

"Higher Education Labor Market Alignment – Using Data to Strengthen Programs of Study", Michigan Center for Student Success Webinar Series: Pathways, Programs, and Possibilities: The next Guided Pathways frontier in Michigan, March 2021.

"Market Processes in Non-degree Credential Quality", American Public Policy Analysis and Management annual conference, November 2020.

"Community College Student Decision Making About Information Technology Programs and Careers", National Council on Workforce Education annual conference, October 2020 (with Matthew Cloud).

"Identifying Challenges and Possibilities for Community Colleges as Labor Market Intermediaries", National Council on Workforce Education annual conference, October 2020 (with Sara Haviland).

"Community College Student Decision Making About Information Technology Programs and Careers", HI-TEC conference, July 2020, virtual.

"Challenging Neoliberal Workforce Development Policy from within the Paradigm", Labor and Employment Relations Association annual conference, June 2020 (with Alysa Hannon and Heather McKay).

"Emerging Credentials: A Framework to Define and Measure the Quality of Non-degree Credentials", Society for College and University Planning, virtual conference, March 2020 (with Heather McKay).

"Non-Degree Credentials: What is Quality?", Association for Career and Technical Education Research, Anaheim, CA, December 2019.

"Defining the Quality of Non-Degree Credentials", Non-Degree Credential Research Network webinar, November 2019.

"The Changing Labor Market, Non-degree Credentials, and the Role of WIBs, Garden State Employment and Training Association annual conference, Atlantic City, NJ, October 2019.

"Measuring Quality for Traditional and Emerging Credentials", Quality and Equity in the New Credentials Landscape, Dallas, TX: September 2019.

"Non-Degree Credential Quality: A Conceptual Model to Guide Measurement", Non-degree Credentials Research Network meeting, Washington DC, August 2019.

"Non-Degree Credentials: A Conceptual Model for Quality", Lumina Quality Credentials Task Force meetings, January 2019, April 2019, Washington DC.

"Non-Degree Credentials: A Conceptual Model for Quality", League for Innovation in the Community College, February 2019, New York, NY.

"The Role of Non-Degree Credentials in the Changing Labor Market", ACT Workforce Summit, October 2018, New Orleans, LA (with Heather McKay).
"Building Bridges Between Noncredit and Credit Healthcare Pathways" National Council on Workforce Education, October 2018, St. Petersburg, FL (with Renee Edwards and Patrick Enright).

"The Great Balancing Act: Community Colleges as Labor Market Intermediaries at the Intersection of the Employment Relationship", Labor and Employment Relations Association conference, January 2018, Philadelphia, PA (with Sara Haviland).

"Bridging Regional Networks to Bridge Skills Gaps (discussant)", Association for Public Policy Analysis and Management annual conference, November 2017, Chicago, IL.

"Life After TAACCCT: Scaling and Sustaining Reform", National Council on Workforce Education, October 2017, Salt Lake City, UT (with Heather McKay).

"Supporting Student Success Via Contextualized Learning", US Department of Education, Office of Vocational and Adult Education, Webinar, January 2017 (with Sara Hill and Amy Dalsimer).

"Community Colleges and Workforce Investment Boards: Imperative Partnerships that Align Labor Market Demand and Supply", American Association of Community Colleges, Workforce Development Institute, Annual Conference, January 2017, Newport Beach, CA (with Heather McKay, Josh Copus, Mary Moorhouse).

"Exploring the Role of Public Higher Education in a Career-Minded World", Association for the Study of Higher Education, November 2016, Columbus, OH (with Sara Haviland).

"Low-income, First-Generation College Students, Job Security, and Major Choice: Evidence from an Information Experiment", Association for the Study of Higher Education, November 2016 Columbus, OH (with Alex Ruder).

"Post-Graduate Earnings and Employment Data: Risk and Earnings Expectations in College Major Choice" Rutgers Ph.D. in Higher Education Brown Bag Series, November, 2016 (with Alex Ruder).

"Reinventing Pathways to Advanced Manufacturing: Lessons from Two TAACCCT Programs" National Council for Workforce Education Annual Conference, October 2016, Atlanta, GA (with Sara Haviland, Amit Singh, and Martha Hogan).

"Restructuring IT Pathways to the Workforce: Ivy Tech's Computing and Informatics Programs" National Career Pathways Network, October 2016, Indianapolis, IN (with Matthew Cloud).

"Panel Discussion: Implications for College Completion (moderator)", National Academies of Science report launch for Barriers Opportunities for 2 Year and 4-Year STEM Degrees Systemic Change to Support Students' Diverse Pathways, June 2016, Washington DC.

"How Colleges Learn About the Labor Market", American Educational Research Association Annual Conference, April 2016, Washington DC.

"Harnessing the Benefits of Informal Learning: Strategies to Combine Working and Learning", American Educational Research Association Annual Conference, April 2016, Washington DC (with Crystal Bedley).

"Workforce Boards and Community Colleges: Best Practices in Collaboration and Partnership", National Association of Workforce Boards Annual Conference, March 2016, Washington DC.

Keeping Up With Demand: Measuring Labor Market Alignment in TAACCCT Programs, Transformative Change Initiative Research Symposium, November 2015, Chicago, IL (with Jennifer Cleary).

"PLA From Theory to Policy to Practice", National Council for Workforce Education Annual Conference, October 2015, Portland, OR (with Heather McKay and Bitsy Cohn)

"Impact of Co-locating America's Job Centers on Community College Campuses in North Carolina", Center for the Analysis of Postsecondary Education and Employment, May 2015, New York, NY.

"Plenary Panel: Emerging Trends in Education and Training Programs: Credentials, Competencies, and Curriculum (moderator)", Federal Reserve conference on Transforming Workforce Development Policies for the 21st Century, October 2015, New Brunswick, NJ.

"The Influence of Labor Market Outcomes Data on Major Choice", Association for the Study of Higher Education Annual Conference, November 2014, Washington DC (with Alex Ruder).

"Labor Market Alignment in Higher Education: A Framework for Examining Activities and Outcomes", Association for the Study of Higher Education Annual Conference, November 2014, Washington DC (poster presentation with Jennifer Cleary).

"A Framework for Higher Education Labor Market Alignment", National Council for Workforce Education Annual Conference, October 2014, Pittsburgh, PA (with Jennifer Cleary and Michael Metzgar).

"Labor Market Outcomes Data and Major Choice: A Survey Experiment", Center for the Analysis of Postsecondary Education and Employment Conference, September 2014, Washington DC (with Alex Ruder).

"Aligning Higher Education with the Job Market: Innovative Ideas for Designing Strategies and Measuring Success", American Association of Community Colleges Annual Conference, April 2014, Washington DC (with Jennifer Cleary and Michael Metzgar).

"A Framework for Understanding Labor Market Alignment in Higher Education", Council for the Study of Community Colleges Annual Conference, Washington DC, April 2014 (with Jennifer Cleary).

"Serving Dislocated Workers and Older Students in Community Colleges", American Association of Community Colleges, April 2013, San Francisco, CA (with Maria Heidkamp and Jim Shanahan).

"Structure in Community College Career-Technical Programs", Council for the Study of Community Colleges, April 2013, San Francisco, CA.

"WIBs, One-Stops, and Community College Partner to Restart Careers of Displaced Workers: Promising Impacts", Workforce Development Institute, February 2013, San Diego, CA (with Jim Shanahan and Heather McKay).

"The Role of Structure in Career-Technical Programs", National Council for Workforce Education Annual Conference, October 2012, Long Beach, CA (with Nan Poppe).

"Serving Dislocated Workers and Older Students at Community Colleges", National Council for Workforce Education Annual Conference, October 2012, Long Beach, CA (with Maria Heidkamp and James Shanahan).

"Evidence on Effective Practices Using the I-BEST Model", National Council for Workforce Education Annual Fall Conference, October 2011, St. Louis, MO (with John Wachen).

"Today's IT Workers: Employer Needs and Community College Programs", Conference on Information Technology, October 2009, Detroit, MI (with Sandy Mikoloski and Dave Corba).

"Challenges and Opportunities for Community Colleges in Educating the Middle-Skill Workforce", National Council for Workforce Education Annual Conference, October 2009, Seattle, WA (with James Jacobs and Davis Jenkins).

"Today's IT Workers: Employer Needs and Community College Programs", National Council for Workforce Education Annual Conference, October 2009, Seattle, WA (with James Jacobs, Sandy Mikoloski, Cheryl Vermilyea, and Dave Corba)

"Industry Demand for Entry-Level IT Employees and the Role of Community College IT Programs", American Association of Community Colleges Annual Convention, April 2009, Phoenix, AZ (with James Jacobs and Sandra Mikolaski).

"Psychosocial Determinants and Consequences of College Attendance", THEOP Research Conference, August 2008, Princeton, NJ (with Rachelle L. Brooks).

"The New Interrelationship Between Credit and Noncredit Workforce Education Programs", American Association of Community Colleges Annual Convention, April 2008, Philadelphia, PA (with James Jacobs).

"The Role of Community College Noncredit Workforce Education in Student Access", Council for the Study of Community Colleges Annual Conference, April 2008, Philadelphia, PA.

"Connections to College: The Role of State Policies and Community College Noncredit Workforce Education in Student Access", American Education Research Association Annual Conference, March 2008, New York, NY.

"Clarifying the Landscape of Noncredit Workforce Education: State Policies and Community College Practice", League for Innovation in the Community College Annual Conference, March 2008, Denver, CO (with James Jacobs and Larry Warford).

"A Study of Self-Esteem and Self-Efficacy as Psychosocial Determinants of College Attendance", Sociology of Education Association Annual Conference, February, 2008, Pacific Grove, CA. (with Rachelle L. Brooks).

"Bringing Credit and Noncredit Workforce Education Together", Workforce Development Institute, January 2008, New Orleans, LA (with James Jacobs and Larry Warford).

"The Organization, Measurement, Regulation, and Certification of Noncredit Occupational Education at Community Colleges", Association for the Study of Higher Education Annual Conference, November 2007, Louisville, KY.

"The New Interrelationship Between Credit and Noncredit Workforce Education Programs",
National Council for Workforce Education Annual Conference, October 2007, Savannah, GA
(with James Jacobs).

"The New Interrelationship Between Credit and Noncredit Workforce Education Programs",
National Council for Continuing Education and Training Annual Conference, October 2007,
Louisville, KY (with James Jacobs).

"Clarifying the Landscape of Noncredit Workforce Education: State Policies and Community
College Practices", August 2007, LaGuardia Community College, Long Island City, NY.

"The Influence of Evolving State Policies on Community College Noncredit Occupational
Programs", Council for the Study of Community Colleges Annual Conference, April 2007,
Tampa, FL (with James Jacobs).

"The New Interrelationship Between Credit and Noncredit Workforce Development Programs",
Workforce Development Institute, February 2007, San Diego, CA (with James Jacobs).

"Degrees, Certification and Information Technology Programs", National Council for Workforce
Education Annual Conference, October 2006 Albuquerque, NM (with James Jacobs).

"Targeted Help to the Hard to Employ: Outcomes of Two Philadelphia Welfare-to-Work
Programs." National Association for Welfare Research and Statistics, Oklahoma City, August
23, 2004.

FUNDING

Co-Principal Investigator, *Noncredit Research Network (NCRN),* Lumina Foundation for Education,
12/2023 – 5/2024, $350,000.

Principal Investigator, *State Noncredit Data Project – Non-Degree Credential Focus,* Strada
Education Foundation, 11/2023 – 5/2024, $75,000.

Principal Investigator, *Student Perspectives on Community College Noncredit Programs*, Lumina
Foundation for Education, 10/2023 – 4/2025, $486,000.

Principal Investigator, *Noncredit Research Collaborative,* Lumina Foundation for Education,
9/2023 – 4/2025, $185,000.

Co-Principal Investigator, *Developing and Sharing Research on Low-Income Community College
Student Decision-Making and Pathways in STEM*, National Science Foundation, 1/2023 –
12/2027, $2,879,267.

Principal Investigator, *Evaluation of Ivy Tech Community College's Crossroads in Automation
Program, funded by Round 2 of the Department of Labor's Strengthening Community
Colleges grant,* Ivy Tech Community College, 6/2023 –9/2026, $30,002.

Principal Investigator, *Evaluation of Ivy Tech Community College's Broadening Participation in Computing grant from National Science Foundation,* Ivy Tech Community College, 5/2023 – 8/2024, $64,584.

Principal Investigator, *State Noncredit Data Project*, Bill and Melinda Gates Foundation, 6/2022 – 6/2024, $598,642.

Principal Investigator, *Review of the Evidence on Credit and Noncredit,* ECMC Foundation, 10/2022 – 5/2023, $94,930.

Principal Investigator*, Building a System for NDC Quality: Snapshot of Key Actors in NDC Quality*, Walmart Foundation, 8/2022 – 8/2024, $178,929.

Principal Investigator, *Third Party Evaluation of the X-Credit Program*, Education Design Lab, 7/2021 – 7/2023, $77,065.

Principal Investigator, T*hird Party Evaluation of the Community College Growth Engine Fund*, Education Design Lab, 6/2022 – 5/2024, $300,272.

Principal Investigator, *Building the Noncredit/Non-Degree Credential Data Infrastructure*, Bill and Melinda Gates Foundation, 6/2022 -6/2024, $598,624.

Principal Investigator, *Building the Non-Degree Credential Data Infrastructure – Community College Noncredit Program Analysis Across States*, National Science Foundation's National Center for Science and Engineering Statistics, 8/2021 – 9/2023, $498,633.

Principal Investigator, *Evaluation of Career Advance Apprenticeship program*, County College of Morris, 2021-2023, $75,000.

Principal Investigator, *Math and English Gateway Requirements for Workforce Education*, Strong Start to Finish, 2020-2021, $95,000.

Principal Investigator, *EU Research Study on Vocational Education: International Perspectives on Preparing Technicians for the Future of Work*, Center for Occupational Research and Development, $67,231.

Principal Investigator, *The Hidden Innovation Infrastructure: Understanding the Economic Development Role of Technician Education in the Changing Future of Work*, The National Science Foundation, $1,708,317.

Principal Investigator, *Pathways into Careers in Information Technology: Community College Student Decision Making About Academic Programs and Jobs, Supplemental award to study the influence of COVID-19*. National Science Foundation Advanced Technological Education, July 2020 to December 2021, $154,650.

Principal Investigator, *Identifying Organizational Practices to Promote Credential Quality*, Lumina Foundation for Education, April 2020 to February 2022, $450,000.

Principal Investigator, *Evaluation of the New Workforce Professionals Academy*, National Council on Workforce Education September 2018 to August 2020, $30,000.

Principal Investigator, *Non-Degree Credentials – A Review and Assessment of Quality*, Lumina Foundation for Education, July 2018 to June 2019, $56,000.

Principal Investigator, *Pathways into Careers in Information Technology: Community College Student Decision Making About Academic Programs and Jobs*, National Science Foundation Advanced Technological Education, September 2018 to August 2021, $955,486.

Co-Principal Investigator, *Pathways to Science and Engineering Professions: Persistence and Career Choice for Bachelor's and Master's Graduates—Research Experiences, Decision Points and Labor Market Transitions*, National Science Foundation, July 2016 to July 2021, $2,470,216.

Principal Investigator, *NJ PREP TAACCCT Grant External Evaluation*, Bergen Community College, July 2015 to September 2018, $489,012.

Principal Investigator, *Evaluation of Richland College's Veterans-Focused Engineering Technology Project*, Richland College, August 2015 to December 2018, $271,249.

Principal Investigator, *Evaluation of Clark State Community College's Advanced Manufacturing Career Pathway Training*, Clark State Community College, January 2015 to December 2018, $249,675.

Principal Investigator, *Evaluation of Ivy Tech Community College's Information Technology Pathways in Indiana Grant*, Ivy Tech Community College, February 2015 to August 2018, $249,909.

Co-Principal Investigator, *Post-Graduate Earnings and Employment Data as a Tool for Social Mobility: Risk and Earnings Expectations in the College Major Choices of Low-SES Students*, Russell Sage Foundation, June 2015 to December 2016, $9,039.

Principal Investigator, *Review of the Literature on Informal Learning*, ACT Foundation, August 2014 to December 2015, $36,779.

Ford/QMSS *Higher Education Seed Grant*, 2008–2009, $8,000.

TEACHING

Community College Leadership graduate certificate program development, pending launch.

Work Education, advanced undergraduate class, syllabus developed.

Instructor, Youth and Work, Rutgers School of Management and Labor Relations, Fall 2018.

Instructor, Career Explorations, Rutgers School of Arts and Sciences, Fall 2017, Spring 2018, Fall 2018, Fall 2019.

Co-Instructor, Social Science Research Methods: Reporting (thesis class for master's students), Sociology and Education, Teachers College, Columbia University, Fall 2009

Teaching Assistant, Sociology and Education, Teachers College, Columbia University, Fall 2006, Fall 2007, Fall 2008, Fall 2009

ADVISORY SERVICE

National Council for Workforce Education, Board member, 2020 to present

NJEEDS Data Advisory Council, 2022 – present

QA Commons national advisory board, 2022

Credential Engine EdTech Advisory board, 2022 – 2023

Education Design Lab, national advisory board, 2021 – 2022

National Student Clearinghouse Advisory Group for research on postsecondary enrollment, industry credentials, and workforce, 2021 – present.

Workforce Data National Advisory Panel for the National Skills Coalition, 2020 – 2022.

Advisory Board member, Non-degree Credentials Research Network, 2019 – 2021.

Advisory Board member, Opportunity America, Community College working group, 2019 – 2020.

Panel member, What Works Clearinghouse Practice Guide group on Career and Technical Education at community colleges, for Abt Associates, 2019 – 2021.

Advisor, Institute for Educational Studies, Assessing the Effectiveness of Adult Education, for Mathematica Policy Research, 2018 – 2022.

Expert panel member of National Center for Education Statistics' Interagency Working Group on Expanded Measures of Enrollment and Attainment. 2013 to 2018.

Research advisory council for WorkCred (a sub-affiliate of ANSI). 2014 to present.

JP Morgan Chase New Skills at Work evaluation, reviewer for Urban Institute, 2015 to 2018.

Research Task Force for Best Practices Validation in Remedial Education for Department of Education, Office of Career Technical and Adult Education. 2015 to 2018.

Lumina Connecting Credentials All Learning Counts working group, participant, 2017.

Employability Skills Technical Working Group member for Job for the Future. 2016.

Member of National Academy of Science's Committee on Barriers and Opportunities in Completing 2-year and 4-year STEM Degrees. 2013 – 2015.

Advisory board member on National Science Foundation's Advanced Technology Education research study on manufacturing engineering technology education. 2011-2014.

Advisory board member on National Science Foundation's Advanced Technology Education research study on the applied baccalaureate in STEM. 2011-2015.

What Works Clearinghouse Postsecondary, content expert, 2013.

RUTGERS COMMITTEES

Chancellor-Provost Committee for Non-traditional Learners, Spring 2023.

Academic Master Plan, Experiential Education Steering Group, Fall 2021.

COACHE survey committee, research sub-committee, November 2020 to February 2021.

University-wide Digital Badging committee, December 2019 to December 2020.

School of Management and Labor Relations, noncredit committee, April 2019 to present

Advisory Council for Strategic Initiatives in Student Engagement, Office of Research and Economic Development, member, 2017 to 2018.

REVIEWER

National Science Foundation: November 2014, November 2017, December 2017, February 2018, November 2020, September 2021, April 2023.
American Journal of Education
Community College Review
Sociology of Education
Industrial Relations
Council for the Study of Community Colleges conference
Association for the Study of Higher Education conference

PROFESSIONAL MEMBERSHIPS

American Educational Research Association
Association for the Study of Higher Education
Council for the Study of Community Colleges
National Council for Workforce Education