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Education and Employment Research Center  
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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, New Brunswick, NJ  
*Associate Director*, Education and Employment Research Center, 2015 - present  
*Research Assistant Professor*, Labor Studies and Employment Relations Department, 2015 - present  
*Affiliated Faculty*, Higher Education Ph.D. program, 2015 - present  
*Researcher*, Heldrich Center for Workforce Development, 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**

“Adjusting College Costs for Noncredit Enrollments: An Issue for Data Geeks or Policymakers?”, *Community College Review*, 47(2), 2019, p. 159-177 (with Richard Romano, Rita Kirshstein, Willard Horn, and Mark D’Amico).

“The Influence of Labor Market Outcomes Data on Major Choice: Evidence from a Survey Experiment” *Economics of Education Review*, 57(2017), p.80-90, (with Alex Ruder).

“The Structure of Community College Career-Technical Programs: An Examination of Program Alignment, Prescription, Information Quality and Student Supports”, *Community College Review*, 44(4), 2016, p. 263-285 (with Madeline Trimble, Davis Jenkins, Elisabeth Barnett & John Wachen).

“Integrating Basic Skills and Career–Technical Instruction: Findings from a Field Study of Washington State's I-BEST Model”, *Community College Review*, 39(2), 2011, p. 136-159 (with John Wachen and Davis Jenkins).

“Self-Fulfilling Prophecies, Perceptual Biases and Accuracy at the Individual and Group Level.” *Journal of Experimental Social Psychology*, November 1998 (with Alison Smith, Lee Jussim, Jacqueline Eccles, Stephanie Madon, and Polly Polumbo).

## **BOOKS**

*Lessons Learned from TAACCCT*, New Directions for Community Colleges, edited volume under development, expected publication spring 2021 (with Debra Bragg and Heather McKay).

*Credential*, Stylus, under development, expected publication spring 2021 (with Paul Gaston).

## **BOOK CHAPTERS**

“A New Work and Learn Framework: Forging Formal and Informal Learning Through Innovative Assessment Design, *Digital Workplace Learning*, 2017 (with Hope Clark, Parminder Jassal, and Pamela Paek)

“Towards a New Understanding of Labor Market Alignment”. *Higher Education: Handbook of Theory and Research*, March 2017 (with Jennifer Cleary and Monica Reid).

“Community College Pathways to the STEM Workforce: What Are They, Who Follows Then, and How?” *New Directions in Higher Education: Preparing a Competent STEM Workforce through Community College CTE Programs*, 2017 (with Matthew Zeidenberg)

“The Outlook for Noncredit Workforce Education”, *New Directions for Community Colleges*, 2009 (with James Jacobs).

## **COMMISSIONED PAPERS**

“Hidden STEM Knowledge Producers: Community Colleges’ Multiple Contributions to STEM Education and Workforce Development”, 2014, Washington, DC, National Research Council (with Matthew Zeidenberg).

“Crossing the Boundaries: STEM Students in Four-year and Community Colleges”, 2014, Washington, DC, National Research Council (with Hal Salzman).

## **BOOK REVIEWS**

Diploma Mills: How For-Profit Colleges Stuffed Students, Taxpayers, and the American Dream by A.J. Angulo, in *Teachers College Record*, June 2017.

Examining the Impact of Community Colleges in the Global Workforce by Jones, S.J. & Smith, D.J. (Eds.) in *Community College Review*, 44(4), 2016, 337-341.

Review of Do Community Colleges Respond to Local Needs? Evidence from California by Leigh, D. & Gill, A. in *The Review of Higher Education*, 31(3), 2008, p. 374-5.

## **REPORTS AND PUBLICATIONS**

“Non-Degree Credential Quality: A Conceptual Framework to Guide Measurement”, Piscataway, NJ: Education and Employment Research Center, Rutgers University, July 2019 (with Heather McKay and Suzanne Michael).

“Employer Engagement in the New Jersey Health Professions Pathways to Regional Excellence Project (NJ-PREP): Fostering Alignments and Alliances to Support Student Employment Outcomes”, Piscataway, NJ: Education and Employment Research Center, September 2018 (with Sara Haviland).

“New Jersey Health Professions Pathways to Regional Excellence Project TAACCCT Evaluation – Final Report: Implementation and Impact”, Piscataway, NJ: Education and Employment Research Center, September 2018 (with Renee Edwards, Sara Haviland, Heather McKay, Daniel Douglass, William Mabe, Victoria Coty, Sofia Javed, Nikolas Pardalis, Laci Hubbard-Mattix).

“Evaluation of Richland College’s Veterans-Focused Engineering Technology Project: Final Report”, Piscataway, NJ: Education and Employment Research Center, September 2018 (with Sara Haviland, Justin Vinton, Li Kuang).

“Evaluation of Clark State Community College’s Advancing Manufacturing to Compete in a Global Economy Training Program: Final Report”, Piscataway, NJ: Education and Employment Research Center, September 2018 (with Sara Haviland, Justin Vinton, Li Kuang).

“Evaluation of Ivy Tech’s Pathways to Information Technology: Implementation and Outcomes, Final Report 2”, Piscataway, NJ: Education and Employment Research Center, September 2018 (with Renee Edwards, Daniel Douglas, and Justin Vinton).

“Community College–Workforce System Relationships: New Jersey Health Professions Pathways to Regional Excellence Project (NJ-PREP)” Piscataway, NJ: Education and Employment Research Center, August 2018 (with Heather McKay and Sofia Javed).

“Evaluation of Richland College’s Veterans-Focused Engineering Technology Project: 2<sup>nd</sup> Interim Report”, Piscataway, NJ: Education and Employment Research Center, October 2017 (with Sara Haviland).

- “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)”, Piscataway, NJ: Education and Employment Research Center, June 2018 (with Sara Haviland).
- “Noncredit-to-Credit Connections: Lessons from the New Jersey Health Professions Pathways to Regional Excellence Project (NJ-PREP)”, Piscataway, NJ: Education and Employment Research Center, June 2018 (with Renee Edwards).
- “Evaluation of Clark State Community College’s Advancing Manufacturing to Compete in a Global Economy Training Program: 2<sup>nd</sup> Interim Report”, Piscataway, NJ: Education and Employment Research Center, October 2017 (with Sara Haviland).
- “Evaluation of Ivy Tech’s Pathways to Information Technology: Implementation and Outcomes, Interim Report 2”, Piscataway, NJ: Education and Employment Research Center, November 2017 (with Renee Edwards, Daniel Douglas, and Justin Vinton).
- “Aligning Higher Education and the Labor Market: Guiding Principles and Open Questions,” Piscataway, NJ: Education and Employment Research Center, January 2017 (with Jennifer Cleary).
- “Reconceptualizing Learning: A Brief on Informal Learning”, Austin, TX: ACT Foundation, October 2016.
- “New Jersey Health Professions Pathways to Regional Excellence Project TAACCCT Evaluation - Interim Report: Implementation and Early Outcomes”, Piscataway, NJ: Education and Employment Research Center, February 2017 (with Renee Edwards, Sara Haviland, Heather McKay, Justin Vinton, Paige Dennis).
- “Evaluation of Richland College’s Veterans-Focused Engineering Technology Project”, Piscataway, NJ: Education and Employment Research Center, October 2016 (with Sara Haviland).
- “Evaluation of Clark State Community College’s Advancing Manufacturing to Compete in a Global Economy Training Program”, Piscataway, NJ: Education and Employment Research Center, October 2016 (with Sara Haviland).
- “Evaluation of Ivy Tech’s Pathways to Information Technology: Early Implementation and Outcomes”, Piscataway, NJ: Education and Employment Research Center, June 2016 (with Renee Edwards and Vandeen Campbell).
- “Reconceptualizing Learning: A Review of the Literature on Informal Learning”, Piscataway, NJ: Education and Employment Research Center, June 2016 (with Heather James and Crystal Bedley).
- “An Evaluation of Raritan Valley Community College’s Trade Adjustment Assistance for Community College Career Training Grant: Program Implementation Final Report”, New Brunswick, NJ: Heldrich Center for Workforce Development, February 2016.

- “Understanding Local Workforce Systems”, Washington DC: The Urban Institute, January 2016 (with Lauren Eyster, Christin Durham, and Neil Damron).
- “The Impact of Co-locating American Job Centers on Community College Campuses in North Carolina”, New York, NY: Center for Analysis of Postsecondary Education and Employment, September 2015.
- “An Evaluation of Raritan Valley Community College’s Trade Adjustment Assistance for Community College Career Training Grant: Year Three Program Implementation”, New Brunswick, NJ: Heldrich Center for Workforce Development, June 2015.
- “Variation in Post-College Earnings and Major Choice: The Impact of Information on the Relative Risks Associated with Majors”, New Brunswick, NJ: Heldrich Center for Workforce Development, September 2014 (with Alex Ruder).
- “Higher Education and the Workforce: A Framework for Understanding Labor Market Alignment in Higher Education”, New Brunswick, NJ: Heldrich Center for Workforce Development, October 2014 (with Jennifer Cleary).
- “An Evaluation of Raritan Valley Community College’s Trade Adjustment Assistance for Community College Career Training Grant: Year Two Program Implementation”, New Brunswick, NJ: Heldrich Center for Workforce Development, March 2014.
- “An Evaluation of Raritan Valley Community College’s Trade Adjustment Assistance for Community College Career Training Grant: Year One Program Implementation”, New Brunswick, NJ: Heldrich Center for Workforce Development, July 2013.
- “Working for Adults: State Policies and College Practices to Better Serve Adults Workers at Community Colleges”, New Brunswick, NJ: Heldrich Center for Workforce Development, June 2013 (with Maria Heidhamp).
- “How are Community Colleges Serving the Needs of Older Students with Disabilities?”, New Brunswick, NJ: Heldrich Center for Workforce Development, June 2013 (with Maria Heidhamp and Cecilia Kaltz).
- “Community College Practices that Serve Older Dislocated Workers”, New Brunswick, NJ: Heldrich Center for Workforce Development, June 2013 (with Maria Heidhamp and Emily Manz).
- “Contextualized College Transition Strategies for Adult Basic Skills Students: Learning from Washington State’s I-BEST Program Model”, New York, NY: Community College Research Center, December 2012 (with John Wachen, Davis Jenkins, and Clive Belfield).
- “Strategies to Reform How Community Colleges Serve Adults: A Review of Recent Research”, New Brunswick, NJ: Heldrich Center for Workforce Development, October 2012.

- “Structure in Community College Career-Technical Program: A Qualitative Analysis”, New York, NY: Community College Research Center, October 2012 (with Madeline Weiss, Davis Jenkins Elisabeth Barnett, and John Wachen).
- “Employer Perceptions of Associate Degrees for the Employment of IT Technicians”, New York, NY: Community College Research Center, February 2012 (with James Jacobs).
- “The Role of Community College Education in the Employment of Information Technology Workers in Washington State”, New York, NY: Community College Research Center, October 2010 (with Madeline Weiss).
- “How I-BEST Works: Findings from a Field Study”, New York, NY: Community College Research Center, October 2010 (with John Wachen and Davis Jenkins).
- “American Community Colleges in the Downturn”, *Digital Learning (India)*, 2009 (with Matthew Zeidenberg).
- “The Rise of Noncredit Workforce Education”, *Community College Journal*, April 2008 (with James Jacobs, Suzanne Korey, Thomas Bailey, and Katherine Hughes).
- “The Landscape of Noncredit Workforce Education: State Policies and Community College Practice”, New York, NY: Community College Research Center, January 2008 (with James Jacobs, Suzanne Korey, Thomas Bailey, and Katherine Hughes).
- “Strategies to Promote the Integration of Higher Education and the Workforce Investment System”, New York, NY: unpublished report for the New York City Workforce Investment Board, December 2006.
- “Evaluating Grants to Build Collaborations Between the Workforce Investment System and Faith- and Community-Based Organizations: Early Findings.” Washington, DC: Mathematica Policy Research, Inc., January 2006 (with Sheena McConnell, Michelle Derr, Andrew Burwick, and Jeffrey Max).
- “Building Relationships Between the Workforce Investment System and Faith-Based and Community Organizations: A Background Paper.” Washington, DC: Mathematica Policy Research, Inc., April 2005 (with Sheena McConnell, Andrew Burwick, Michelle Derr, Pamela Winston, and Jeffrey Max).
- “Tracking Progress: Outcomes Measures of the H-1B Technical Skill Training Grant Program.” Report submitted to the U.S. Department of Labor. Princeton, NJ: Mathematica Policy Research, August 2004 (with Joshua Haimson).
- “Five Year Review of UI Performs.” Report submitted to the US Department of Labor. Princeton, NJ: Mathematica Policy Research, September 2004 (with William Borden and Grace Roemer).
- “Targeted Help to the Hard to Employ: Outcomes of Two Philadelphia Welfare-to-Work Programs.” Report submitted to the U.S. Department of Health and Human Services. Princeton, NJ: Mathematica Policy Research, September 2004 (with Irma Perez-Johnson).

“Internet Initial Claims Evaluation.” Final report submitted to the U.S. Department of Labor. Princeton, NJ: Mathematica Policy Research, October 2003 (with Robert Kenyon, Karen Needels, and others).

“Developing the IT Workforce: Certification Programs, Participants, and Outcomes in High Schools and Two-Year Colleges.” Report submitted to the U.S. Department of Education. Princeton, NJ: Mathematica Policy Research, March 2003 (with Joshua Haimson).

“Evaluation of the Significant Improvement Demonstration Grants for the Provision of Reemployment Services for UI Claimants.” Final report submitted to the U.S. Department of Labor. Princeton, NJ: Mathematica Policy Research, August 2002 (with Karen Needels and Walter Corson).

“Understanding the Costs of DOL Welfare-to-Work Grants Programs.” Princeton, NJ: Mathematica Policy Research, June 2002 (with Irma Perez-Johnson and Debra Strong).

“The 1999 National Survey of Local School-to-Work Partnerships: Data Summary.” Princeton, NJ: Mathematica Policy Research, October 2000 (with Lara Kristin Hulsey).

“A Delicate Balance—Cost Control and Quality School Construction.” Trenton, NJ: New Jersey Policy Perspectives, July 2000.

“The 1998 National Survey of Local School-to-Work Partnerships: Data Summary.” Princeton, NJ: Mathematica Policy Research, August 1999 (with Lara Kristin Hulsey and Marsha Silverberg).

## **INVITED PRESENTATIONS**

“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**

“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, 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 21<sup>st</sup> 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**

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**

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**

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

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

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

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 initiative evaluation, reviewer for Urban Institute, 2015 to present.

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**

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.

Ecosystem for Learning working group member, 2017 to 2018.

### **REVIEWER**

National Science Foundation: November 2014, November 2017, December 2017, February 2018

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