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Education and Employment Research Center
School of Management and Labor Relations
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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
Research Associate Professor, Labor Studies and Employment Relations, 2021 – present
Associate Director, Education and Employment Research Center, 2015 - 2021
Research Assistant 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, Richard M., Kirshstein, Rita, Horn, Williard, D'Amico Mark, & Van Noy, Michelle. (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>

Ruder, Alexander & Van Noy, Michelle. (2017). Knowledge of Earnings Risk and Major Choice: Evidence from an Information Experiment. *Economics of Education Review*, 57, 80-90.
<https://doi.org/10.1016/j.econedurev.2017.02.001>

Van Noy, Michelle, Trimble, Madeline, Jenkins, Davis, Barnett, Elizabeth & Wachen, John. (2016) Guided Pathways to Careers: Four Dimensions of Structure in Community College Career-Technical Programs. *Community College Review*, 44(4), 263-285.
<https://doi.org/10.1177/0091552116652939>

Jenkins, Davis, Wachen, John & Van Noy, Michelle. (2011). Integrating Basic Skills and Career-Technical Instruction: Findings from a Field Study of Washington State's I-BEST Model. *Community College Review*, 39(2), 136-159.
<https://doi.org/10.1177/0091552111406108>

Smith, Alison E., Jussim, Lee, Eccles, Jacquelynne, Van Noy, Michelle, Madon, Stephanie & Palumbo, Polly. (1998). Self-Fulfilling Prophecies, Perceptual Biases and Accuracy at the Individual and Group Level. *Journal of Experimental Social Psychology*, 34(6), 5360-561.

BOOKS

Gaston, Paul and Van Noy, Michelle (2022). *Credentials*, Sterling, VA: Stylus Publishing.

Van Noy, Michelle, McKay, Heather, and Bragg, Debra (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>

BOOK CHAPTERS

Hannon, A., McKay, H. & Van Noy, M. (2021). The Role of Education and Training in the Changing Labor Market. In *Revaluing Work(ers): Towards Democratic and Sustainable Prosperity*. LERA Research Volume 2021.

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, Hope, Jassal, Parminder, Van Noy, Michelle & Paek, Pamela. (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, Jennifer, Kerrigan Reid, Monica & Michelle Van Noy. (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

Van Noy, Michelle & Zeidenberg, Matthew. (2017). Community College Pathways to the STEM Workforce: What Are They, Who Follows Then, and How? In Dimitra Jackson Smith and Soko Starobin (Eds.). *New Directions in Higher Education: Preparing a STEM Workforce through Career-Technical Education*, pp. 9 -21. Wiley Periodicals LLC.
<https://doi.org/10.1002/cc.20249>

Van Noy, Michelle & Jacobs, James. (2009). The Outlook for Noncredit Workforce Education. In Richard M. Romano and Hirschel Kasper (Eds.). *New Directions for Community Colleges Special Issue: Occupational Outlook for Community College Students*, pp. 87-94.
<https://doi.org/10.1002/cc.369>

COMMISSIONED PAPERS

Van Noy, Michelle & Zeidenberg, Matthew. (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

Salzman, Hal & Van Noy, Michelle. (2014). *Crossing the Boundaries: STEM Students in Four-year and Community Colleges*, National Research Council.
https://sites.nationalacademies.org/cs/groups/dbassesite/documents/webpage/dbasse_089924.pdf

BOOK REVIEWS

Van Noy, Michelle (2017). [Review of the book *Diploma Mills: How For-Profit Colleges Stuffed Students, Taxpayers, and the American Dream* by A.J. Angulo]. *Teachers College Record*.

Van Noy, Michelle. (2017). [Review of the book *Examining the Impact of Community Colleges in the Global Workforce* by S.J. Jones & D.J. Smith, (Eds.)]. *Community College Review*, 44(4), 337-341.

Van Noy, Michelle. (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

Van Noy, Michelle and Michael, Suzanne (2022). *Promoting quality, creating value: Organizational influences in the non-degree credential marketplace*, Education and Employment Research Center, Rutgers University. <https://smlr.rutgers.edu/faculty-research-engagement/education-employment-research-center-eerc/eerc-projects/mapping-non>

Van Noy, Michelle and Hughes, Katherine (2022). *A snapshot of the shifting landscape of noncredit community college workforce education*, Education and Employment Research Center, Rutgers University. <https://smlr.rutgers.edu/faculty-research-engagement/education-employment-research-center-eerc/eerc-projects/quality-and>

McKay, Heather, Vinton, Justin, Boyle, James, and Van Noy, Michelle (2021). *Lessons from European States: Policy and practice in career and technical education*, Education and Employment Research Center, Rutgers University. <https://smlr.rutgers.edu/faculty-research-engagement/education-employment-research-center-eerc/eerc-projects/eu-research>.

Coty, Victoria, Edwards, Renee & Van Noy Michelle. (2020) *Evaluation of the National Council for Workforce Education: New Workforce Professionals Academy*. Education and Employment Research Center, Rutgers University.

Edwards, Renee & Van Noy, Michelle. (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

Van Noy, Michelle. (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

Van Noy, Michelle. (2019). *The Equity Role of Community Colleges in Career Preparation*. Education and Employment Research Center, Rutgers University. <https://smlr.rutgers.edu/faculty-research-engagement/education-employment-research-center-eerc/eerc-projects/equity-role>

Van Noy, Michelle, McKay, Heather, Michael, Suzanne. (2019). *Non-Degree Credential Quality: A Conceptual Framework to Guide Measurement*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/rutgerseerc_ndcquality_framework_full_paper_final.pdf

- Edwards, Renee & Van Noy, Michelle. (2018). *Noncredit-to-Credit Connections: Lessons from the New Jersey Health Professions Pathways to Regional Excellence Project (NJ-PREP)*. Education and Employment Research Center, Rutgers University.
https://smlr.rutgers.edu/sites/default/files/issue_brief_noncreditcreditconnections_lessonsnpjprep.pdf
- Haviland, Sara & Van Noy, Michelle. (2018). *Employer Engagement in the New Jersey Health Professions Pathways to Regional Excellence Project (NJ-PREP): Fostering Alignments and Alliances to Support Student Employment Outcomes*. Education and Employment Research Center, Rutgers University.
https://smlr.rutgers.edu/sites/default/files/issue_brief_employerengagementnpjprep_fosteringalignmentsalliancesupportstudentemploymentoutcomes.pdf
- Haviland, Sara & Van Noy, Michelle. (2018) *Reflections on Career Pathways in Health Care: College, Employer, and Student Perspectives on the New Jersey Health Professions Pathways to Regional Excellence Project (NJ-PREP)*. Education and Employment Research Center, Rutgers University.
https://smlr.rutgers.edu/sites/default/files/issuebrief_reflections_on_career_pathways_in_health_care_collegeemployerstudentperspectivesnpjprep.pdf
- Haviland, Sara, Van Noy, Michelle, Kuang, Li & Vinton, J. (2018). *Evaluation of Richland College's Veterans-Focused Engineering Technology Project: Final Report*. Education and Employment Research Center, Rutgers University.
https://smlr.rutgers.edu/sites/default/files/evaluation_of_richland_colleges_veteran_-_focused_technology_final_report.pdf
- Haviland, Sara, Van Noy, Michelle, Kuang, Li, Vinton, J. & Pardalis, Nikolas. (2018). *Evaluation of Clark State Community College's Advancing Manufacturing to Compete in a Global Economy Training Program: Final Report*. Education and Employment Research Center, Rutgers University.
https://smlr.rutgers.edu/sites/default/files/clark_state_final_evaluation_report.pdf
- Haviland, Sara, Van Noy, Michelle, Kuang, Li, Vinton, Justin, Pardalis, Nikolas. (2018). *Evaluation of Richland College's Veterans-Focused Engineering Technology Project – Final Report*. Education and Employment Research Center, Rutgers University.
https://smlr.rutgers.edu/sites/default/files/evaluation_of_richland_colleges_veteran_-_focused_technology_final_report.pdf
- Van Noy, Michelle, Edwards, Renee, Haviland, Sara B, McKay, Heather, Douglas, Daniel, Mabe, William., Coty, Victoria, Javed, Sofia, Pardalis, Nikolas, Hubbard-Mattix, Laci, & Seith, David. (2018). *New Jersey Health Professions Pathways to Regional Excellence project TAACCCT evaluation: Final report: Implementation and impact*. Education and Employment Research Center, Rutgers University.
https://smlr.rutgers.edu/sites/default/files/nj_prep_taaccct_evaluation_finalreportimplementation_impact.pdf

- Edwards, Renee, Douglas, Daniel, Van Noy, Michelle., Javed, Sofia, Hubbard-Mattix, Laci & Pardalis, Nikolas. (2018). *Evaluation of Ivy Tech's Pathways to Information Technology: Implementation and Outcomes, Final Report*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/ivy_tech_final_report_092418.pdf
- Van Noy, Michelle, McKay, Heather & Javed, Sofia. (2018). *Community College–Workforce System Relationships: New Jersey Health Professions Pathways to Regional Excellence Project (NJ-PREP)*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/issue_brief_communitycollegeworkforcesystemrelationships_njprep.pdf
- Edwards Renee, Douglas, Daniel, Van Noy, Michelle, & Vinton, Justin. (2017). *Evaluation of Ivy Tech's Pathways to Information Technology: Implementation and Outcomes, Interim Report 2*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/ivy_tech_report_2.pdf
- Haviland, Sara, Van Noy, Michelle, Vinton, Justin, & Kuang, Li. (2017). *Evaluation of Richland College's Veterans-Focused Engineering Technology Project: 2nd Interim Report*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/evaluation_of_richland_colleges_veteran_-_focused_technology_interim_report_2.pdf
- Haviland, Sara, Van Noy, Michelle, Kuang, Li, Vinton, Justin, & Pardalis, Nikolas. (2017). *Evaluation of Clark State Community College's Advancing Manufacturing to Compete in a Global Economy Training Program: 2nd Interim Report*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/clark_state_final_evaluation_report.pdf
- Van Noy, Michelle & Clearly, Jennifer. (2017). *Aligning Higher Education and the Labor Market: Guiding Principles and Open Questions*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/eerc_lma_issue_brief_final.pdf
- Van Noy, Edwards, Renee, Haviland, Sara, McKay, Heather, Vinton, Justin & Dennis, Paige. (2017). *New Jersey Health Professions Pathways to Regional Excellence Project TAACCCT Evaluation - Interim Report: Implementation and Early Outcomes*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/nj_prep_taaccct_evaluation_iterimreport_implementationearlyoutcomes.pdf
- Eyster, Lauren, Durham, Christian, & Damron, Neil. (2016). *Understanding Local Workforce Systems*. The Urban Institute. https://www.urban.org/sites/default/files/publication/78496/2000648-understanding-local-workforce-systems_1.pdf

- Haviland, Sara & Van Noy, Michelle. (2016). *Evaluation of Clark State Community College's Advancing Manufacturing to Compete in a Global Economy Training Program – Interim Report I*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/images/Research_Documents/clark_state_taacct_interim_report_website.pdf
- Van Noy, Michelle. (2016). *An Evaluation of Raritan Valley Community College's Trade Adjustment Assistance for Community College Career Training Grant: Program Implementation Final Report*. Heldrich Center for Workforce Development, Rutgers University.
- Van Noy, Michelle. (2016). *Reconceptualizing Learning: A Brief on Informal Learning*. ACT Foundation. https://smlr.rutgers.edu/sites/default/files/images/Research_Documents/informal-learning_final.pdf
- Van Noy, Michelle, Edwards, Renee & Campbell, Vandeen. (2016). *Evaluation of Ivy Tech's Pathways to Information Technology: Early Implementation and Outcomes*. Education and Employment Research Center, Rutgers University. https://smlr.rutgers.edu/sites/default/files/ivy_tech_exec_summary_0.pdf
- Van Noy, Michelle, James, Heather & Bedley, Crystal. (2016). *Reconceptualizing Learning: A Review of the Literature on Informal Learning*. Education and Employment Research Center, Rutgers University. <https://equityinlearning.act.org/wp-content/uploads/2017/07/Informal-Learning-Lit-Review-Final-April-2016-1.pdf>
- Van Noy, Michelle. (2015). *The Impact of Co-locating American Job Centers on Community College Campuses in North Carolina*. Center for Analysis of Postsecondary Education and Employment.
- Van Noy, Michelle & Cleary, Jennifer. (2014). *Higher Education and the Workforce: A Framework for Understanding Labor Market Alignment in Higher Education*. Heldrich Center for Workforce Development, Rutgers University.
- Van Noy, Michelle & Ruder, Alex. (2014). *Variation in Post-College Earnings and Major Choice: The Impact of Information on the Relative Risks Associated with Majors*. Heldrich Center for Workforce Development, Rutgers University.
- Van Noy, Michelle & Heidkamp, Maria. (2013). *Working for Adults: State Policies and College Practices to Better Serve Adults Workers at Community Colleges*. Heldrich Center for Workforce Development, Rutgers University. <https://www.dol.gov/sites/dolgov/files/odep/pdf/workingforadults.pdf>
- Van Noy, Michelle, Heidkamp, Maria & Kaltz, Cecilia. (2013). *How are Community Colleges Serving the Needs of Older Students with Disabilities?* Heldrich Center for Workforce Development, Rutgers University.
- Van Noy, Michelle, Heidkamp, Maria & Manz, Emily. (2013) *Community College Practices that Serve Older Dislocated Workers*. The National Technical and Research Center Leadership Center. <https://www.dol.gov/sites/dolgov/files/odep/pdf/communitycolleges.pdf>

- Van Noy, Michelle. (2012). *Strategies to Reform How Community Colleges Serve Adults: A Review of Recent Research*. Heldrich Center for Workforce Development, Rutgers University.
- Van Noy, Michelle & Jacobs, James. (2012). *Employer Perceptions of Associate Degrees for the Employment of IT Technicians*. Community College Research Center, Teacher's College, Columbia University. <https://files.eric.ed.gov/fulltext/ED530530.pdf>
- Van Noy, Michelle, Joy Weiss, Madeline, Jenkins, Davis, Barnett, Elizabeth A., Wachen, John. (2012). *Structure in Community College Career-Technical Program: A Qualitative Analysis*. Community College Research Center, Teacher's College, Columbia University. <https://ccrc.tc.columbia.edu/publications/i-best-program-final-phase-report.html>
- Wachen, John, Jenkins, Davis, Belfield, Clive, Van Noy, Michelle. (2012). *Contextualized College Transition Strategies for Adult Basic Skills Students: Learning from Washington State's I-BEST Program Model*. Community College Research Center, Teacher's College, Columbia University.
- Wachen, John, Jenkins, Davis, & Van Noy, Michelle. (2011). *How I-BEST Works: Findings from a Field Study*. Community College Research Center, Teacher's College, Columbia University. <https://doi.org/10.1177/0091552111406108>
- Van Noy, Michelle & Joy Trimble. (2010). *The Role of Community College Education in the Employment of Information Technology Workers in Washington State*. Community College Research Center, Teacher's College, Columbia University. <https://academiccommons.columbia.edu/doi/10.7916/D8MC974H>
- Van Noy, Michelle & Zeidenberg, Matthew. (2009). *American Community Colleges in the Downturn*. Community College Research Center, Teacher's College, Columbia University. <https://ccrc.tc.columbia.edu/media/k2/attachments/american-community-colleges-downturn.pdf>
- Van Noy, Michelle, Jacobs, James, Korey, Suzanne, Bailey, Thomas & Hughes, Katherine L. (2008). *The Landscape of Noncredit Workforce Education: State Policies and Community College Practice*. New York, NY: Community College Research Center, Teacher's College, Columbia University. <https://doi.org/10.7916/D8VQ30R1>
- Van Noy, Michelle, Jacobs, James, Korey, Suzanne, Bailey, Thomas & Hughes, Katherine L. (2008). *The Rise of Noncredit Workforce Education*. Community College Journal. <https://www.chatqa.com/media/k2/attachments/rise-noncredit-workforce-education.pdf>
- McConnell, Sheena, Derr, Michelle, Burwick, Andrew, Max, Jeffery & Van Noy, Michelle. (2006). *Evaluating Grants to Build Collaborations Between the Workforce Investment System and Faith- and Community-Based Organizations: Early Findings* Mathematica Policy Research, Inc. <https://www.mathematica.org/-/media/publications/pdfs/evalgrants.pdf>
- Van Noy, Michelle. (2006). *Strategies to Promote the Integration of Higher Education and the Workforce Investment System*. Unpublished report for the New York City Workforce Investment Board.

- McConnell, Sheena, Burwick, Andrew, Derr, Michelle, Winston, Pamela, Van Noy, Michelle & Max, Jeffery. (2005). *Building Relationships Between the Workforce Investment System and Faith-Based and Community Organizations: A Background Paper*. Mathematica Policy Research, Inc.
https://wdr.doleta.gov/research/FullText_Documents/Building%20Relationships%20Between%20the%20Workforce%20Investment%20System%20and%20Faith-Based%20and%20Community%20Organizations%20-%20A%20Background%20Paper.pdf
- Van Noy, Michelle, Borden, William & Roemer, Grace. (2004) *Five Year Review of UI Performs*. Princeton, NJ: Mathematica Policy Research, Inc.
- Van Noy, Michelle & Haimson, Joshua. (2004). *Tracking Progress: Outcomes Measures of the H-1B Technical Skill Training Grant Program*. Princeton, NJ: Mathematica Policy Research, Inc.
- Van Noy, Michelle & Perez-Johnson. *Targeted Help to the Hard to Employ: Outcomes of Two Philadelphia Welfare-to-Work Programs*. (2004). Princeton, NJ: Mathematica Policy Research, Inc.
- Haimson, Joshua & Van Noy, Michelle. *Developing the IT Workforce: Certification Programs, Participants, and Outcomes in High Schools and Two-Year Colleges*. (2003). Princeton, NJ: Mathematica Policy Research, Inc. <https://files.eric.ed.gov/fulltext/ED489854.pdf>
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<https://www.mathematica.org/-/media/publications/pdfs/initialclaims.pdf>
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<https://aspe.hhs.gov/system/files/pdf/72676/report.pdf>
- Hulsey, Lara & Van Noy, Michelle. (2000). *The 1999 National Survey of Local School-to-Work Partnerships: Data Summary*. Mathematica Policy Research, Inc.
https://www.mathematica.org/-/media/publications/pdfs/education/stw_partnerships_1999.pdf
- Van Noy, Michelle. (2000). *A Delicate Balance—Cost Control and Quality School Construction*. New Jersey Policy Perspectives.
- Hulsey, Lara, Van Noy, Michelle & Silverberg, Marsha K. (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

- “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

“The Future of Jobs, Work, Learning and Life...Now! JFF Horizons Conference, June 2022 (with Jake Hirsh-Allen, Rodney Sampson and Steve Yadzinski).

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

“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 in 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.

“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, Eric Heiser).
- “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, National Science Foundation, Developing and Sharing Research on Low-Income Community College Student Decision-Making and Pathways in STEM, 1/2023 – 12/2027, \$2,879,267.

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

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

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

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

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

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

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

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

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

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

Principal Investigator, National Science Foundation Advanced Technological Education, 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. July 2020 to December 2021, \$154,650.

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

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

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

Principal Investigator, National Science Foundation Advanced Technological Education, Pathways into Careers in Information Technology: Community College Student Decision Making About Academic Programs and Jobs, September 2018 to August 2021, \$799,868.

Co-Principal Investigator, National Science Foundation, 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, 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 approval program to begin spring 2022

Community College Sector, graduate class, course and syllabus developed, offered Fall 2020, 2021

Work Education, advanced undergraduate class, syllabus developed, offered spring 2019

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

NJEEDS Data Advisory Council, 2022 – present

QA Commons national advisory board, 2022 – present

Credential Engine EdTech Advisory board, 2022 – present

Education Design Lab, national advisory board, 2021 – present

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 – present.

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 – present.

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

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.

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