

# Jaeseung Kim

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## EDUCATION

Ph.D. June 2018  
School of Social Service Administration, University of Chicago, Chicago, IL  
Dissertation Title: *Workplace Flexibility, Family Relations, and Family Resources for Single-and Two-Parent Households*  
Dissertation Chair: Julia Henly, Ph.D.; Committee: Susan Lambert, Ph.D. & Wen-Jui Han, PhD

MSW & MPA May 2011  
Columbia University, School of Social Work & School of International and Public Affairs, New York, NY (*Dual Degree*)  
Concentration: Advanced Generalist Practice and Programming; Economic and Policy Development

MA Aug 2008  
Majored in Social Welfare, Seoul National University, Korea  
Graduation Thesis Title: *Factors Associated with Job Maintenance among Individuals with Psychiatric Disabilities*

BA Aug 2006  
Majored in Social Welfare, Seoul National University, Korea

## RESEARCH INTERESTS

Work and Care Challenges for Low-Income Families  
Workplace Flexibility and Parenting  
Child care Subsidy Programs  
Poverty and Material Hardship

## PUBLICATIONS

### Peer-Reviewed Journal Articles

**Kim, J.**, Henly, J., Lambert, S., & Golden, L. (2019). Workplace flexibility and worker well-being by gender and parenting young children. *Journal of Marriage and Family. Online first.*

Lambert, S., Henly, J., & **Kim, J.** (2019). Precarious work schedules as a source of economic insecurity and institutional distrust. *The Russell Sage Foundation Journal of the Social Sciences*, 5(4), 218-257

**Kim, J.** (2018) Workplace flexibility and parent-child interactions among working parents in the U.S. *Social Indicators Research*, 1-43.

**Kim, J.**, Lee, R.H., & Shim, Y.H. (2018). Material hardship and self-rated health among low-income households in South Korea. *Asia Pacific Journal of Social Work and Development*, 28(4), 279-294.

Henly, J.R., **Kim, J.**, Sandstrom, H., Pilarz, A.R., & Claessens, A. (2017). What explains short spells on child-care subsidies? *Social Service Review*, 91(3), 488-533.

Shim, Y.H, Lee, R.H., & **Kim, J.** (2017). Harder times and harder minds: Material hardship and marital well-being among low-income families in South Korea. *Journal of Family Issues*, 38(18), 2545-2566.

**Kim, J.**, Shim, Y.H., & Lee, R.H. (2016). Material hardship and depression among low-income households in South Korea: Differences by household type. *International Journal of Social Welfare*, 25(2), 187-198.

Muennig, P., Kuebler, M., **Kim, J.**, Todorovic, D., & Rosen, Z. (2013). Gender differences in material, psychological, and social domains of the income gradient in mortality: Implications for policy. *PLoS one*, 8(3)

### Under Review

**Kim, J.** & Henly, J.R. Child care subsidy instability and material hardship (*Revised and Resubmitted*)

Iachini, A., **Kim, J.**, Brown, T., Dunn, B., & Blake, B. A Mixed-Method Longitudinal Study of an Interprofessional Education Approach to Prevent Childhood Obesity (*Revised and Resubmitted*).

Lee, R.H., **Kim, J.**, & Shim, Y.H. Employment instability and material hardship in South Korea.

Iachini, A.L., **Kim, J.**, DeHart, D., Browne, T., Reitmeier, M., & King, L. Development of the Rural Practice Awareness and Skills Scale.

### **Book Chapters/Selected Reports**

Golden, L. & **Kim, J.** (2020). Involuntary Part-time Work and Underemployment Problem in the US. *The Center for Law and Social Policy*.

Golden, L. & **Kim, J.** (2017). Irregular work scheduling and its consequences. In S. Degroof (Eds.), *Work-life balance in the modern workplace: Interdisciplinary perspectives from work-family research, law, and policy (Vol.98)*. Wolters Kluwer; AH Alphen aan den Rijn.

Henly, J.R., Sandstrom, H., Claessens, A., Pilarz, A.R., Gelatt, J., **Kim, J.**, Healy, O. (2015) Determinants of subsidy stability and child care continuity: Final research report for the Illinois/New York Child Care Research Partnership. Urban Institute.

### **Manuscript in Progress**

**Kim, J.**, Pilarz, A. R., Hong, S., Sandstrom, H., & Henly, J. R. Child-Care Subsidy Instability and Arrangement Discontinuity: Does Type of Care Matter? (*draft available*).

**Kim, J.** Workplace flexibility and couple's relationship quality among working parents (*draft available*).

**Kim, J.** & Golden, L. Involuntary Part-time Work and Worker Wellbeing in the US. (*draft available*).

**Kim, J.** & Golden, L. Involuntary Part-time Work and Its Health Implications for Workers.

Henly, J.R., **Kim, J.**, Sandstrom, H., Claessens, A. Precarious work schedules and Provider Flexibility: Implications for Work-Caregiving Fit and Parental Stress (*draft available*).

### **Research Grants**

#### **Funded projects**

**Title: State-level child care subsidy policy generosity and subsidy take-up.**

**Role:** Co-Investigator

**Source:** Robert Wood Johnson Foundation

**Amount:** \$73,519

**Term:** Jan. 15, 2020 – Jan. 14, 2021

## Not funded projects

### **Title: Underemployment and its economic consequences and mobility**

*Role:* Principal Investigator

Source: Urban Institute

Amount: \$60,000

Time: June 2020

### **Title: Will underemployment undermine worker health?**

*Role:* Principal Investigator

Source: Russell Sage Foundation

Amount: \$49,500

Time: May 2020

### **Title: Part-time work in the US labor market: A source of inequality in worker health?**

*Role:* Principal Investigator

Source: The Washington Center for Equitable Growth

Amount: \$35,000

Time: Feb. 2020

### **Title: Caught between work and intergenerational caregiving**

*Role:* Principal Investigator

Source: Russel Sage Foundation

Time: June 2019

## **PRESENTATIONS**

### Invited Presentations

**Kim, J.** (2020, Oct). Webinar: Precarious employment in the context of COVID-19: Governmental and private sector responses to mitigate hardship. Social Service Administration, University of Chicago. Symposium series in honor of 100 Years of SSA's Doctoral Program

**Kim, J.** (2017, May). Workplace flexibility and family relationships for working parents: Focusing on gender difference. 2017 Work Autonomy, Flexibility, and Work-Life Balance project at the London School of Economics, London, U.K.

Henly, J.R., Claessens, A., Pilarz, A.R., **Kim, J.**, & Barnes, C. (2016, Apr.). Subsidy exits & child care continuity: How job instability and administrative practices shape subsidy & child care use. SSA Theory Workshop, University of Chicago.

## **Peer-Reviewed Presentations**

Augustine, J., **Kim, J.**, & Lee, M. (2021, June). Parents' flexible work arrangements and developmental parenting time (*accepted*). 2021 Annual Meeting of Population Association of America (PAA)

**Kim, J.** & Golden, L. (2021, Jan.). Involuntary part-time work and underemployment in the united states and its consequences for work-life (*accepted*). 2021 Allied Social Sciences Associations (ASSA). Virtual presentation.

**Kim, J.** (2021, Jan.). Underemployment and Its Health Consequence for Working Families in the US (*accepted*). 2021 Society for Social Work Research (SSWR). Virtual presentation.

Pilarz, A. R, **Kim, J.**, Henly, J.R., Hong, S., & Sandstrom, H. (2021, Jan.). Child-Care Subsidy Instability and Arrangement Discontinuity: Does Type of Care Matter? (*accepted*). 2021 SSWR, Virtual presentation.

**Kim, J.** (2020, Oct.). Involuntary part-time work and underemployment in the US and its consequences for work-life. 2020 Work and Family Researchers Network Conference (WFRN), Virtual presentation.

**Kim, J.** (2020, Jan.). The implications of child care subsidy stability and program rules. (symposium organizer). 2020 Society for Social Work Research (SSWR), Washington, DC.

**Kim, J.** & Henly, J.R. (2020, Jan.). Child care subsidy instability and material hardship. 2020 SSWR, Washington, DC.

**Kim, J.** (2020, Jan.). Workplace flexibility and couple's relationship quality among working parents. 2020 SSWR, Washington, DC.

Ha, Y. & **Kim, J.** (2020, Jan.). Child care subsidy program rules and stability in child care subsidy receipt: A state-level analysis. 2020 SSWR, Washington, DC.

**Kim, J.** (2019, Jan.). Involuntary part-time employment and worker well-being. 2019 SSWR, San Francisco, CA.

**Kim, J.** Lee, R. H., & Shim, J. (2019, Jan.). Material Hardship and Self-rated Health among Low-income Households in South Korea. 2019 SSWR, San Francisco, CA.

Lambert, S., Henly, J., & **Kim, J.** (2019, Jan.). Precarious Work Schedules as a Source of Economic Insecurity and Institutional Distrust. 2019 SSWR, San Francisco, CA.

**Kim, J.** (2018, June). Workplace flexibility and family relationships for low-income working parents. 2018 WFRN, Washington, DC.

**Kim, J. & Golden, L.** (2018, June). Employee-centered vs. employer centered types of flexibility and association with the well-being of workers. 2018 WFRN, Washington, DC.

**Kim, J.** (2017, May). Workplace flexibility and family relationships, and family resources for working parents. 7<sup>th</sup> Community, Work, and Family Conference, Milan, Italy.

**Kim, J.** (2017, Jan.). Workplace flexibility, family relationships, and family resources for single- and two-Parent Households. 2017 SSWR, New Orleans, LA.

**Kim, J.** (2016, Nov.). Workplace flexibility, family relationships, and family resources for single- and two-Parent Households. 2016 Annual Meetings of the Association for Public Policy Analysis and Management (APPAM), Washington, DC.

**Kim, J., Henly, J., & Golden, L.** (2016, June). Irregular, unpredictable, and inflexible work schedules: Adverse consequences for certain types of workers and jobs? 2016 Work and Family Researchers Network Conference, Washington, DC.

**Kim, J.** (2016, Jan.). Workplace flexibility and couple's relationship quality and parent-child interactions among working parents. 2016 SSWR, Washington, DC.

Shim, Y.H., Lee, R.H., & **Kim, J.** (2015, May). Harder times and harder minds: Material hardship and marital well-being among low-income families in Korea. 2015 Annual Meeting of Population Association of America (PAA), San Diego.

**Kim, J., Henly J.R., Pilarz, A.R., Sandstrom, H., & Claessens, A.** (2015, Jan.). Employment and program factors associated with exiting the child care subsidy program. 2015 SSWR, New Orleans, LA.

**Kim, J., Henly, J., Lambert, S., & Golden, L.** (2015, Jan.). Daily job flexibility and the well-being of working parents. 2015 SSWR, New Orleans, LA.

**Kim, J.** (2014, Jan.). Interpersonal work support and health: focus on the stress-buffering hypothesis. 2014 SSWR, San Antonio, TX.

**Kim, J., Henly, J., Lambert, S., & Golden, L.** (2014, Jan.). Daily job flexibility and the well-being of hourly and salaried workers. 2014 SSWR, San Antonio, TX.

**Kim, J., Shim, Y.H., Lee, H.N., & Lee, R.H.** (2013, Jan.). Material hardship and depression among low-income households in Korea: differences by household type. 2013 SSWR, San Diego, CA.

**Kim, J.** (2013, Jan.). Path analysis of economic deprivation on child development in Korea: Focusing on income, asset, and material hardship. 2013 SSWR, San Diego, CA.

## MEDIA COVERAGE

**Kim, J.** (2020). The underemployment crisis. *The Atlantic*.  
<https://www.theatlantic.com/ideas/archive/2020/08/underemployment-crisis/614989/>

**Kim, J.** (2020). Pandemic Activity. Keeping busy inside and outside during COVID-19 isolation. *Free Times*. [https://www.postandcourier.com/free-times/news/covid19/keeping-busy-inside-and-outside-during-covid-19-isolation/article\\_43ea04c4-7228-11ea-9da3-7b65a204087d.html](https://www.postandcourier.com/free-times/news/covid19/keeping-busy-inside-and-outside-during-covid-19-isolation/article_43ea04c4-7228-11ea-9da3-7b65a204087d.html)

## RESEARCH EXPERIENCE

**2015–2018      Research Assistant**  
Precarious Work Schedules among Early-Career Adults in the US  
*University of Chicago School of Social Administration, Chicago, IL*  
Co-P.I.s: Susan Lambert, Ph.D. & Julia Henly, PhD  
  
Successfully conducting latent class analyses to identify different groups of precarious work schedules and determinant factors associated with those groups by using data from the 1997 National Longitudinal Survey of Youth.

**2012–2018      Research Assistant**  
General Social Survey Project  
*University of Chicago School of Social Administration, Chicago, IL*  
Supervisor: Julia Henly, Ph.D., Susan Lambert, Ph.D., & Lonnie Golden, PhD  
  
Efficiently perform analyses examining the associations of flexible schedules and work from home with workers' well-being in the context of gender, parental status, and occupational structure using the General Social Survey (GSS). Prepared and submitted a manuscript to a peer-reviewed journal as a lead author (Kim et al., under review).

**2012–2018      Research Assistant**  
Child Care Research Partnership (CCRP) Study

*University of Chicago School of Social Administration & Urban Institute, Washington, DC.*  
Co-P.I.s: Heather Sandstrom & Ph.D. Julia Henly, PhD

Regularly participated in qualitative interviews for child care subsidy recipients in Illinois. Cleaned and analyzed linked administrative-survey data as the main data analyst to deepen understanding of the patterns and determinants of child care subsidy use and child care stability overtime in New York and Illinois. Carefully prepared a final project report and presented findings at multiple academic and non-academic conferences. Based on findings, prepared and published an article in *Social Service Review* (Henly, Kim, et al., 2017).

**2011–2012**

**Full-Time Researcher**

General Social Survey Mortality Project

*Columbia University Mailman School of Public Health, New York, NY*

P.I.: Peter Muennig, PhD

Designed and studied economic, psychological, and social-risk or buffering factors associated with mortality in the US as the main researcher. Successfully tested hypothesized models by conducting survival analyses using a GSS National Death Index dataset. Directly contributed a paper on the association between income and mortality that was published in *Plos One*.

**2011**

**Research Assistant**

Monitoring & Evaluation of Nigerian Millennium Village Project

*Earth Institution, New York, NY*

Supervisor: Liya Aklilu, MPH

Cleaned Nigerian population data and developed Millennium Development Goal (MDG) baseline indicators in health- and school-related areas, such as children's underweight and dropout rates for primary education. Managed Nigerian MDG project by cleaning and generating indicators of survey data

**2010–2011**

**Evaluation Consultant**

Program Evaluation of the Jitegemee Program

*Jitegemee Program, Machakos, Kenya*

Supervisor: Toni Sethi, PhD

Carefully conducted an evaluation on a formal school support program for street children in Kenya as part of the Capstone Project at Columbia University.

Reliably conducted a focus group and individual interviews with 130 students and their families.

**2010**

**Summer Intern**

Millennium Village Project

*Earth Institution, Tabora, Tanzania*

Supervisor: Gerson Nyadzi, PhD

Stayed in a Millennium Village in Tanzania as part of a three-month summer internship. Successfully collaborated with a project team to address the major problem of underweight children increasing in number in the village. Conducted individual interviews with 68 mothers and health workers to assess the issue and identify its main causes. Charismatically presented the findings to the project's staff. Evaluated the sustainability of the MVP by conducting a survey with 20 staff in the agency.

## **TEACHING INTERESTS**

Social Welfare Policy and Programs  
Human Behavior in the Social Environment  
Research Methods  
Work and Family Policy

## **TEACHING EXPERIENCE**

**2018–2020 Instructor**

**Human Behavior in the Social Environment**

*The University of South Carolina, College of Social Work*

**2019–2021 Instructor**

**Social Work Policy Analysis**

*The University of South Carolina, College of Social Work*

**Winter 2018 Instructor**

**Research and Evaluation**

*The University of Chicago, School of Social Service Administration*

Taught a foundational research method course to graduate social work students. Integrated real-world examples of research practices into a course to promote the learning experiences of students and enhance their ability to understand and interpret qualitative and quantitative social work data as professionals. Developed the syllabus, assignments, and presentation materials, chose readings for the course, and conducted mid-term and final teaching evaluations.

**Fall 2017 Teaching Assistant**

**Social Welfare Policy and Programs**

*The University of Chicago, School of Social Service Administration*

Instructor: Marci Ybarra, PhD

Held weekly teaching assistant (TA) sessions for graduate social work students. Introduce the history of the social work profession and the development of social welfare programs and policies in the US to students.

**Spring 2017 Teaching Assistant**

**Economics for Social Welfare**

*The University of Chicago, School of Social Service Administration*

Instructor: Harold Pollack, PhD

Led weekly TA sessions for graduate social work students. Regularly ran lectures about key economic concepts and reviewed problem sets with students. Held individual sessions discussing the implications of economic concepts for social work policies and practice. Rated 4.4/5 on 35 student evaluations.

**Fall 2016 Teaching Assistant**

**Data for Policy Analysis and Management**

*The University of Chicago, School of Social Service Administration*

Instructor: Billie Day

Led weekly TA sessions for graduate social work students. Carefully reviewed class materials and held individual sessions with students who experienced challenges in statistical concepts. Rated 4.7/5 on 12 student evaluations.

**Winter 2016 Instructor**

**Research and Evaluation**

*The University of Chicago, School of Social Service Administration*

Taught a foundational research method course to graduate social work students. Meticulously integrated real-world examples of research practices into a course to promote the learning experiences of students and enhance their ability to understand and interpret qualitative and quantitative social work data as professionals. Developed the syllabus, assignments, and presentation materials, chose readings for the course, and conducted mid-term and final teaching evaluations. Rated 4.5/5 on 20 student evaluations.

Successfully performed a special guest lecture for another research method course on the introduction of hypothesis testing and quantitative analyses.

**Winter 2015 Teaching Assistant and Guest Lecturer**

**Research and Evaluation**

*The University of Chicago, School of Social Service Administration*

Instructor: Shipra S. Parikh, Ph.D.

Reliably provided instrumental support for graduate social work students. Led weekly TA sessions and held ongoing student consultations. Carefully conducted a final review session for students and received positive feedback. Rated 4.8/5 on 25 student evaluations.

## **PRACTICE EXPERIENCE**

**2010**

**Social Work Intern**

**Assertive Community Treatment (ACT) team at The Bridge**

*New York City, New York*

Worked at the Assertive Community Treatment (ACT) team at The Bridge. Regularly counseled and managed symptoms of 68 clients with mental illnesses. Managed and reported case management daily and offered a group program to promote the hygiene and self-image of clients.

**2009**

**Social Work Intern**

**Gateway Counseling Center**

*Bronx, New York*

Successfully worked with a group program designed for people with mental illnesses. The program assisted in stress and medication management. Provided individual therapy and case management services to three clients every week.

**2006–2008      Program Consultant**  
**We-Start Project (a Korean version of Head Start)**  
*Seoul, South Korea*  
Supervisor: Lee BongJoo, PhD

Developed and administered a group intervention program for children with behavioral problems as a part-time social worker. Correctly assessed and evaluated children's behavioral changes over time. Conducted needs assessments of 150 program participants

**2006      Social Work Intern**  
**Community Rehabilitation Center**  
*Seoul, South Korea*

Developed and conducted a vocational training program for adults with mental disorders. Conducted outcome evaluations of implemented programs to assess the efficacy of the project. Provided case management for ten clients to help them seek and secure employment.

## **FELLOWSHIPS AND SCHOLARSHIPS**

**2017–2018      Chicago Center for Teaching Fellowship**  
**University of Chicago**

Received a one-year fellowship of \$3,800 to serve as a teaching mentor. Currently, design and lead teaching development workshops for graduate students and develop programs and resources to create communities of teaching practices in the SSA department.

**2012–2017      SSA Doctoral Fellowship**  
**University of Chicago, SSA**

Received an annual stipend of \$23,000 for five years.

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| 2013      | <b>National Poverty Center Summer Survey of Income and Program Participation (SIPP) Data Workshop</b><br><b>University of Michigan</b>  |
|           | <p>Attended a workshop titled Conducting Research Using the SIPP, which was fully funded and organized by the National Poverty Center at the University of Michigan</p>                 |
| 2008–2010 | <b>STX Corporation Scholarship</b><br><b>Seoul, South Korea</b>   |
|           | <p>Received a two-year fellowship of \$50,000 per year to fund tuition and living expenses at Columbia University. The interdisciplinary fellowship on cultivating global scholars.</p> |

## **SERVICE TO PROFESSION**

### **Service Roles**

Co-chair of the SSWR Work and Work-Life Policies and Programs Cluster.  
 Editorial Board, *Korean Academy of Social Work Practice and Research*

### **Guest Manuscript Reviewer**

*Asia Pacific Journal of Social Work and Development*  
*Children and Youth Services Review*  
*International Journal of Social Welfare*  
*Journal of Family Studies*  
*Journal of Marriage and Family*  
*Journal of the Society for Social Work and Research*  
*Social Forces*  
*Social Policy & Society*

## **LICENSES AND MEMBERSHIPS**

A Licensed Social Worker in Korea  
 Association for Public Policy Analysis and Management  
 Society for Social Work and Research  
 Work and Family Research Network

## DATA ANALYSIS TRAINING

Applied Research Design Using Mixed Method Mixed Research Methods (*Curran-Bauer Analytics*)

Qualitative Research Methods (*ICPSR Summer program*)

Applied Hierarchical Linear Modeling (*University of Chicago*)

Applied Longitudinal Data Analysis (*University of Chicago*)

Analysis of Categorical Data (*University of Chicago*)

Quasi-Experimental Research Design (*Columbia University*)

Introduction of Structural Equation Modeling (*Seoul National University*)

Software: SPSS, STATA, M-Plus, HLM